

Parent and Student Handbook

2008-2009

School Office Hours 8:30 A.M. - 4:15 P.M.
School Hours 9:20 A.M. - 3:45 P.M.

Office: 952-881-8160

Fax: 952-881-3032

Creative Club: 952-881-9103

E-Mail Address:
nativity@nativitybloomington.org

Table of Contents

Welcome To Nativity Of Mary School	4
Our School.....	5
Philosophy	5
Nativity of Mary School Mission Statement.....	6
School Staff.....	7
Parish Staff.....	7
Admissions and Fees.....	8
Admissions.....	8
Waiting Lists	8
Entrance to Kindergarten	8
Early Entrance into Kindergarten	8
Immunization Requirements	9
Registration Fee.....	9
Tuition Schedule.....	9
Tuition Assistance	9
Tuition Arrears	9
Books and Equipment	10
Attendance.....	10
Attendance Policy.....	10
Shared Responsibility	10
Excused Absences	10
Unexcused Absences	11
Consequences of Unexcused Absences.....	11
Tardiness.....	11
Consequences of Unexcused Tardiness	11
Take Your Son or Daughter to Work Day.....	11
Communications.....	11
Emergency Use of Office Phone	11
Conferences.....	11
E-Mail.....	11
Web Page.....	11
Voice Mail	11
Curriculum.....	12
Academic Curriculum.....	12
Religion Curriculum	12
Internet Policy	13
Homework.....	13
Student Progress Reporting	13
Final Grades	13
Promotion/Retention.....	14
Holistic Awards.....	14
Enrichment Opportunities	14
Athletics.....	14
Nativity of Mary Parish Choir	14
Nativity of Mary School Choir.....	14
Kids Council.....	14
Piano.....	14
Other Programs Enrichment Opportunities.....	15
Grievance Procedure.....	15
Health Regulations	15
Food Regulations.....	15
Emergency Cards.....	15
Health Services.....	15
Medications at School.....	15
Immunization Requirements	16
Illness.....	16

Hot Lunch Program	16
Hot Lunch Program	16
Hot Lunch Payments.....	17
Kindergarten Milk Program	17
Other School Activities.....	17
Family and Junior High Special Events	17
School Celebrations	17
Student Gatherings Outside of School (ie - Birthday Parties)	17
Field Trips/Retreats	17
Pets.....	17
Photographs.....	18
Professional Photography.....	18
Media Release Form	18
School Closing	18
Support Services.....	18
Title I	18
Special Learning Disabilities (SLD)	18
Guidance Service.....	18
Speech.....	18
Transportation	19
Bus Regulations.....	19
Guidelines for Nativity of Mary Students	19
Pick-Up/Drop-Off of Children	19
Uniform Code	19
School Uniform Code and Personal Appearance.....	19
Out-of-Uniform Day Requirements	20
Personal Appearance Guidelines	21
Uniform Enforcement	21
Uniform Suppliers	21
Physical Education.....	21
Visitors.....	21
Visits to School	21
Non-Custodial Parents	21
Volunteers.....	22
Volunteers	22
School Commission	22
Nativity Athletics.....	23
Mission Statement	23
Athletic Director	23
League Associations	23
Eligibility and Membership Fees	23
Activities.....	23
Levels of Sports.....	23
Funding	24
Insurance.....	24
Grievance Procedure.....	24
2008-2009 Sports Participation Agreement.....	25
Rules and Discipline Policy Guidelines	26

Welcome To Nativity Of Mary School

This handbook is prepared for the parents/guardians of children attending Nativity of Mary School. This handbook provides answers to questions on the various aspects of school life. Our policies are established for the benefit of our children and the efficiency of the school. We sincerely hope to establish a bond of trust and cooperation between home and school. When parents and teachers work together to teach children about God and our world, we give our children the best opportunity for spiritual, academic, and emotional growth.

We hope you find this handbook helpful and keep it conveniently located for ready reference.

The Nativity of Mary School Staff

I/We have read and discussed the 2008-2009 Parent/Student Handbook with our child(ren) and agree to be governed by the policies contained herein.

(Parent/Guardian Signature)

(Date)

Please print the names of your child(ren) and have each child sign the form.

(Student's Signature)

(Student's Signature)

(Student's Signature)

(Student's Signature)

(Please sign and return this page to the school office by Friday, Sept. 5, 2008)

Our School

Nativity of Mary School was built in 1951 and was staffed primarily by the Sisters of St. Joseph of Carondelet. Over the years, academic excellence and a caring environment have been the hallmark of this school.

Nativity of Mary is the only Catholic school geographically located in Bloomington. It serves children from Nativity of Mary, St. Bonaventure and St. Edward in Bloomington, Pax Christi in Eden Prairie and other neighboring parishes. All students are welcome regardless of race, color, religion, ethnic or national origin.

The school is fortunate to have a strong lay faculty and administration who continue to carry on traditions as well as embrace new techniques and policies. By visioning for the future, we continue to grow and develop.

Part of the uniqueness of Nativity of Mary School is the support of the parents. We are blessed with a dedicated group of volunteers who give unselfishly of their time and talents. Those who cannot support us in this way have generously backed our fund-raisers.

Nativity of Mary School currently has an enrollment of approximately 350 students in kindergarten through 8th grade.

Philosophy

Students, teachers, parents, support staff, and the principal are all gathered at Nativity of Mary School in a faith community whose goal is to educate and nourish the spirits, minds, and bodies of our young people. An essential part of this process is to foster and model reverence and respect for self, others, and the property of this faith community.

As a Catholic school, we strive not only to recognize the individual needs of each student but also to adapt instruction to meet those needs. Because each person is unique, the faculty is conscious of the necessity of providing an environment in which the individual students can be challenged but can also succeed. It is the role of the school to complement the home environment in preparing our young people for a Catholic way of life in our society of the present and future.

Therefore, as Catholic educators at Nativity of Mary School and with the support of the parents, we strive to help form strong Christian individuals who will open their minds, hearts, and souls to the religious, social, and academic values needed to bring them happiness and inner peace while enriching the community to which they belong.

Nativity of Mary School Mission Statement

In order to fulfill our parish call "to proclaim with our lives and hearts the message of Jesus Christ and to serve the temporal and spiritual needs of people locally, throughout the diocese and the world," Nativity of Mary School dedicates itself to the following educational mission.

WE BELIEVE:

that we provide our young people with a unique environment that integrates faith and life by engaging them in a variety of daily experiences that foster the development of Christ-centered choices based on gospel values.

that while emphasis on basic skills is essential to effective schooling, of equal importance is our responsibility to give children opportunities to think for themselves, to be curious, to think critically, to be actively involved in learning, and to nurture an appreciation of the value of knowledge and an awareness of God's goodness and glory in nature and the arts.

that a curriculum, the school's road map to excellence, must be sequential and goal-oriented if learning is to take place. Since education should be a meaningful and joyful experience, a curriculum must also offer a variety of enrichment that stimulates self-expression through writing, art, and class discussion.

that teachers are role models who are aware of those "teachable moments" when they can reinforce values of responsibility for self and others, personal dignity, and respect and human compassion.

that effective schooling grows out of a partnership between parents and school staff working cooperatively to establish and implement common goals and visions.

WE BELIEVE that the perennial and time-tested ideals of our Catholic school mission statement are essential to preparing our young people to play an active part in shaping a Christ-centered society of the **21st century**, a society that uses its knowledge to serve humankind and enhance freedom, a society where our children will continue our mission of proclaiming the Gospel of Christ.

The Parents, School Commission, and Staff
of Nativity of Mary School

School Staff

Principal:		Mrs. Barbara Castagna	
Primary:	Kindergarten	Mrs. Lynn Robertson	Room 120
	Kindergarten	Mrs. Kathy Daggett	Room 123
	Grade 1	Mrs. Ann Marie Waggoner	Room 101
	Grade 1	Mrs. Rebecca Hartmann	Room 103
	Grade 2	Mrs. Diane Talley	Room 102
	Grade 2	Mrs. Rita Duerr	Room 104
Intermediate:	Grade 3	Mrs. Rebecca Woychick	Room 105
	Grade 3	Mrs. Patty Meyer	Room 107
	Grade 4	Mrs. Carla Zenk	Room 106
	Grade 4	Mr. Glen Hoffman	Room 108
	Grade 5	Ms. Kathleen Endert	Room 109
	Grade 5	Mrs. Holly Long	Room 110
Upper Level:	Grade 6, 7, 8	Mrs. Ann VanBrocklin	Room 111
	Grade 6, 7, 8		Room 112
	Grade 6, 7, 8	Mrs. Jane Wagemaker	Room 113
	Grade 6, 7, 8	Mr. Pat Bohman	Room 114
	Grade 6, 7, 8	Mrs. Laura Millenacker	Room 115
	Grade 6, 7, 8	Mrs. Theresa Prusha	Room 116
Music:	All Grades	Mrs. Judy Hodgson	Room 210
Physical Education:	All Grades	Mr. Tim Thoreson	Gym
Computer:	All Grades	Mr. Jesse Robertson	Room 122
School Administrative Assistant		Mrs. Wanda Hagerty	
Library		Mrs. Tina Meyer	
Health Service Associate		Mrs. Becky Rodier	
Food Service Associate		Mrs. Justine Hiben	
Title I Tutor		Mrs. Terri Riehm	
Guidance/Counseling		Ms. Sara Belleau/Mrs. Sandy Sevig	
Maintenance Engineer		Mr. Jim Ellison	
Athletic Director		Mr. Tim Thoreson	
Creative Clubhouse		Mrs. Connie Dowzak	
Volunteer Coordinator		Mrs. Katie McGrane	
School Commission		Chairperson: Amy Poehling, David Backman, Therese Cassidy, Sue Koplín, Dan Murphy, Jean Marie Grassl, Corinne Thomson, Sherri Werner, & Betsy Stubson.	

Parish Staff

Pastor	Fr. Steve Ulrick
Parish Business Administrator	Mr. Tony Mailhot
Pastoral Minister	Mrs. Mary Ann Kelly-Wright
Religious Ed./Youth Minister	Mr. Karl Hemmesch
Liturgical Music Director	Mr. Mark Kieffer
Administrative Assistant	Mrs. Kathy Schoenecker & Mrs. Judy Tobroxen
Bookkeeper	Mrs. Connie Long
Faith Formation Administrative Assistant	Mrs. Linda Skogland
Parish Nurse	Mrs. Carol Oldowski, RN

Admissions and Fees

Admissions

It is the policy of Nativity of Mary to comply with state and federal laws prohibiting discrimination, to the end that no person(s) shall be illegally denied or excluded from enrollment or participation in any educational program or activity operated by the school on the basis of race, color, national or ethnic origin, gender, age, marital status, status with regard to public assistance, or disability.

Every local effort should be made to provide each qualifying Catholic child the opportunity to attend a Catholic school regardless of the financial situation of the family. Families should seek the advice of the principal if financial problems arise.

Students are accepted in the following priority:

1. All students presently attending the school.
2. New students who are brothers and sisters of students in the school.
3. New students who had brothers and sisters in the school.
4. New students who are members of the Nativity of Mary Parish.
5. Students who are not members of the school parish but are members of another Catholic parish.
6. Students who are children of alumni.
7. Students applying for transfer to the school who are non-Catholics.
8. Early entrants (children who are not 5 years of age by September 1) will be considered after all 5 year old applicants have been accepted into a (full day or half day) kindergarten classroom first.

Waiting Lists

Waiting lists will be established when grades are filled.

Entrance to Kindergarten

Nativity of Mary requires children who enter kindergarten to be five years old by September 1 of the year in which they will enroll. A registration due date is published on the school calendar. A waiting list will be established after the registration deadline for kindergarten.

Early Entrance into Kindergarten

Early entrance into kindergarten touches many aspects of the child's life, and several factors need to be considered:

The child's overall readiness is more important than academic skills.

The child will turn 5 between Sept. 1 and Oct. 15.

Testing by an authorized Child Psychologist must precede the child's acceptance into Kindergarten at the parents cost.

When entering Kindergarten, a six-week trial period should be agreed upon. At the end of the six weeks, a conference is held between the teacher and the principal to decide whether or not this is the correct placement for the child. Their decision is then shared with the parents.

The parents submit a signed statement to the school stating that if the trial period is not successful, the child will repeat kindergarten or leave kindergarten.

Early entrants (children who are not 5 of age by September 1) will be considered after all 5 year olds have been accepted into the kindergarten classroom first. Then follow the priority list.

The teacher in consultation with the principal and they have the final decision as to whether or not the child is accepted.

Procedures:

Preschool screening must take place at age three or four. Children are tested by a speech therapist, social worker, and psychologist in the public school district in which they live.

Parents or guardians are responsible for screening and payment.

Results of preschool screening and early entrance testing must be sent to the principal and the kindergarten teacher as part of kindergarten registration.

Immunization Requirements

The School Immunization Law applies to all students in all grades. School law requires students to be immunized unless parents get legal exemption due to medical reasons or conscientiously held beliefs. Please bring immunization information to the nurse at registration if you are new to the school, or if you were notified that your child needs further or updated immunizations.

For specific immunizations needed, please refer to "Immunization Requirements" on Page 16.

Registration Fee

Each student will pay a \$100.00 fee at the time of registration. This is non-refundable and **NOT** applicable to tuition.

Tuition Schedule

2008-2009 TUITION	
<u>Grade</u>	<u>Tuition</u>
K & new students	\$3,350.00
1 st – 8 th	\$3,850.00

We offer families two (2) alternative forms of payment:

Annual Tuition: Due on Registration Day.

Monthly: Tuition can be paid monthly on the 5th and/or 20th of each month. Tuition can be spread out over 10 or 11 months. Families have the option of having the tuition automatically withdrawn from their checking or savings account or tuition can be paid in full on the day of Registration. **The first tuition payment is due by Aug. 26, 2008. If tuition is late, you will be charged you a late fee of \$15.00.** This will be added to your tuition statement.

Tuition Assistance

Parents/guardians need to apply for tuition scholarships from the parish where they are registered. Nativity of Mary, St. Edward, and St. Bonaventure parishes participate in FAIR (Financial Aid Independent Review). These scholarships are determined based on the needs of each family against the set criteria. There are set standards of allowances that are used to determine need. These standard allowances include but are not limited to: housing, transportation, food, clothing, utilities, etc. It is a set limit for each expense category. These standards are set using the current Consumer Pricing Index (CPI) as well as demographics for the Bloomington community along with FAIR's mathematical formulas. This is an outside agency that determines the scholarships. It ensures confidentiality with your application, and we feel that it is the most objective way to determine scholarships.

Aid Available

Aid available for registered parishioners.

Nativity of Mary	\$165,000.00
St. Bonaventure	\$ 15,000.00
St. Edward's	\$ 15,000.00

Other Assistance

- The school also incorporates a tuition assistance program for qualifying students.
- The 2008-2009 assistance pool is \$15,000.00.
- Pax Christi Parishioners need to apply for aid through the Religious Education Department at Pax Christi. Aid available is \$100.00 for Grades K-5, and \$125.00 for Grades 6-8.
- Please check with your home parish on how to apply for tuition aid if you are members of any other parish.

Tuition Arrears

Only when all tuition and miscellaneous fees/fines (athletics, library, lunch, field trips, uniform fines, textbooks (lost/damaged), Creative tuition, etc.) are paid in full, the following will take place:

- Children will receive their final report card.
- Eighth grade students will be able to attend the 8th Grade Graduation Ceremony.
- The family will be readmitted to Nativity of Mary School for the upcoming year.

The principal will notify families by letter that they will not be readmitted until the tuition balance has been paid in full. This letter will be sent prior to the upcoming school year.

Names of delinquent families may be turned over to a collection agency on/about August 1st for the previous year.

School families falling more than 45 days behind in their tuition payments, in addition to receiving the letter, will receive a telephone call or a letter from the principal or parish business administrator asking for immediate payment.

After 45 days, delinquent family accounts may be turned over to a collection agency.

Books and Equipment

Each student is responsible for the good care of all books (including library books) and equipment that he/she receives from school. Students who damage or lose a book will be fined according to the replacement cost of the book. A notice will be sent home with the student prior to the fine. In order to take a book out of the library, it must be checked out. Reference books do not circulate and must be kept in the library.

Attendance

Attendance Policy

Research supports that regular school attendance and punctuality are directly related to success in school academically, socially, and it promotes dependability. It is the policy that Nativity of Mary will adhere to the State of Minnesota regulation concerning school attendance. The following are responsibilities and guidelines to encourage and promote regular attendance.

Shared Responsibility

1. Parents/guardians will inform the school of a student's absence either with a written notification or a phone call that morning by 10:00 a.m. (952-881-8160).
2. Parents/guardians picking up children before the school day ends, **must** sign their child out in the school office.
3. Students will request all missed assignments due to absence upon returning to school.
4. Students will arrange a time line with his/her teacher for completion of missed work.
5. Teachers will take accurate attendance each day and work collaboratively with parents to provide student(s) with missing work. If absence is due to work, travel, or some other reason, parents/guardians should notify the school prior to the absence.
6. Teachers will work cooperatively with parents/guardians to solve any attendance problems that may arise.
7. The nurse will compile a list of absent and tardy students who have notified the school and compare the list with the teachers' attendance cards.
8. The nurse will phone parents/guardians of absent students not accounted for.
9. The administrator will work collaboratively with the parents/guardians and staff to help solve attendance problems.
10. Students who miss more than a combined total of 7 unexcused days of school are considered truant and in violation of the state law on compulsory education.

Excused Absences

1. Illness of student or someone in the student's immediate family.
2. Funeral or other family emergency.
3. Appointments with health care providers or other professionals and court appearances when **unable to schedule outside school hours** and when the school is notified in advance.
4. Religious holidays.
5. Removal of a student pursuant to a removal from class or suspension. Removal from class or suspensions are to be handled as excused absences and students will be required to complete make-up work.
6. Family Vacations-The school calendar provides an adequate number of days of vacation from regular school routine for our students, and parents/guardians are strongly encouraged not to take students for vacations at other times. **If a student misses more than 3 consecutive days due to a vacation, the student will be expected to do a report or an educational assignment related to something learned on the vacation.** This should be discussed with the teacher prior to the vacation. If vacations are taken outside of the scheduled breaks during the year, teachers are not responsible for giving assignments in advance. The reason for this is twofold. First, assignments may change from day-to-day, so there is no way to be sure that the assignments given in advance are accurate. Secondly, it puts an unfair burden on the

teachers, since preparing assignments can be time consuming. When the child returns to school, the assignments will be given out together with a deadline for completion.

7. Taking a student out of school for sport activities is strongly discouraged. This is an unexcused absence. Teachers are not responsible for giving assignments in advance.

Unexcused Absences

1. Truancy: An absence by a student which was not approved by the parent/guardian and/or the school.
2. Missing the bus.
3. Work or baby-sitting at home.
4. Oversleeping.
5. Excessive absences/tardiness in the judgment of the school without medical verification.

Consequences of Unexcused Absences

1. Students are required to make up all assignments missed due to the absence.
2. The parent/guardian of a student who had accumulated (5) unexcused absences within a school year will be mailed a letter requesting a conference with the teacher and/or nurse.
3. In cases of (7) unexcused absences, a referral will be made to the principal. A conference will take place and further action may be taken.

Tardiness

1. Students are expected to be in their assigned area at designated times. Failure to do so constitutes tardiness. The student must report to the school office when arriving late as well as when leaving and/or returning to the school before being admitted to class.
2. Tardies become absences when students miss a significant part of a day. A student who arrives two or more hours late, or leaves two or more hours early, is marked a half-day absent (excused or unexcused depending on the situation)
3. Half-day kindergarten: - If a student misses an hour of kindergarten, he/she is marked a half-day absent.

Consequences of Unexcused Tardiness

- 3 tardies - Teacher will contact parents to discuss tardies.
- 6 tardies - Teacher will contact Attendance Liaison. A letter will be sent home by Attendance Liaison.
- 9 tardies - Teacher will refer student to administration. Parents will be notified.
- 12 tardies - Teacher will refer student to administration. Student may be referred to Hennepin County Truancy Court.

Take Your Son or Daughter to Work Day

Nativity of Mary School strongly discourages parents from taking students out of school for this day. The entire class is adversely affected when a significant number of students are absent. Absence on this day is an excused absence, but your child will be counted as absent.

Communications

Emergency Use of Office Phone

All directions to children should be communicated to them **before** they leave home. School telephones are for **emergency use only**. Children may use a phone only with permission and only for such things as unexpected extracurricular changes.

Conferences

Teacher conferences take place both in the fall and in the spring.

E-Mail

Nativity of Mary School's E-Mail address is as follows: nativity@nativitybloomington.org

Web Page

Nativity of Mary School has a Web site at: www.nativitybloomington.org

Voice Mail

Nativity of Mary School's Voice Mail is: 952-881-8160. Please listen for options for individual voice mail.

Curriculum

Academic Curriculum

A core curriculum is taught at all levels. The scope and sequence of each academic area is covered at each respective level.

ART	Teacher Developed Program
ENGLISH	Houghton Mifflin 2003, also supplemented with Houghton Mifflin, 1995
MATHEMATICS	Houghton Mifflin 2005 (K-5) Prentice Hall 2004 (6-8)
MUSIC	Teacher Developed Program
PENMANSHIP	Zaner Bloser: 2004
PHYSICAL EDUCATION	Teacher Developed Program
READING	McMillan, McGraw-Hill- Grades 6-8,1997; Houghton Mifflin - Grades K-5, 2003
RELIGION	Silver Burdett Ginn - Grades K-6, - 2004; Sadlier - Grades 7 & 8, - 1998; Lectionary Based Catechesis-Pflaum 2004
SCIENCE	Foss – Gr. K(2003) 1-5 (2002); Houghton Mifflin - Gr 1-5 (2003); Prentice Hall - Grades 6-8 (2003); Scott Foresman - Grade 6 - (2003)
SOCIAL STUDIES	Houghton Mifflin - 2007;- K-5; Prentice Hall, 2007; 6-8
COMPUTER	Teacher Developed Program
SPANISH	Harcourt - Grades 6 -8; 2000
HEALTH	Harcourt – Grades K-5; 2006 Holt, Rinehart & Winston-Grades 6-8; 2006

Religion Curriculum

As an extension of the family, the school is conscious of educating the whole person. This education includes both spiritual and moral development.

As a Catholic School, we feel we have a unique and special alternative to offer our children. We are able to integrate Catholic truth and values throughout each day in every class as well as offer a staff who expresses this integration both inside and outside the classroom.

Daily religion classes from kindergarten through 8th grade help instill in students the importance of prayer, sacramental growth, liturgical preparation, familiarity with scriptures, the life of Christ, and the history of the Catholic Church.

Teachers, students, and priests are involved in the planning of Masses and prayer services for the school community. Each class day begins and ends with prayer. Retreats are made by the Upper Level students and service activities are encouraged.

The entire program is designed to set a foundation for a life-long Catholic commitment.

Complimenting our religion curriculum is *The Family Life* program. This particular course of study is taught in grades 5 - 8 during the school year. In order to be a viable program, parents are encouraged to participate in Family Activities.

We also have incorporated the Harrisburg Program – Formation of Christian Chastity. This is a parent-based program that seeks to support and guide parents as they pass on the teachings of the Church on matters of human love and

sexuality. The efforts of the parents will be further supported by classroom work that provides the moral principles we live by.

Internet Policy

The School Commission supports the use of the Internet and other computer networks in the school's instructional program in order to facilitate learning and teaching through interpersonal communications, access to information, research, and collaboration. The use of the network facilities shall be consistent with the curriculum adopted by the school as well as the varied instructional needs, learning styles, abilities, and developmental levels of students.

The electronic information available to students and staff does not imply endorsement of the content by the school, nor does the school guarantee the accuracy of information received on the Internet. The school shall not be responsible for any information that may be lost, damaged, or unavailable when using the network or any information that is retrieved via the Internet.

The school shall not be responsible for any unauthorized charges or fees resulting from access to the Internet. The school reserves the right to log network use and to monitor file-server space utilization by school users, while respecting the privacy rights of both school users and outside users.

The School Commission establishes that use of the Internet is a privilege, not a right; inappropriate, unauthorized and illegal use will result in the cancellation of those privileges and appropriate disciplinary action.

Homework

Homework might consist of the following:

- review and study of class materials for tests,
- reading assignments and doing book reports,
- practicing math facts,
- completing unfinished school work and
- completing assignments designated as homework.

The amount of homework is geared to the age and grade level of each child. Homework is given that is relevant to the subject matter and necessary to the growth of various skills. The work should be promptly completed by the child with parental encouragement. If a student is absent, all material missed should be made up as soon as possible.

A suggested time allotment for homework is:

Grades 1-3	15-30 minutes
Grades 4-6	45-60 minutes
Grades 7-8	60-90 minutes

Student Progress Reporting

Our system of reporting student progress is done in trimesters by a report card and through periodic parent conferences. We urge you to contact your child's teachers regarding his/her progress on a regular basis. We welcome parent/guardian questions, concerns, and conferences at times other than planned conference times.

Teacher conferences take place both in the fall and in the spring.

1. Grades are earned, not given.
2. All teachers are responsible for correcting papers, scoring tests, and keeping accurate grade books.
3. If a student is performing below expected levels of achievement at any time during the trimester, the teacher is responsible for contacting the parent/guardian and informing them of the situation. A telephone conference may suffice rather than a meeting.
4. The teacher has the final word on the grade to be assigned on the report card.

Final Grades

To ensure that each student is well prepared for his/her next year at school, we have adopted the following policy on final academic grades.

- Students (K-8) who fail for two or more quarters in a core subject area, should attend summer school or be tutored in that subject area.

Promotion/Retention

Promotion/retention will be based on academic achievement and physical, emotional, psychological and developmental maturity. In the case of retention, parents/guardians will be notified of their child's situation as soon as possible. If a recommendation is made to retain a child and parents/guardians reject it, the parents/guardian sign a written acknowledgment of the school's recommendation. That acknowledgment shall serve to release the school from any responsibility for failure to follow the school's recommendation. Likewise, if it is a parent/guardian's wish that a child be retained and the school disagrees with this decision a written acknowledgment must be signed by the parent/guardian.

Holistic Awards

Holistic awards are designed to honor students in 6th through 8th grade who excel in academic studies and conduct as well as being active in at least one other extracurricular activity. Students must have an A- average in all of the following graded subject areas: Math, Science, Social Studies, Language Arts, Religion, Music, Spanish, Physical Education, and Conduct. The extracurricular activities can range from sports to Scouting to music lessons.

Enrichment Opportunities

Athletics

Nativity Athletic policies are included later in this handbook.

Nativity of Mary Parish Choir

Nativity of Mary Parish Children's Choir is open to all children in grades K-8. There are two choirs, one with students in grades K-3 and another with grades 4-8. Choir rehearsals are held once a week from September through mid-May. The choirs sing once a month at one of the weekend Masses at Nativity of Mary, including Christmas Eve and Easter liturgies. Children's choir develops the singing voice and helps children gain a better understanding of the liturgy. For further information, contact the parish music director at 952-881-8671.

Nativity of Mary School Choir

Nativity of Mary School Choir is open to any 4th or 5th grade student who wishes to be a part of this music group. Rehearsals are held twice a month after school. The choir sings for school Masses and other special functions during the year.

Kids Council

Kids Council is a peer ministry group of 7th and 8th graders that provide leadership to Nativity of Mary School. The main focus is to promote a positive and faith-filled atmosphere for our school. This is a yearlong commitment for students. Students are required to attend regularly scheduled meetings outside of the school day to learn about and prepare for various activities.

A major part of this ministry involves going into a classroom setting and teaching lessons to students. Throughout the year, participants will also assist with and coordinate other projects and events for the entire student body. Participants are expected to adhere to the behavior policies of the school. Participants who display inappropriate behavior may lose the privilege of participating in this ministry.

Each year Kids Council is comprised of approximately 40 students. Students interested in the Kids Council ministry will be asked to fill out an application and submit references to the Kids Council Advisors. In addition to the application and references, applicants' grade point averages, conduct, and citizenship are some of the factors that will be considered in the application process. A more detailed description of the application process will be provided in the application cover letter.

Piano

Private music lessons (violin, piano, guitar, recorder) can be arranged on Registration Day. Music teachers will be happy to discuss the particulars with you.

Other Programs

Brownies / Girl Scouts
Cub Scouts / Boy Scouts
Sports Program - intramural and interscholastic
Karate
Camp St. Croix-Environmental Learning Program
PALS Group
Drama Club
Ski Club
Golf Club

Enrichment Opportunities

Jr. Great Books
Art Masterpiece
BRAVO-Music Appreciation
Accelerated Reading
Math League
Drama Club

Grievance Procedure

If you wish to discuss concerns or problems, it is best to begin with the person with whom you are having difficulty. Communicating openly is the most efficient and effective way to resolve conflict. If this has been done and no resolution is reached, call the school office and request an appointment with the school administrator to discuss the situation. If the situation has not been satisfactorily resolved, call the parish office to request an appointment with the Parish Pastor. If the situation has not been resolved to the satisfaction of the grieved party, the party may be referred to the Archdiocese for due process procedures.

Health Regulations

Food Regulations

Bloomington Health Department requires that **No** homemade food be served in school. Treats sent to school for distribution must be commercially produced and packaged.

Emergency Cards

Emergency cards for all students **must** be on file with the Health Service Associate (HSA). In the case of a minor accident or illness, where it seems advisable to dismiss as student from school, the procedure will be:

1. Contact the parent/guardian at home, work, or cell.
2. Contact the other designated persons to care for your child until you can be reached.
3. If a student is seriously injured or ill and requires medical attention or hospital treatment, our procedure in addition to above will be to call 911. Under certain circumstances, an ambulance may transport your child to the designated hospital (at the parent's expense).

Health Services

Nativity of Mary School will have a District #271 Health Service Associate (HSA) on duty for five hours a day for four days each week during the school year. The HSA works with students, parents, and school personnel for the control and prevention of disease and for the development of optimum health for each student. The HSA will administer first aid and care to persons becoming ill and injured at school.

Health records are kept on each student, plus emergency information. Please contact the school nurse if your child has a chronic situation, physical handicap or a diagnosed communicable disease.

Medications at School

Medication CANNOT be given without a doctor's order and signature (not even Tylenol) during school hours. If possible, medication should be given at home. Only prescribed medications will be given at school. In order to give any and all medication at school, including Tylenol or cough syrup or any other over the counter medication, the following are needed:

1. Medication authorization (a form is at school)
 - A. Doctor's order with signature
 - B. Parents signature and telephone number

2. Medication must be in the original Prescription container with child's name, Rx number, directions for administrating and the doctor's name. Most pharmacists will make up a "school bottle" if you ask for it.

Immunization Requirements

The School Immunization Law applies to all students in all grades of public, private, or parochial elementary or secondary school or day care facilities. This act has been in effect since April 1996. School law requires students to be immunized unless parents get legal exemption due to medical reasons or conscientiously held beliefs. Please bring immunization information to the nurse at registration if you are new to the school, or if you were notified that your child needs further or updated immunizations.

Kindergarten Requirements

For Kindergarten the following immunizations must be completed:

1. DPT - (Diphtheria, Pertussis, Tetanus) – 5 doses. (5th DPT not needed if 4th was after age 4)
2. Polio - 4 doses (4th Polio not needed if 3rd was after age 4)
3. MMR - (Measles, Mumps, Rubella) – 2 doses
4. Hepatitis B - 3 Doses
5. Varicella (Chicken Pox) or the date your child had the disease

In addition: Early Childhood Screening and a Certified, State Sealed, Birth Certificate must be turned in to the Health Service Office.

7th Grade Requirements

For 7th grade the following immunizations must be on file with the school:

1. DPT – At least 3 doses, plus one more shot at age 11-12 years.
2. Polio – At least 3 doses.
3. MMR – 2 doses
4. Varicella (Chicken Pox) or the date your child had the disease.
5. Hepatitis B – 3 doses

In addition: A sports physical form completed by the parent/guardian and physician must be submitted to the school Health Office before a student is eligible to participate in any sports activity.

Illness

If a child shows symptoms of illness in the morning, parents should **keep him/her home for observation**. You may send the child to school at noon if she/he is well. If a child becomes ill in school, the parents/guardians will be called to pick up their child. If a parent/guardian cannot be reached, a person designated by the parents/guardians will be called. Children who are too ill to take part in the daily routine should remain at home. Exceptions will be made for long term conditions - such as a broken leg, etc.

If a child is going to be gone for any reason, you must notify the Health Service Office by calling the School Office (952-881-8160).

Hot Lunch Program

Hot Lunch Program

The Hot Lunch Program is a government program administered by the Bloomington Public School District.

Hot Lunch

Hot Lunch, which includes milk, will begin on the first day of school. We have the exact cost and menu as the public system.

Grades	
K-5	\$2.40
6-8	\$2.60
Adult	\$3.25

Cold Lunch

Cold lunch may also be brought by the students. The cost of milk is .45 cents per day. The cost of juice is .45 cents per day.

Hot Lunch Payments

Hot lunch payments can be made any day of the week. Payments can be made for the week, month, or longer. Please put your payment in an envelope **marked with each child's name and the amount you wish to apply to each account**. Also, please write "lunch" on the memo line of your check.

Kindergarten Milk Program

There is a program available for kindergarten students that provide milk for kindergarten students during snack time at a cost to parents of \$.05 per day. Information about this program will come home in early September. Parents who wish to participate in this program will be charge a one-time fee for the year. If the student would be absent, this money is non-refundable.

Other School Activities

Family and Junior High Special Events

Family and Junior High Special events are offered periodically to provide students and their families an opportunity to come together outside of regular class time. The main purpose of these gatherings is to enrich and strengthen relationships among students and families.

To promote a positive environment, we expect appropriate student behavior at these events. Of particular importance are the following:

- Respect for chaperones, teachers, parents and other in authority
- Respect for each other
- Appropriate dress (the same guidelines that apply to out-of-uniform days)
- Appropriate language
- Respect for property

Students will be encouraged to help plan, promote, and facilitate these events. Because the primary focus of these events is to foster good relationships among students and families of Nativity of Mary School, these events are only open to current Nativity of Mary students and their immediate family members.

Attendance at these special events is a privilege. Failure to comply with the rules of conduct could result in a student being asked to leave the event or not being allowed to attend future events.

School Celebrations

Nativity of Mary School tries to foster a spirit of generosity and awareness of the poor throughout the year. For this reason, we will celebrate our holidays in this spirit through our involvement in special service projects and/or field trips. Service projects may include participating in our local chapter of VEAP, visiting nursing homes, or working with the Children's Hospital in Minneapolis. As each holiday draws near, we will discuss with the students what might be a meaningful way to celebrate the blessings God has given us. We feel that our children need to learn to share what they have with others and in doing so, we hope to see a difference in how they respond to the community in which they live.

Classroom celebrations will be arranged in the beginning of the school year with individual teachers and volunteer room parents/guardians.

Student Gatherings Outside of School (i.e. - Birthday Parties)

We ask that invitations to any individual child's party being held at home not be distributed at school unless the entire class is being invited.

Field Trips/Retreats

Our teachers arrange annual field trips/retreats that will broaden and deepen concepts being taught in the classroom. Teachers send home permission slips for each trip, which may involve some additional cost. No child may attend a field trip/retreat unless the signed permission slip has been returned from a parent/guardian. Field trip/retreat transportation will be provided by a school bus. If you pay for your child to go on a field trip/retreat and your child is unable to attend, you will not be reimbursed for the field trip/retreat. The cost of field trips/retreats is determined based on the projected number of students. If your child does not attend, the school is still charged for the original projected number.

Pets

For health and safety reasons, pets are not allowed in the school or on school grounds. If a student would like to bring a pet to school for "show and tell," prior permission needs to be granted from the School Office and Nurse's Office.

Photographs

Professional Photography

Photographs of each student are taken every school year. Photographs may be purchased at the discretion of the parent(s)/guardian(s). This is done through a prepayment program. Graduation photos are taken for 8th grade students.

Media Release Form

The parent(s)/guardian(s) of each child will be asked to sign a "Media Release Form" authorizing the school to take and use photographs of children for the school newsletter, newspaper, school web site, and for marketing purposes.

School Closing

A Honeywell Instant Alert for Schools will be sent out when will be closed, starting late, or closing early. You may also listen to WCCO RADIO (830 AM) or watch WCCO Channel 4, KSTP Channel 5, or KARE Channel 11 for school closings and emergencies at Nativity of Mary School and Parish. We will no longer be relying on District #271 for school closings/emergencies. As a school, we will make that decision, and our school name, Nativity of Mary School and/or Church, will be posted on the named channels.

Support Services

Title I

This government-subsidized program targets children who need special help in reading or mathematics in grades K-5. Each fall, classroom teachers are asked to conduct an assessment to determine a child's eligibility. Students in grades K-2 are routinely tested by the public school district to provide additional information regarding eligibility.

Special Learning Disabilities (SLD)

A teacher or a parent may request to have a student assessed for special learning disabilities. This request is reviewed by specialists trained to evaluate individual student needs. If the request is approved to have a student assessed, he/she is given a battery of relevant educational tests involving reading, math, spelling, writing, and language skills and/or ability assessment. The results of these tests are evaluated by specialists. Recommendations are then made to the parents. If intervention is indicated, arrangements are made to transport the child to the nearest public school for an average of one (1) hour, four (4) times a week.

Guidance Service

A consulting school counselor is a member of our school staff. This person specializes in children and adolescents, particularly school and family issues. He/She routinely sees students at their request, parent request, or at the referral of a teacher or administrator. If you do not want your child(ren) to see the counselor, please send a memorandum to the school office.

Speech

A speech therapist is available for Nativity of Mary students on a part-time basis through District #271. The children having difficulty in the area of stuttering, language (expressing themselves), cerebral palsy, cleft palate, hearing impairment, and aphasia should be referred. Parents, with teacher guidance, are primarily responsible for referring students. A special education team will review the child and determine if the child should be assessed for speech impairments. Speech remediation services are provided at a neighboring public school.

Transportation

Bus Regulations

Parents should periodically review bus regulations with their child. Our bus managers and drivers have worked cooperatively in establishing bus routes. This is no small job for Nativity of Mary since our students come from a broader area than the public school children. Students may be written up for the following offenses:

1. Distracting the driver or refusing to follow the driver's instructions.
2. Improper sitting - standing/walking on a moving bus
3. Profanity and obscenities - verbal or gestures
4. Assault and fighting
5. Tampering with emergency or safety equipment
6. Damage to the bus - paint, glass, writing on seats, etc.
7. Hands, feet, head, or other body part placed out of the bus window.
8. Spitting, throwing, or dropping material on the bus or out the window.
9. Loud yelling or screaming on the bus.
10. Food, candy, pop, or gum on the bus.
11. Miscellaneous - (i.e. any conduct which is dangerous or inconsiderate of others)
12. Serious violations (i.e. weapon, tobacco, or alcohol possession/use, lighting fires etc.)

Guidelines for Nativity of Mary Students

First Conduct:

- The first conduct from the bus driver/administrator is a warning. Parents are to sign the form and return it to the school principal.

Second Conduct:

- The student is suspended from riding the bus for three (3) days.

Third Conduct:

- The student is suspended from riding the bus for five (5) days.

Fourth Conduct:

- Bus suspension of not less than ten (10) days or student may lose bus privileges for the remainder of the school year.

Students are to ride the bus to which they are assigned. For the safety of students, students are to get off at their assigned stop unless they have a signed note from their parent/guardian. Students are not allowed to shuttle or transfer busses at other schools without permission. Any changes in this procedure require a parental/guardian note to the school office and the bus driver. **Phone calls are not acceptable for this type of change. Please impress upon your children the importance of bus safety!**

Bus transportation is provided by District No. 271 for all Bloomington student residents. There is no charge for bussing. Questions regarding transportation should be directed to Eric Schaffhausen at the transportation office (952-681-6319). Change of address should be directed to Nativity of Mary School Office (952-881-8160).

Pick-Up/Drop-Off of Children

All students who are being transported to school by parents/guardians are to be picked up and dropped off in the **North Parking Lot**. Vehicles may form a **single-file** line that is formed along the school sidewalk. Staff will help with the flow of traffic and will safely cross anyone at the crosswalk. Please follow the guidelines to ensure a safe entrance and dismissal. In emergency situations or in a case where you are running late and are not here by 3:55 p.m., students will be sent to the school office to wait for their ride.

Children should not be in the school building without permission before 9:10 A.M. and after 4:00 P.M. as there is no supervision at these times. If you do not want your child picked up by certain persons, please indicate this in writing to the teacher and the school office. Children will be released only to authorized persons. Any child leaving school before dismissal time must be signed out in the school office. If a child arrives at school after the start time, that child must be signed in at the school office.

Uniform Code

School Uniform Code and Personal Appearance

Nativity of Mary School believes that students must possess and project an image of personal and academic quality. The values that this school wishes to instill in its students, and to be perceived by the public, are those which are in alignment with the school's philosophy and mission. Therefore, Nativity of Mary students are to be neatly and uniformly dressed while arriving, attending, and leaving school.

To insure a positive and uniform appearance for our students, clothing must be in accordance with the School Uniform Code.

Requirements of the Basic Uniform K-8

1. Pants/shorts - Dark navy blue cotton twill (**not denim or corduroy**) with inset pockets. Pants may have a pleated front or a flat front. Navy pleated front or flat front shorts may be worn until September 30th and after May 1st (If the weather is unusually hot, the dates may change at the discretion of the principal). Shorts length must be 3 inches above the knee or longer "Bermuda type shorts". (**Note:** Uniform pant/shorts have 4 inset pockets. No zipper pockets, no flaps on pockets, no "cargo" style pants/pockets, no "tech" pants, no flares on legs)
2. Shirts - A white or hunter green short/long-sleeved polo or banded "no tuck" shirt. A white or hunter green turtleneck. A white "Mary Jane" blouse (found at uniform stores). All shirts must have buttons, no snaps. Sleeves are not to be rolled. (3/4 length sleeves are not allowed.)
3. Girls. Grades K-5: Plaid uniform jumper. Grades 6-8 may wear the plaid uniform skirt or the plaid uniform tennis skirt. Skirts and jumpers must be 3 inches about the knee or longer. (No leggings may be worn under the uniform jumper or skirt in school) Skirts are not to be rolled or folded over at the waist.
4. Sweatshirts. K-5: Nativity of Mary navy uniform sweatshirts may be worn. Gr. 6-8 may wear the Nativity of Mary sweatshirt in navy or hunter green. **No cardigan sweaters.**
5. Shoes - Dress shoes or tennis shoes may be worn. All dress shoes should be neutral in color predominately black, brown, navy, or white. Heels shall be no more that 2 inches high. Tennis shoes may vary in color. Shoes should be tied at all times. **Sandals of any kind are not allowed** (including Crocs). For special events such as graduation or a concert, sandals may be worn and the heel may be no more than 2 inches.
6. Socks - must be solid in color and can be white or navy. Girls may wear anklets, knee hi's (pulled up to the knee), or tights (solid navy or white in color). No brand or logos on socks. Socks are to be visible from top of shoe.
7. Belt is optional. If worn, it must be solid brown, black, tan, white, or navy. No oversized buckles.
8. School gym uniforms are required for grades 6-8. Students must be in uniform for gym class or out-of-uniform rules will apply.

Requirements for Uniform Appearance include:

1. Shirts and blouses are to be tucked in at all times unless it is a banded "no tuck" shirt. If a T-shirt is worn under a uniform shirt, it must be white with no print or image on it. **A plain white long sleeved shirt may not be worn under a short-sleeved shirt.**
2. Except for the top button, shirts or blouses are to be buttoned up.
3. Hats, headgear, and sunglasses are not to be worn during the school day (including out-of-uniform days).
4. Slacks and short are to be worn at the waist, above the hips.
5. Sweatshirts cannot be worn around the waist.
6. Jackets may not be worn during the school day and should be kept in locker.
7. All clothes are to be kept clean and in good repair.
8. All clothing must be appropriately sized.
9. **No logos or designer names** can appear on clothing, including socks.
10. Other than pierced ears, any other visible body piercing is not allowed.
11. Fake nails are not allowed.
12. Uniforms must be worn on Mass Days (Exception - last week of school).

Out-of-Uniform Day Requirements

1. Clothes must be modest, clean, and in good condition.
2. No sleeveless shirts and no bare midriffs (tank tops, halter tops). All shirts must have some type of flare on sleeve. If you are wearing a sleeveless jersey, a t-shirt must be under the jersey.
3. No cutoffs, short shorts, or sagging pants. Short length must be 3 inches above the knee or longer, "Bermuda style".
4. Hats, headgear, and sunglasses are not to be worn during the school day.
5. Clothing cannot mention alcohol, tobacco, or illicit drugs or vulgar language.
6. Clothing cannot display explicit sexual and/or violence-based images.
7. Approved organized activity apparel will be allowed on the days the child(ren) are participating in that event (Scout uniforms, Kids Council). **Eighth Grade graduation T-shirts may be worn on Fridays only.**

Personal Appearance Guidelines

1. Hairstyles and accessories should not draw undue attention to the student. Hair paint is not allowed.
2. Jewelry all grades: A watch may be worn. Earrings are to be the size of a dime or smaller. No long dangling earrings.
3. Students may wear one necklace and one bracelet on each wrist.
4. Neat haircuts with no barriers to visual ability.
5. Nail polish may be worn but must be solid in color and well manicured.
6. **Minimal** makeup may be worn in the Upper Level (6-8) only.
7. No visible body piercing is allowed other than pierced ears.

Uniform Enforcement

1. Periodic unannounced uniform checks will take place throughout the school year.
2. **1st Offense:** A warning will be given. A form will be sent home stating the violation. The uniform code will be attached if necessary. Appropriate disciplinary consequences will be given.
3. **All Subsequent Offenses:** A form will be sent home with the violation. Students will be fined \$5.00 for each violation after the warning. The fine is expected to be paid by the next school day. Parents will be called to bring the correct articles of clothing. If the parents are unable to be contacted, and the correct clothing is not brought to school, the student will be fined and will lose the next out-of-uniform day privilege or can exchange that day for an out-of-uniform pass that was earned.

Uniform Suppliers

- Educational Outfitters (formerly Jack and Jill) 5710 W. 36th St. St. Louis Park, MN 55416
www.educationalfitters.com 952-927-6778.
- Donald's Clothing, St. Paul. (972 Payne Avenue, St. Paul. 651-776-2723. Also www.donaldsuniform.com).
- School Uniforms Incorporated - 612-710-6012.

Physical Education

Grades K-5

- Grades K-5 may wear their uniforms during gym class. Girls should wear shorts under their uniforms. Students need one pair of tennis shoes for inside gym use only to preserve the condition of the floor. Everyday tennis shoes can be worn for outside gym class. For kindergarten, velcro or slip-on shoes preferred.

Grades 6-8

- Grades 6-8 will have a required gym uniform. Students need one pair of tennis shoes for inside gym use only to preserve the condition of the floor. Everyday tennis shoes can be worn for outside gym class. Students should keep gym uniform in a "gym bag" marked with his/her name. Gym uniforms should be laundered regularly.

Injury or Illness

- For injury or illness, students may be excused with a parent/guardian note for one gym session. If the injury or illness extends more than one gym period, a doctor's note needs to be given to the gym teacher and then forwarded to the nurse's office. For grading purposes, students who miss three or more gym periods in a six week period, will have to do an alternative assignment for the instructor.

Visitors

Visits to School

We encourage parents to attend school meetings, conferences, open houses, special programs, and Catholic Schools' Week activities. Parents wishing to make classroom visits should contact in advance the individual teacher and the School Office. During school hours, all visitors must check in with the office before proceeding to a classroom. Visitors will be asked to wear a badge. Please make sure to contact teachers in advance to make appointments.

Non-Custodial Parents

In order to ensure the safety and welfare of all students, parents/guardians (custodial) are asked to provide the school with a copy of the custody section of the Divorce Decree. This information will assist school officials in determining when, if ever, a child can be released to non-custodial parents.

Volunteers

Volunteers

Many of the educational opportunities at Nativity of Mary School would not be possible without volunteers. Volunteers help in our library, kitchen, in classrooms, with small groups, on the playground, with the newsletter, as room parents, and many other activities. **We always need more volunteers.** Call the school office or call the Volunteer Coordinator if you are interested in volunteering. All volunteers will be asked to submit to a background check before participating as a volunteer.

Criminal Background Checks

In 2008, the Minnesota legislature made changes to the laws relating to the use of criminal background checks used in schools. Among the changes made is a requirement that all Minnesota schools notify parents and guardians each year about the school's criminal background check policy. Minnesota Laws, ch. 275, sec. 1 123B.03, Subd. 1(e). This goes into effect Sept. 1, 2008.

Our policy is as follows:

Mandatory Criminal Background Check Policy – All employees as well as all school volunteers who have regular or unsupervised contact with minors are subject to criminal background checks. A school may decide not to conduct criminal background check on school volunteers who do not have regular or unsupervised contact with minors, as well as vendors or independent contractors. The following positions are subject to mandatory background checks: teachers, parish staff employees, substitute teachers, tutors, academic coaches, athletic coaches, athletic director, extracurricular leaders, food service personnel, nurses, school staff members, any volunteer in the school.

School Commission

The purpose of the School Commission is to:

- Provide counsel, advice and support to the school administrator and the pastor to ensure that policies and programs at Nativity of Mary School are consistent with the mission and philosophy of the school.
- Provide counsel, advise and support to the school administrator and the pastor in the operation of the school.
- Provide counsel, advice and support to the school administrator and the pastor in the development and implementation of school policies, as well as to monitor the use and implementation of approved policies.

All regular meetings of the School Commission shall be opened to interested parties. All interested parties are invited to attend regular commission meetings as observers. The role of an observer is non-participatory.

Agenda items may be submitted by any interested party to the principal, but must pertain to policy matters and must be received at least ten days before the regular meeting.

Non-commission members who wish to speak at the commission meeting must submit their request in writing to the principal no less than ten days before the scheduled meeting. Such persons shall be limited to five minutes of speaking time.

Nativity of Mary Athletics

Mission Statement

The mission of the Nativity of Mary Athletics is to allow the children of Nativity of Mary the opportunity to participate in an athletic program that provides an atmosphere that encourages the mental, emotional, physical, and moral development of each participant.

It is the responsibility of the and its coaches to teach an understanding and knowledge of the activity and to promote safe play by each participant. The Athletic Director and its coaches will also promote respect towards teammates, officials, coaches, other teams, school facilities, and equipment.

Athletic Director

The athletic director is hired by the school administrator for a period of one year. The athletic director will be the executive officer of the NAA board and the liaison to the Nativity of Mary School Commission.

The athletic director will provide quarterly informational reports to the School Commission. The athletic director will also provide a yearly budget and quarterly financial reports to the school administrator and the School Commission Finance Committee.

The athletic director is responsible to the school administrator. The athletic director should provide the leadership so that the athletic program is understood and appreciated as being a part of the total educational program of the school.

League Associations

belongs to the South Side Youth Organization (SSYO), which coordinates team and individual activities throughout the school year.

follows the policies set forth by the SSYO. The Athletic Director will evaluate and possibly participate in additional activities outside the SSYO.

Eligibility and Membership Fees

Participants or a member of their family must be enrolled in Nativity of Mary School or their family must be a member of Nativity of Mary Parish or surrounding area parishes.

A sports fee is due before the beginning of each season. No child will be excluded from the program because of inability to pay all or part of the fees. If finances are a concern, the athletic director or the school administrator should be contacted. All participants and parents are asked to sign a participation agreement, which confirms their agreement with the policy and the code of conduct of the .

All 7th and 8th grade students must have a sports physical form completed by the parent/guardian and physician. The form must be submitted to the school Health Office before a student is eligible to participate in any sports activity.

Activities

offers the following activities to eligible participants:

Fall	Intramural Soccer	Boys and Girls	Grades K- 4
	Volleyball	Girls	Grades 5 - 8
	Soccer	Boys and Girls	Grades 5 - 8
Winter	Intramural Basketball	Boys and Girls	Grades K -1
	Basketball	Boys and Girls	Grades 2 - 8
Spring	Softball	Girls	Grades 5 - 8
	Baseball	Boys	Grades 5 – 8

Levels of Sports

Intramural

Grades K - 4 Soccer

Grades K - 1 Basketball

The intramural program stresses equal participation by all players and an introduction to the basic skills of the sport.

2nd/3rd Grade League-Basketball

Grades 2-3

This level is an instructional level intended to teach the players the basic skills needed for an actual game situation.

Cub

Grades 4 - 6

The Cub level is an instructional league. All players should know the basic skills at the end of the season. It is mandatory that all players participate to some extent in each game with a seasonal goal toward equal participation providing they have met the team rules concerning practice and conduct.

Varsity

Grades 6 - 8

The Varsity level of sports enables coaches to develop players to their fullest potential. Competition level and game participation is to be determined through decisions of coaches. The goal is to allow each player the opportunity to participate.

The role of the Athletic Director will be to determine the pool of athletes from which the teams will be selected. The primary consideration in determining the pool will be the number of athletes available at each grade level. After the pool is determined, the athletic director will meet with the prospective coaches to select the teams. In the event of disagreement on team assignment, the athletic director will have the authority to determine the team roster.

Funding

is funded from the following sources:

- Sports Fees
- Happenings Books
- Pop and Snack Machine
- Donations
- Plant Sale
- Other fund-raising as needed with prior approval from school administrator

Insurance

Parents are responsible for medical and accident insurance for student athletes. The Archdiocese of St. Paul and Minneapolis currently provides Student Accident Insurance Program to help pay the excess medical bills incurred when a student is injured. The parent's medical insurance coverage will still be primary.

Grievance Procedure

If you wish to discuss concerns or problems, it is best to begin with the person with whom you are having difficulty. Usually, sitting down and communicating openly is the most efficient and effective way to resolve conflicts.

Therefore, the grievance procedure is as follows:

1. Meet with coach and discuss conflict.
2. If no resolution, meet with coach and athletic director.
3. If no resolution, meet with coach, athletic director, president of NAA , and a member of the Grievance Committee.
4. If no resolution, meet with coach, athletic director, president of NAA, member of the Grievance Committee and the school administrator.

Final decisions will be made by the athletic director, the president of the NAA and the school administrator.

Throughout the sports seasons, please periodically review the Sports Participation Agreement.

Nativity of Mary School Athletic 2008-2009 Sports Participation Agreement

The following requirements apply to all athletes of Nativity of Mary who participate in sports at Nativity of Mary School:

1. Honor your commitment to the team by being on time for all practices and games. (If you are unable to attend, your coach must be notified in advance.)
2. Good sportsmanship is first and foremost. There will be absolutely no arguing or abusive language or actions towards any player, coach, parent, or game official. You are representing not only Nativity of Mary but yourself and your family as well.
3. Follow all regulations pertaining to the use of the school, gym, and locker rooms. This includes showing respect for coaches, teammates, other players, other schools, and their property.
4. Coaches will be required to keep their scheduled practice times. Therefore, parents are expected to pick up players promptly at the scheduled end of practice and games. Coaches will not drive players home. Parents must make arrangements to pick their children up on time.
5. Parents will be scheduled to drive to games. If you are unable to drive on your assigned day, it is your responsibility to make arrangements with another parent. Designated drivers will take athletes back to Nativity of Mary School, they will not be expected to drive athletes to their homes. Parents must arrange to pick their child up at Nativity of Mary School or arrange their own car pool.
6. Coaches will determine penalties for missing practices and/or games. An attempt will be made to schedule at least two practices each week. Participants must attend at least one practice per week to be eligible to play in games. Also, those participants who attend all practices will be given playing time priority.
7. Players will wear the uniform that is assigned to them. No other shorts, sweatpants, etc. may be worn under or instead of the uniform. If a t-shirt is worn under the jersey, it must be the **same** color as the jersey. Any player not in the proper uniform will not be allowed to participate in the game until she/he is in proper uniform. Nativity of Mary sport uniforms are to be worn for games only. Uniforms are not to be worn for practice, out of uniform days, etc.
8. Athletes must attend a full day of school in order to compete in an athletic contest that same day. Non-illness/injury absences may be excused but must be confirmed with the athletic director. Any student leaving school early to attend SSSO/Nativity of Mary games will receive an unexcused tardy.
9. Players and parents agree to return the uniform to the athletic director at the end of the season. Per day fine will be assessed for any and all uniforms not returned by the date designated by the athletic director.
10. Each participant in a sporting activity must demonstrate a proven effort, in the opinion of the classroom teachers and/or parent/guardian, to progress academically during each sport season.
11. Player and parents acknowledge that participant is in proper physical condition to participate in any and all athletics at Nativity of Mary School. All 7th and 8th grade students must have a sports physical form completed by the parent/guardian and physician. Form must be submitted to the school Health Office before a student is eligible to participate in any sports activity.

Rules and Discipline Policy Guidelines

Philosophy

Nativity of Mary believes that each student is responsible for his/her own behavior. Each student is also responsible for maintaining a Christian atmosphere within the school. The goal of our behavior code is to promote self-discipline, respect for oneself, others, authority and property and to maintain a safe and healthy environment in which to learn. Students are to behave in a manner which is morally responsible and which brings credit to themselves, their families and Nativity of Mary School. Students are to be responsible and accountable for their behavior and must accept the consequences for their actions. Nativity of Mary School is committed to teaching and rewarding appropriate behavior. Students are expected to model the **RIGHT** conduct.

**Respect
Integrity
God
Honesty
Trust**

SCHOOL RULES

I. BEHAVIOR GOALS

A. Building Behavior Goals

The school's hallways will be a place where people treat each other with respect.

Expected Behavior:

Line Basics:

1. Single File
2. Zero Voice
3. Hands, feet and objects to self
4. Walking feet

When students are not accompanied or supervised by a staff member, they need a pass to be in the hallways. Students without a pass will be considered out of place.

Food and beverages (other than cold lunch or permission from teacher) are not allowed in school.

No gum chewing anywhere on school grounds from 9:00 to 4:00 p.m.

B. Lunchroom Behavior Goals

The lunchroom will be an enjoyable place to eat together where people use appropriate manners and treat each other with respect.

Expected Behavior:

- Line up quietly and in an orderly manner.
- Be respectful and polite to cooks, volunteers, staff and each other.
- Use appropriate table manners.
- No sharing food.
- Bring a healthy drink for lunch (no pop).
- Clean up your area before leaving the lunchroom.
- Use a quiet voice.
- Walk quietly when leaving the lunchroom.

C. Restroom Behavior Goals

The restrooms will be safe places where people treat each other with respect and courtesy.

Expected Behavior:

- Show respect for other's privacy.
- Flush toilet and wash hands thoroughly.
- Keep restrooms clean and report any problems to your teacher.
- Use restrooms closest to your classroom.
- No socializing in the restrooms.
- When using hallway restrooms, students need to have a pass.

D. Playground/School Grounds Behavior Goal

The playground will be a safe place where students play cooperatively and treat adults and each other with respect.

Expected Behavior:

- No one is allowed to hurt anyone physically, emotionally or verbally.
- Students will not play rough on the playground, such as tackle football, etc.
- Students will not touch, pick up, throw or use in any way: rocks, sticks, snow, ice, or any other potentially dangerous objects.
- Students will dress appropriately for the weather.
- Students will stay within the sight of the supervisory personnel and stay within the marked boundaries of the playground.
- Students must have verbal permission to go back into the school building.
- Students must use the playground equipment appropriately.
- Students must avoid vehicles in the parking lot.
- Students will stay off of the snow hills/piles.
- Bicycles, skateboards, In-line skates, scooters and other items with wheels may not be used on school or church property. Bike riders must not arrive before 9:10 a.m. and must park bikes in the bike rack. Children are not allowed to ride bikes during the day. Bikes are to be walked on school grounds. We strongly encourage all bicyclists, skateboarders, and in-line skaters to wear helmets when using this equipment.

E. Assembly Behavior Goals

Students and staff will treat speakers, presenters, performers and the like, as well as each other, with respect and courtesy.

Expected Behavior:

- Arrive on time.
- Enter orderly and quietly.
- Sit flat on the floor in orderly rows.
- Listen quietly.
- Participate only when invited.
- Show appreciation through applause only.
- Remain seated until dismissed by staff.
- "Booing" will never be tolerated.

F. Classroom Behavior Goals

Students will conduct themselves in their classrooms in a manner that promotes the ability of all to obtain an education.

Expected Behavior:

- Students must follow directions.
- Students may not bring unnecessary objects to class (e.g., toys, health and beauty aids, backpacks, etc.)
- Students may not bring unauthorized food, candy, or cough drops to class
- Students must use respectful language and behavior
- Any behavior that is disruptive to students is prohibited.
- Cheating and lying are prohibited.
- Roughhousing and fighting are prohibited.
- Bullying of any kind, whether physical or verbal is prohibited.

II. PROHIBITED CONDUCT

Nativity of Mary School specifically prohibits **any** willful conduct by students which, in the opinion of the school:

- violates or may violate any rule of conduct or school policy
- disrupts or threatens to disrupt the ability of others to obtain an education
- endangers or has the potential to endanger the student or other students, faculty, administration or the property of the school in any way
- adversely affects the desirability of continued enrollment

Specific examples of prohibited conduct include, but are not limited to, the following:

A. Violations against Persons

1. Assault
2. Battery
3. Sexual Conduct – inappropriate behavior or criminal behavior.
4. Fighting – mutual combat in which both parties have contributed to the situation by verbal or physical action.
5. Bullying – including, but not limited to, physical and/or verbal abuse
6. Harassment – including, but not limited to, sexual and/or racial harassment
7. Inappropriate or profane language
8. Terrorist threat
9. Weapons - all possession and/or use of any device or instrument capable of, or appearing to be capable of inflicting serious bodily harm.

B. Violations against Property

1. Property destruction
2. Vandalism
3. Theft/burglary
4. Trespassing
5. Robbery/extortion
6. Fires and false alarms - including, but not limited to, arson, negligence, false fire alarm, and unauthorized use of fire extinguisher
7. Pyrotechnic and explosive devices – any and all use or possession of any such devices, including fireworks

C. Other Violations

1. Gang activity in any and all forms is strictly prohibited
2. Gambling, poker, and games of chance for stakes are prohibited on school grounds
3. Tobacco possession or use is strictly prohibited on school grounds
4. Mood altering chemicals/alcohol – any use, possession, buying, selling, or giving away of such substances on school grounds, the school bus, or while attending school sponsored events is strictly prohibited.
5. Cell phones - Unauthorized use of any kind which includes, but is not limited to, phone calls, picture taking, text messaging, etc. is prohibited during school hours. Students may bring a cell phone to school, but it needs to remain in the student's locker or backpack. Students should not carry cell phones around school with them during the school day. If a student has a phone in possession during the school day or uses the phone the consequences are as follows:
1st offense: the phone is taken and given back at the end of the day. The student will call parents.
2nd offense: the phone is taken and a parent has to pick up the phone.
3rd offense and beyond: the phone is taken and the student will serve detention.
6. Radios, portable music players, electronic devices, pagers – Radios and portable music players may be used on the bus. The music player/radio must be turned off and put away before entering the school building. Electronic devices and pagers are not allowed in school.
7. Laser pens are not allowed in school, on school grounds, or on the bus. If a student brings a laser pen, it will be stored in the office until the end of the school year.

CONSEQUENCES FOR VIOLATIONS

Minor Misconduct

Minor Misconduct includes, but is not limited to: violations of the **School Rules** set forth herein and any other school policies (including but not limited to, the uniform code, internet policy, attendance policy, bus regulations). Discipline for minor misconduct or infractions will be managed by the classroom teacher and school administration. Discipline for Minor misconduct may include, but is not limited to, verbal warning, written warning, and detention. (See also, Upper Level Discipline System).

Repeated occurrences may result in suspension or expulsion.

Major Misconduct

Student conduct which, in the opinion of the school, constitutes Major Misconduct, will result in detention, removal from class, in or out-of -school suspension or expulsion. Major Misconduct includes, but is not limited to behavior constituting **Prohibited Conduct** as set forth herein.

Definitions

Detention: Time spent in the school as a disciplinary consequence in addition to the regular school day. Detention may be served before or after school as determined by Nativity of Mary School.

Removal from Class: any action taken by a teacher, administrator or school to prohibit a student from attending his/her classroom activity period for a period of not more that one day. Work will be assigned and must be completed by the student.

In-School Suspension: a student will be assigned to an out-of-classroom space in school for up to 3 days. Work will be assigned and will need to be completed by the student.

Out-of-School Suspension: an action taken by the school to prohibit a student from attending school for a period of not more than 5 days. While at home, work will be assigned and must be completed by the student. The student will not be allowed to return to school until the student and the parents or guardians have had a conference with the principal.

Expulsion: action taken by the school to prohibit an enrolled student from further attendance at the school.