

Welcome to Redeemer Lutheran School. We look forward to having your family be a part of our family, the Family of Christ. We invite you to participate in any programs or special events that take place in our church. Sunday morning worship, Bible study, celebrations, and dinners are part of the Christian fellowship that we share. Please consider joining us anytime. Our staff is here to serve you!

Rev. Dr. Adam Koontz.....	Pastor
Mrs. Gail Holzer.....	Administrator
Mrs. Jean Wilshire.....	Administrative Assistant
Mr. Don Fereday.....	Advancement Director
Mrs. Diane Olmstead.....	Preschool Director/Assistant
Mrs. Melissa Havran.....	Preschool Teacher
Mrs. Patricia Mullen.....	Preschool Teacher
Mrs. Jannis Powell.....	Preschool Teacher
Mrs. Helen Askin.....	Preschool Assistant
Mrs. Jane Genter.....	Preschool Assistant
Ms. Liz Shepler.....	Preschool Assistant
Mrs. Nicole Roberts.....	Kindergarten Teacher
Miss Kalee Thornton.....	Kindergarten Assistant/Office Staff
Mrs. Lauren Loebig.....	1 st Grade Teacher
Miss Megan Michaels.....	1 st Grade Teacher
Mrs. Nicole Drayer.....	2 nd Grade Teacher
Miss Grace Wilshire.....	3 rd Grade Teacher
Mrs. Sarah Bondy.....	4 th Grade Teacher
Mrs. Elaine MacMahon.....	5 th Grade Teacher
Miss Julie Kuehm.....	Middle School Teacher
Mr. Eric James.....	Middle School Teacher
Miss Gabrielle Milcoff.....	Middle School Teacher
Mrs. Jaime Grace.....	Middle School Teacher
Mr. John Driscoll.....	High School Teacher/Dean of Students
Mrs. Sarah Driscoll.....	High School Teacher, Online Coordinator, Advisor
Mrs. Lori McKenzie.....	High School Teacher
Mrs. Anna Hahn.....	High School Teacher
Mrs. Marcie Wallace.....	Technology Teacher, MS Math
Mrs. Laura Caruso.....	Art Teacher
Mr. Jacob Gorecki.....	Music Teacher
Mrs. Marion Schmidt.....	Music Teacher PreK - 1
Mr. Timothy Trathowen.....	Phys. Ed. Teacher
Mrs. Eureka Vanwyk.....	Business Manager
Mrs. Alison Jackson.....	Admissions Counselor
Mr. Paul Limbert.....	Building Manager
Mrs. Stephanie Ferguson.....	Office Staff
Mrs. Tiffany Macilli.....	Lunch Manager
Mrs. Pat Feidt.....	Cafeteria Assistant
Mrs. Jayme Schmidt.....	Aftercare
Mrs. Leigh Boyer.....	Aftercare

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INTRODUCTION

This handbook of Redeemer Lutheran School has been prepared to assist parents in becoming more familiar with the day-to-day operations of our school and its program of Christian education.

The intent of this handbook is to be informative. Occasionally, however, items may arise which may not be treated specifically. In such a case please consult the school. You are always welcome.

Redeemer Lutheran School currently offers Christian education for children from 3 years to 18 years old, with classes for preschoolers and kindergarten through high school. Our school is one of two in the Pittsburgh area, and one of 900 Lutheran Church Missouri Synod (LCMS) elementary, 1393 early childhood centers, and 90 high schools nationwide. The number of schools, plus their enrollment of over 240,000 students, has made the LCMS school system the second largest parochial school system in the United States of America.

Maintained autonomously by a single congregation or an association of local congregations of the LCMS, these schools exhibit an increasing uniformity of standards, course offerings, and policies. Synod-wide guidance and assistance toward such goals are offered through many advisory boards and offices. Continued evaluation and growth toward excellence in all areas have helped to make Lutheran schools readily accepted and respected in the educational community.

The staff of Redeemer Lutheran School consists of the pastor of the congregation, the administrator, and teachers who have graduated with degrees in education from either a national accredited teachers' university of the LCMS or a secular college or university with LCMS training and approval by the Board of Directors. Redeemer Lutheran School is accredited by the National Lutheran School Accreditation (NLSA) and Middle States Commission on Higher Education (MSCHE).

MISSION STATEMENT

The mission of Redeemer Lutheran School is to provide a high-quality, Christ-centered, PreK-12 education rooted in the Holy Scriptures, and in doing so proclaim the Gospel of Christ to all.

VISION STATEMENT

Redeemer Lutheran School will be the choice center of 21st century learning for Christian families. Our students will graduate with the desire and ability to serve the Lord in any capacity, with honesty and integrity to the best of their ability.

THE BASIS OF AUTHORITY

Authority in Redeemer Lutheran School is based in the Holy Scriptures as understood in the Law and the Gospel. It is the Gospel that is the motivating force. The Law will show the Christian his shortcomings, give him a goal to strive for, and show him direction.

Redeemer Lutheran School operates under its core values based on what we believe, teach, and confess. It is important for our school families to know the foundation for all decisions regarding school policy, practice, and curriculum.

All statements noted with an * are policies approved by Redeemer Lutheran School Board of Directors.

ADMISSIONS

Enrollment Policy

Reviewed 6/2025

* Our school seeks to offer a Christian education to as many pupils as possible. We admit students of any race, color, national and ethnic origin to all the rights, privileges, programs, and activities generally made available to students at the school. We do not discriminate on the basis of race, color, or national and ethnic origin in administration of our educational policies, admissions policies, and other school administered programs. Although we adhere to this policy, there are certain priorities we follow in admitting students to the school family.

Returning students are given first priority in re-enrolling at Redeemer. Each winter, when we start our enrollment process, we set aside a period of time for returning students. After this time period, applications will be accepted on a first-come, first-served basis. When we are near capacity and we have more applications than classroom space, we will distinguish between applications based on the following priorities: returning students; members of Redeemer; family members from returning students; all others. The date of the application may also play a role in the decision. The new student \$25.00 application fee is non-refundable.

Once we have accepted your child in our school, the online enrollment process is completed, which includes an on-site interview, and your child is accepted, we will not rescind their registration based on incoming applications. New student enrollments **will** be rescinded if pertinent student information, including behavioral and medical diagnosis, is withheld or falsified.

We will hold a place for your child for two weeks after they are accepted. If enrollment is not completed in two weeks, the space may be offered to another student. Once your child is fully enrolled, we expect a commitment to send your child to our school. The enrollment fee is not refundable. Acceptance of an application in any given school year, however, does not **guarantee** enrollment in the subsequent year, particularly if the child and/or parents do not demonstrate any interest or cooperation in the school program.

Enrollment Requirements

To enroll a student at Redeemer Lutheran School, the following requirements must be met:

1. Children must reach the following ages by December 31:
 - 3 years: 3 Year Old Program
 - 4 years: 4 Year Old ProgramChildren must reach the following age by September 1:
 - 3 or 4 years: PreK Counts Classes
 - 5 years: Kindergarten Program
 - 6 years: First Grade
2. Proof of date of birth must be provided for K – 12 and PreK Counts.
3. All medical and health requirements must be current.
4. Parents wishing to enroll children who are transferring from another school must present their child's most recent report card and test results, have an interview with administration, and agree to support RLS. Parents must also sign a *Release of Records Form* to be sent by Redeemer to the child's previous school. Enrollment for such students will be considered probationary with continuing enrollment dependent on the child's ability to adapt to the school and meet its requirements. Evaluation of a transferring student will be done at the end of the first marking period, or after a six week period for mid-year enrollments, and again at the end of the first year of enrollment. Redeemer reserves the right to place students at the grade level that best meets the needs of the students. This decision is made by the administrator in consultation with the parents and the classroom teacher. Testing may be required prior to acceptance to help in the decision to enroll the student and/or to help in the determination of proper grade level.
5. The following forms must be completed online through FACTS for students entering Redeemer for the first time:
 - Application for Enrollment
 - Medical History Form (Preschool)
 - Request for Transfer of Records (Grades 1-12)

- Emergency Information Form
- Textbook Form
- Parental Agreement to Support Form
- Student Agreement to Cooperate Form

6. The registration fee must accompany the Application for Enrollment. This fee is non-refundable, except in the case of a student who moves out of the area. Parents must also interview with administration to review the purpose, intent, and Biblical teachings of RLS, and agree to support and not act contrary to RLS policies, procedures and beliefs.

PROBATION: Academic and Behavioral

Reviewed 6/2025

All students new to Redeemer Lutheran School will be placed on probation for a nine (9) week period. Students are expected to display a desire to learn and a willingness to try their best. Students who have exhibited academic or behavioral problems will be referred to the AIU for observation and possible testing. Recommendations will be made to improve the student’s behavior and/or academic progress. A nine (9) week probationary period will follow, with weekly reports. If the student refuses to improve during this period, or the parents refuse to follow plans outlined by the professional team, the parents will be asked to withdraw their child from Redeemer. Students may be placed on academic or behavioral probation at any time during the school year. When the probationary period is completed, parents and students will be notified by the principal as to their enrollment status.

Redeemer Lutheran School reserves the right to reconsider the application/admission of any student during his/her first nine (9) weeks of attendance during any school year. During this probationary period, if Redeemer Lutheran School is not able to meet the needs of the student (for whatever reason), a meeting will be scheduled with the parents, teacher(s), administration, and other support persons as needed. Based upon the school’s inability to meet the needs of the student, another placement (e.g., removal from Redeemer) will be recommended. The administration will work with the family to seek proper relocation for the student, and tuition will be prorated accordingly.

We value each family of Redeemer Lutheran School, and we will strive to meet the individual academic needs of each student. If we cannot meet a student’s needs, academic or otherwise, we will make suggestions to parents for an alternate placement.

CURRICULUM

Curriculum Policy

Reviewed 6/2025

* All curriculum used at Redeemer will be in accordance with the state of PA requirements and approved by the School's Board of Directors. The principal along with the teachers will choose textbooks used in the classroom. Keeping with the purpose of Redeemer Lutheran School, Biblical truths form the foundation upon which all instruction is based. Teachers will teach according to God’s Word and according to Luther’s Catechism.

Biblical truths are taught daily not only during Bible classes, but also throughout the school day. Each day opens with devotions and instruction in Christian doctrine. Christian faith instruction includes learning Bible stories and their applications to life and the memorization of Bible passages and prayers. The Bible, materials based on Biblical truths, and Martin Luther’s Small Catechism will be used for the Bible study curriculum.

Redeemer Lutheran School meets and exceeds the standards of the Pennsylvania Department of Education. The following academic courses are taught at appropriate levels for each grade:

Bible Study	Reading	Handwriting
Language Arts	Spelling	Mathematics
Social Studies	Science	Health/Phys. Ed.
Art	Music	Technology

Some of the textbooks our pupils use are on loan from the Department of Education of the State of Pennsylvania. Parents will sign an acknowledgment form that they are using state owned materials.

Physical Education Class

Phys. Ed. will be taught by the classroom teacher or another teacher on staff.. Students in grades K - 12 will have a gym class several times a week as the schedule permits. K – 6 students should wear clothing appropriate for physical activities including tennis shoes. Middle and high school students must change into Phys. Ed. clothes. Children not wearing proper attire and shoes will lose points for the class. Students will not be excused from PE class without an acceptable written excuse presented to the teacher.

Art Class

Redeemer has made art class a part of our academic program. Art will be taught by the classroom teacher or another teacher on staff during school hours.

Music Class

Music classes will be taught by the classroom teacher or another teacher on staff with a music background. The program will include introduction to keyboard, recorder, guitar, and bells at various grade levels, as well as music theory and choral instruction. Participation in choir and program presentations will also be part of the class requirement. Redeemer has made instrumental music available for students. Piano lessons are available during school hours from a private instructor at the expense of the parents. Every effort will be made to have a minimal amount of disruption to regular classroom studies.

Equipment

In addition to maintaining up-to-date textbooks and supplies, we provide classroom furniture and modern equipment. Laptops, Chromebooks, iPads, computers, interactive whiteboards, and other teaching aids all constitute part of the equipment for regular school use.

Homework Policy

* The Redeemer Lutheran School Board of Directors has decided that homework will be a part of the educational program at Redeemer.

Homework will:

- Be given regularly.
- Serve a valid educational purpose.
- Be reasonable and consistent with a child's needs and abilities.
- Extend a student's knowledge without fostering discouragement.
- Be used as a tool to evaluate progress.

Homework is not only necessary for accomplishing immediate goals, but also helpful as a habit for future education. It is difficult to adopt a standard rule for the amount of time to be spent on school work at home. There is a great degree of variance through the grades. Generally speaking, we would say that when children in grades 1-3 are spending considerably more than thirty minutes on school work each night, there may be reason for concern. A parent-teacher discussion may be in order. By the same token, when children in grades 4-5 are consistently spending considerably more than one concentrated hour per night on homework, it may be time for an examination of study habits, use of study time in school, etc. Conversely, when children never have homework to do, it may also be time to ask questions. Students in the middle/high school grades should be spending about 1 ½ - 3 hours a night studying, reviewing, or doing homework.

Parents can help by providing encouragement, a quiet place for study, and a regular homework time. Providing too much help is to be avoided. If your child is unable to complete his/her assignments for any reason, kindly send an explanatory note to the teacher. Students who regularly miss assignments or turn them in late may be required to serve detention. Parents should check FACTS, our online grading system, weekly to stay current with their child's progress.

Missing work and Make Up Assignments

When possible, parents are encouraged to pick up assignments if their child is absent more than one day. The teacher will compile a list of assignments with clear directions and the materials needed to complete them. Students

have one day for each day absent to turn in an assignment. If students miss a test the day they are absent, they are to make-up the test the day they return. If they have missed a significant lesson because of an extended absence, the teacher will reschedule the test for that student. It may be necessary to rewrite a test depending on the circumstances.

Student Evaluation Policy

Reviewed 6/2025

* The Redeemer Lutheran School Board of Directors has determined that as a part of the evaluation process for each student, assessments are necessary in determining a student's success and readiness for additional learning.

Assessments will serve as an aid in understanding each student's cognitive abilities, skill level, and developmental progress. This fundamental information will be effectively used by the teacher to determine a student's mastery of skills and an understanding of content. Teachers will reteach and retest students to ensure a mastery level of success in skill-based courses such as math. In addition to the testing of regular subject matter, all students in grades (K-10) are administered a Measure of Academic Progress (MAP) growth assessment three times a year. Results from this assessment help to show a student's personal growth in reading, math, and for some grades science, and will allow teachers to plan instruction specific to their students' needs. These results are entered into the student's permanent record.

Teachers will notify students at least five (5) days prior to a unit or chapter test, and at least one (1) day prior to a quiz. To help your child prepare for unit tests, encourage them to regularly review what they have learned. Parents are asked to help their children prepare for all tests by making sure they have studied, have adequate rest and a good breakfast, and come to school in a positive frame of mind to do their best.

Student Evaluation/Grading Policy

Revised 8/9/2024

* The basis for all evaluation at Redeemer Lutheran is the Scriptural admonition: "*Each one should use whatever gift he has received to serve others, faithfully administering God's grace in its various forms*" (Peter 4:10). We believe that academic standards, assessments, and tests should provide measures for students to evaluate their strengths, weaknesses, and limitations. This should equip them to grow and advance toward their particular vocational goal.

Grading is a professional judgment of multiple factors based on:

1. **Achievement:** Mastering the requirements of the course on the basis of God-given talent. This means satisfactorily completing all assignments, passing tests, and participating in class discussion as required. The academic grade indicates the individual progress of a student in relationship to class standards as set by the teacher and the curriculum. Grades for classes in Grades 1 - 12 are based on the following percentages:
 - A - 94 - 100
 - B - 84 - 93
 - C - 74 - 83
 - D - 64 - 73
 - F - 63 - or less
2. **Christian stewardship in work habits:** This means using assigned study time for study; bringing required texts, necessary supplies, and materials to class; keeping work organized; working independently; spending sufficient time on home study; and completing assignments on time.
3. **Christian motivated conduct: RAMS** - This means showing courtesy and respect for both the teacher and classmates, not interrupting classroom routine with misbehavior, following classroom procedures and rules, and willingly accepting correction by teachers and classmates.

Students' progress is evaluated daily throughout the school year. This in turn is reported to the parents by means of a report card each nine week period for grades K – 8, and at the end of each trimester for grades 9 - 12. Parents are asked to review the report card with their child.

- Students in kindergarten will receive grades for skills related to Biblical Studies, Fine Motor/Penmanship, Mathematics, Phonics, Reading, Speaking/Listening, and Writing given as 'M' mastered, 'P' progressing, and 'N' needs improvement. Skills related to Christian Character are given as 'O' often, 'S' sometimes, and

‘R’ rarely. Skills for Music and Phys. Ed. are given as ‘S+’ above expectations, ‘S’ meets expectations, and ‘S-’ below expectations.

- Students in Grades 1 and 2 will receive percentage grades for Reading, Phonics/Spelling, and Math. Grades for Religion, Science, Social Studies, Writing, Phys. Ed., and Music will be skill based as described above.
- Students in Grade 3 will receive percentage grades for all subjects, excluding Music and and Phys. Ed (skill based as described above).
- Students in grades 4 – 12 will receive percentage grades for all subjects.
- As part of a student’s Music grade, students are expected to participate in the Christmas Program and other annual performances.
- As part of a child’s spiritual development, students of Redeemer Lutheran School are encouraged to attend regular worship and Bible study.

EXTRA-CURRICULAR ACTIVITIES

Extra-curricular activities are regarded as a privilege rather than a right. At Redeemer Lutheran School, extra-curricular activities are optional and are not attached to any specific course/class that offers an academic grade on a report card and transcript. Such activities include clubs, athletics, school-sponsored travel experiences, field trips, and musical productions.

Academic eligibility for **Extra-Curricular** Activities is determined weekly. The minimum standards for eligibility for Extra-Curricular Activities are:

1. GPA of at least 2.0 (on a 4.0 scale) **AND**
2. No failing (“F”) grades
3. RAMS status - meeting or exceeding behavior expectations

Students who fail to meet these requirements are declared ineligible until the following week (Friday - Thursday)

Preschool Evaluations

Preschool evaluations are completed two to three times a year. Teachers evaluate each child individually as to his/her progress in specific areas of development. At mid-year, the teacher will meet with parents to discuss their child’s progress and determine whether he/she is socially, emotionally, and academically ready to move on to the next level of learning. Some children may need extra time to develop in a certain area, and we will do what we can to accommodate them.

Parent/Teacher Conferences

Parent/Teacher conferences are held twice a year for all students. Preschool conferences are in November and late January or early February. Conferences for K - 8 are held at the end of the first and second quarters. Conferences for grades 9 – 12 will be held after a nine (9) week period for the first two trimesters – as needed. Parents will be asked to attend these conferences at a time convenient to them and the teacher to discuss their child’s progress.

Confidentiality

To respect the privacy of the student and family, teachers will not discuss a student or family with anyone other than the staff and principal. Students’ progress and behavior is only to be discussed with **legal parents and guardians** unless written permission is obtained from the parents or guardians. In the case of parent separation, permission must be granted by both parents.

Academic Recognition

Revised 8/1/2022

To recognize outstanding academic achievement on the part of those students in Grade 6 and above an Honor Roll has been established. Grades from all courses will be weighted and included in the calculations.

- Bible Study, English, Mathematics, Science, Language Arts, Spelling, Social Studies, Foreign Language, Grammar/Writing, Music, Art, and Physical Education.

To be named to the **High School Honor Roll or High Honors List**, students must meet the following criteria:

- Earn an academic GPA of 3.5 or higher (Honor Roll) or a GPA of 3.8 or higher (High Honors)
- GPA for any one class can be no lower than 2.5 for Honors, and 3.00 for High Honors

To be named to the **Middle School Honor Roll**, students must meet the following criteria:

- Earn an average percentage of 89% with no grades below a 84%

Student Records Policy

* It is the policy of Redeemer Lutheran School to keep the records of each student private and confidential. With that in mind, student progress reports will be discussed only with parents and legal guardians unless permission is otherwise granted by parents or legal guardians. Parents may request to see their child's permanent record at any time.

Promotion Policy

* Promotion to the next grade depends on satisfactory completion of requirements and teacher recommendation.

Our desire is for all students to make suitable progress and achieve a level of proficiency that enables them to be promoted to the next grade level. However, there are cases when students do not achieve the desired level of proficiency and should be retained at the same grade level.

In such cases, the teacher and administrator will hold a conference with the child's parent or guardian to present information on the student's progress/proficiency and recommendations for retention. If possible, this will be done by March of the current school year.

If the parent or guardian does not support the school's recommendations for retention, the child will be promoted to the next grade level. The parents must write a letter indicating their wishes **and** assume responsibility for the child's achievement. The student's progress will be evaluated after a six (6) week period to determine if the placement is successful. Should the child not succeed once again, he or she may not go on to the next grade level and parents must adhere to the school's recommendation or choose another placement for their child.

SPECIAL SERVICES

The students of Redeemer Lutheran School receive services similar to those provided to students of local public schools.

Health

In accordance with the Pennsylvania school laws and the health regulations of Allegheny County, the following services are provided for students in grades K - 12 without charge and under the supervision of Penn Hills School District's school nurse, if one is provided..

- Annual vision and hearing tests to all students.
- Immediate notification to parents of any defects noted in the above examinations.
- Maintenance of permanent school health records.
- First aid care for minor injuries and professional assistance in obtaining necessary treatment for major injuries.

Allegheny Intermediate Unit

Through the Allegheny Intermediate Unit (AIU), our school has access to many useful services. Under Act 89, we may receive Speech/Language Therapy, Standard Testing and Scoring services, and Pupil Service Team services (including consultation, counseling, and social work services).

Developmental Guidance Program: We value the social and emotional development of your child as much as their academic growth and success. Throughout the school year, our counselor from the Allegheny Intermediate Unit will be visiting classrooms to present lessons on topics including character education, conflict resolution, anger management, feelings, social skills, etc. The topics and grade levels chosen by the administrator and counselor will be based on the needs of the building. If you have any questions, please feel free to contact your building administrator.

Special Education

Redeemer Lutheran School believes it is important to provide a Christian education to as many children as possible. Some students coming to RLS will need additional academic support to ensure they are growing and developing learning skills at their ability level and at a pace that allows them to be successful. We have the support of Title I for reading, the AIU for math and teachers who are able to offer additional support when needed.

TRANSPORTATION

Transportation Policy

* When possible, written notification to the school is required when someone other than the designated parent, caregiver, or bus company will pick up your child. (We realize it is not always possible to give written permission, and in those instances, a phone call from the parent is accepted.) Students will not be released to unauthorized neighbors, relatives, or others.

Bus Transportation

Act 372 authorizes any school district to use district funds to provide transportation of any resident pupil to and from the public or nonpublic school in which the pupil is enrolled, provided that such a school is located within the school district boundaries or no more than ten miles outside the district boundaries by the nearest public highway.

Bus transportation should be considered a privilege and not a right. We expect students to behave in a Christian manner at all times. The principal has the authority and obligation to suspend a student's school bus riding privileges for severe or repeated instances of misconduct. Such suspension will always be in the spirit of trying to correct the student instead of merely punishing him or her. To this end, the parents will be asked to cooperate and assist with correcting the student's behavior. Parents and students will be given a copy of the School Bus Conduct and Safety Code to review and sign at the beginning of each school year.

If a student misses a bus, the parent or emergency person will be contacted to arrange transportation. It is a parent's responsibility to notify the bus company any time their child is not riding the bus to or from school.

Students riding the bus of one school district are not permitted to ride the bus of another school district. Students not on any bus roster are not permitted to ride any bus. These are the rules of the bus company and must be adhered to for insurance purposes.

Parent Transportation

Parents who transport their children to and/or from school should keep the following in mind:

1. The school doors will open at 7:45AM for PreK - 8 at the Idaho and High School Campuses and 8:15 at the Oakmont Campus.
2. Preschool and Kindergarten students are to be brought to the playground entrance door at the Idaho Campus and the side door at the Oakmont Campus. Parents or caregivers must escort their child to the building and place them in the care of the teacher or teacher assistant. Parents are to park their cars in spaces in the parking lot when entering the building to 'drop off' or 'pick up' children. **Do not leave your car running**, and do not park along the sidewalk at the PH campus.
3. If no one is there to pick up your child within 15 minutes of dismissal time, parents will be called and then the person on your child's emergency form will be called. K - 6 grade students will be sent to Aftercare. Fees will be charged to your account.

Students are expected to go directly to their classroom upon arrival at school. After checking with the teacher, they may be excused if needed.

ATTENDANCE

Attendance Policy

Revised 7/1/2022

* Attendance is a factor in determining the proficiency of a student to be promoted. Poor attendance can negatively impact the student's performance due to missed work and lack of classroom participation. Therefore, any student who has accumulated **twenty** (20) days of absence throughout the school year shall be presumed to lack the proficiency to be promoted for that school year.

After 15 days of accumulated absence, the parent will be notified by the teacher or the administrator. Upon the accumulation of **twenty** (20) days of absence, whether excused or unexcused, the principal shall notify the student's parents by letter that the student has accumulated **twenty** (20) days of absence, and, in accordance with the attendance policy, is at great risk for failing to meet the **class requirements** and not passing to the next grade level.

OR

Upon reaching twenty (20) days of absence, whether excused or unexcused, the principal shall send a formal letter to the student's parents stating that, in accordance with the attendance policy, the student is at significant risk of not meeting the school's academic and participation requirements and may not be promoted to the next grade level.

Excused Absences

In accordance with the state laws, all pupils are held to regular and punctual attendance. According to the regulations of the State Board of Education of Pennsylvania, the following reasons constitute a legal **excused absence** for a student:

1. Observance of bona-fide religious holidays by particular religious groups in accordance with policies of the district's school board (or the RLS BOD).
2. A student may be excused during school hours to obtain non-school professional health care if:
 - a. The health services are rendered by state licensed practitioners.
 - b. There has been established reasonable cooperation between school authorities and the practitioners in providing services to school children outside school hours.
 - c. The time of necessary absence from school involves a minimum of interference with school work.
3. When there is a temporary period of illness, upon receipt of satisfactory evidence of mental, physical, or other urgent reasons.
4. With written parental request, pupils may be excused from school attendance to participate in an educational tour or trip at the expense of parents. Merely accompanying parents on a vacation does not qualify as an excused absence.
5. Death in the immediate family.
6. Other exceptional and urgent reasons. (When a district's buses do not run in case of severe weather, a student's absence will be excused.)

Written excuses are to be submitted following absences, and are to include the following information:

1. Student's name;
2. Date of absence(s);
3. Reason for absence(s);
4. Parent's signature.

Required Office Hours and Detention - new 6/2025

Office hours and detention, respectively, are designated times for students to receive academic support or to serve consequences related to behavioral expectations. These sessions are mandatory for students who meet any of the following criteria:

- **Failing one or more courses**
- **Missing two or more assignments in a given class**
- **Behavioral concerns, including:**
 - **Accumulating three or more tardies**
 - **Dress code violations**
 - **Other behavioral infractions**

Students may also be referred to office hours at the discretion of a teacher or administrator for additional academic or behavioral support.

Excused Absence Policy

* It is the policy of Redeemer Lutheran School to have requests for excused absences (that follow state definitions for excused absences #1, #4, #6 above) in writing to the principal and teacher with as much advance notice as possible. A maximum of five (5) days per school year will be the limit for this type of absence. If the request is approved, the principal will outline the educational responsibilities of the parents and students.

Unexcused Absences

Section 1354 of the School Laws of Pennsylvania states: "It shall be the duty of every principal or teacher to report to the attendance officer the names of all children who have been absent three days or their equivalent, without lawful excuse."

Unexcused absences are those which are avoidable and those for which:

1. The school is given no explanation.
2. The explanation is not valid as an excuse (based on PA law).
3. The student neglected to bring a written explanation.

Any student who has accumulated three (3) unexcused absences will be reported to the superintendent from their school district as required by the state of Pennsylvania. In the case of an unexcused absence, the teacher has the right to mark all missed assignments and tests as failing work.

The parents' right to request a waiver of this decision and all due process procedures will be included in the notification letter.

Tardiness

School hours are from 8:15AM - 3:05PM (K - 8), 8:00AM - 2:45PM (9-12), 8:00AM - 2:30PM (PreK).
Half Day Kindergarten hours are from 8:15AM to 11:30 AM.

K - 8 Students who are not in their classrooms by 8:15AM and High School students who are not in their classrooms by 8AM are marked tardy. Students who are more than 1 1/2 hours tardy are considered absent 1/2 day for grades 1-12. Oakmont Campus hours vary by classroom. Children are expected to be in their rooms and ready to learn by starting time.

Excused tardies include:

1. Request of a parent for a child's doctor or dental appointment. (A note from the doctor or a dentist is required.)
2. Delay due to weather conditions or emergencies.

Individual teachers will determine for their class how and when a tardy student is to enter the

classroom. **Habitual tardiness is disruptive to a child’s day and to the classroom and will not be tolerated. After two unexcused tardies in a month, parents will be notified to rectify the situation. On the day of the third unexcused tardy, students in grades 4 - 12 will be required to serve detention until 4PM, and parents will need to come to school to pick up their child.** If a student is involved in a sport or club, they will serve their detention first.

Early Dismissals

If a child is to be dismissed early from school, a written request must be sent to the administrator and copied to the school office. The request must include the child’s name, date, time to be dismissed, and the reason for the dismissal. Parents are to come to the office first to check in, and their child will be waiting for them there. Students may only be excused early by phone in the case of an emergency.

MEDICAL

Students who have a fever must be fever free without medication for 24 hours before returning to school.

Communicable Disease Control

Children with communicable diseases are not permitted to attend school for the following specified intervals according to the rules and regulations mandated by state law.

<i>Diphtheria.....</i>	<i>Two weeks from onset or until appropriate negative culture tests</i>
<i>Measles.....</i>	<i>Four days from onset of rash</i>
<i>Mumps.....</i>	<i>Nine days from onset or until subsidence of swelling</i>
<i>Pertussis.....</i>	<i>Four weeks from the onset or seven days from initiation of appropriate antimicrobial therapy</i>
<i>Rubella.....</i>	<i>Four days from the onset of rash</i>
<i>Chicken Pox.....</i>	<i>Six days from the last crop of vesicles (scabs must be dry and temperature normal for 24 hours)</i>
<i>Respiratory Streptococcal infections including Scarlet Fever.....</i>	<i>Not less than seven days from the onset if no physician is in attendance or 24 hours from initiation of appropriate antimicrobial therapy</i>
<i>Acute Contagious Conjunctivitis (pink eye).....</i>	<i>24 hours from initiation of appropriate therapy</i>
<i>Ringworm - All types.....</i>	<i>Until judged noninfectious by the school nurse or child’s physician</i>
<i>Impetigo Contagious.....</i>	<i>Until judged noninfectious by the school nurse or child’s physician</i>
<i>Pediculosis Capitis (head lice).....</i>	<i>Until judged noninfectious by the school nurse or child’s physician</i>

<i>Pediculosis Corporis (body lice)</i>	<i>Until judged noninfectious by the school nurse or child's physician</i>
<i>Scabies</i>	<i>Until judged noninfectious by the school nurse or child's physician</i>
<i>Tonsillitis</i>	<i>24 hours from initiation of appropriate therapy</i>
<i>Trachoma</i>	<i>24 hours from initiation of appropriate therapy</i>

COVID cases will follow recommendations by doctors and CDC.
 In cases of communicable disease, a doctor's note must be returned as proof of the child's physical fitness for school.

Medications

Revised 2023

No staff member shall be permitted to administer medication to any student without written parental authorization. Parents and guardians must be advised that Redeemer Lutheran School does not have a nurse on campus to administer medication. The school should not be asked to administer medication that can be effectively given outside of school hours. In addition, first doses of any new medications will **not** be given at school. In submitting the medication form, which is available from the school office, you are authorizing the office staff to administer medication to your child. This form must be submitted for a student to receive and/or take medication (prescription or nonprescription) while under school supervision. **A different form must be completed for each medication.** Medication includes essential over-the-counter medications given regularly: nasal decongestants, cough drops, acetaminophen (Tylenol), etc. as well as prescriptions.

All medications are kept in the school office and administered by school personnel.

Students are **not** permitted to carry over-the-counter medications or prescriptions unless special arrangements have been made with the administration.

All essential over-the-counter medication that is to be given regularly must be sent in with a physician's authorization form. For occasional distribution of over-the-counter medications such as acetaminophen, ibuprofen, or Benedryl, parent permission must be granted by phone followed by an email.

Notify the school by phone, and place the completed medication form with your child's folder when sending any medication to school.

Injectable medications will not be given by school personnel.

Physician's order must be attached for essential over-the-counter medication and prescriptions.

LABEL ALL MEDICATION PROPERLY (include: Student's name, name of medication, and proper dosage on bottle. All prescription medication must be in the original pharmacy labeled container).

Students with allergies

Revised 7/2022

Students with severe allergies requiring medical treatments including antihistamines, Epi-Pens, or inhalers, will be required to have a medication form completed and signed by their physician. The form will be kept on file in the student's records and information will be placed in each emergency folder in the building. All inhalers and Epi-pens will be kept in the office or in the classroom as needed; special exceptions may apply with written permission from doctor and parent.

DISCIPLINE

Discipline Policy

Revised 7/2022 - see appendix for Discipline plan

* Based on **Proverbs 22:6** “*Train up a child in the way he should go, and when he is old he will not depart from it,*” Redeemer Lutheran School has the following discipline policy. As a Christian School, it is our goal to train and nurture a child in the ways of the Lord. All discipline is given in light of God’s love. Any discipline administered is done so for the child’s correction and education. It is our goal to work closely with the parents in all areas of their child’s education.

* Every teacher, staff member, administrator, and pastor of Redeemer Lutheran School shall have the right to exercise the same authority as to conduct and behavior over the students attending this school during the time they are in attendance, including the time required in going to and from their homes, as the parents, guardians, or persons in parental relation to such students may exercise over them.

Redeemer Lutheran School Board of Directors has adopted this policy based on Pennsylvania School Code 24 PA 13-1317.

All rules of Redeemer Lutheran School are based on the Ten Commandments as written in Deut. 5:6-21 and Exodus 20:1-17. The students of Redeemer will be taught these commandments and their meanings to enable them to exhibit proper behavior and attitudes; self-control; respect for God, the teachers, and all in authority; and respect for the rights and privileges of others.

Misbehavior or persistent non-cooperation on the part of a child will not be tolerated. Any actions contradictory to an orderly learning environment will be considered for disciplinary action. Where there is Law, there must also be Gospel. Corrective disciplinary measures are used to point out wrong and unacceptable behavior, but these measures are always followed by a Gospel message. The student is assured of our forgiveness and the forgiveness of his Savior, Jesus Christ.

Problems in the classroom will be handled by the teacher with full support of the staff and the Board of Directors. Breaking school policies, rules, or procedures will be handled by the administrator.

Accounts of disciplinary actions taken against students are placed in and become part of their permanent record.

Detention Policy

* Redeemer Lutheran School reserves the right to detain a child after school until 4:00 PM.

Since this would involve the loss of normal transportation home, the parent will be required to provide the needed transportation. Parents will be notified by a phone call the day the detention is to be served to give them time to arrange the transportation.

Possible reasons for a child serving detention include: continual misbehavior, consistent tardiness, or consistently late with assignments.

Suspension Policy - applies to grades 1 - 12 only.

* All suspensions will be issued by the administrator and served the day(s) immediately following the offense. Some may be served in school under the supervision of one of our substitute teachers, **at the expense of the parents.**

The substitute teacher will cover all assignments for the day as planned by the teacher. Students will receive credit for work completed as judged by the teacher, but will get a ‘0’ participation grade for the day. At the end of the day the student will report to the principal and wait for his/her parents to arrive. The following privileges are forfeited during a suspension:

1. Bus transportation to and from school.
2. Classroom activities including; field trips, recess, assemblies, class trips, lunch with the class.
3. Fellowship and conversation with classmates and teachers.

Immediate Suspension Policy

* The Redeemer Lutheran School Board of Directors has determined the following three (3) reasons for ‘immediate’ suspension from school for up to three days dependent upon the severity and circumstances of the incident.

1. The use or possession of tobacco, alcohol, drugs, or weapons.
2. The striking (by hand or with an object) of another student or staff member.
3. The showing of public disrespect for a teacher, staff member, or student.

When an ‘immediate’ suspension is given, the student’s parent is called, and the student is removed from school immediately.

Due Process

All students must be afforded due process whenever deprived of their right to education through exclusion from their regular classroom instruction or from other school activities including: suspension, expulsion, transfer, probation, or withdrawal of privileges. The right to due process includes the right to a fair hearing prior to any of the above exclusions, except for emergency suspension pursuant to this code.

HARASSMENT/BULLYING

*Redeemer Lutheran School strongly condemns and prohibits harassment or bullying of individuals by anyone, whether verbal or physical, whether sexual or otherwise.

Redeemer Lutheran School is committed to an environment in which all individuals are treated with respect and dignity. Each individual has the right to an atmosphere which promotes equality and is free from discriminatory practices. Conduct such as harassment and bullying is contrary to the behavior, values, and principles taught by our Savior and is disruptive to the educational process. Students may not engage in any act of harassment or bullying while at school or at any school function.

We are committed to an environment of respect and dignity, free from harassment and bullying because God views our bodies, souls, and all within us as sacred to Him. He calls us “temples of the Holy Spirit” and people who belong to God (I Cor. 6:19-20). We have been purchased with the blood of Jesus and set aside to honor the Lord in word and deed. Most particularly, as people who love the Lord and desire by His Spirit to honor His will, there is not to be even “a hint of sexual immorality, or any kind of impurity,” among God’s people (Eph. 5:3). This is to include obscenity, foolish talk, or coarse joking, which are out of place. Further, because we are God’s possession and His holy ones, (I Peter 2:9-10), we are rather to live as children of the light (Eph. 5:9) who show the fruit of goodness, righteousness, and truth. Therefore, Redeemer Lutheran School strongly condemns and prohibits harassment or bullying of individuals by anyone, whether verbal or physical, whether sexual or otherwise. Anyone who violates this policy will be subject to disciplinary action, up to and including suspension or expulsion. (See Discipline Policy.) As may be required by law, law enforcement officials shall be notified of harassment or bullying incidents.

Students who believe they are being harassed or bullied are to firmly and promptly notify the offender that his or her behavior is unwelcome. Consider Matt. 18:15-20 as you inform the offender.

Should the harassment or bullying continue, the student should inform his/her teacher immediately.

Definition of Harassment

For purposes of this policy, harassment is defined as including, but not limited to:

1. Verbal harassment-- demeaning comments, slurs, jokes, or cruel teasing.
2. Written harassment-- inappropriate, cruel, or obscene letters, notes, invitations, e-mails, etc.
3. Physical harassment-- assault, inappropriate touching, impeding or blocking movement.
4. Visual harassment-- intimidation, leering, gestures, displaying inappropriate or obscene objects, pictures, cartoons, posters, or the like.

5. Retaliation, or threat of retaliation, following a negative response to harassment, or following a harassment complaint.

Definition of Bullying

For purposes of this policy, bullying is defined as including, but not limited to:

1. **Repeated** intimidation of others by the real or threatened infliction of physical, verbal, written, electronically transmitted, or emotional abuse, or through attacks on the property of another.
2. Actions such as verbal taunts, name-calling, and put-downs, including ethnically-based or gender-based verbal put-downs.
3. Extortion of money or possessions.
4. Exclusion from peer groups within school.

More concisely, 'bullying' happens when a person is exposed repeatedly and over time to negative actions on the part of one or more persons.

A single incident of sufficient severity may constitute harassment or bullying. In determining whether a specific act or pattern of behavior violates this policy, the circumstances surrounding the conduct shall be considered together with the above definitions.

Confidentiality

Every effort shall be made to protect the privacy of parties involved in any complaint. Files pertaining to complaints are confidential and will only be discussed when necessary for the investigation into and/or the resolution of the matter.

Drafted 3/20/06

Revised, Approved 4/02/06

Reviewed 2022

CHAPEL

I was glad when they said to me, Let us go into the house of the Lord. Psalm 122:1

School chapel services are held each week for K - 12 grades and once a month for preschool classes. These worship services are designed to give the students training in Christian worship as well as to provide an opportunity to worship together as a school family. Through these worship experiences, students are drawn closer to Jesus, thus strengthening their faith in Him as their only hope of salvation.

Chapel during the week also demonstrates that worship is not just a Sunday experience, but worship can take place at any time and is part of daily living for all Christians.

Offerings collected at these services will be used for various mission projects throughout the year and noted on the monthly calendar. Chapel offerings provide an excellent opportunity for students to learn the importance of mission work in the world and to develop God-pleasing stewardship habits. Parents and friends of Redeemer are invited and encouraged to attend chapel whenever possible.

DRESS CODE

Dress Code Policy

Revised 7/2024

"Our body is a temple of the Holy Spirit which is in you ... Therefore glorify God in your body, and in your spirit, which are God's." 1 Corinthians 6:19,20.

* A Christian attitude and an atmosphere conducive to learning are reflected through neat and proper attire. Students attending Redeemer Lutheran School will be groomed in an acceptable manner and wear clothing that is neat, clean, and does not detract from the Christian atmosphere of the school. All clothing should be specific to biological gender.

Questions concerning proper appearance will be addressed by the faculty with final judgment resting with the school administrator. Students not meeting these standards will be counseled individually, parents will be notified, and

disciplinary action will be taken. In cases of dress code violation, the school office will provide appropriate attire for K - 12 students to wear until a parent arrives with a change of clothing.

Some specific standards for all students follow:

- Wear clothing designed for their biological sex/gender.
- Dress according to the weather.
- Hats and head coverings are not permitted in the classroom.
- Hair coloring must be of a natural color unless sanctioned by the administration for a special event
- Piercings are limited to two in the ear.
- Tattoos are discouraged but must be covered at all times in all classes and activities including PE, field trips, class trips, and mission trips.

K – 8 Students are permitted to wear:

- ❖ Polo shirts – long or short sleeved, any solid color
- ❖ Crew neck **solid colored, plain** sweatshirt or sweater over the polo
- ❖ Cardigan sweaters over polos – **solid colors**
- ❖ Long-sleeved, solid colored T-shirts under the polo
- ❖ Solid colored skirts, shorts, dress/casual pants (no athletic shorts or pants)
- ❖ Jeans or jean shorts – **no holes, frays, etc.**
- ❖ Tennis shoes, dress shoes, sandals with backs – **NO** flip flops
- ❖ Kindergarten students must have a complete set of clothes in a Ziplock bag marked with their name for emergency purposes.

Students are not permitted to wear:

- Skinny jeans
- Short skirts/long shirts and leggings or tights (skirts and shorts must be fingertip length)
- Tight or low-cut tops, tight dresses, tight skirts, etc.
- Hoodies - except for outside

High School Students:

- Polos/Collared shirts or blouses and khaki style pants/shorts/skirts, belts – any color (refer to the HS handbook for additional details)

All articles of indoor and outdoor clothing need to be of the child's own size. Oversized clothing is not permissible.

Preschool Students:

Specific standards for preschool:

- Dress your child in comfortable clothes that are washable.
- Clothing should be easy for children to manage at bathroom time.
- Each child must have a complete set of clothes in a Ziplock bag marked with their name for emergency purposes.

Chapel Dress

Special consideration is to be given to attire on Chapel days. Attire helps to set and reflect a reverent and worshipful attitude. Boys are to wear a collared shirt, with or without a tie, and dress slacks/shorts. Girls are to wear a skirt and blouse, dress, or dressy pants/shorts. Jeans are not appropriate wear for Chapel.

POLICIES TO PROTECT OUR STUDENTS

As stated before, the policies and rules developed by our School Board are based on the Ten Commandments. The Fifth Commandment states, “**You shall not murder.**” Martin Luther wrote the following explanation to the commandment:

We should fear and love God so that we do not hurt or harm our neighbor in his body, but help and support him in every physical need.

We use this commandment and explanation as the basis for the following policies.

Drug and Alcohol Policy

Reviewed 7/2024

“Let us purify ourselves from everything that contaminates body and spirit.” 2 Corinthians 7:1

* Redeemer Lutheran School will avoid and assist our students to avoid the abuse of drugs and the use of any substance that harms the body and spirit. Any **use, abuse, or possession** of drugs, alcohol, or tobacco will be cause for immediate suspension from school. *See Suspension Policy*

* Redeemer Lutheran School is a ‘smoke free’ school as required by law. There will be no smoking in the building or on school grounds during school hours, and there will be no smoking during school activities, field trips, parties, picnics, etc.

Students are not permitted to bring any drugs, prescription or over the counter, to school without written permission from a parent and physician, if necessary. Parents and students are to follow procedures as outlined in the medical section of this handbook, under subtitle *Medications*. Parents will be called to take whatever action the principal requires if these procedures are not followed.

Child Abuse Policy

Reviewed 7/2024

“In your anger do not sin: Do not let the sun go down while you are still angry.” Ephesians 4:26

“Speak up for those that cannot speak for themselves, for the rights of all who are destitute.” Proverbs 31:8

* Every teacher, teacher assistant, and parent volunteer will be required to secure an official clearance from the Department of Public Welfare, Act 34, PA State Police Criminal Background clearance, and FBI clearances.

* As required by God and the law of the state of Pennsylvania, Redeemer Lutheran School will not tolerate the abuse of children. A school staff member that has reasonable cause to suspect a student is a victim of serious physical or mental injury will follow the procedures outlined in the Emergency Procedure Manual.

Weapons Policy

Reviewed 7/2024

* Weapons or objects that may be used as weapons, including firearms and ammunition, are not permitted in the school or on school property at any time, before, during, or after school hours. Violation of this policy will be cause for immediate suspension. *See Suspension Policy*

Items that may be considered in this policy may include but not be limited to; pocket knives, kitchen utensils, cap guns, fireworks, sparklers, etc.

If a student, parents, or staff member discovers a weapon on the school grounds or suspects a weapon on school grounds, they are not to touch or move the weapon, but contact the school principal or pastor immediately. School staff will follow the procedures outlined in the Emergency Procedure Manual.

Students are not to bring toys or belongings that encourage violent behavior such as toy guns, knives, swords, or action figures. If a parent or student has a question about bringing a toy or personal belonging, be sure to ask the teacher. Students and parents will respect the judgment of the teacher on these matters.

CONFLICTS AND RESOLUTIONS

With all lowliness and meekness, with long-suffering, forbearing one another in love; Endeavoring to keep the unity of the Spirit in the bond of peace. Ephesians 4:2,3

It is our hope that all persons involved in our school family would abide by this teaching of God’s Word. God commands us to be patient with each other and work diligently to seek peace.

Conflict and Resolution Policy

Reviewed 7/2024

* It is the policy of Redeemer Lutheran School to follow the principles outlined in Matthew 18:15-17 to promote reconciliation and forgiveness within our school family.

If a misunderstanding or conflict arises between you or your child and another member of our school family (teacher, student, volunteer, principal, pastor, board member) your **first** action is to go directly to the person involved in the conflict. If, after searching for and trying possible solutions, ‘peace’ is not made, another person of authority may be asked by both parties to join the effort. This person could either be a teacher, principal, or pastor depending on the parties involved. If after these procedures have been followed and the problem has not been resolved, the parties may then request advice from the Board chairman and/or the Board of Directors.

Please do not discuss your personal conflicts or disagreements with school personnel, parents, or students in front of your child. The best way to follow the example of Ephesians 4:2,3 is to speak well of others, be patient with their weaknesses, and encourage others while encouraging your child to do the same.

FINANCIAL RESPONSIBILITIES

School expenses must be met on a specific time schedule. We rely on the faithfulness of parents for the financial commitment they have made to the school. Tuition only meets a part of the budget requirements with additional support coming from Redeemer Lutheran Church and activities sponsored by the church and school. Gifts and memorials are gladly accepted and appreciated from any school family or friend.

Tuition Policy

Reviewed 7/2024

* All tuition and fees are billed and collected through an online service – FACTS. Tuition and fees are noted in our online registration and enrollment forms. The financial agreement allows the family to choose a payment schedule that fits their budget. Payments will be withdrawn from their checking or savings account or paid with a credit card.

- Non-payment of tuition is cause for dismissal from Redeemer Lutheran School.
- All tuition and fees must be paid in full by June 15 of the current school year to hold a place for your child in the next school year or to receive report cards or transcripts.
- If the school is charged a returned check fee, the fee will be passed on to the parent, due with the next tuition payment.
- Report Cards will not be issued to students with delinquent accounts.
- Online access to a student's academic records will be suspended for non-payment.
- The school will make every effort to assist families in meeting their tuition obligation.

DAY TO DAY

Assignment Books

Students in Grades 2 – 8 are required to have assignment books purchased through the school. Students in Grades 9 – 12 will determine for themselves which method to use for noting assignments. Assignment books will be a tool to assist students in planning and budgeting their time. Parents are encouraged to review their child's assignment book regularly and encourage their child to use them at home as part of their homework routine. Students should be encouraged to review the book each night to prepare for the next day's assignments or activities.

Calendars

Prior to the beginning of the school year the principal will prepare a yearly calendar with most of the school's important dates and events. There are certain events that cannot be scheduled a year in advance. Those dates will be reported to families by notes home and by a monthly calendar prepared by each teacher for their class. The monthly calendar will remind families of upcoming events and activities and keep parents informed on topics and units studied in class.

Confidentiality

To respect the privacy of the student and family, teachers will not discuss a student or family with anyone other than the staff and principal. Student's progress and behavior is to be discussed only with **legal parents and guardians** unless written permission is obtained from the parents or guardians. In the case of parent separation, permission must be granted by both parents.

Communication With Teachers

Teachers can be reached by phone or email before and after school hours. Teachers are committed to returning calls and emails within 24 hours and will check their emails first thing in the morning and at the end of the school day. Parents should check their child's academic progress regularly through FACTS.

Parent/Teacher Conferences are regularly scheduled twice a year. Consultation with the respective teacher or with the administrator is always welcome. However, it would be in the best interest of all concerned if appointments were made for such consultations. The daily schedule of our teachers is usually crowded, and an unannounced consultation cannot always be given the attention and the consideration it deserves. Should problems arise concerning a student, parents are expected to first contact the teacher (*see conflict and resolution policy*) either by note or phone. Teachers can be reached before or after school hours at 7:30 - 7:45 AM and 3:15 - 4:00 PM respectively. Only in case of an emergency will a teacher be called out of the classroom.

Home Folders

Each student in grades K - 6 is given a folder at the beginning of the year to be the designated 'home folder.' This folder will go home and come back to school every day. Students will keep all assignments and all communication (notes, letters, permission slips, calendars) between home and school in this folder. Students are not to take items out of the folder that a teacher or parent puts in it. These folders will be used to enable parents and teachers to communicate on a daily basis if needed.

Home Visits

Home visits by elementary, middle and high school teachers to students in their class occur in late summer before the school year begins. These short visits allow the teacher an opportunity to meet and talk with the child and parents in an atmosphere that is most comfortable for them - their home. This is also an excellent time to have any questions answered and to prepare for the upcoming school year. Your child's teacher will contact you to arrange a date and time that is convenient for both of you. This time together is the beginning of the parent/teacher/student relationship that will continue to grow throughout the school year.

Breakfast/Lunches/Snacks/Recess

Preschool

The parents of children in the 3's and 4's preschool classes will bring a healthy snack to school. Sweet treats, with the exception of birthdays, are not permitted. Snacks are to be ready to serve, requiring little preparation by the teachers. Milk for snack will be offered by Turner's Dairy. Parents who choose to buy milk for their child will be billed twice a year for this service.

PreK Counts classrooms are provided with a snack according to state guidelines.

Kindergarten/First Grade

Kindergarten students will have a regular snack time scheduled and will provide their own snack. Again, snacks should be simple and nutritious and ready for children to eat. A milk order form will be sent home twice a year. Parents may purchase milk using this form and students may choose white or chocolate milk.

Grades 2-6

Children in the early elementary grades are permitted to bring a snack (no drink) to school if desired. They will not have a scheduled snack time but a short break to have a piece of fruit, vegetables, crackers, and the like. The snack should be a finger food, because it will most likely be eaten outside during break time.

Breakfast

During the 2024-2025 school year, breakfast will be free for all students regardless of family income. Breakfast will be served in the gym from 7:45 - 8:10 AM, and students should eat in their homerooms.

Lunch

Redeemer Lutheran School offers a hot lunch daily as part of the Federal Lunch Program. Families should pre-pay for student lunches through their FACTS account. Students may receive a free or reduced lunch price by meeting the Federal income guidelines and completing a form. This program is optional. Students in grades K - 12 may bring their lunch and drink or bring their lunch and purchase milk only.

Physical Education/Recess

As long as the weather permits (other than rain or severe cold), students will go outside every day. Jackets, coats, hats, and gloves must be worn, and legs should be covered during recess and outdoor activities as the temperature warrants. It is the teacher's discretion as to whether a student is suitably attired for the elements. A student not deemed properly dressed will not be permitted to participate in outdoor activities. It is important for students to get out of the classroom and take breaks during the day. Please be sure your child wears clothing suitable for the weather. **All K - 6 students must wear tennis shoes for Phys. Ed classes, and 6 – 12 students must bring gym clothes to change into.**

Orientation

K - 12 parents are expected to attend a 'Meet the Teacher' night in September. Classroom procedures and school policies will be reviewed, and parents will have an opportunity to ask questions specific to their child's curriculum. Teachers will explain grading, communication tools, homework expectations, and their general plan for the school year.

Personal Possessions

Each teacher will determine what items from home will be permitted in their classroom and the procedures for using them. Cell phones and other electronic devices are not permitted in the classroom and will be collected from all students as they enter the building. Please make sure your child understands that personal items will be confiscated by the school office if brought without permission or used during the school day. Students should also receive parental permission to bring items to school. The school will not be responsible for items brought from home. The following items are forbidden on school grounds:

- Weapons or anything that can be used as a weapon. *i.e. pocket knives, guns, table knives*
- Drugs, medications without written parental/physician permission. *See Drug/Alcohol Policies.*
- Alcohol, tobacco
- Matches, lighters, explosives, or fireworks of any kind.

SPECIAL ACTIVITIES

School Activities Policy

* No teacher will be permitted to take a student/class off school property without written permission from a parent/legal guardian. This form is signed upon enrollment and is used throughout the school year.

Activity Fee

Each student will be assessed an activity fee to cover costs for field trips, busses, parties, and other activities throughout the school year. Lunch and snack costs on field trips are not included in the activity fee. The activity fee may be paid in one payment at the beginning of the school year or two payments, one at the beginning of the first semester and the other at the beginning of the second semester.

Music, Drama, and Art Activities

Redeemer Lutheran School will sponsor five opportunities for students to witness their love for Christ in the form of musical presentation.

- November – (Grades 4 - 8) Fall Musical
- November – (PreK - 8) Oakmont Light-Up Night & Parade
- December- (PreK-8) Christmas Program (usually in the evening)
- March - (PreK) Preschool Sunday - singing during the worship service (Sunday morning)
- April - Spring Musical (Middle/High School, auditions necessary)
- June - Instrumental Concert

Track and Field Day

Students at Redeemer Lutheran will participate in an annual Track and Field Day. Grades K - 2 will have an 'in-house' Track and Field Day coordinated by teachers and supervised by parents. Grades 3 - 8 will participate in the Pittsburgh Area Lutheran Schools track meet usually held sometime within the last two weeks of school.

Field Trips

Redeemer's school children (with the exception of the Three Year Class) may go on field trips to various places in the Pittsburgh area during the school year. Costs for all field trips and planned activities (with the exception of

lunches when applicable) will be covered by a non-refundable activity fee collected at the beginning of each year. The teachers do their best to make sure that the trips are educational and age-appropriate. The field trips are intended to enhance the classroom learning experience and are considered school days. Elementary-high school students who are not attending a field trip will be given some other class work to complete at home.

Details for the field trips are shared in the weekly note or via email before the scheduled trip. One permission form is completed during enrollment for the entire year. If your child needs a car seat, please make sure it is at the school the morning of the trip and labeled with your child's name. We will need parents to chaperone field trips. The number of chaperones needed will be determined by the teacher/teachers leading the field trip. Chaperones must have clearances on file in the school office and agree to follow all procedures and guidelines for each field trip. In most cases, siblings will not be permitted to attend field trips. This will be up to the teacher's discretion.

On most occasions we contract a bus to transport students, however at other times our only source of transportation for these outings is parent volunteers. If you have the time and resources, please consider joining us. All persons transporting children, other than their own, to any school-related activity, must meet all of the following criteria each time they volunteer:

- Be a parent of a Redeemer Lutheran School student or a member of Redeemer's congregation.
- Have all clearances; Act 34 – Child Abuse Clearance and the PA State Police Criminal Clearance, and in some cases FBI clearances.
- Agree to follow field trip procedures and guidelines as outlined by the teacher and the activity coordinator.
- Adhere to all school policies, including the 'No Smoking Policy'

In addition, if driving, parents must:

- Provide a valid driver's license from the state of PA.
- Show proof of insurance.
- Agree to require all passengers to use a seat belt and/or child restraint seat, including the driver.
- Have a car in good working order with a current inspection sticker.
- Not to use a cell phone while driving except in the case of an emergency.

School Parties and Celebrations

Each class may have two parties during the school year - one for Jesus' birthday and one for Valentine's Day - as well as a class picnic in the spring. Parents can volunteer to help with the parties and celebrations by completing the online volunteer form. Forms will be available on our website rlspittsburgh.org. According to Federal guidelines, only one treat may be offered at parties, and all other food must be of nutritional value. Parties should be Christ-centered and all activities should be coordinated with the classroom teacher.

SCHOOL CLOSINGS

It will be the administrator's responsibility to close school due to inclement weather. He/she will base the decision on other school closings, road conditions, and temperature.

Families will be contacted through FACTS **emergency contact system** with a text and voice message to their phones. (Please make sure your contact information is current.) In addition, **listen to the radio**, watch the news for closing announcements, or check our website: www.rlspittsburgh.org

Please do not call the teachers, secretary, principal, radio stations, or bus companies.

When listening for announcements, listen for two things:

1. Redeemer Lutheran School and/or
2. Your school district's bus service.

In the event of a school closing, students will be expected to complete their Flexible Learning Day assignments. Packets will be given to younger students with some online learning expectations. Students in grade 4 - 12 will log in to their Google Classroom for directions.

- If you do not hear anything about *Redeemer Lutheran School*, then everything at Redeemer is normal, on time, and in session.

- If you hear *Redeemer Lutheran School* **closed**, you know that our school is **closed**. No one should report - it is a Flexible Learning Day.
- NO MATTER WHAT, if *Redeemer* is **not closed**, follow your district's bus schedule. The bus will follow their schedule - not ours.
- If your district's bus service is not operating, but Redeemer is open or running on a delay, it is to the parent's discretion as to whether or not to transport their child. Students will be marked with an excused absence if the parents are not able to transport them.

For Preschool Students: A 2-hour delay will mean a 10:00 start for morning preschool classes with a 12:00 dismissal and a 12:45 start for afternoon enrichment and preschool classes with a 3:05 dismissal. PreK Counts classrooms will begin at 10:00 and dismiss at their usual time.

The following radio stations carry our school's information:

- WTAE 1250 AM
- KDKA 1020 AM

The television stations KDKA, WTAE, and WPXI will also carry this information.

VOLUNTEERS

Redeemer Lutheran School stresses the 'parents as partners' idea by providing numerous opportunities for parents to volunteer their time and service to enrich and enhance our school program. Our goal is to have every family involved in at least one volunteer area. Parents who are interested in volunteering time or service, are encouraged to contact the administrator or a classroom teacher. A partial list of volunteer opportunities is listed below:

- Hot Lunch Helpers
- Field Trip Drivers and Chaperones
- Classroom Helpers – preparing classroom materials
- Office Helpers
- Homeroom Parents
- Party Committees

Descriptions of these positions are on our online volunteer survey. All families are expected to volunteer their time and use their talents and gifts to benefit the school.

Volunteers must always place the well-being of **all** students as a high priority. All volunteers must bring recent copies of required clearances to the offices prior to volunteering.

Thank you for entrusting your children to our care each day. We pray that our school environment will be a blessing to your family and encourage your faith and trust in our Lord.

APPENDIX

Positive Behavior Interventions and Supports; Code of Conduct; Discipline

Respectful

Attentive

Mission-Minded

Servant of Christ

Respectful - of RLS rules, staff, faculty, and students - shows grace, love, forgiveness

Attentive - in class and to the needs of others - shows mercy and care

Mission-minded - works to promote the Gospel in word and action

Servant of Christ - sees a need and responds, voluntarily helps those in need

Discipline is a skill resulting from training and practice in choosing godly behaviors and responses for specific situations demonstrating love for God and love for our neighbor. The act of choosing implies that the best discipline is self-discipline. Together, home and school, we are partners in raising children to be disciples for Christ, godly leaders in their communities. God tells us in Titus 1:7-9: *For an overseer, as God's steward, must be above reproach. He must not be arrogant or quick-tempered or a drunkard or violent or greedy for gain, but hospitable, a lover of good, self-controlled, upright, holy, and **disciplined**. He must hold firm to the trustworthy word as taught, so that he may be able to give instruction in sound doctrine and also to rebuke those who contradict it.*

RLS will join parents in teaching self-discipline skills. Rules and expectations will be clear, teaching and practicing will occur often, positive feedback will be consistent and recorded for acknowledgment, behavior will be monitored, and plans for support will be developed if needed. As Christians, we acknowledge sinful behavior. Even with the best training in place, sinners sin. Contrary behavior that is willful and deliberate must have consequences to deter further sinful behavior and bring about reconciliation.



RLS Student Code of Conduct

Students at RLS are expected to practice, exemplify and strive for these qualities:

1. Acceptance: Realizing and treating all people as made in God's image (James 2:1).
2. Attentiveness: Listening with my ears, eyes, and heart (Proverbs 4:20-21).
3. Carefulness: Taking one step at a time to do a job right (Ephesians 5:15).
4. Chastity: Maintaining sexual purity and innocence (1 Corinthians 6:18-20)
5. Contentment: Satisfied with what the Lord has given me and where He has placed me (1 Timothy 6:6).
6. Courage: Meeting opposition to the Christian faith with confidence (Joshua 1:7a).
7. Creativity: Doing something in a new way (Genesis 1:31a).
8. Dependability: Doing what I said I would do (Ecclesiastes 9:10).
9. Diligence: Working hard to accomplish a task (Proverbs 22:29).
10. Discernment: Seeing things as they really are (Hebrews 5:14).
11. Faith: Believing and acting on what God says He will do (Hebrews 11:1).
12. Forgiveness: Treating someone as though he/she never hurt me (Colossians 3:13).
13. Friendliness: Eager to share myself with others (Proverbs 18:24).
14. Generosity: Sharing what I have with a cheerful spirit (2 Corinthians 9:7).
15. Helpfulness: Being ready to serve at any time (Isaiah 41:6).
16. Honesty: Having truthful words and ways (Ephesians 4:25).
17. Honor: Showing deep respect for God and others (Hebrews 12:9).
18. Humility: Giving credit to God and others for the achievements in my life (Proverbs 16:19).
19. Initiative: Making the first move without being asked (Proverbs 6:6-8).
20. Integrity: Doing the right thing even when only God knows (James 4:17).
21. Kindness: Having tender and gentle words and ways (Ephesians 4:32).
22. Love: Meeting another's needs sacrificially (John 15:12)

Likewise, students are expected to abstain from, shun and turn away from sinful and immoral behavior. Students are not to involve themselves in: bullying, cheating, cursing, lying, stealing, slandering, or physically harming others.

Eph 5:3 But among you there must not be even a hint of sexual immorality, or of any kind of impurity, or of greed, because these are improper for God's holy people. Nor should there be obscenity, foolish talk or coarse joking, which are out of place, but rather thanksgiving.

RLS has adopted a “Statement on Marriage, Gender and Sexuality” which is incorporated into this Code of Conduct by reference and students are expected to adhere to this statement and more specifically:

1. Dress in conformance with one’s biological sex;
2. Use the restrooms, locker rooms, and changing facilities conforming with one’s biological sex; and
3. Abstain from all intimate sexual conduct outside the marital union of one man and one woman.

Failure to comply with expected standards of conduct will subject the student to potential disciplinary action, up to and including expulsion or dismissal.

We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ. (Acts 3:19-21; Rom 10:9-10; 1 Cor 6:9-11.) We believe that every person must be afforded compassion, love, kindness, respect, and dignity. (Mark 12:28-31; Luke 6:31.) Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture nor the doctrine of the LCMS. While we will not shy away from any of these teachings, we also will not deny admission as a result of these sins. This is a place where all sinners can find relief.

RLS has adopted a Tiered Approach to Discipline Training.

- Tier One
 - Infractions
 - inappropriate behavior;
 - inappropriate/profane language or gesture;
 - disruptive behavior;
 - disrespectful behavior;
 - dress code violation;
 - first bus incident
 - Consequences – All infractions should be handled within the framework of class or school rules and by the staff involved with the student at the time of the infraction. Any number of the following consequences may be applied.
 - one-to-one reminder of appropriate behavior;
 - one-to-one reminder and/or reprimand on the inappropriateness of the infraction and a reminder on exercising appropriate behavior;
 - one-to-one warning that a repeat of the infraction will lead to further consequences (Tier Two type);
 - use of a related behavior modification technique or activity;
 - use of time out, loss of privileges, or detention;
 - make an apology or amends, fix damage, or make restitution; and
 - contact teacher, parents, or guardians.

- Tier Two
 - Infractions
 - repeated tier one infractions;
 - dishonesty, plagiarism
 - insubordination;
 - forgery;
 - truancy;
 - misuse of technology (read Technology Acceptable Use Policy);
 - harassing or bullying behaviors;
 - second bus incident.
 - Consequences – The student infraction(s) may need to be documented and referred to the Administrator if Tier One Consequences have failed to correct the behavior. The student’s parents will be contacted immediately by the teacher and/or Administrator. Any number of the following consequences may be applied.
 - at the direction of the Administrator, a student discipline file and anecdotal record may be initiated;
 - one-to-one meeting with the Administrator where the infraction will be reviewed and made part of the written record of the student discipline file maintained by the Administrator and recommendations will be made for appropriate behavior so the infraction is not repeated;
 - severe reprimand by the Administrator on the inappropriateness of the infraction and a warning that a repeat of the infraction will lead to further consequences (Tier Three);
 - use of a related behavior modification technique or activity by the Administrator;
 - use of isolation, loss of privileges, (as directed or conducted by the Administrator);
 - after-school detention;
 - counseling; and
 - fix damage and/or make restitution.
- Tier Three
 - Infractions
 - repeated Tier Two infractions;
 - endangering the health, safety, and/or welfare of self or others;
 - physical aggression;
 - possession of a weapon, firearm, or other dangerous/illegal substance;
 - vandalism;
 - theft;
 - third bus incident.
 - Consequences – The student’s parents will be contacted immediately by the teacher and/or Administrator. A discipline file will be established. Any number of the following consequences may be applied.
 - parental visit to school and conference with Administrator;
 - in-school detention and/or loss of privileges;
 - after-school detention;
 - ½-day suspension;
 - 1-day suspension;
 - 1-3 day suspension;
 - expulsion from school;

- counseling and intervention; and
- fix damage and/or make restitution.

Part of teaching and training is acknowledging behaviors consistent with those marking us as part of the RAMS family, God's family. Teachers and staff will be intentional in their appreciation of those who are 'Honoring Christ with Excellence' and striving to meet RAMS expectations. To show appreciation, special activities may be earned by a classroom, and individuals may be recognized for their progress in developing self-discipline skills.

REDEEMER LUTHERAN SCHOOL TECHNOLOGY ACCEPTABLE USE POLICY

1. Guiding Principles

Redeemer Lutheran School provides computer training and Internet access to promote educational excellence as a basis for personal development through which we can become an effective witness for Jesus Christ and strive to accomplish His will for us.

The use of computers is an integral part of the education and ministries at Redeemer. The following guidelines provide a general outline of acceptable and unacceptable use of computers and the Internet at Redeemer Lutheran School. Computer use is a privilege for the staff, parents, and students of Redeemer. This privilege is maintained by complying with the computer use guidelines in this policy. Appropriate use of the tools of technology as stated in this article allows continued access to computers and the Internet.

2. Guidelines for Use of Computers and Internet Access

2.1 Technology should be used in a way which will treat other people in a God pleasing manner.

Therefore, downloading, storing, printing or distributing files, images, or information that are profane, obscene, or that offend or degrade in any way, is unacceptable.

2.2 Do not interfere or tamper with the work of another student or a teacher. This includes degrading or disrupting the normal functions of hardware and software so that the performance of these items are damaged. Files and other forms of information are only to be accessed by the directions of the teacher and under adult supervision. Students and others will be held responsible for the cost of any repairs deemed necessary to return the hardware or software to its normal working capacity.

2.3 The privacy of other people is to be respected at all times. Any invasion of privacy, whether it be accessing, using, or altering the work of another person without their permission is in violation of this policy. All standard copyright restrictions are also to be followed at all times. This includes, but is not limited to, information and software programs.

2.4 Reasonable care is to be taken when accessing and downloading files to determine that they are free from computer viruses. Virus protection programs are not to be disabled or uninstalled under any circumstances.

2.5 Students and non-staff members are to use computers, access the Internet, and use tools of distance learning only as instructed by a staff member. Any attempt to gain access to resources, programs, or on-line sites not authorized by a staff member is not acceptable. This includes but is not limited to settings such as passwords, backgrounds, screensavers, icons, etc. and sites such as chat rooms.

2.6 Use of technology at Redeemer Lutheran School for personal financial or commercial gain is prohibited.

2.7 The following guidelines are to be adhered to when accessing and using the Internet:

2.7.1 Personal information of any kind about the user or another person (students, teachers, parents, etc.) may not be transmitted.

This includes information about school, home, or that gives the location of a student at any given time.

2.7.2 Students and non-staff members may not use the Internet or E-mail without the direct personal supervision of a staff member or authorized volunteer. Direct personal supervision means that the teacher (or other qualified individual) is present in the classroom or computer lab and is actively monitoring the work.

2.7.3 Persons accessing the Internet are expected to maintain a Christ-like demeanor at all times. Therefore, no text images, movies, sound, or other form of media that contains obscene materials or language that offends or degrades others will be allowed.

2.8 Redeemer Lutheran School maintains a website. The website is a means for communicating information and advertising our school. The site is a center of information for members of the Redeemer Lutheran School family. All materials published to and downloaded from this site must be approved by the administration, principal, or school faculty of Redeemer prior to its publication on the Internet.

2.9 Redeemer Lutheran School recognizes that responsible uses of AI will vary depending on the context, such as a classroom activity or assignment. Teachers will clarify if, when, and how AI tools will be used, and ensure compliance with applicable laws and regulations regarding data security and privacy are followed. Detailed acceptable use of AI will be found in the middle and high school handbooks at the beginning of the school year.

Computer technology is a gift from God to his people. Like any other gift, it is up to us to use the gift wisely to glorify God and advance His Kingdom. Redeemer Lutheran School acknowledges the blessings the Lord has bestowed on his church through technology, and we are committed to empowering our members, families, students, and staff to use this gift in a way that is in keeping with our Christian faith. We pray that God will bless our efforts to enhance the Christian education that Redeemer is able to provide.

