

***SAINT JOHN THE BAPTIST SCHOOL
PEABODY, MASSACHUSETTS***

K-4 Parent and Student Handbook



www.stjohns-peabody.com

(978) 531-0444

2019-20revised

Dear Parents and Students,

“What greater work is there than training the mind and forming the habits of the young?”

St. John Chrysostom

Welcome to St. John the Baptist School! In choosing St. John’s School, you have demonstrated a commitment to the values and philosophy of a Catholic education.

The faculty and staff of our school look forward to working with you to promote academic excellence and spiritual development in the context of the teachings of the Catholic Church.

Together let us pray that God, who has begun this good work in us, may carry it through to completion.

God bless you,

Maureen J Kelleher
Principal

MISSION STATEMENT

**Saint John the Baptist School is dedicated to
providing a quality Catholic education
that encourages its community to be life-long
learners and leaders,
to live their faith with high moral standards,
and to grow academically, spiritually, and socially.**

PHILOSOPHY

In 1893, the Sisters of Notre Dame opened St. John the Baptist School to educate the children of the parish. Today, St. John's continues to provide a quality Catholic education for students in PreKindergarten through grade eight from our parish and several other North Shore communities.

The philosophy of St. John's stresses the development of the whole child, the nurturing and strengthening of the gifts of faith and intellect and the development of social responsibility. We, at St. John's, are committed to educating our children to be men and women of faith, not only aware of the world in which they live, but also prepared and motivated to improve the world for all people. Faith and the growth of our relationship with God, demands both the teaching of Catholic doctrine and the experience of a faith community. We strive toward the development of the faith community, not only as a concept to be taught, but also as a reality to be lived.

Intellectual achievement is the reason for any school to exist. At St. John's we respect the developmental stages and learning style of each child to create an atmosphere of success that cultivates a positive self-image and allows each child to grow spiritually as well as academically. We expect, encourage and applaud each child's best work in order to affect the full development of his or her potential.

As a parent at St. John's you are in a unique position to become involved in your child's education. All families are required to donate fifteen hours of their time each school year. Families are urged to put some of these required hours into committees that are formed for school events. Parents are able to fulfill this requirement in a variety of areas. We welcome you to take an active role, not only in your child's future, but also the future of St. John the Baptist School.

Parent's Role in Education

We, at St. John the Baptist School, consider it a privilege to work with parents in the education of children because we believe parents are the primary educators of their children. Therefore, it is your right and your duty to become the primary role models for the development of your child's life---physically, mentally, spiritually, emotionally, and psychologically. Your choice of St. John's School involves a commitment and exhibits a concern for helping your child to recognize God as the greatest good in his/her life.

Good example is the strongest teacher. Your personal relationship with God, with each other, and with the Church and school community will affect the way your child relates to others. Ideals taught in school are not well rooted in the child unless they are nurtured at home. Once you have chosen to enter into a partnership with us at St. John the Baptist School, we trust you will be loyal to this commitment. During these formative years (Pre-K to 8), your child needs constant support from both parents and faculty in order to develop his/her moral, intellectual, social, cultural, and physical endowment. Neither parents nor teachers can afford to doubt the sincerity of the efforts of their educational partner in the quest of challenging and yet nourishing the student to reach his/her potential. It is vital that both parents and teachers remember that allowing oneself to be caught between the student and the other partner will never have positive results. To divide authority between school and home or within the home will only teach disrespect of all authority. If there is an incident at school, you as parents must make investigation of the complete story your first step. Evidence of mutual respect between parents and teachers will model good mature behavior and relationships.

Students are naturally eager to grow and learn. However, sometimes in the process of maturation new interests may cause them to lose focus. As this natural process occurs, the student needs both understanding and discipline. At times, your child may perceive discipline as restrictive. However, it is boundaries and limits which provide a young person with both guidance and security.

It is essential that a child take responsibility for grades he/she has earned and be accountable for homework, long-term assignments, major tests, service projects, and all other assignments. This responsibility also extends to times of absence. Together, let us begin this year with a commitment to partnership as we support one another in helping your child to become the best person he/she is capable of becoming.

Parents As Partners

As partners in the educational process at St. John's School, we ask parents:

To set rules, times, and limits so that your child:

- Gets to bed early on school nights
- Arrives at school on time and is picked up on time at the end of the day
- Is dressed according to the school dress code
- Completes assignments on time

We also ask parents:

- To actively participate in school activities such as parent-teacher conferences and volunteerism.
- To share their time and talent with the St. John's community.
- To see that the student pays for any damage to school books or property due to carelessness or neglect on the part of the student.
- To notify the school with a written note when the student has been absent or tardy
- To notify the school office of any changes of address or important phone numbers.
- To meet all financial obligations to the school.
- To inform the school of any special situation regarding the student's well-being, safety, and health.
- To complete and return to school any requested information promptly.
- To read school notes and newsletters and to show interest in the student's total education.
- To support the religious and educational goals of the school.
- To support and cooperate with the discipline policy of the school.
- To treat teachers with respect and courtesy in discussing student problems.

ATTENDANCE

1. When absence is necessary, the parent or guardian should notify the school before 8:15 a.m. (978-531-0444) stating the reason for the student's absence. Please follow the voice mail instruction for reporting absent students.
2. Parent or guardian must send in a note to the homeroom teacher when the student returns to school giving name, date, days of absence, and reason for absence. Homeroom teacher will keep all notes on file for the current school year.
3. The student should make immediate plans to do all make-up work due to absence. Grades will reflect absence if the work is not made up.
4. If absence is due to work, travel, or some other planned reason, parent or guardian should notify the school prior to the absence in writing.
5. Appointments with doctors should be made out of school hours or during vacation. Early dismissals should not be requested, except in cases of emergency.
6. All vacations should coincide with school vacations.

Teachers **will not** plan work for students taking unscheduled vacations. Major tests must be taken within five days of return. Students will receive a zero for missed assignments.

7. It is expected that if a child is well enough to attend school, he or she is well enough to go out to recess and should be appropriately attired.
8. State Law: The only reasons for being absent from school are those caused by personal illness, death in the family, religious holidays and court appearances.

Daily and regular attendance is the key to success. Irregular attendance and chronic tardiness plays havoc with the academic achievement of the students. Every effort should be made by parents to see that the child is in school on time each day. St. John's School operates on a one-session basis. Anyone attending school for less than three hours on a given day is considered absent for the day. Absence in excess of 27 days (15%) without documentation could result in retention.

*****In order for children to participate in a school program, they should be in relatively good health.*****

***** Children who have been out of school sick must be "fever free" for 24 hours. before returning to school.*****

*****Children who are sick (vomited, registered a fever or been sick overnight) must remain at home for a minimum of 24 hrs. before returning to school.*****

ACCREDITATION

St. John the Baptist School is accredited by the New England Association of Schools and Colleges, Inc. and is a member of the National Catholic Education Association.

ADJUSTMENT COUNSELOR

A school adjustment counselor is on premises two days a week. The counselor is available at other times through scheduled appointments. The counselor may see a student for up to three times without notification and consent. After the third visit, parents will be notified. If serious concerns exist, parents will be promptly notified.

Counseling Services are provided by: Clinicians of New Beginnings Counseling Service P.C. Stoneham, MA (NBCS).

ADMISSIONS

Students are admitted to St. John's School in accordance with the following Admission Policies and priorities in the event of a waiting list:

Siblings: Brothers and sisters of students currently enrolled in St. John's School.

Parish Members: Families who identify themselves as active, registered parish members of St. John the Baptist Parish.

- Neighboring Parishes: Families who identify themselves as active, registered parish members of Catholic parishes in Peabody and surrounding communities.
- No Catholic parish affiliation.

NONDISCRIMINATORY POLICY

St. John the Baptist School admits students of any race, color, creed and national or ethnic origin to all the rights, privileges, programs, and activities generally accorded or made available to students of the school. It does not discriminate on the basis of race, color, creed, national or ethnic origin in the administration of its educational policies, admissions policies, or athletic and other school-administered programs.

ADVANCEMENT ACTIVITIES AND PARENTAL INVOLVEMENT

In order to provide an educational program at St. John's, it is necessary for the school community to participate in a comprehensive advancement program. Tuition alone does not cover the cost of education. All the activities are dependent on parent participation for their success and all programs have been very successful and assist the school in managing a sizable budget. Your participation in these activities is vital to the advancement program. Parents are encouraged to participate in all activities. It is necessary for you to evaluate your own circumstances in deciding how you are able to participate.

Parents are expected to participate in the RAFFLE CALENDARS as stated on the Tuition Agreement signed in January. Our experience tells us that all the events are fun, exciting and profitable both personally and school-wide.

Advancement Activities for 2019/2020:

THE ANNUAL GIVING CAMPAIGN: ON GOING/ONLINE

In our inaugural year the Annual Fund yielded \$40,000. Now called The Annual Giving Campaign, this offers many people a vehicle to contribute to educational endeavors. The Annual Giving Campaign accepts contributions on a yearly basis from all friends of St. John's. Information is sent to families, parishioners and graduates. Thousands of men and women have graduated from St. John's School and are grateful for the education that was given to them through the sacrifices and gifts of family friends and parishioners of St. John's. Through the generosity of many, St. John the Baptist School will continue to offer quality education in our Catholic School environment. A "Donate" link can be found on our school web site.

WALK-A-THON: SEPTEMBER 30, 2019

This fundraiser is one of our most popular with the students. A commitment of \$25.00 for each family was included in your tuition this year. However, we hope that each family will sponsor their children's laps with additional contributions. This money can be gathered in several ways: Students can ask relatives, friends and neighbors to sponsor them by lap or a lump-sum donation; students can contribute half the money and the parents can match them. Creativity in gathering sponsors assists parents in fulfilling this responsibility. Students in grades 1-8 will walk at Emerson Park. Students in Kindergarten and PreK will walk around the school. The Walk-a-thon Guide gives details of the process. This fundraiser is a major one for the school. This fundraiser also requires the children to be very active and participate. It is not just the parents' responsibility.

GREAT PUMPKIN CARVING CONTEST AND TRUNK OR TREAT: SATURDAY, OCTOBER 26, 2019

A "Spooktacular" celebration for the entire family. Enjoy an evening of music, trick or treating and fun! Carved pumpkins will be displayed with 1st, 2nd and 3rd prizes awarded

RAFFLE CALENDARS: STUBS AND MONEY TO BE RETURNED BY DECEMBER 13, 2019

Beginning in September we will kick-off our 2018 Raffle Calendar fundraiser. These calendars have \$18,000 in prizes. Calendars are \$25 each and *every family is responsible to sell 10*. There is a prize for every day out of ten months (no prizes are drawn in July and August) ranging from \$35-\$500 in cash prizes. If your name is drawn it will be reentered to win more prizes. Winners will be notified by mail as well as our school website, www.stjohns-peabody.com.

AUCTION: MARCH 1- 15, 2020

This year brings our 19th annual auction, now held online! One of our biggest fundraisers of the year kicks off its 19th season with items for everyone to enjoy. Please share this online event with family and friends.

MUSICAL: APRIL 30 & May 1, 2020 (Tentative dates)

Each year, St. John's School produces a Musical. Our music teacher and Ms. Kristen Bennett work with the students and the faculty to put together 2 wonderful nights of entertainment. To make this Musical the marvelous fund-raiser that it is takes a lot of work. A Musical Ad Book is also part of the program. A parent volunteer coordinates the gathering and tallying of ads, compiles the ad book and

sells tickets to each performance. Each family's commitment of \$25.00 was included in your tuition. We encourage our SJS families to solicit additional contributions from the businesses your support throughout the year with your patronage or consider your own personal ad. A 1/8 ad for the Musical book is \$35.00. A lot of families complete this requirement by getting an Ad from a local merchant where they do business.

Again, this is a major fundraiser (approx. \$23,000). Many families bring in more than the required \$25.00 ad. Students and families, again, work for prizes. It is with a lot of work from each family that this fundraiser is so successful.

ANTI-BULLYING POLICY

St. John the Baptist School – Anti-Bullying Policy

Everyone at St. John the Baptist School is committed to making our school a safe and caring place for all students. We will treat each other with respect, and we will refuse to tolerate bullying in any form at our school.

Each child should be challenged to reach his/her full potential develop a love of learning and learn in an environment that fosters respect and understanding of one another. It is essential that a safe, positive and productive educational environment be established where students can achieve the highest academic standards and where no student shall be subjected to bullying, cyber-bullying or retaliation. Bullying, cyber-bullying or retaliation or other like disruptive or violent behaviors constitute conduct that affects both a student's ability to learn and a school's ability to educate its students in a safe and embracing environment.

Our school defines bullying as follows: Bullying is unfair and one-sided. It happens when someone keeps hurting, frightening, threatening or leaving someone out on purpose.

“Bullying” is the repeated use by one or more students of a written, verbal, or electronic expression, or a physical act or gesture, or any combination thereof, directed at another student(s).

Examples of bullying include:

- Hurting someone physically by hitting, kicking, tripping, pushing, etc
- Stealing or damaging another person's property.
- Exclusion.

- Teasing someone in a hurtful way.
- Using put-downs, such as insulting ethnicity or gender
- Touching or showing private body parts.
- Spreading rumors about someone.
- Creates a hostile environment at school for another child
- Infringing on the rights of another
- Materially and substantially disrupting the education process or the orderly operation of a school.

For the purpose of this policy, whenever the term “bullying” is used it is to denote either bullying or cyber-bullying.

“Cyber-bullying” means bullying through the use of technology or any electronic communication, which shall include, but shall not be limited to, any transfer of signs, signals, writing, images, sounds, data or intelligence of any nature transmitted in whole or in part by:

- wire
- radio
- electromagnetics
- photo-electronic or photo-optical system, including, but not limited to, electronic mail, internet communications, instant messages or facsimile communications.

Cyber-bullying shall also include the creation of a web page or blog in which the creator assumes the identity of another person or knowingly impersonates another person as author of posted content or messages, if the creation or impersonation creates any of the conditions enumerated in the definition of bullying.

Cyber-bullying shall also include the distribution by electronic means of a communication to more than one person or the posting of material on an electronic medium that may be accessed by one or more persons, if the distribution or posting creates any of the conditions enumerated in the definition of bullying.

“Hostile Environment” means a situation in which bullying causes the school environment to be permeated with intimidation, ridicule or insult that is sufficiently severe or pervasive to alter the conditions of the student’s education.

Staff at our school will do the following things to prevent bullying and help children feel safe at school:

- Closely supervise students in all areas of the school and playground.
- Watch for signs of bullying and stop it when it happens.
- Teach *Second Step and Steps to Respect* programs to students in grades PreKindergarten to 8.
- Respond quickly and sensitively to bullying reports using the *Steps to Respect* Response Process and coaching methods.
- Take seriously families' concerns about bullying.
- Investigate all reported bullying incidents.
- Assign consequences for bullying based on the school discipline code.
- Provide immediate consequences for retaliation against students who report bullying.
- Record all instances of bullying and action taken.
- Report to principal or vice principal serious bullying incidences.

Students at our school will follow these steps to prevent bullying:

- Treat each other respectfully.
- Refuse to bully others.
- Refuse to let others be bullied.
- Refuse to watch, laugh or join in when someone is being bullied.
- Try to include everyone in play, especially those who are often left out.

BUS REGULATIONS

Bus Regulations and Discipline Policy

The city of Peabody has established bus regulations that we must follow:

NO PASS/ NO RIDE. All students must ride the school bus to which they have been assigned. Students must show their bus pass to the driver when boarding the bus in the morning and the afternoon.

Do not allow other students to use your pass. All students must have signed up for the bus through the City of Peabody School Transportation Department. If you have any questions, please call the Transportation Department at 978-536-6581.

You will now have to provide for private transportation when a “play date” is arranged. Students will no longer be allowed to ride home on a bus other than the

one to which they are assigned. No student living out of Peabody will be permitted to ride the school bus.

Students should behave appropriately and safely while on a school bus. It is not acceptable for student behavior to interfere with driver's focus or prevent other children from having safe transportation.

1. Students must remain seated until the bus has reached its destination.
2. Students will follow the directions given by the bus driver.
3. Hands, arms, heads and personal belongings must be kept away from open windows.
4. No pushing, shoving, spitting, cutting, screaming or fighting at any time.
5. No eating or drinking on the bus.
6. Respect other students on the bus at all times, especially younger children.
7. Middle School students serve as bus monitors to and from school.

Students who demonstrate inappropriate behavior while riding the bus will be disciplined in the following way:

- First Incident – The child will be referred to the principal and his or her parents will be contacted.
- Second Incident – The child will be suspended from the bus.
- Third Incident – Bus transportation for the child will be terminated.

Physical harm or threat of physical harm to another student, property damage, or refusal to obey a driver will result in automatic dismissal from the bus.

CELL PHONE POLICY

It is preferred that students do not bring cell phones to school. If a parent/guardian believes their child/children need to have a cell phone for afterschool purposes, each student needs a note from their parent/guardian giving the reason and permission for having the cell phone in school. This permission slip should **include the student's and parent's cell phone number**. The student **must** pass in their cell phone during homeroom and the phones will be returned after the student's line is called for dismissal. The rule is that all **cell phones will be turned off upon entering school property (playground/parking lot) and will not be turned on until having departed school property**. The phone cannot be in the possession of the student throughout the day. This means that phones cannot be kept on their person or in lockers or backpacks. A cell phone in use during school hours is considered unauthorized. The cell phone will be taken away from the student and must be picked up by the parent or guardian from the Principal or her designee. The student may lose the privilege of having cell phone in school.

CHEATING

Whether a student gives or receives information during an examination or any assignments, the offense is the same. No credit will be given for the examination or assignment and the work cannot be resubmitted for credit. This behavior is subject to detention.

To **plagiarize** is defined in the Merriam-Webster Dictionary as, "1. To steal and pass off (the ideas or words of another) as one's own; 2. To use (another's production) without crediting the source; 3. To commit literary theft: present as new and original an idea or product derived from an existing source."

Plagiarism is cheating. It is illegal and the consequences will reflect the seriousness of this offense. Any work that is used without being cited will result in detention. No credit will be given for the work. The work cannot be resubmitted.

COMPUTER USAGE AND STUDENT EXPECTATIONS

The network is provided for students to conduct research. Access to network services is given to students who agree to act in a considerate and responsible manner. Individual users of the school computer network are responsible for their behavior and communications over the network. It is presumed that users will comply with school

standards and will honor the agreements they have signed. It is expected that students will not access sites with objectionable material. The school is not responsible for restricting, monitoring, or controlling the communications of the individuals utilizing the network.

Within reason, freedom of speech and access to information will be honored. During school hours, teachers will guide students toward appropriate materials. Students may be disciplined for any online behavior that negatively affects the school atmosphere whether in school or off-campus. Students are legally responsible for their online communications. **Parents should always monitor children when they are online to ensure that their safety and well being are not compromised.**

Violations such as the following may result in a loss of access as well as other disciplinary or legal action:

- Sending or displaying offensive messages or pictures
- Using obscene language
- Harassing, insulting or attacking others
- Damaging computer systems or computer networks
- Violating copyright laws
- Using another's password
- Trespassing in another's folder, work or files
- Intentionally wasting limited resources
- Employing the network for commercial purposes
- Posting of photographs, videos or anything detrimental to the school community

It is necessary for parents and students to sign and return to school, the User Agreement sheet to have access to the school network. The User Agreement form is on the Handbook return sheet.

DISCIPLINE

One of the most important lessons education should teach is discipline. While it does not appear as a subject, it underlines the whole education structure. It is the training that develops self-control, character, orderliness, and efficiency. It is the key to good conduct and proper consideration for other people.

Progressive Discipline Policy Grades K-4

Level 1 Behaviors

- *Pushing/kicking/hitting
- *Spitting
- *Gossiping/spreading rumors
- *Embarrassing or making someone look foolish
- *Mocking or mimicking
- *Name-calling
- *Dirty looks
- *Taunting
- * Teasing about clothing or possessions
- *Threatening to reveal personal information
- *Graffiti
- * Publicly challenging to do something
- *Defacing property or clothing
- *Playing a dirty trick

Level 2 Behaviors

- *Defacing property
- *Stealing
- *Demeaning physical acts that are not physically harmful
- *Locking in a closed or confined space
- *Ethnic slurs
- *Setting up to take the blame
- *Humiliating publicly
- *Excluding from group
- *Social rejection
- *Teasing about appearance
- *Intimidating phone calls
- *Taking possessions (lunch, clothing, toys)
- *Racial or sexual taunting *result in*

Pattern of Level 2 offenses may result Consequences for Level 3 offenses.

Level 3 Behaviors

- *Consistent repeating Level 2 behaviors

Level 1 Consequences

Any of the following consequences:

- *Making amends
- *Class meeting on topic
- *Loss of privileges
- *Parent notified

Pattern of Level 1 offenses may result in consequences for Level 2 offenses and referral to intervention services.

Level 2 Consequences

Parent contacted and any of the following consequences:

- *Loss of privileges (progressively more severe than Level 1)
- *Making amends
- *Repairing, cleaning, or replacing item (natural consequence)
- *Writing a report on the topic (race, theft, defacing property)
- *School or community service or monetary retribution
- *In-house suspension (student assigned for part or all of the day to another classroom with work to do)
- *Referral to one-on-one or small group Intervention sessions

Level 3 Consequences

- *Student and parent meeting with administration
- *Mandatory sessions with school counselor
- *Any appropriate consequences from Level 2

DISMISSAL FROM SCHOOL

In case of illness during school hours, a parent or an authorized person will be notified to come for the child. The child must be picked up at the office. **Parents/Guardians must sign the child out at the office.** Please access the building through the library door located in the upper parking lot on the corner of Franklin and School Streets. This dismissal is considered an absence from school if the child is not present for at least 3 hours. Dismissal time is the time the student is dismissed from class, not when he/she has left the building.

DRESS CODE

We take pride in the appearance of our students. Their dress reflects the quality of their school, their conduct and their schoolwork. The complete uniform is to be worn to and from school. While at school, uniforms must be neat in appearance; shirts and blouses must be tucked in, boys must have belts to maintain a neat appearance. No ripped or torn clothing is allowed in school. Makeup is not allowed. Please cooperate, display modesty and neatness, and take pride in your appearance. We rely on common sense and parents and/or guardians support in helping maintain this dress code.

Dress Uniforms will be worn every Monday beginning in October. Dress uniforms must always be worn to school masses and on days recommended by administration. During cold weather girls may wear uniform slacks on dress uniform days. After April 15 boys may wear uniform shorts on dress uniform days.

GIRLS (1-4)

The plaid uniform jumper (bib or new style), plaid or blue uniform shorts, blue skorts, or navy blue docker-style uniform pants are to be worn with a light blue blouse with a round collar, a monogrammed uniform polo shirt, or a light blue turtleneck purchased from the uniform company.

*****Solid navy blue (no white) knee socks, white or navy blue ankle socks are acceptable.***

If at any time a second layer is needed for warmth, a monogrammed school sweater (crew, v-neck, vest or cardigan) may be worn. No other sweaters are allowed.

DRESS UNIFORM (anytime of year): Jumper with light blue blouse. Shoes are preferred. During cold weather girls may wear uniform slacks on dress uniform days.

BOYS (1-4) Navy blue docker-style uniform pants or navy uniform shorts with a monogrammed uniform polo shirt, a light blue oxford shirt, or light blue turtleneck purchased from the uniform company are to be worn. Shorts/pants for boys must be worn in correct sizes. No “cargo style” will be allowed.

**** White or navy blue socks (no white low cut sport socks allowed).**

Oversized pants/shorts are unacceptable.

If at any time a second layer is needed for warmth, a monogrammed school sweater (crew, v-neck, vest or cardigan) may be worn. No other type of sweater will be allowed.

DRESS UNIFORM: Navy uniform pants and light blue oxford shirt with navy blue tie. Shoes are preferred. After April 15 boys may wear uniform shorts on dress uniform days. **When athletes wear a shirt and tie on game day, the tie must be navy blue.**

FOR ALL STUDENTS: Dress uniform is required each Monday beginning in October.

HAIR: Students are expected to be well groomed. Hair must be neatly trimmed and of a natural color. Fad hairstyles are not appropriate. Extreme variations in length, designs (lettering, mohawks, designs engraved/cut into their hair; spiked, or shaved areas of hair) are not permitted. Hair must be kept neat and trimmed and out of student’s eyes. Boy’s hair length must not be any longer than their shirt collar.

SHOES: When shoes are worn, they must be low heeled, safe styled shoes; *however, sneakers may be worn. Sneakers should be neat and tied at all times. No sandals, flip flops, crocs or open back shoes are allowed at any time.

JEWELRY: Minimum jewelry is allowed. Only stud earrings are allowed. No additional body piercing is allowed.

DRESS UNIFORM: If a dress uniform day falls on a student’s gym day, the gym uniform should be worn.

GYM UNIFORMS: St. John's T-shirt and shorts is the official gym uniform. **No other shirts or shorts are allowed including, but not limited to, intramural, cross-country or spiritwear. No cut-offs or ripped or torn clothing is to be worn for any gym classes.** A sweatsuit consisting of sweat pants and shirt may be worn on gym day over the official uniform. Gym uniforms are available for purchase through the school. Please mark all gym clothing with your child's name. **NO JEWELRY IS ALLOWED DURING GYM** (no rings, chains of any type, earrings). **Athletes must wear gym clothes on gym day.**

Students who repeatedly violate the uniform policy will be denied participation in the next out-of-uniform day.

SPIRIT DAY GUIDELINE former No Uniform Today (N.U.T.) Day

**\$1.00 donated to the Student Council for each Spirit Day which is used to help those less fortunate. Optional: Canned good may be brought in also to be donated to the St. John's Church Food Pantry.*

Students may not wear:

- flip flops
- open back shoes, crocs
- inappropriate tank tops or spaghetti straps
- yoga-style pants
- pajama pants

ALL UNIFORM REGULATIONS AND GUIDELINES ARE SUBJECT TO THE DISCRETION OF THE PRINCIPAL AND ASSISTANT PRINCIPAL.

*UNIFORM COMPANY: J.B. Pride Uniforms
39 Cumming Park
Woburn, MA 01801

DRUG, VAPING, TOBACCO/ALCOHOL POLICY

Drugs/alcohol and vaping represent a danger to any child's health and well-being.

The purpose of this policy is both to dissuade and deter students from drug/alcohol or vaping involvement and to respond to students who are involved with drugs or alcohol in the effective and productive manner.

There are two basic kinds of involvement with drugs, vaping materials or alcohol. They are possession and selling. The school's response to both of these offenses should be in three parts, which includes: school discipline, police involvement and counseling. The cost of counseling will be the responsibility of the parents or guardian.

EXTRA-CURRICULAR ACTIVITIES

The extra-curricular and athletic programs are designed to give students an opportunity to perform and develop his/her natural abilities. Participation in any activity is contingent on compliance to school expectations in academics and behavior.

1. Any student in non-compliance of academic or behavior expectations is subject to suspension from extra-curricular activities upon review by the faculty and administration.
2. Students who do not attend school on a given day are not eligible to participate in any after school activity on that day unless they have an excused absence from the principal (e.g. doctor or dentist appointment).
3. Anyone damaging school property (home or away) will be suspended from any school activity.
4. No activities are to be held during vacation periods, days off or long weekends unless special approval has been obtained from the principal.
5. All permission slips, fees and doctor's notes (if required) must be submitted to the Athletic Director prior to the start of the activity.
6. In athletic activities, all team members are responsible for their uniforms that they will be given for the season. Uniforms should be turned in one week following the last game of the season. If a uniform is lost or damaged that student will reimburse the school.
7. If a student wishes to withdraw from the activity, the advisor or coach should be notified who in turn will notify the principal.

8. Any student who is attending a school activity as an observer **MUST** be accompanied by a parent or responsible adult.

FIELD TRIPS

Each class has the opportunity to participate in cultural field trips. At times the teachers may need parents to act as chaperones. Notices will be sent in advance requesting help if needed. **It is mandatory to fill out a C.O.R.I. form yearly. This form must be filled out and on file in order to chaperone any field trip or volunteer for the school in any way.** The CORI process can take up to six weeks to complete so it is not possible to do prior to a field trip.

Permission slips, for the student to attend these trips will be distributed in advance. Students may not attend a planned trip if the permission slip is not returned.

Students are expected to adhere to all school policies while on field trips:

- Proper dress on all trips sponsored by the school.
- The school reserves the right to refuse permission to students to go on a class trip if it is felt that their conduct or dress would not reflect favorably upon the school.
- Students are required to present a permission slip signed by a parent or guardian verified by the advisor planning the trip.
- School trips will be transported on public buses or school buses.
- A trip is not considered as being school sponsored if prior permission for the trip has not been given by the principal.

FINANCE

The School Finance Office is located outside of the principal's office. If you need to reach the office, you can call Jen Wightman at ext. 336.

Due to the fact that the bank has increased their Returned Check Fee to us, we must now charge a fee of \$35.00 to any check that has been returned.

St. John's School is able to offer family plan tuition based on parish affiliation and the number of children enrolled in school.

To qualify for affiliated tuition, the following criteria are applied:

- ❖ **AFFILIATED:** Families who are registered members of a Catholic parish that is willing to subsidize your student's tuition, participate regularly in parish worship (Mass), and support their parish by using their envelopes are entitled to AFFILIATED assessment. Family parish contributions must be at least \$400.00 for the calendar year. In order to receive this affiliated tuition, your pastor must sign a Parish Commitment Form stating you are an active parishioner. These forms are sent home in November and need to be returned in December.
- ❖ **UNAFFILIATED:** Families, who do not register or identify with any parish, pay full tuition rates.

❖ **Tuition assistance is available. You can apply on-line at www.factstuitionaid.com or use the link available on the school webpage www.stjohns-peabody.com to apply. There is a \$25 application fee payable to Facts Tuition Grant & Aid.**

Tuition is always due by August 1. When paid **in full** by August 1 you are exempt from volunteer hours. There will be a \$50.00 late fee added to your tuition and fees account for any unpaid tuition balances on October 1.

TUITION REFUND POLICY

Upon signing a Tuition Agreement, a parent is agreeing to pay tuition in full, all fees and to fulfill the development and volunteer responsibilities for the entire school year. If a child is withdrawn for any reason the following refund policy is in effect:

Withdrawal prior to September 1 – 100% refund excluding non-refundable application and instructional fees.

Withdrawal prior to October 31 – 50% refund of yearly tuition excluding non-refundable application and instructional fees

After November 1 – Tuition is due for the entire school year including non-refundable application and instructional fees.

GUM CHEWING

Gum chewing is **never** allowed on school grounds, school buses, or on field trips or other school affiliated activities.

HOMEWORK

Homework is support for the lessons taught in school.

The amount of time which different students in the same grade will spend on homework will vary. Apart from long term assignments, homework is not scheduled during vacations.

Grades 1, 2 and 3 students will receive minimal assignments; they will involve the basic facts of math, spelling and reading. Some special projects are assigned.

Grades 4 students will receive home assignments that could take from 45-50 minutes to complete.

LUNCH RULES

*****St. John School is a nut-sensitive school.*****

For safety reasons (food allergies, flu, etc,) children should not share their lunches.

Students eat in our lunchroom or the gym. The students are responsible for the condition of the lunchroom during the lunch period.

SCHOOL CANCELLATION ANNOUNCEMENTS

In the event of inclement weather, the Parent Notification System will be utilized. You may be informed by telephone, email or cell alert. In addition, announcements will be on channels 4, 5, 7 and Fox.

PLEASE DO NOT CALL THE RECTORY

HEALTH SERVICES/NURSE

MISSION STATEMENT

School Health Services will provide a safe and nurturing environment for all children to maximize learning and to grow academically, spiritually, socially and in good health. Our school nurses are Katherine Cameron and Lisa Hollis. Mrs. Cameron will be in the office on Tuesday and Wednesday and Mrs. Hollis will be in the office on Monday, Thursday and Friday. Children who are sick or injured and need attention are sent to the nurse. Children who have health questions should ask the nurse during their recess or lunch times so as not to interfere with their time for learning.

The school nurse is responsible for the daily care of students with health care needs; we assess for illness and provide First Aid for injuries in school and administer medication if necessary. The School Nurse oversees the management of allergies, asthma and diabetes in school and is responsible for all health records. The School Nurse performs the state mandated screenings at appropriate grade levels and monitors and enforces student immunizations according to state guidelines. We support parents and the school in dealing appropriately with communicable diseases.

FOOD IN THE CLASSROOM/SCHOOL

Only nutritional foods and snacks will be used to celebrate holidays, birthdays or special events. St. John School is a *nut-sensitive school*. Many of our students have *life threatening food allergies*; please check with the nurse before bringing in any food items to school. Soda and candy are not allowed in school.

MEDICAL CONDITION

If your child is under medical care for a condition, or is currently taking medication that may affect them during the school day, please contact the school nurse so we may better understand your child's needs throughout the school day.

SCHOOL HEALTH RECORDS

A comprehensive School Health Record is kept on file for each student throughout their school career. This record includes medical history, immunizations, physical exams and screening results. Please provide the School Nurse with current physical exams and immunization records: in Grades PreK/Kindergarten, Grade of school entry if different from Kindergarten, 4th Grade and 7th Grade. Upon graduation, the comprehensive School Health Record will be forwarded to the appropriate High School.

EMERGENCY SITUATIONS

The School Nurse informs parents in the event of an emergency or illness during school hours. Please make sure that parent/guardian contact information remains current throughout the school year.

ATTENDANCE

While attendance at school is encouraged, sick children should remain at home so they may rest and recover and to keep illness from spreading to classmates and staff.

Don't keep your child home for:

- Sniffles, a runny nose or mild cough without a fever; it could be a common cold or allergies.
- Vague complaints of aches, pains or fatigue.
- One episode of diarrhea with no other symptoms; it could be the result of something they ate.

Do keep your child home for:

- A child with vomiting or diarrhea should remain at home for at least 24 hours after the symptoms have resolved. Diarrhea is three or more unexplained episodes of watery or loose stool in 24 hours or sudden onset of loose stools.
- Any child with a fever of 100F and above or a fever that produces chills, muscle aches, sore throat, or sweating, should remain at home until 24 hours after the fever has resolved without the use of fever reducing medicine.
- Strep throat, conjunctivitis or impetigo (a rash with pustules) requires 24 hours of medication as prescribed by the physician before a student returns to school.
- Students with Head Lice must be treated and must be brought in by a parent for the nurse to examine before returning to school.
- A child with a serious, sustained cough, shortness of breath or difficulty breathing should be evaluated by their Primary Care Physician or Pediatrician before returning to school.
- A child with any new rash or skin condition that is increasing in size, or where new sores are developing day to day, and is undiagnosed by a physician should remain at home.

Parents whose children have had any of the above conditions should contact the school nurse so that we may ease the transition back to school after an illness and implement communicable disease control in the school and/or classroom.

Other times to contact the school nurse are:

- When your child is hospitalized.
- If your child is excused from physical education. A written note is mandatory, by parent or physician. Written notification is also required for return to physical education especially after the diagnosis of a concussion.
- If your child has an injury or illness that may require accommodations during the school day, examples (casts, crutches, wheelchairs), or an illness that affects a child's ability to function in school for a full day, such as infectious mononucleosis (mono), Lyme disease or recent surgery.

MEDICATION ADMINISTRATION

While most medications that children take can be given outside the normal school day, occasionally the need arises for medication to be given at school. St John the Baptist School has developed a prescription medication administration program. Policies are in place to ensure the health and safety of children needing medication in school. All medication, including over the counter medications to be administered during the school day requires a proper medication order from a licensed prescriber and written authorization from the parent before the medication can be given to the student in school. Please contact us to obtain information and applicable forms. Medications must be brought to the school by an adult in the pharmacy labeled container with no more than a 30 day supply.

Short-term medication

For short-term medications, i.e., those requiring administration in school for ten school days or less, the pharmacy labeled container may be used in lieu of a licensed prescribers' order. The medication should be brought to the school nurse by the parent and a Medication Authorization form must be signed.

Over the counter medications

The School Nurses may administer certain over the counter medications as needed under the direction and medical orders of the school physician, Dr. Stephen J. Morgan. The "Permission to Treat" consent form must be signed by the parent/guardian prior to the nurse administering any over-the-counter topical or oral medications. If you have any questions or concerns, do not hesitate to ask one of the School Nurses.

FLU CLINIC

The Centers for Disease Control (CDC) recommends a yearly flu vaccine as the first and most important step in protecting against flu viruses. The Public Health Nurse, Chassea Robinson, offers a Flu Clinic for the students and staff of St. John the Baptist School in the fall. Look for the notice in the beginning of the school year.

OFF-CAMPUS CONDUCT

The administration of St. John's School reserves the right to discipline its students for off-campus behavior that is not in line with behavior expectations of its students during the course of the school day. Conduct should never negatively affect the faculty or staff, fellow students or St. John's School.

PASSES FOR LEAVING SCHOOL

All requests to leave the building while school is in session including the lunch period must be cleared through the principal's office. Leaving school without permission classifies as a serious offense. No child may leave the building without an adult. Parents must sign children out at the office prior to taking them off campus.

PARENT EXPECTATIONS

St. John's School has a responsibility to prepare for crisis situations; however, our parents have a responsibility as well.

Specific responsibilities that would promote a coordinated effort between home and school include:

- Submit and update appropriate emergency information to the school office
- Make arrangements for supervision of children during an early or unexpected release from school
- Exercise judgment...if you feel sending a child to school is dangerous, supervise the child at home, regardless of school decisions
- Read and discuss with your child all handbook information concerning safety procedures

- Sign and return any signature declarations indicating you have read all handbook guidelines
- Follow appropriate communication procedures
- Routinely counsel your child on safety precautions
- Attend information programs offered by the school or district concerning safety issues
- Please do not ask staff to pass out birthday party invitations/information to students.
- When the entire class is not included, it makes for disappointment and sometimes tears.

PARENT/TEACHER ORGANIZATION

St. John's School Parent/Teacher Committee works with the Faculty and Administration to provide programming and funds to enhance and complement the regular academic program of the school. All parents are invited and encouraged to participate in PTO activities.

PLAYGROUND RULES

Students are not to leave the school yard or reenter the building without the permission of the teacher on duty.

In response to the expectation of providing a safe, supportive and loving environment students will demonstrate appropriate behavior recognizing the need to respect each other. Indoor recess due to inclement weather is left to the discretion of the teachers. During the indoor recess, students must stay in their own rooms and be seated. Roaming from room to room, or in the corridor, is prohibited. Noise will be kept at a minimum.

Any type of rough play or fighting will not be tolerated.

Outside rules:

1. Ball playing is to be in back half to school yard (away from building)
2. Jumping ropes, games and frisbees are to be used in areas closer to the school building.
3. NO physical contact.
4. NO kicking balls.
5. NO throwing balls at heads.

6. NO playing on the sidewalk or walkways or near the grass.
7. BE responsible.
8. First bell- recess is completely over, freeze.
9. Second bell – Walk *silently* to line, holding playground equipment.
Students are to remain silent coming into school building.

Because of the number of children in the yard in the morning, running, the use of balls, or any other group recreational play is not allowed before school. In accordance with our mission statement, all students are expected to demonstrate Christian and welcoming interactions with each other at all times. Children may use playground equipment given to each classroom by the Athletic Dept. during their lunch recess. Approved play toys will be discussed on grade levels.

PROGRESS REPORTS

Progress reports will be sent home halfway through each marking period as needed for students with academic, or conduct concerns.

GRADES:

Students' grades are available on RenWeb. You will receive an email inviting you to log in to RenWeb. Follow the instructions to set up your account. You should check this site weekly to keep informed of your child's progress.

If you cannot log in, please call the office for assistance. Your patience is greatly appreciated.

REPORT CARDS

Report cards will be issued four times a year for grades 1-4. Kindergarten will issue report cards twice a year. The signature does not mean the parent approves or disapproves of the report, but that he/she has seen it. Teachers will speak to parents/guardians on an individual basis if a problem needs to be discussed.

PROMOTION

A student is promoted to the next grade upon successful completion of the academic program in the current grade which includes:

- academic growth, acquired skills, and basic preparation to assure reasonable success at the next grade level

- developmental progress, especially work habits, independence, self-confidence, and social maturity

A teacher may recommend a student be retained in a grade. Parents have the final decision as to whether or not they wish to accept the recommendation. If parents choose to not accept the recommendation, they will be required to sign a statement understanding that a *transfer* (not a promotion) to the next grade is contrary to the professional advice of the school.

SCHOOL BOARD

St. John's School Board consists of parents and parish members who are advisors to the Pastor and the school administration. The School Board encourages participation of all families in school life and development. The School Board committee structure provides for fiscal and facility stability, as well as the enrichment of our school community. The School Board is elected from the various committees.

SCHOOL PROPERTY

Students are responsible for the proper care of all books, supplies and furniture supplied by the school. Books must be covered and some type of book bag is required for all books carried outside the school. Students, who disfigure property, break windows or do other damage to school property or equipment will be required to pay for the damages done or replace the item.

SEXUAL HARRASSMENT POLICY

Because St. John's School takes allegations of sexual harassment seriously, we will respond promptly to complaints of sexual harassment. Staff and students are encouraged to report any inappropriate conversation or conduct to responsible school personnel. Each report will be investigated. Parish and school administration, police and legal representation will be involved as deemed necessary. We will act promptly to eliminate inappropriate conduct and impose corrective action as is necessary, including suspension, dismissal and criminal prosecution.

STAYING AFTER SCHOOL

If the student is required to stay after school for any reason, he/she will be given time to notify parent or guardian a day ahead of time. Students may be picked up at the library door at the assigned time.

Due to the large number of students involved in extracurricular activities, the school cannot supervise the siblings of students who are waiting for a brother or sister to finish. Alternative arrangements for their transportation and care must be made. Students not picked up by 3:00 p.m. will be sent to the extended day program and a fee will be assessed.

SUSPENSION

Suspension is defined as a temporary dismissal of a student from the school for 10 days or less. Suspension is in the jurisdiction of the school principal. It is used only after the school personnel have made reasonable efforts to assist the student in adjusting to the social and academic requirements of the school environment.

A conference with the student, the parents or guardians, principal will accompany any suspension. A written record of the reasons for suspension, the date, important information regarding conferences and the process for re-entry will be kept on file.

Behaviors which may warrant suspension include: fighting, assault of another person, bullying, vandalism and/or destruction of school property, possession of weapons, possession or distribution of drugs and/or alcohol.

St. John's cannot retain a child who consistently shows marked disregard for its policies or whose influence is detrimental to the overall tone of the school.

TARDINESS

Tardy students must sign in upon arrival to school. The sign- in book is located inside the school office.

School begins at 8:15 AM. Children are expected to be in their homeroom no later than 8:15 A.M. Anyone not in homeroom at 8:20 will be considered tardy. Students will not be excused from school except in cases of emergency and only with written parental request. Excessive tardiness will result in phone call to parents from the homeroom teacher. Perfect attendance is contingent upon punctuality.

TEACHER CONFERENCES

Conferences are held once a year after the first report card or progress report. Conference times are scheduled by each classroom teacher. If you find it necessary to meet with a teacher for a longer period of time, you may contact the teacher for another appointment. Teachers and all staff members should not be contacted concerning school business at their homes, nor should teachers be interrupted in their classrooms. Conferences throughout the year are conducted on an “as needed” basis.

Please remember that parents should always speak to the classroom teacher if there are questions or concerns. Administration should only be contacted after the issue has been addressed with the classroom teacher first.

TELEPHONE CALLS

Students will be allowed to make a telephone call from school for emergency reasons only. In case of sickness or accident the school office or nurse will notify the parents, or an authorized person. After school play dates, forgotten homework, project materials, permission slips, or sports materials are not considered emergencies. If these materials are brought in, they will be delivered to the student at regularly scheduled message delivery time to the classrooms.

TRANSPORTATION

In order to secure safety for all our students please be aware of the following procedures:

1. A transportation form is to be completed for each child annually. The classroom teacher will keep this form on file. Any changes in the regular mode of transportation for your child or children should be presented to the teacher in the morning by writing a note.
2. Supervision is provided for your child before school in the schoolyard beginning at 7:55 A.M.

AM DROP-OFF PROCEDURES:

NO CARS ARE ALLOWED IN THE BACK PARKING LOT AT ANY TIME IN THE MORNING BETWEEN THE HOURS OF 8:00 AND 9:00. CARS IN THE PARKING LOT PRESENT A SIGNIFICANT DANGER TO OUR CHILDREN.THERE ARE NO EXCEPTIONS TO THIS RULE.

All buses use the upper parking lot unless directed differently.

All students should arrive by 8:10 at the first bell. Morning Prayer begins at 8:20.

You may drop your students off on Franklin Street or School Street. It is suggested that parents let children out of the car on the passenger side so they can proceed directly into the play area or parking lot. Be aware of other children and pedestrians. Do not park on these streets to allow for the free flow of traffic. If you need to park for any reason, you must use the parking lot on St John's Ave. This includes Pre-Kindergarten and Kindergarten parents who wish to walk their children into the play yard.

You may also drop off students in the driveway between the Church and the Rectory. Access this driveway by entering the road between rear City Hall and the credit union. Take a left in front of the Church. Take a right into the driveway between the Church and Rectory and drop off students, through the passenger side only, to the play yard. Exit will be between the Rectory and the Parish Center. Please follow the following procedures:

1. Students may only exit through the passenger doors. They must proceed directly behind the cones to the play yard.
2. Parents may not exit cars for any reason.
3. Children must be ready to exit vehicle immediately. Backpacks and lunchboxes, etc should be readily available.
4. Wait for the car ahead of you to proceed before moving forward. There is absolutely no passing allowed in this area. Cars may never exceed 5 MPH in the school yard area.
5. You may not park anywhere in this driveway area. This area is reserved for Parish Staff only.
6. Pull up as far as possible and let the children exit the vehicle and proceed directly to the expanded walk area behind the cones.

If you arrive after the 8:15 bell, please drop children OUTSIDE the yard on School Street, and direct them to walk near the building as they approach the library door.

Students arriving in class after Morning Prayer should sign in at the Office and proceed to class.

INCLEMENT WEATHER DROP-OFF PROCEDURES:

Beginning in December and ending in March weather permitting, we will use the winter drop off procedure at the foyer doors. Please never drop children off in the back parking lot. It is unsafe for the children.

During inclement weather the following procedure will be followed. The front parking lot should never be entered via School Street.

- 1. There is absolutely no parking in the front lot at any time. There are no exceptions to this rule. All families K-8 will be part of the valet drop off.**
- 2. PreKindergarten families will use the parking lot in front of the Thrift Shop and will walk their children to the classroom. The teachers and aides will no longer be in the foyer. Teachers will be in the classroom to greet the children.**
- 3. The flow of traffic will:**
 - Enter the front parking lot via Church Street. The Church will be on your right and the Rectory will be on your left.
 - Loop around the parking lot keeping the cones to the left of your vehicle.
 - Please pull your car up as far as possible before stopping. Do not stop directly in front of the foyer door if there is room to move forward. We are attempting to get 10-12 cars to the sidewalk before the students move out of the cars.
 - Students should exit immediately through the passenger side of the car for safety reasons and go directly to the sidewalk and into the building.
 - Children should be ready when the cars pull up. Backpacks, lunchboxes, etc. need to be available to them.
 - Parents should remain in the vehicles. Due to security reasons, the ONLY door parents can use to enter the school is the Library Door. Please do not go into the gym with your student in the morning. There is staff to supervise the students beginning at 7:50. If you arrive at school before 7:50, please

have your students remain in your car until that time. Please do not pass any vehicle. Wait for the first vehicle to move and follow the line out of the parking lot. Exit pattern is between the Rectory and the Parish Center.

- Drop off times are 7:50 to 8:15 am. The school day will begin at 8:15. Prayer begins at 8:20 and all students should be in class.
- If for any reason your child arrives after 8:20 am they should enter through the library and sign in.
- No cars are allowed in the rear parking lot between 8:00 and 9:00. Children are not to be dropped off or picked up in the rear parking lot. It is not a safe place to drop off children. Buses only are allowed in the rear parking area. Parents doing lunch duty are allowed to park in the rear parking lot against the fence during lunchtime only.

PM PICK-UP PROCEDURES:

There is room for 92 vehicles in the lower parking lot. Please be aware of all the children around you before moving your vehicle. It is not safe for children to walk unsupervised across the street to get into a car. Please pull into the parking lot so that you are not backing up. **PLEASE DO NOT INSTRUCT YOUR CHILDREN TO LEAVE THE YARD TO MEET YOU.** No cars are allowed to pull into the back parking lot between 2:15 pm and 3:15 pm to allow for buses to park and safe dismissal of bus students.

Students in Pre-K will be dismissed through the front foyer doors at 11:30 a.m. Pre-K parents can park in the lot on St. John's Ave. and walk to the front parking lot to pick up their children or pull into the front parking lot to pick up their children but must exit this parking lot immediately to accommodate the lunch/recess times for the older students.

Students being picked up by car in grades K-4 will be dismissed from their assigned doors with a sign-out method while students in grades 5-8 will be dismissed out through the back gym door.

Dismissal is at 2:45. Students not picked up by 3 PM will be sent to the After School Program and a fee will be assessed. If you are going to be late, please notify the school by 2:15 if possible.

- Students staying for extra-help or any other reason may be picked up at the designated time at the Library door

- Students in Gr. K-2 must be picked up by an authorized adult. We will not allow any students in these grades to walk home.

UNAUTHORIZED USE OF SCHOOL NAME

No student, or student's parent(s) or guardian, without express written authorization of the principal and pastor may use the school's name or identifying logo for any purpose, including but not limited to:

- To open a bank account.
- To solicit funds on behalf of the school.
- To collect money on behalf of the school.
- To sell products on behalf of the school.
- To schedule any field trips, vacation or other accommodations.
- To schedule athletic or social activities.
- To create a sports team or organized activity of any type.
- To post on any website for any purpose including, but not limited to, support of particular social or political agenda.

Any such unauthorized use of the school's name or identifying logo, if committed by a student, may subject to disciplinary action, up to and including expulsion. Any such unauthorized use of the school's name or identifying logo may result in legal action.

VERBAL OR PHYSICAL THREAT POLICY

St. John's School is committed to providing a safe and friendly learning environment for all students, faculty and staff. Incidents of verbal or physical abuse, threats or intimidation by any student directed at another student, faculty or staff member or any other person on the school premises will be the subject of a prompt investigation by the school administration to determine 1) the severity of the verbal or physical abuse, threats or intimidation; 2) the type of behavior, including, but not limited to: oral, written, e-mail, non-verbal or any other form of offensive expression; 3) the actual harm caused and 4) the necessity of the City of Peabody Police Department involvement. Parents will be immediately notified, and they will have an opportunity to receive input from the school administration. Depending upon the seriousness of the incident, punishment will range from detention, probation, suspension, expulsion to further civil and criminal penalties as determined by the school administration and the local authorities. The school administration will make its decision on a case by

case basis, considering the following factors: the circumstances of the case, the student's age, past behavioral problems, any and all witness accounts of the incident and police reports.

VISITORS

All visitors must enter the school through the rear library entrance.

All visitors MUST report to the office upon entering the building. You must sign in if going beyond the office and receive a "Visitor Pass" or "Lunch Pass". When leaving, you must sign out. School personnel will assist visitors. Forgotten lunches, homework, etc. may be dropped in the office. At no time should a teacher be disturbed without an appointment during school hours including lunch times or after school.

All employees and volunteers are subject to a Massachusetts Criminal Offender Record Information (C.O.R.I.) check per state law. All employees and volunteers are required to take the Archdiocese of Boston VIRTUS program which addresses the safety of the children in our care. The course is offered annually by school personnel.

WEAPON POLICY

No toy weapons are allowed to be brought to school, i.e. plastic guns, knives, swords, space weapons. They are dangerous. In the event that a child brings one of these items, a teacher will take it, and parents will be notified to come to school and pick it up. The school will not be responsible if any of the above items is lost.

A student shall not possess, use, attempt or threaten to use any weapon on school premises or at a school-related situation for any reason or at any time.

IN ORDER TO PROTECT THE STUDENTS OF ST. JOHN'S SCHOOL, THE PRINCIPAL/PASTOR MAY EXPEL FOR A MINIMUM OF ONE CALENDAR YEAR ANY ELEMENTARY SCHOOL STUDENT FOUND IN POSSESSION OF A GUN OR KNIFE ON SCHOOL PREMISES OR AT A SCHOOL-SPONSORED SITUATION. POLICE WILL BE NOTIFIED AND PARENT (S) MUST MEET WITH THE PRINCIPAL AND CIVIL AUTHORITIES.

Right to Amend

St. John the Baptist School reserves the right to amend this handbook at any time. Notice of amendments will be sent to parents via the Wednesday Weeklies and be available on our website.

Under AHERA (Asbestos Hazard Emergency Response Act), all primary and secondary schools are required to develop and implement a plan for managing all building materials which contain asbestos. Included in the AHERA Act is the requirement to annually notify all workers and building occupants of asbestos-related activities. The EPA (The Environmental Protection Agency) manages this program and St. John the Baptist School is in full compliance with all regulations.