



Concordia
LUTHERAN SCHOOL

2022-2023 Handbook

CONCORDIA LUTHERAN SCHOOL
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**“For you shall go out in joy and be led forth in peace; the mountains and the hills before you shall break forth into singing, and all the trees of the field shall clap their hands.”
Isaiah 55:12**

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Welcome to Concordia Lutheran School

Concordia Lutheran School has served our community since 1959. Concordia is a ministry of Mount Calvary, Redeemer, and Trinity Evangelical Lutheran Churches, and as such, is in existence to aid in the fulfillment of the mission of these congregations as we seek to act according to God's word. "Train up a child in the way he should go; even when he is old he will not depart from it" (Proverbs 22:6). Concordia provides a safe environment for students to grow physically, socially, academically, and spiritually.

Concordia Lutheran School strives to be the premier provider of Christ-centered primary education and to serve as good stewards of the gifts God provides for the work of His kingdom. We seek to move beyond the classroom, engaging parents, friends, families and members of our churches as a hub for our community to gather, fellowship, serve, to play and pray as we grow with each other.

We care about your children and their spiritual, emotional, physical, and academic growth. Concordia respects the uniqueness of each child and the variety of talents within our school family. We recognize that parents have the main responsibility in caring and instructing their children in their Christian lives. Therefore, Concordia serves as an extension of the Christian family.

Concordia Lutheran School is best equipped to live out our mission when our families, students, faculty and staff function as partners in Christ Jesus. "Let each of you look not only to his own interests, but also to the interests of others" (Philippians 2:4).

This handbook is a guide to, inform you of policies and programs at our school. Of course, policies change from time to time and may be changed by resolution of the CLS Board of Directors. We encourage you to read this document carefully as you will find it a useful tool in becoming acquainted with our expectations, practices and policies.

The Mission of Concordia Lutheran School

Concordia Lutheran School provides families with a Christ-centered, academically challenging education to equip students for lifelong Christian discipleship and serves as a witness of Christ to our community and world.

Concordia Lutheran School Vision Statement

Vision: To be the premier provider of Christ-centered primary education and to serve as good stewards of the gifts God provides for the work of His kingdom.

Statement of Belief for the Lutheran Central School Association of Peoria, Illinois *(Concordia Lutheran School is in Organization of the LCSA)*

Lutheran Central School Association of Peoria, Illinois, Inc. (LCSA) is part of The Lutheran Church—Missouri Synod (LCMS or Synod) as a Recognized Service Organization (RSO). The LCMS is a mission-oriented and Bible-based denomination that confesses the historic, orthodox Christian faith in the Triune God, Father, Son, and Holy Spirit, a faith built on "the foundation of the apostles and prophets, Christ Jesus himself being the cornerstone" (Eph. 2:20). With the universal Christian Church, The

Lutheran Church—Missouri Synod teaches and responds to the love of the Triune God, who created all that exists; became man to suffer, die, and rise again for the world's redemption; and brings people to faith and new life through His Word and Sacraments. The three persons of the Trinity – Father, Son, and Holy Spirit – are coequal and coeternal, one God.

LCMS churches, schools, and RSOs (LCMS ministries) voluntarily choose to belong to the Synod, and, although diverse in many ways, all hold to a shared confession of Jesus Christ as taught in Holy Scripture. We believe without reservation that the Scriptures of the Old and the New Testament are the written Word of God and the only rule and norm of faith and of practice. In addition, the Synod accepts without reservation the writings contained in the *Book of Concord: The Confessions of the Evangelical Lutheran Church*. Believing in the authority of Holy Scripture and that the Lutheran Confessions are a correct interpretation and presentation of biblical doctrine, our churches, schools, and RSOs agree to conform all their teaching and practice to the Scriptures and the Confessions.

The Synod “is not an ecclesiastical government, exercising legislative or coercive powers” (LCMS Constitution, Article VII) concerning its member ministries and rostered ministers. However, the voluntary association of member ministries and rostered ministers includes their agreement to respect and honor and uphold (Bylaw 1.7.2, 1.8.1) decisions (resolutions) made by the Synod in its national conventions regarding the understanding of the teachings of Scripture and the Lutheran Confessions and practices that are consistent with such teaching. The Synod in convention is the “principle legislative assembly” of the LCMS (Bylaw 3.1.1) and its resolutions and statements are the position of the Synod in matters of doctrine and life. The Constitution and Bylaws of the LCMS provide specific guidance for the implementation and supervision of the teaching and practice of its member ministries and rostered ministers.

Churches, schools and RSOs of the LCMS, while upholding teachings and practices that are consistent with Scripture and the Lutheran Confessions and while honoring Synod convention resolutions, are self-governed and establish policies based on local circumstance and expediency. An LCMS RSO operates according to its own constitution and bylaws – which are required by the Synod Bylaws to be reviewed by the Synod through which the RSO holds membership in the Synod – and therein establishes an orderly way of making decisions and determines which individuals or entities in the RSO will have authority to act on behalf of the RSO in specific circumstances.

The Constitution and bylaws of LCSA govern our decision-making and policies. A copy is available upon request. The pastors from the three member congregations (Mt. Calvary, Redeemer, and Trinity Evangelical Lutheran Churches) of the LCSA have the collective authority to interpret matters of scriptural teaching and faith when circumstances are not explicitly covered in the constitution or bylaws of the LCSA.

We believe that God wonderfully and immutably creates each person as male or female. These two distinct, complementary sexes together reflect the image and nature of God (Gen. 1:26-27). An individual's sex (male or female) means an individual's immutable biological sex as objectively determined by anatomy and genetics existing at the time of birth. Rejection of one's biological sex is a rejection of the image of God within that person.

We believe that the term marriage has only one meaning: the uniting of one male and one female in a single, exclusive union, as delineated in Scripture (Gen. 2:18-25). We believe that God intends sexual intimacy to occur only between a male and a female who are married to each other (1 Cor. 6:18; 7:2-5; Heb. 13:4). We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a male and a female. We believe that any form of sexual immorality is sinful and offensive to God (Matt. 15:18-20; 1 Cor. 6:9-10).

We believe that all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death. We are therefore called to defend, protect, and value all human life (Ps. 139).

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) following the example of Jesus Christ.

CLS Christian Code of Conduct

Our Lord Jesus Christ has given His Church the charge to educate all who are called to faith (Matthew 28:19-20, "Therefore as you are going, make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to keep all that I have instructed you..."). Therefore, a Lutheran School is an important component of the ministry of Mt. Calvary, Redeemer, and Trinity Evangelical Lutheran Churches through the Lutheran Central School Association of Peoria, IL (LCSA).

Concordia Lutheran School (CLS) provides families with a Christ-centered, academically challenging education to equip students for lifelong Christian discipleship and serves as a witness of Christ to our community and world.

Christian beliefs, as understood and taught in the LCMS, pervade everything that is done at CLS. Christian instruction is integrated into the study of every subject. Students are immersed in a Christian atmosphere, surrounded by teachers, administrators, school employees, volunteers, and fellow students whose presence and conduct are a witness to the Christian faith and way of life. Conduct that is consistent with that Christian way of life can be described in the words of Christ from Matthew 22 as "love the Lord your God with all your heart, with all your soul and with all your mind" and "love your neighbor as yourself." The LCSA, as part of the LCMS, takes a firm stand on matters of moral conduct.

The LCSA requires that all those associated with CLS strive to behave in a manner that is consistent with the Bible, the teachings of the LCMS, and the LCSA Statement of Belief. In order to provide for an environment of Christian witness, cooperation and cohesiveness, CLS insists that employment, volunteering, and enrollment are contingent upon agreement and compliance with these teachings and the policies of the LCSA Board of Directors.

Understanding that “all have sinned and fall short of the glory of God” (Romans 3:23), school employees, volunteers, or students should not, in a way that affects CLS, promote beliefs that are contrary to those of the LCMS or otherwise continue to behave in a manner that would weaken the Christian atmosphere at CLS. If disagreement or non-compliance is found, then Biblical principles will be used as a guide for resolution. Violation of this Christian Code of Conduct may result in disciplinary action that can include loss of privileges, termination of employment, enrollment, or volunteer status.

Concordia Lutheran School Board of Directors

Functions and Authority

The Concordia Lutheran School Board of Directors shall at all-times operate exclusively for the benefit of, to perform the functions of, and to carry out the mission of Concordia Lutheran School.

1. It shall be the policy making body regarding the day-to-day operations of the school.
2. It shall be responsible for the selection and retention of the school’s administrators.
3. It shall have the authority to call or engage teachers and issue contracts as required.
4. It shall have the authority to hold or dispose of furnishing and equipment of the school.
5. It shall be responsible for developing an operating budget and informing the congregations and student families as per the funding formula.
6. It shall be responsible for maintaining the real property that is used to carry out the functioning of the school.
7. Such other functions as specified in the by-laws.
(By-Laws of the Central Lutheran School Association; Article V, Section 1)

Monthly Board Meetings

The Concordia Lutheran School Board of Directors shall conduct regularly scheduled Board meetings throughout the year (July through June). A copy of the meeting schedule as set by the CLSBD during their July meeting is available in the school office. The public is welcome to attend CLSBD meetings with the exception of business conducted under an Executive Session. Individuals wishing to bring topics to the CLSBD for consideration may do so by presenting the topic in writing to the administration, no later than 10 calendar days prior to a regularly scheduled CLSBD meeting. Administration will present all requests to the Executive Committee for consideration on the next CLSBD Agenda.

The Concordia Lutheran School Board of Directors and/or Administration may enact changes to policies as they seek to take action in the best interests of our school community. Changes will be communicated via email, “Concordia School Peoria” APP, posted to the school website, or via a phone message if appropriate.

Who is on the Concordia Lutheran School Board of Directors?

Members of the CLSBD are printed annually in the front of the Concordia Lutheran School Directory.

School Guidelines

School Hours

8:00 A.M. Designated entrance points unlocked.

8:30 A.M. Classes begin.

3:30 P.M. (2:30 P.M. on Wednesday) All students are dismissed.

Student Drop Off:

Students are to enter through grade level designated entrances. Students are not to congregate in hallways or other public areas.

Student Pick Up

All students are released at 3:30 P.M. (2:30 P.M. on Wednesday), special release times per the annual Concordia Academic Calendar.

Parents are asked to avoid requesting early student pick up during the last 30 minutes of the school day.

Students not picked up by 3:45 P.M. (2:45 P.M. on Wednesday) will be brought to the school office.

Families that fail to make appropriate arrangements for student pick up in excess of three times will be billed using the following fee schedule. Students not picked up by 4:00 P.M. (3:00 P.M. on Wednesday) or 30 minutes after school is dismissed, will be billed in \$10 increments for every 15 minute interval per student. After the third time a family has incurred a late fee, the family will be required to register for the After School Child Care Program.

Parents/guardians of students involved in supervised after school activities must make arrangements with the activity supervisor for student pickup time and location. Students remaining after school for evening activities must be supervised by an adult. Parents/guardians are encouraged to contact coaches/supervisors to make such arrangements. It is the parents/guardians responsibility to make sure that supervision is arranged for their student.

Before/After School Child Care Program

The YMCA of Greater Peoria provides childcare onsite at Concordia. Childcare is available for all Concordia Lutheran School students between the hours of 6:30 A.M. and 6:00 P.M. The YMCA Before/After Care program is available for all days Concordia Lutheran School is in session for in-person learning. Information regarding the YMCA Before/After Care program is available at <https://peoriaymca.org/> under the "Youth Development" button on the top menu bar. The YMCA of Greater Peoria accepts Child Care Connections (CCC) in addition to providing their own scholarship program to offset the cost of membership and program fees. You may be interested in some of the other programs the YMCA provides, such as the "School's Out" program providing childcare during school vacations.

Leaving School

Once a student has arrived on campus, they are not permitted to leave campus without permission. All students arriving/leaving school between the hours of 8:30 A.M. and 3:30 P.M. must be signed In/Out in the school office by the adult responsible for the student. (Exceptions: early dismissal days and school approved off campus activities). In the event that a student becomes ill while at school, a parent/guardian or designated person will be notified.

Closed Campus - During the Academic Day

For the safety and well-being of our students, our building and grounds operate as a closed campus during the academic day. All exterior doors are locked throughout the academic day.

Visitors

Parents/guardians are encourage to join their student for lunch, chapel, take part in volunteering, and be active members of our school community. Visitors must enter through the Office Entrance and sign in at the school office. Visitors allowed in the school building during the academic day must wear a visible "Visitors Pass" issued from the school office or other credentialed photo ID. While visiting we ask that you please refrain from interrupting or dropping in on a classroom unannounced. Doing so disrupts the learning environment. If a parent wishes to have a conference with a teacher, they should call or email the teacher and schedule an appointment.

Chapel

Our school holds chapel on a weekly basis, normally, on Thursday mornings at 8:35 A.M. You are invited to join us for chapel.

Absence and Truancy Policy

Illinois Truancy Code Section 3 – Attendance and Truancy

The Illinois School Code requires compulsory school age attendance (105 ILCS 5/26-I.-15). Valid cause for student absence shall be illness, observance of religious holiday, death in immediate family and family emergency, and shall include such other situations beyond the control of the student as determined by administration. Senate Bill 2075, requires those who have custody or control of any child between the ages of 5 and 17 to cause such child to attend school the entire time it is in session during the regular school term.

- Attendance requirements apply to students engaging in In-Person, E-Learning, and Remote Learning.

Please Notify the School Office of All Student Absence

In the event of any absence, a student's parent/guardian is required to notify the school. Absences should be reported through our "Concordia School Peoria" APP. Please provide the student's full name, grade, teacher's name, and the reason for the absence. When a student is absent, if the school office has not been notified by 9:15 A.M. on the day of the absence, school personnel will call a parent/guardian to inquire as to why the student is not in attendance. If the school is unable to reach a student's parent/guardian the absence will be recorded as Unexcused until such time as the student's parent/guardian provides a valid reason for the absence. Administration may request that an absence due to illness which lasts for more than two consecutive days be verified by a note from a physician or other professional care provider. If a note from a physician or other professional care provider is requested by administration, failure to

provide such documentation in a timely manner will result in the absence being classified as unexcused. Excused and Unexcused absences are defined below.

Students with a diagnosed medical condition that necessitates routine or lengthy absence from school should send a medical report detailing the condition along with a letter from the doctor verifying the need for frequent or extended removal from school.

Students are limited to nine days of excused absence per year. Any absences beyond this allotted amount will be recorded as an unexcused absence. If there are, extraordinary circumstances creating a need for extend student leave or absences in excess of nine absences, a parent/guardian may petition the school administrator to grant addition excused absences.

After nine unexcused absences, a letter will be sent to parents/guardians and a conference with school administration will be scheduled. An action plan addressing the situation will be developed and implemented. Any student with 27 or more unexcused absences per year may be denied grade advancement for the next consecutive school term.

Excused Absences

An excused absence can be defined as, but is not limited to:

1. Medical appointment verified by a medical note.
2. Testing and assessment.
3. High school shadow day.
4. Illness
5. Observance of a religious holiday.
6. Court appearance demanded by official summons or subpoena.
7. Funeral.
8. Extenuating circumstances that have been approved by administration.

Unexcused Absences

An unexcused absence can be defined as, but is not limited to:

* With Credit

1. Vacation days taken that do not aligned with the school calendar.
2. Failure to attend because of transportation problems.
3. Non-school sponsored sports activities or events.

* Without Credit

1. Truancy (absence from school without verification from the parent/guardian).
2. Failure to provide a note in a timely manner from a physician or other professional care provider upon request of administration.
3. Personal reasons or business.

Student's grades may be affected by unexcused absences. Teachers will extend deadlines for missed work due to an excused absence, per make-up work policy. Please remember there is a positive relationship between attendance and success in school.

Attendance and Extra Curricular Participation

Any student who is not in school for a minimum of four clock hours will not be allowed to attend or participate in practice or any extra-curricular event on the same day. Students who leave school for any reason other than for medical appointments, funerals, or extenuating circumstances that have been approved by administration, will not be allowed to attend or participate in extracurricular activities or practice on the same day. This pertains to the day of the event only.

Homework Requests

The faculty and administration strongly advise that children be given time to rest and recover when they are ill, and therefore the due dates of assignments are extended for children who are absent due to illness. For each day a child is absent, he/she will receive a one-day extension on due dates. Each child will be given a "Homework Request" form for parents to complete prior to the beginning of the school year. This form will assist the parent-school partnership by streamlining the procedure through which homework and class materials are sent home when a student is absent. Homework requests are kept on file in the child's homeroom. Parents may choose between having siblings or classmates bring their child's homework home or they can opt to have the homework held at a school designated location for pick up following dismissal the day of the absences. When a student is absent for 1 to 3 days, the parent/guardian or student should contact his/her teacher directly to request homework. For extended absences (4 or more days) homework request can be made through the school office.

Vacations and Extended Holidays

Families who plan to travel during the academic year or who choose to extend normal school holidays should inform the **school office** and your child's teacher of your plans prior to your departure. Teachers are not expected to provide "makeup" work prior to planned absences. It is the parent /guardian's responsibility to assist their child with mastering any academic content missed due to such planned absences. Failure to complete all missed assignments will result in a zero (F). Students will have one day to make up missed work for each day they are absent.

Returning to School After Illness (Classroom & Extra-curricular participation)

Follow your health care provider's recommendations. A student is not to return to school or school activities if they are contagious. A student should stay home for at least 24 hours after their fever is gone except to get medical care or other necessities. Their fever should be gone without the need to use a fever-reducing medicine, such as Tylenol®. A fever is defined as 100°F (37.8°C) or higher. Administration may require that a student be removed from school or school activities due to health concerns. (See CDC recommendations for multiple illnesses at <https://www.cdc.gov/DiseasesConditions/>)

Make Up Work for Excused Absences

When a student has an excused absence it is the student/parent/guardian's responsibility to request all curriculum materials missed. Due dates for assignments and assessments will be extended one day for each day the student was absent.

School Property

All materials (books, lockers, Chromebook ...) issued to a student at Concordia Lutheran School remain the property of Concordia Lutheran School. As such, the Administration of Concordia Lutheran School may require a student to relinquish school property at any time.

Lockers

Lockers are provided to students in grades 3-8 for outdoor wear, backpacks, lunches etc. Students may bring backpacks on wheels, as long as they fit into the student's locker. The sharing of one's locker combination is prohibited. All locks used on lockers must be school issued, locks are available upon request. Students are responsible for their belongings, student belongings are not be left in the hallway outside the locker at any time. The use of tape or other substances that may damage the finish of a locker, to adhere items to a locker, is prohibited. All contents of a locker including but not limited to books, binders, bags, shelves ... must fit completely within the locker and must not interfere with the function of the locker door or locking mechanism. "Rigging" a locker to disable the locking mechanism is strictly prohibited.

Searches

The primary objective of any search is to promote a safe school environment for our students, faculty, and staff. School personnel may perform searches of lockers, desks, and all items including bags and backpacks stored inside of them. Students should not have an expectation of privacy concerning lockers, desks, electronic devices, or anything stored or conveyed through the concordiapeoria domain, as these are property of Concordia Lutheran School. Please note, the school may request the assistance of the Peoria Police Department while conducting search but is not obligated to do so. Concordia Lutheran School has the right to conduct searches, without notice, and without parental/guardianship consent. Concordia Lutheran School personnel may conduct an individual search when there is cause for reasonable suspicion. School personnel will isolate the student. The search will be conducted by two adults. School personnel may ask the student to remove an outer garment such as a coat, sweater, or sweatshirts as long as the student is wearing a dress code approved shirt under the out garment. The student may be asked to completely empty and pull out all pockets on a student's pants, and take off their shoes. School personnel will search the contents of the student's personal belongings that are not on their body. School personnel will respect the privacy of the student regarding any items discovered that are not illegal or against school policy and rules.

Technology

CLS attempts to integrate technology into all subject areas, and provides campus-wide wireless access to the internet. Our internet services are provided by I3 Broadband. We monitor and protect our students online through AristotleInsight®, a dynamic machine-learning platform that provides alerts and reports from the server to the user level on all threats. Identify risks, direct remediation, and document results, all in real-time. In addition to AristotleInsight®, Concordia monitors all student internet searches through Securly® which screens and alerts teachers and administration when an account registered in the concordiapeoria domain contains identified topics or phases.

Appropriate use of the internet

Students are taught and reminded of the ethical responsibility that comes with using technology, the internet, and email. If they breach their contract of “moral and ethical responsibility” they understand they will lose their internet and email privilege.

One-To-One Technology

The Concordia Lutheran School Board of Directors, Administration, and Faculty are committed to providing the families of Concordia Lutheran School with curriculum and pedagogy that puts our students at the leading edge of academia. This commitment to educational excellence drives Concordia Lutheran School’s One-To-One Technology program. Each students in Kindergarten through 2nd Grade has access to Chrome OS Tablet, each student in 3rd through 5th Grade has access to a Chromebook, each student in 6th through 8th Grade is issued a Chromebook.

- Student in 6th through 8th Grade must provide a protective case for transporting the Chromebook issued to them off Concordia Lutheran School property.
- A Chromebook case is not to exceed the following dimensions 14in X 3.5in X 10.5in.
- All devices provided by Concordia Lutheran School remain the property of Concordia Lutheran School. As such the Administration of Concordia Lutheran School may require a student to relinquish school property at any time.
- Any damage or loss resulting from a student’s use or neglect, not covered by the device’s manufacturer warranty or the ADP (Accidental Damage Protection) plan, well result in a charge for the repair or replacement cost (including licensing and related fees) to the student’s family account.

Textbook Rental Program

Every student enrolled at Concordia Lutheran School receives a set of textbooks and other materials (or device) required to participate in the adopted curriculum. The cost of textbooks, and other materials (or device) are included with tuition (some topics may require additional fees for consumable materials).

The responsible use of issued textbooks is a part of the learning and maturing process to develop students as lifelong learners. The process of being respectful of school property (the care of textbooks), responsible (remembering to bring textbooks to and from school), and accountability (having the materials necessary to complete homework) are teachable moments, aiding in the preparation of students for future success. Parents are encouraged to refrain from requesting additional textbooks unless there is a significant identified academic, physical, or cognitive need. If a significant need is identified, parents may request to rent additional textbooks. Such requests will be dependent on the current availability of textbooks. Concordia will not purchase additional textbooks solely for the purpose of stocking the textbook rental program. Due to the financial impact resulting from lost and damaged textbooks, Concordia Lutheran School will charge a \$20 fee per textbook when issuing additional textbooks.

Procedure:

1. Request a copy of the Concordia Lutheran School Book Rental Program form from the Principal.
2. Submit this form to your student’s classroom/homeroom teacher.
3. The teacher will notify you when they have a set of textbooks ready for you to pick up.

4. Set a time with the teacher to pick up textbooks.
5. Review this form and sign for the textbooks.
6. Your classroom/homeroom teacher will retain this form for inventory records.
7. The classroom/homeroom teacher will submit a copy of the completed form to the school office for billing or recording of payment (include check if applicable).
8. All textbooks are to be returned to your classroom/homeroom teacher one week prior to the end of the current school year.
9. The classroom/homeroom teacher will notify the school office of any damaged or lost textbooks.
 - * The family account will be billed the replacement cost for any damaged or lost textbooks.

Promotion/Retention

The decision to promote and retain students is vested in the Concordia Lutheran School principal, in consultation with the faculty, under policies enacted by the Concordia Lutheran School Board.

1. Criteria - Satisfactory completion of work and the ability level of the child are taken into consideration at the time of promotion to the next grade level. Teachers will evaluate readiness for the next grade level by considering academic progress, physical and emotional maturity, chronological age, parental concerns and professional counsel. Extended absences from school may be a further consideration.
2. Notification - Should a student's promotion to the next level be in question, parents/guardians are informed as early as possible, but no later than February 28th. Teachers will provide evidence they have accumulated and an explanation of why they are recommending retention for the student. The principal will also have been informed of these concerns.
3. Conference & Decision – Ideally a final decision regarding retention of a student will be made jointly by the teacher, parents, and administration within two weeks of the end of the third quarter of the current school year. If parents and school personnel do not agree, a letter to that effect shall be signed by all parties and filed in the student's academic file. Administration may implement additional diagnostics such as the "Light's Retention Scale".
4. Final authority in matters of promotion and retention lie with school administration. Appeals can be made to the Concordia Lutheran School Board of Directors.

Medications

All medication required by a student must be brought from home, and kept in the office or school designated location until distributed by designated school personnel. A "Doctor's request for administering medicine in school" form must be filled out and signed by the parent and the physician for any prescription medication.

Emergency Contact Information

It is important for us to be able to get hold of an emergency contact. We ask that parents, faculty, and staff notify the office in a timely manner when emergency information changes. Please report any change of address, phone number, and e-mail for work or home as soon as possible to the office.

Plan for the Weather

When it is cold:

Each student should have a hat, coat, boots, gloves, etc. to wear outside when it is snowy, cold, etc. (snow pants are required for playing in the snow). Please make sure that all articles of clothing have the student's name on each item. When the "feels like temperature" is below +10 degrees, we will have indoor recess.

When it is wet:

We will have indoor recess when it is raining.

When it is hot:

When the "feels like temperature" is less than 90 degrees— We will have outdoor recess with no limitations.

When the "feels like temperature" is 90-98 degrees--We will have outdoor recess with restrictions. Strenuous activity will be limited to 10 minutes. Teachers will periodically require students to take breaks and to the greatest extent possible guide students to cool down in the shade. Students should bring a water bottle to have with them at recess. Teachers will frequently remind students to take a drink of water.

When the "feels like temperature" is 99-104 degrees-- We will have outdoor recess with restrictions. No Strenuous activity. Teachers will encourage students to participate in activities in shady areas. Students are to bring water with them to recess. Teachers will frequently remind students to take a drink of water.

When the "feels like temperature" is 105 degrees or greater-- We will have indoor recess, utilizing air-conditioned spaces in our building.

School Cancellations (or E-Learning Day)

If an In-Person Learning day is cancelled or transitioned to a E-Learning day, notification will be made via "One-Call" (automated calling system), Gradelink communication, Concordia School Peoria APP, and posting on WMBD, WHOI, or WEEK television stations.

School Health Exams and Immunizations

Illinois State Law requires that all students entering Kindergarten (K) and 6th grades must have a physical and be current with all required immunizations. (COVID Vaccinations are NOT required by law.) Students entering K, 2nd, and 6th must have dental examinations. K students must also have a vision examination. Please make sure immunization forms show the complete date (mo/day/yr) (See). As of October 15th, of the current year, any student that has not provided complete immunizations records, must be excluded from school. See Section 27-8.1 of the School Code. Students participating in Junior Varsity or Varsity athletic programs must have an annual sports physical on file in the school office.

Lost and Found

Lost and found articles will be placed in an area designated by the school office. Items that are found should be turned into the office. Please have your child check with the office for "Lost and Found" items. Articles will be donated to charitable organizations if not claimed by the end of each semester.

Report Cards and Conferences

Report cards are distributed four times a year. Parent/Teacher conferences are held to strengthen the partnership between home and school. A student's progress, and the means to assist his/her development will be discussed during Parent/Teacher conferences. Conferences are held following the end of the first & third quarter. Any time a concern exists, a teacher or parent may request a conference.

Field Trips

During the school year, classes periodically engage in off campus learning facilitated by field trips. Parents will be notified of these field trips by their students teacher. A signed permission slip must be completed and returned in a timely manner in order for a student to attend. Any fees or costs incurred by participation in a field trip will be reflected on your monthly statement. Permission slips can be completed and field trip payments made through the Concordia School Peoria APP. All field trips are considered part of the academic school day, as such appropriate behavior and dress is expected (see dress code). Field trips are a privilege the administration reserves the right to deny any student permission to attend a field trip.

Additional Field Trip Guidelines

- Any child not participating in a field trip should remain home on the day of the field trip, as supervision for the child will not be provided at Concordia.
- Siblings (unless registered for the same class) are not allowed to accompany a school sponsored field trip.
- Due to liability and safety concerns, transportation for field trips will be limited to contracted bus services.

Cougar Prints

Parents can submit information for the Cougar Prints to abrewer@concordiapeoria.com. Deadline for the Cougar Prints is Wednesday mornings by 9:00 a.m. Please keep your information brief. Cougar Prints are distributed on Fridays via email, posted on the school website and the Concordia School Peoria APP.

Asbestos Compliance

Concordia is in compliance with the Illinois Department of Public Health in regards to its asbestos inspection program. A required three year re-inspection schedule is maintained and the Asbestos Management Plan is on file and available for review in the administrative offices. Concordia Lutheran School has non-friable asbestos containing material in the following locations: floor tile (9X9 and 12X12), boiler insulation, and surfacing materials. There is assumed non-friable material located in the floor tile mastic and fire doors. These areas are inspected by the administrative personnel routinely and are not considered to be a safety hazard to students, staff, or guests.

Emergency Scenario Drills

All students will participate in emergency scenario drills as required by law. These drills are necessary for the safety of our students. Drills include Fire, Severe Weather, Earthquake, Lockdown, and Bus Evacuation. If a situation occurs that would cause are campus to be unsafe, teachers are trained to respond appropriately. Parents will be notified through the Concordia School Peoria APP, and by phone. Parents will receive regular updates, we request that parents follow all instruction provided in these communications.

Parent/Teacher Connection

The mission of the Parent Teacher Connection (PTC) is as follows:

“Our purpose is to facilitate interaction between parent and teacher. We are dedicated to supporting the school staff’s efforts in providing educational, emotional, and social growth for the students while promoting the core values of our faith”.

The PTC will hold, at a minimum, quarterly meetings to discuss the various activities that are upcoming and require parent volunteers. The PTC is a self-funded organization relying on fundraising activities and volunteers throughout the year. Funds raised will be allocated toward all-school activities and additional teacher / classroom needs. The PTC will oversee the Room Parent Program. This program is vital to our school. The room parents who volunteer are responsible for organizing the parties that are held on Thanksgiving, Christmas, Valentine’s Day and Easter. Room parents are also responsible for coordinating a way to celebrate their homeroom teacher’s birthday or half-birthday. Current officers and their contact information are listed in the School Directory.

Fundraising

All fundraising efforts must originate through the appropriate organization (i.e., Concordia Athletic Boosters, PTC, Band Board, etc.) Once approved by the organization, all fundraisers must be approved by the Finance Committee of the CLS Board of Directors.

Alcohol/Tobacco

Concordia Lutheran School is designated as an alcohol and tobacco free zone. This includes events occurring on the school property following the academic day and on non-school days.

Racial Non-discrimination policy

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

Bullying

A Christian perspective and response to bullying attitudes and behaviors can bring healing to hurting relationships. The Christian shouldn’t be shocked that their son or daughter might be guilty of the problem because they know that fallen man is by nature a sinner. We are all prone to commit injustices and omit mercy in both individual and relational contexts. People are capable of mistreating other people implicitly and

explicitly at many different levels because we're all sinners prone to self-centeredness, abusiveness, and distortion of proper social behavior. It's important that we recognize these assumptions so we can more honestly identify bully tendencies and behavior in ourselves and others. As we look at our various roles relative to the problem of bullying, we need to realize and accept the magnitude of responsibility that we all have to prevent, remediate, and repair the damage that comes from bullying. Parents, siblings, extended family, teachers, classmates, friends, and colleagues are a few of the relational groups that have both a role and responsibility that can be part of the problem however must be part of the solution.

Bullying and harassment: In recent years, social media has posed a serious threat to the reputations of our students, staff, and school. Please be mindful that what you read on Facebook may not be the entire story. Professional ethics and Christian principles may prevent the school from sharing a more objective view of an issue. Questions and concerns may be shared with the appropriate school authorities.

At Concordia bullying of any kind will be viewed as a consequence of living in a world broken by sin and Satan. Administration will investigate all reports of bullying, and try to facilitate reconciliation through God's Grace. Individual(s) actions may result in disciplinary and/or legal action, including a recommendation for expulsion.

Each student should have the opportunity to enjoy school equally; to feel safe and secure regardless of color, race, biologic gender, popularity, athletic ability, intelligence, nationality. Each student is a unique creation of God and we all exist to give honor and praise to Him.

Sexual Harassment

Law requires educational institutions to have a sexual harassment policy. Printed below is a summary of the major points of our policy as it pertains to students of Concordia Lutheran School.

Sexual harassment of or by any student shall not be tolerated and may result in disciplinary and/or legal action, including possible expulsion.

Sexual harassment has the purpose or effect of creating a negative impact on an individual's performance or of creating an intimidating, hostile, or offensive environment but is not limited to:

1. Verbal conduct such as derogatory comments, unwanted sexual advances, sexual jokes, etc.
2. Visual conduct such as derogatory cartoons, drawings, pictures, gestures, etc.
3. Physical conduct such as leering, assault, blocking normal movement, touching an individual's body or clothes in a sexual way, etc.
4. Threats and demands to submit to sexual requests.
5. Retaliation for reporting a violation or participating in an investigation.

Teachers are required to discuss this policy with their students at the beginning of the school year in age-appropriate ways and will assure them that they need not endure any form of sexual harassment.

Anyone at Concordia Lutheran School who is subject to or witnesses sexual harassment should immediately report such conduct to the teacher, the principal, or one of the pastors of the association churches.

Student Physical Privacy Policy

I. Purpose

In recognition of student physical privacy rights and the need to ensure student safety and maintain school discipline, this Policy is enacted to advise school staff and administration regarding their duties in relation to student use of restrooms, locker rooms, showers, and other school facilities where students may be in a state of undress in the presence of other students.

II. Definitions

“Sex” means an individual’s immutable biological sex as objectively determined by anatomy and genetics existing at the time of birth. An individual’s original birth certificate may be relied upon as definitive evidence of the individual’s sex.

III. Policy

A. Use of School Facilities

1. Notwithstanding any other Policy of the Concordia Lutheran School Board, every restroom and locker room accessible by multiple persons at the same time shall be designated for use by male persons only or female persons only.
2. In all facilities held by the Lutheran Central School Association and governed by the Concordia Lutheran School Board, restrooms and locker rooms that are designated for one sex shall be used only by members of that sex; and, no person shall enter a restroom, locker room, or shower that is designated for one sex unless he or she is a member of that sex.
3. In any other facility held by the Lutheran Central School Association and governed by the Concordia Lutheran School Board, or setting where a person may be in a state of undress in the presence of others, school personnel shall provide separate, private areas designated for use by persons based on their sex, and no person shall enter these private areas unless he or she is a member of the designated sex.
4. This section shall not apply to a person who enters a facility designated for the opposite sex:
 - a. for custodial or maintenance purposes, when the facility is not occupied by a member of the opposite sex;
 - b. to render medical assistance; or
 - c. during a natural disaster, emergency, or when necessary to prevent a serious threat to good order or student safety.
5. Nothing in this section shall be construed to prohibit the Concordia Lutheran School Board from adopting policies necessary to accommodate disabled persons or young children in need of physical assistance when using.

B. Accommodation for Students Desiring Greater Privacy

Students who, for any reason, desire greater privacy when using a facility described in subsection A may submit a request to the principal for access to alternative facilities. The principal shall evaluate these requests on a case-by-case basis and shall, to the

extent reasonable, offer options for alternate facilities, which may include, but are not limited to: access to a single-stall restroom; access to a uni-sex restroom; or controlled use of an employee restroom, or locker room. In no event shall the accommodation be access to a facility described in subsection A that is designated for use by members of the opposite sex while students of the opposite sex are present or could be present.

Mobile Communication Devices

Mobile Communication Device Policy:

Mobile communication devices (personal property, not provided by Concordia) such as but not limited to: cell phones, tablets, computers, E-Readers, Smart Watches shall not be permitted in the classroom unless specific permission has been granted by the classroom teacher or school administration. Upon permission, a student may use the device only in a manner as directed by the teacher or school administrator. The mobile communication device is to be turned off (not muted or set to vibrate) when the student enters the school building and is to remain off until 3:45pm (2:45pm on Wednesdays, or 15 minutes following dismissal for special schedules). Failure to adhere to the above policy may result in the confiscation of the device by school staff, faculty or administration. The student's Parent/Guardian will be required to retrieve any confiscated device from the school office. Student's violating this policy may lose the privilege of bringing mobile communication devices on campus.

- Personal devices used on school property are subject to the "Acceptable Use Agreement for Internet and Other Electronic Resources".
- Parents needing to contact their student during the school day should do so through the school office 309-691-8921. Please refrain from contacting a student directly during the school day as this can be disruptive to the learning environment.
- If a student needs to contact a parent/guardian during the school day they may obtain limited permission from their teacher or administration to use a mobile communication device (permission must be requested each time a student needs to contact a parent/guardian). Alternatively, a student may request to contact their parent/guardian through the school office.

Unexcused Tardiness Policy

A student is considered tardy if they are not in their classroom by the 8:30 A.M. bell. Tardiness causes a disruption to the classroom and administrative operations. Even though occasional tardiness may be unavoidable, excessive tardiness is rude and shows disrespect toward a student's teacher and classmates. When a student is going to be tardy, a phone call to the school office should be made by the parent. The parent must provide a reason for the tardiness. The following reasons are examples of unexcused tardiness: oversleeping, forgot to set the alarm, and traffic. Unexcused tardiness is not limited to these examples. In exceptional circumstances the Principal will have discretionary authority to excuse tardiness. All unexcused tardies will be recorded and tallied for the school year. Unexcused tardiness will be considered a rule violation, and shall be dealt with in the following manner:

1. 1st through 3rd tardy - the student's parent will receive a Tardy Notification.
2. 4th - the student's parent will receive a Tardy Notification form. This form must be signed by the parent and returned to the office the next school day.

3. 5th through 8th tardy - the student's parent will receive a Tardy Notification form. This form must be signed by the parent and returned to the office the next school day. The student will be issued a 30 minute detention.
4. 9th through 14th tardy - the student's parent will receive a Tardy Notification form. This form must be signed by the parent and returned to the office the next school day. The student will be issued a 60 minute detention. Further, a conference between the parent, student, and Principal may be required.
5. 15th through 19th tardy – the student's parent will receive a Tardy Notification form. This form must be signed by the parent and returned to the office the next school day. Administrative action to bring about behavior modification may include, but is not limited to: In school Suspension, Out of School Suspension, or Fines issued to the student's family. Further, a conference between the parent, student, and Principal may be required.
6. 19th tardy - a conference between the parent, student, Principal and Board of Education representative will be required. If the family is a member of one of the churches, the appropriate Pastor will also be invited. Administrative action to bring about behavior modification may include, but is not limited to: In school Suspension, Out of School Suspension, or Fines issued to the student's family. A warning will be issued that if the student is tardy again, the student may be recommended for expulsion.
7. 20th tardy—the student may be recommended to the Concordia Lutheran School Board of Education for expulsion. The Board of Education will then review the facts of the case and determine if expulsion is appropriate.

Probationary Period

Concordia Lutheran School reserves the right to reconsider the application/admission of any student during his/her first 90 days of attendance during any school year. During this probationary period, if Concordia 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 a school board representative. At any time based upon the school's inability to meet the needs of the student another placement (e.g., removal from Concordia) may be recommended. The administration will work with the family to seek proper relocation for the student, and tuition will be prorated accordingly.

Student Testing

All students at Concordia will be assessed using the Northwest Evaluation Association (NWEA), Measure of Academic Progress (MAP). MAP tests are unique in that they adapt to be appropriate for your child's level of learning. As a result, each student has the same opportunity to succeed and maintain a positive attitude toward testing. And with MAP tests, we can administer shorter tests and use less class time while still receiving detailed, accurate information about your child's growth. Each school year, students in grades Kindergarten through 8th, take the tests three times. Following each testing period, parent/guardians will receive a report showing your child's growth.

MAP Growth provides data around the typical growth for students who are in the same grade, subject, and have the same starting achievement level. This data is often used to help students set goals and understand what they need to learn to achieve their goals. Administrators can use the scores to see the performance and progress of a grade level or school.

The Illinois Assessment of Readiness (IAR) is the Illinois state achievement test given in the spring to all public school students in grades 3 through 8. The test measures a student's general math and English language arts skills. Concordia Lutheran School students receiving a scholarship through the Invest In Kids Act (Empower Illinois) shall be annually assessed in the same manner in which students that attend public schools are annually assessed pursuant to Section 2-3.64a5 of the School Code.

Grading Scale

CLS utilizes the following Grading Scale:

A+	(97.5%-100%)	C+	(79.5%-82.4%)
A	(94.5%-97.4%)	C	(76.5%-79.4%)
A-	(91.5%-94.4%)	C-	(73.5%-76.4%)
B+	(88.5%-91.4%)	D+	(70.5%-73.4%)
B	(85.5%-88.4%)	D	(67.5%-70.4%)
B-	(82.5%-85.4%)	D-	(64.5%-67.4%)
		F	(<64.5%)

CAR RIDER GUIDELINES

Morning Drop Off (8:00 – 8:25 A.M.)

- Students may enter the school at designated location between 8:00-8:25 A.M.
- Students may go directly to their locker/hook to unpacking their backpack and/or organizing their personal items. Students are not to linger at their hook/locker.
- Drop Off Locations:
 - Kindergarten through 2nd Grade students will enter the building through the rear door entrance of the East hallway. (K-2 students will be dismissed directly from their classrooms.)
 - 3rd through 5th Graders will be dropped off at the rear of the building and enter through Gym B (door located in the corner of the old gym and the library).
 - 6th through 8th Graders will be dropped off on the Westside of the building and enter through the door leading to the Commons (entrance nearest the school garage)
- Drop off will be a continuous car-line at each location.
- When the vehicle comes to a stop, students should be ready to exit the vehicle in an efficient and safe manner (please be respectful of others in the car-line, do not be a delay to others, do not rush others).
- Students must enter the building through their grade level designated entrance.
- Families that need to drop students off at multiple locations should do so in the following order:
 1. Westside (Jr. High)
 2. Rear East hallway (K-2)
 3. Rear Gym B (3-5).
- Any student arriving after 8:30 A.M. is to enter at the office and must check in at the office.

After School Pick Up (3:30-3:45 P.M. / Wed.- 2:30-2:45 P.M.)

- Students will remain in their homeroom until their ride arrives at Concordia.
- Students will exit the building from the same door they entered in the morning (exception 6th-8th grade student with younger siblings).

- You will be provided a sign with your students name to place in your car window, as you pull into the school parking lot a staff member or volunteer will radio the classroom to have your student released.
- If you are picking up a student in the 6th-8th grade, please park in the West parking lot and wait for you student. If you are picking up students from multiple hallways, proceed to the rear of the school and ALL your students will meet you in the rear parking lot. Your 6th-8th grade student will exit from the main Commons doors.
- If you are picking up a student in Kindergarten through 5th grade, please park in the rear parking lot and walk up to meet your student(s) at the sidewalk and escort your student(s) to your car.
- Please act in a safe and kind manner, pick up is anticipated to be congested, and will require patience (consider arriving closer to 3:40 to avoid the rush). Remember, we are all part of the Concordia family!

After School Walkers

At 3:45 P.M. (or as soon as all other students have been released from their homeroom). Students that are expected to walk home will be escorted out of the building, supervised by their homeroom teacher as they exit school property. If a student needs to cross Glen Avenue, an adult will escort them across Glen Avenue.

Cougar Actions

- Come ready for academic success
- Only act in a very respectful manner
- Use the JOY model (Jesus-Others-You)
- Give my gift and talents back to God
- Accept responsibility for my words and actions
- Respect the differences in others
- Show God's love to everyone I meet

COUGAR Strive To Be...

- † **Be Respectful**
- † **Be Responsible**
- † **Be Safe**

Discipline Plan

"We believe optimal student achievement (academic and behavior) can be attained by utilizing a proactive systems approach for creating and maintaining a safe and effective learning environment."

The Concordia Lutheran School Board of Directors, the staff, parents, and students must desire to work together in developing the most God-pleasing Christian learning environment possible. With God's help, everyone's cooperation, and prayers we will achieve this blessed goal.

God set forward a model of discipline in Matthew 18. As a Christian Day School (administrator, teachers, parents, and Concordia Lutheran School Board of Directors) have adopted Biblical procedures for addressing concerns that arise with any of our members. A concerned individual should first approach and try to resolve his or her concern directly with the other party whether it be a teacher, the administrator, or another person. This encounter is always to be founded in love and concern for our fellow Christians. If the concern persists, the next step is to have two or more of our

fellow Christians approach the other party to address the concern. We do this in the school setting with the parent, teacher, administrator conferences. If these conferences are not effective, the final step is for the matter to be brought forward to the whole membership. In the case of the Christian Day School, the matter is brought to the Board of Education, through the Executive Committee, as the governing authority.

As sinful humans, we will not lead perfect lives. Hebrew 12:11 shares with us a proper understanding of the need for application of Law and Gospel "For the moment all discipline seems painful rather than pleasant: later it yields the peaceful fruit of righteousness to those who have been trained by it." Good self-discipline begins in the home and is continued in school. Concordia Lutheran School is an extension of the home and serves as a parent (in loco parentis) during the school day. We have incorporated these Biblical principles in our six-step process for conflict resolution. The steps are set forth below:

1. Teacher-Student
2. Teacher-Student-Parent
3. Teacher-Student-Administrator
4. Teacher-Student-Parent-Administrator
5. Teacher-Student-Parent-Administrator-Board Representative
6. Teacher-Student-Parent-Administrator-Board Representative –Concordia Lutheran School Board of Directors

Please see the "Statement of Belief for the Lutheran Central School Association of Peoria, Illinois" and "CLS Christian Code of Conduct"
Individuals will be held accountable for behavioral choices based on these guiding statements.

Administrative Consequences

All of us have the same goals and desires, we are all striving and working diligently to provide our children a safe, quality, Christian education. We may run into situations that require loving guidance and correction, and we will follow the communication steps outlined below. Students sent to the Principal's office will receive a discipline report form from the homeroom teacher or co-curricular leader. The Principal will counsel with the student, and confer with the parent via phone or email. The Principal keeps a discipline log on each child that is sent to the office.

When the school administrator is alerted to discipline situations or events that occur outside the normal school day that involve Concordia students, action may be taken. Students who exhibit conduct unbecoming a Christian outside the normal school day hours and are involved with the activities that damage school property, harass staff, or damage the school's reputation by such conduct will be disciplined according to the six step plan. Regular due process will be followed as delineated by the "Discipline Plan".

Disciplinary action taken by the administration may include but are not limited to:

- Detention
- In School Suspension, up to and including 5 days (With or without credit, TBD)
- Out of School Suspension, up to and including 5 days (With or without credit, TBD)

- Required evaluation from a healthcare provider
- Recommendation for expulsion
- ◆ Special interventions and consequences may be implemented as warranted by individual situations.
- ◆ A student under Administrative Action may be denied permission to be on property of Concordia Lutheran School or attendance at any school sponsored activities.

Incidents involving bringing a weapon to school, drug use, bringing any type of physical harm to another student (i.e. making physical contact, threats, hitting, kicking, fighting etc.) or immoral activity unbecoming a Christian (i.e. cheating, stealing, telling lies, swearing, using foul language, public disrespect for authority figures etc.), are considered by administration and the CLS Board of Directors to be very serious and will be addressed on a case by case scenario.

From time to time parent/guardians may request actions that would impede the execution of duties by Administration, and the CLSBD. Such requests may hinder a timely resolution and endanger our school community. Such requests will be denied. Two such common requests are:

1. “No one is to speak to my student without a parent (or guardian) present.”

Concordia will not restrict school personnel from performing their duties due to such a request. The duties of school personnel include ensuring the safety of all persons in our school building, as well as to ensure that an orderly classroom environment, conducive to learning, is maintained.

As such, it is to be recognized by parents and students that in the execution of these duties, school personnel will on occasion need to speak with students, this may include the student being called to the school office to speak with the Principal.

This action is taken within the bounds of “In Loco Parents”. Additional information regarding this legal persistence can be request from the Principal.

School personnel will execute their duties in a timely manner to ensure the safety of all persons in our school building, as well as to ensure that an orderly classroom environment, conducive to learning, is maintained.

A parent or guardian will not be permitted by the Concordia Lutheran School Board of Directors or the Administration to obstruct the process by which school personnel are charged to execute their duties.

CONFERRING RIGHTS

Sir William Blackstone, in 1769, captured this shared responsibility when he articulated the doctrine of in loco parentis, literally “in the place of the parent.” Blackstone asserted that part of parental authority is delegated to schoolmasters. Pursuant to this common-law doctrine, parents, in effect, delegate to schoolmasters the powers of “restraint and correction” that may be necessary to educate their children.

Blackstone referred to the schoolmasters who were often the sole individuals responsible for the education of children.

The modern analogy is that of schools and their staffs. Schools assume custody of students and, at the same time, the students are deprived of the protection of their parents. In effect, the schools act in place of the parent or instead of the parent—in loco parentis. This status is legal and not just descriptive. For example, an appellate court in New York, in *Garcia v. City of New York* (1996), held that schools, once they take over physical custody and control of children, effectively take the place of their parents and guardians.

2. “I want to know what action(s) are being taking regarding other students involved in this situation (students for which an individual does not hold legal guardianship)”.

Under the Family Educational Rights and Privacy Act (FERPA), Concordia cannot release the education records (including Student grades • Immunization & health records maintained by the school • Disciplinary records • Student progress reports • Academic or physical testing results • Grade point average • Attendance records) without the consent of parent(s) of any student.

Concordia will not disclose disciplinary consequences pertaining to an individual to anyone other than that student’s legal guardian, school personnel responsible for overseeing that disciplinary actions are carried out, the CLSDB as it pertains to the execution of their duties, and when appropriate law enforcement officers or officers of the court.

FERPA gives parents the right to: 1. Prevent the disclosure of personally identifiable information from their education records without consent; 2. Access to review and inspect their student’s education records; and 3. Request correction of these education records.

Students who fail to comply with disciplinary action ascribed by a teacher or administrator may be subject to additional disciplinary action. When Administrative Actions for an egregious incident are determined necessary, the administrator of Concordia Lutheran School may alert and/or consult the CLS Chairperson and the appropriate committee(s) regarding the incident and the Administrative Actions taken in response to the incident.

Appeal Process

A parent or guardian may appeal Administrative Action through the following process:

- A written request to appeal current administrative action is to be submitted to the CLSBD Chairperson within 48 hours from the time the parent or guardian was notified of the Administrative Action. The request should clearly and concisely state your grievance. The request should also include a statement pertaining to any specific resolution you are seeking.
- Once a written request is received, the Executive Board of the CLSBD will review the request and determine if the appeal is to be heard by a subcommittee appointed by the CLSBD, if a special session of the CLSBD will

be held to hear the appeal (appeals are not heard at regular CLS Board meetings), or the request may be denied. You will be notified in writing of the Executive Board's decision.

- If an appeal hearing is granted the CLSBD Chairperson will determine a date, time and location for the meeting.

Rules for Outside

- No rough play
- Stay within playground limits
- No ball kicking or throwing against the building
- No kicking of balls while on the blacktop during good weather
- Soccer playing is allowed on blacktop during bad weather, but no soccer balls may be kicked over children's heads
- No games of tag are to be played on the playground equipment
- Jump ropes are to be used for jumping only
- Children must receive permission to retrieve balls which go beyond the playground boundaries-one person only
- Children are to stay away from parked cars and other vehicles
- Children are to use the ladder for the slide and go down seated
- No candy, gum or food is to be brought out of the lunch room
- Children are not to go above waist level while on horizontal ladder
- No playing is allowed in front of school or on the west parking lot (unless special permission is granted by administration or teacher)
- Children are to stay away from classroom windows
- No unnecessary traffic in and out of the building during recess periods
- Do not leave play area, without asking Supervisor for permission
- No bouncing or throwing of balls is allowed after the ending recess bell
- Movement in and out of school building should be in designated areas (tight lines, single file, in/out on the right side with no talking)
- No sticks or wood chips should be picked up at any time from the playground or school yard
- Swings – no pushing of other students, no jumping out of the swings, no twirling of the swings and no running between the swings is allowed. Wait your turn in the grassy area outside of the wood chips.

Late Work Policy (3rd-8th grade)

The 3-8th grade instructors believe that homework is a vital and necessary extension of classroom instruction. We will strive to make homework valuable, as we know your time is valuable. We will also do our best to communicate with each student, parent, and with each other concerning assignments and tests. We expect that when homework is assigned it will be completed by the due date (by the class period it is due). The guidelines will be followed by the 3-8th grade instructors concerning late work:

If an assignment is not submitted by the assigned due date and time following the procedures as defined by the teacher, the assignment is deemed late. The assignment is still due and expected to be submitted upon its completion. Parents are encouraged to regularly view their student's grades on Gradelink. Parents should note any late assignment will be assigned a grade of Incomplete on Gradelink. Students who need additional time or assistance after-school need to make arrangements with the classroom teacher.

All late assignments are subject to a grade deduction. For an assignment turned in within 24 hours following the due date the instructor may deduct 10% off the grade earned per the grading rubric. For an assignment turned in 24-48 hours following the due date the instructor may deduct 20% off the grade earned per the grading rubric. Any assignment submitted after two days will receive a maximum grade of 64%

Any assignment not submitted after 10 days, or prior to the end of the quarter in which it was due will be recorded as a zero.

The classroom teacher will schedule a student - parent - teacher conference for students with habitual late work.

Absence due to illness or family emergency will be dealt with in a timely fashion. For general absences (illness) the student will receive one day for each consecutive day absent to make up the late work. The school discourages extended absences for trips/vacations during the school year.

Cheating and Plagiarism Policy

As a Christian School, cheating of any kind will not be tolerated. Students are expected to use their own God-given talents and abilities and perform to the best of their abilities. Any work produced as the result of cheating may be given no credit (0%). Students knowingly provide answers or work to another student are subject to the same discipline as the student that has been found to be cheating. Parents shall be notified and the student may be referred to the principal for administrative consequences.

Midweek Service and Catechesis Homework Policy

The congregations of the Lutheran Central School Association of Peoria Illinois offer Advent, Lent and other possible midweek worship services and catechesis. When these services or classes are offered, it is our prayer that students and their families will attend and participate in worship and catechesis. So that homework is not an excuse for absence, it is the policy of Concordia Lutheran School to assign minimal homework on these evenings.

Dress Code

The following guidelines are set as a standard for the students of Concordia Lutheran School. The purpose of this dress code is to provide a framework that will be God pleasing and conducive to a Christian educational environment. The Faculty and Administration of Concordia Lutheran School will make a determination as to what is acceptable for all subjective decisions. While the Faculty and Administration of Concordia Lutheran School will do their best to be consistent, body type and the age of the student may impact the practical application of these guidelines. The best practice to assure that we are able to maintain student dress that is God pleasing and conducive to a Christian educational environment is to have the support and cooperation of our students, parents, and guardians. Adherence to the purpose of this dress code will significantly diminish the need for an extensive list of what is and what is not acceptable. Such adherence will decrease conflict and enhancing a spirit of community.

The following basic dress and appearance guidelines will be enforced on all school days:

General

- Dress and appearance should be comfortable and modest.
- Clothing must not be disruptive to the educational process; clothing must not display offensive or suggestive words or symbols, sexual connotations, or any clothing that would be viewed as promoting, endorsing or advertising in any way alcohol, drugs, tobacco products or any illegal substance or promote political views; clothing must not display words or symbols promoting weapons or violence of any type.
- All clothing must be in good repair with no fraying, tears, rips or holes.
- Undergarments must not be visible throughout the range of “expected” body movements:
 - “Expected” body movements in an educational environment (classrooms & hallways) are movements such as, but not limited to, standing, sitting, walking, and retrieving items from a locker.
- Hairstyles are to be neat and must not be disruptive to the educational process; hair must remain out of student’s eyes.
- No earrings for boys.
- No excessive makeup or jewelry for girls; no visible piercings other than ears for girls.
- No ear gauges are permitted for any student.
- Shoes must be worn at all times: no backless shoes, no “Heelys,” or “Skele-Toes” style shoes, non-marking soles only; socks as appropriate.
- No open-toed shoes during P.E. or on the playground.
- No head-covering may be worn indoors. Hoods must remain off of the head when indoors.
- No tutu type fabric permitted.

Tops

- All shirts must be long enough to extend past the waistband throughout the range of “expected” body movements.
- Shirts with buttons must remain fully buttoned with the exception of the top button.
- No open or V-neck top will be permitted without the appropriate school dress code compliant undershirt.
- No sleeveless tops (i.e. spaghetti straps or tank tops) will be permitted. Shoulders must be covered.

Bottoms

- All bottoms (shorts, skirts, and dresses) must not rise more than 3” inches above the knee throughout the range of expected body movements.
- No pajama bottoms will be permitted.
- No words or standalone designs on or across the seat of bottoms will be permitted.

Uniform Dress (Monday-Thursday)

Tops

- Any collared shirt; including, but not limited to, polo shirt, oxford style shirt, blouse, or turtleneck.
- All shirts must be tucked in.
- Shirts must be long enough to remain tucked in throughout the range of “expected” body movements.
- Cougar Pride Sweatshirts (Hoodies or Crewneck) are permitted, must be worn over a shirt that is dress code compliant.
- Sweaters (pullover or sweaters designed to be worn as a top) may be worn.
See above - No open or V-neck top will be permitted without the appropriate school dress code compliant undershirt
- Sweaters, and Cardigans (cardigan or cover-ups, designed to be worn over a shirt) must be worn over a shirt that is dress code compliant.

Dresses/Jumpers

- Any color/patterned dress. Dresses must have sleeves, or be worn over a dress code compliant collared shirt.
- Any color/patterned jumper. A jumper must be worn over a dress code compliant collared shirt.

Bottoms

- Bottoms include any color/patterned pants, capris, shorts, skirts and skorts.
- Jeans may be worn (no fraying, tears, rips or holes).
- No sweatpants, athletic style pants or athletic style shorts will be permitted.

Chapel Days and Field Trips

** Administration may modify dress code for Chapel Days and Field Trips at the teachers' request*

Tops

- Students are required to wear a collared shirt that is a solid maroon color; including, but not limited to, polo shirt, oxford style shirt, or blouse.
- All shirts must be tucked in; shirts must be long enough to remain tucked in throughout the range of “expected” body movements.
- A maroon, black or white sweater may be worn over a dress code compliant collared shirt.
- Fleece or sweatshirts of any type are not to be worn during chapel.
- Cougar pride sweatshirts and fleece outer wear may be worn before or after chapel and on field trips and must be worn over a dress code compliant collared shirt.
- No Cougar pride t-shirts are permitted on chapel days or on field trips.

Dresses/Jumpers

- Dresses must be maroon and solid in color. Dresses must have sleeves, or be worn over a dress code compliant collared shirt.
- Jumpers must be a solid color and be worn over a dress code compliant maroon shirt.

Bottoms

- On chapel days and field trips bottoms must be solid colored pants or shorts in khaki, navy, black or grey.
- Uniform style bottoms only (i.e. chino or Docker style).
- No jeans or pants that mimic jeans in any color shall be worn on chapel days or field trips.

Casual Days

- Unless otherwise noted, all Fridays will be designated as “Casual Days”. All general dress guidelines will be enforced on Casual Days.
- Students are welcome to wear standard uniform and chapel dress in addition to:
 - Appropriate t-shirts. Shirts do not need to be tucked in.
 - Athletic shorts or pants.

Students are encouraged to show their Cougar Pride on Casual Days! Wear your Cougar pride t-shirts & sweatshirts! Shirts that represent a onetime or an annual event that a Concordia sponsored student or group of students participated in; such as camps, tournaments, competitions, performances or other co-curricular activities are also encouraged.

Administration may declare special dress days as deemed appropriate.

It is expected that all students will adhere to the dress code for the entire school day.

The Administration will be the final authority on dress code violation.

Special Dress Code Note for E-Learning or Remote Learning

Students engaged in E- Learning or Remote Learning are expected to follow dress code.

Co-Curricular Activities

Concordia offers many great opportunities in which students may participate during the year including, but not limited to:

Spelling Bee

Students in each 5th through 8th grade classroom will compete in a spelling bee contest. Two students will be selected from each class and then a school contest is held for a champion and runner-up.

Geography Bee

Students in each 4th through 8th grade classroom will compete in a geography bee contest. Two students will be selected from each class and then a school contest is held for a champion and runner-up.

Scholastic Bowl

The Scholastic Bowl is a team sport in which a person's mental rather than their physical ability is utilized. Teams of five students from various schools compete against

each other to answer questions in areas such as math, science, social studies, literature, grammar sports, music, art and consumer economics. Concordia student in 5th-8th grades are eligible to participate in Scholastic Bowl. The season begins in early January and runs through April.

Concordia Lutheran School Lutheran Junior Honor Association

Membership is available to any seventh or eighth grade student that meets chapter requirements.

- The minimum standard for scholarship shall be a cumulative GPA of 3.4 or the equivalent standard of excellence.
- Candidates shall then also be evaluated based upon discipleship, service, and leadership.
- Selection of members shall be by a majority vote of the faculty panel.
- Prior to announcement of new members, the Chapter Advisor shall review with the principal the results of the Faculty Panel decisions.
- Both selected and unselected students shall be notified of decisions.

Choir Program

There are general grade choirs that meet once a week for rehearsal as part of their classroom schedule. Grades K-5 participate in these choirs. The main purpose is to introduce the children to choral experience. These Choirs sing their selections for our chapel services during the year. The 4-5th grade students have an opportunity to join a contest choir. The main goal is to continue choral techniques. They also sing selections for chapel worship and sometimes as music at our churches. The 6-8th grade students have the opportunity to sing in the Concordia Chorale. This group continues their choral techniques through more complex music while preparing musical selections for the Illinois Grade School Music Association District Contest and, if selected, the State Contest. They also sing these selections for chapel worship and sometimes as music at our churches.

Band Program

Band recruitment is at the beginning of each school year. All fourth graders and any fifth, sixth, seventh, or eighth grade students interested in the Band program are introduced to all available band instruments, as well as the entire Band program. The Band Director and a representative from a local music store provide the demonstration of instruments. Children are asked to discuss the possibility of being in the Band program with their parents. A parent's meeting follows which explains the Band program and parents are given an opportunity to rent an instrument for their child at the end of the meeting.

Concordia School charges a fee to belong to the Band (refer to Concordia School registration fee). This fee pays a portion of the salary of a professional music educator, the Band Director. Each child in the program receives a one-half hour group lesson per week during class time. Rehearsals are one to three times per week before school. Extra rehearsals, parades, concerts, and any other performances that the Band or the Director is involved in are included in the overall monthly fee. Checks for the Band fee are to be made payable to Concordia Lutheran School and sent to the school office.

Concordia may offer the following (offerings are dependent upon student participation/interest).

Cadet Band: group where all first time band musicians learn to play their instruments

Concert Band: all band students who have completed Essential Elements Method Book

Marching Band: meets during the fall semester and is required of every member of the Concert Band

Honor Guard: the flag bearing unit for the marching band

Drum Majors: 7-8th grade leader(s) who are chosen by the director to serve as an aid to the director.

Strings Program

The Concordia String Program is open to all K-8 students who wish to learn to play a stringed instrument (violin, viola, cello, or bass). Parents are encouraged to attend lessons. This is especially important for parents of beginning students. When parents do not understand how to help their child practice at home, the rate at which the basic skills are mastered slows considerably. Each student will receive a weekly lesson in a small group setting. Lesson time will generally be spent on developing tone and musicality, hearing prepared material, previewing new material, and review. Students are expected to prepare for their lessons through daily practice and listening.

Concordia School charges a fee to belong participate in the string program (refer to Concordia School registration fee). Checks for the strings fee are to be made payable to Concordia Lutheran School and sent to the school office.

Strings Lessons

Athletics

Our athletic program is separate from the physical education program at our school and was established to encourage Christian fair play, sportsmanship, physical fitness, and self-confidence. Sports for boys and girls are offered throughout the year and they currently are as follows (programs offered may vary depending on student/parent interest):

BOYS:

Soccer	Grades 1 - 8
Cross Country	Grades 5 - 8
Golf	Grades 5 - 8
Basketball	Grades 5 - 8
Track	Grades 5 - 8

GIRLS:

Soccer	Grades 1 - 8
Volleyball	Grades 5 - 8
Cross Country	Grades 5 - 8
Golf	Grades 5 - 8
Basketball	Grades 5 - 8
Cheerleading	Grades 7 - 8
Track	Grades 5 - 8

Co-Curricular Eligibility

Participation in Co-Curricular activities at CLS is a “privilege” each student enjoys, rather than a “right”. In order for students to realize their full potential they must commit to a lifestyle that promotes a Christian attitude toward others, along with physical and mental fitness. Therefore, the following Eligibility policy has been established to guide students who represent CLS in co-curricular activities, clubs, and organizations.

Students in grades five, six, seven, and eight are subject to this policy. Fourth grade students may be subject to the policy, or an alternative program/policy, at the discretion of the Principal.

Students participating in extracurricular activities must be passing all core subjects (No “F” average in any core subject) to be eligible. Core subjects are defined as those subjects which are “single-” or “double-weighted”. Students participating in extracurricular activities must also maintain a minimum, overall, cumulative GPA of 2.00 at all times. The GPA will be computed by using a numeric system where an “A” equals 4 points; a “B” equals 3 points; and so on. A student’s eligibility will be reviewed every two weeks.

If a student does not meet the eligibility requirements at the end of every two weeks, he/she will be placed on probation for the following two weeks. At the end of that time, the grades of each student on probation will be reviewed. If the student fails to meet eligibility requirements during those two weeks, the student is then placed on academic ineligibility for two weeks. At the end of this time, the academically ineligible student will either become eligible or the student may be dropped from participation in that extra-curricular activity and/or may not receive the participation award for that activity (i.e., letter, pin, trophy, flag, etc.).

The eligibility check will be on Fridays and will determine the student’s eligibility for the following Monday (of the first week) through Sunday (of the second week). During shortened weeks, eligibility will be checked on the last day of student attendance of that week. When a student is ineligible, the student may not participate in a contest or performance, but may attend. Students who are ineligible may participate in practice with the approval of both the parent and coach.

On Fridays by 9:15 A.M. grade reports will be run for extra-curricular students. A list of students in extra-curricular activities who are on probation and/or are ineligible (F in a Core Subject or an overall GPA of less than 2.00) is provided to all faculty members to review the grades and confirm. A parent letter will be sent home to inform the parents of any student who is on probation or is ineligible.

At times a student may face challenges in the classroom, which are simply beyond his or her academic ability or face a difficult personal situation. The faculty and staff understand these individual situations. At Concordia, every effort is made to assist all students who are in these situations. The appropriate faculty members will consider those students who find themselves in this position. The Administration will have the final say in all eligibility determinations.

- Probation= Student may fully participate in extracurricular activities. Probation is meant to be a warning that the student is struggling academically.

- Ineligibility= Student is to be given the opportunity to focus on academics. When a student is ineligible, the student may not participate in a contest or performance, but may be expected to attend. Students who are ineligible may participate in practice with the approval of both the parent and coach.
- Parents are strongly encouraged to frequently monitor student academic progress through the use of Gradelink.
- Parents are encouraged to contact your student's teacher at the beginning of each eligibility period.
- Parents play a critical role in student success and are encouraged to be active participants in the eligibility process.

Conduct Eligibility

Each student has the responsibility of being a leader in the school. If the conduct of any student is unacceptable according to the behavior guidelines stated in the handbook, or such that it impairs the efficient working of the school, then ineligibility may follow as a consequence. Conduct should reflect Christ in all that is done.

1. Consideration for conduct ineligibility may be brought to the Principal by any member of the staff (teachers, coaches, cooks, janitors, pastors, or secretary). If the Principal determines that action may be needed, the issue will be brought forward for a decision.
2. A decision will be made by the Principal, in consultation with homeroom teacher in order for conduct ineligibility to be declared.
3. Conduct ineligibility for practices, games, or events will remain in effect for a period of one week or more if deemed by the Principal.
4. An ineligible student will be given a REQUEST FOR CHANGE OF ELIGIBILITY STATUS form within 3 days of the end of the ineligibility period. This form must be completed in order to become eligible.
5. Parental line of appeal, see "Appeal Process" following "Administrative Consequences"

Permission for Publication of Student's Photographs and Works

Concordia Lutheran School maintains a website, Facebook page, and other means of communicating information and public relations for our school. From time-to-time Concordia may publish examples of student projects, photographs of students, and other work on its website, or by other means of distribution, for these purposes. This is a great way for out of town friends and family to keep in touch with the events at Concordia Lutheran School.

Parents with questions regarding this policy should contact CLS administration.

Special Awards

Concordia Lutheran School awards two distinct academic honors upon graduation (8th grade). These honors and the respective criteria are as follows:

Valedictorian

The Valedictorian shall be the student attaining the highest grade point average in core academic subjects during the last 6 semesters of study in grades 6-8. At least four of the six semesters must be completed at Concordia. (The final semester will be concluded two weeks prior to the final school day.)

Salutatorian

The Salutatorian shall be the student attaining the second highest grade point average in core academic subjects during the last 6 semesters of study in grades 6-8. At least four of the six semesters must be completed at Concordia. (The final semester will be concluded two weeks prior to the final school day.)

If two or more students have attained the identical grade point in the core academic subjects during the last 6 semesters of study, there may be co-valedictorians or co-salutatorians.

The valedictorian and salutatorian (or co-valedictorians and co-salutatorians) shall be invited to give an address at the graduation ceremony for Concordia Lutheran School.

Additional awards for graduating students include:

American Leadership: 1 boy and 1 girl are chosen by their peers and approved by the Jr. High Faculty and Administration.

Concordia Christian Citizenship Award: 1 boy and 1 girl are chosen by the Jr. High Faculty and Administration.

Concordia (Robert Warren) Athletic Scholar Award: Coaches nominate 1 boy and 1 girl, final selection is made by the Jr. High Faculty and Administration.

President's Award for Educational Excellence: This award is presented to the 8th grade students with a grade point average of 3.5 on a 4.0 scale, and has earned high achievement in reading or math on a Nationally-Normed Achievement Tests.

Government Award: This award is presented to the 8th grade student with the highest score on the Illinois and United States Constitution tests. In the case of a tie, the student with the highest daily grade will receive the award.

Additional Special Awards

Presidential Council on Physical Fitness Award: The National award is given to students in 3-8th grades who achieve at least 50% on all of the 5 fitness tests. The Presidential award is given to students in 3-8th grade who achieve 80% or higher on all 5 fitness tests.

Library

- LIMIT:** Kindergarten through 1st grades--1 book per week
All other grades--2 books per week (exceptions made for special projects).
- OVERDUES:** Books not returned to the library on library day will be considered overdue.
- FINES:** \$.40/day fines do not accrue on weekends, holidays, and regularly scheduled days off (snow days, conference days, etc.) In case of illness, you must notify the librarian in writing when the book is returned as the library does not track student sick days.
- BILLING:** Fines will be totaled monthly and turned over to the front office to be included on the billing statement. All payments should be made to the front office (wooden mailbox). Do not send money to the library.
- RETURNING BOOKS:** Books returned early to school should be placed in the designated baskets in the classroom. Overdue books should be returned to the library as soon as possible.
- RENEWALS:** Renewals are always honored unless there is a waiting list for the item. Renewals must be re-stamped.
- LOST:** Books lost or damaged will result in a replacement fee of \$5.00/magazine, \$12.00/paperback, \$17.00-\$22.00/small hardback, \$22.00-\$27.00/medium hardback, \$37.00/large hardback or retail for a large book. Families may choose to replace the book in lieu of payment.

Honor Roll

Students in grades 6, 7 and 8 are eligible for the Honor Roll during each quarter of the school year. In order to achieve High Honors a student must receive a 3.75-4.00 grade point average during the quarter. To achieve the Merit Honor Roll a student must receive a 3.25-3.74 grade point average (An A=4, B=3, C=2 etc. for value points of all subjects, except Algebra and Advanced Math (6&7) where A=5, B=4, C=3) *See Math Placement. The following system is used at Concordia to "weigh" the specific subjects in the curriculum:

Double Weighted Subjects: Religion, Math, Science, Literature, English, and Social Studies, Technology.

Single Weighted Subjects: Memory, Physical Education, Health (8th)

Non Weighted Subjects: Band, Orchestra, Music, Art, Spanish

The following is an example of a computation to determine a student's G.P.A.

<u>Subject</u>	<u>Grade</u>	<u>Value</u>	<u>Total</u>
Religion	A	4x2	8
Memory	B	3x1	3
Literature	B	3x2	6
English	A	4x2	8
Math	B	3x2	6
Soc. Studies	A	4x2	8
Science	A	4x2	8
Health	B	3X1	3
P.E.	B	3x1	3
Computer	A	4x2	8
	TOTAL:	17	61

Divide 61 by 17 = G.P.A. of 3.6

This student would be on the Merit Honor Roll for this quarter's grades.

Math Placement

In order to be placed in the upper level math class (Advanced Mathematics grades 6&7, Algebra grade 8), the following guidelines will be followed:

- Four Quarter average from previous academic year must be 87% or higher
- RIT score from previous spring session on the NWEA MAP test: 225 or above for a 6th grade placement of Advanced Mathematics, 230 or above for a 7th grade placement of Advanced Mathematic, 235 or above for an 8th grade placement of Algebra.
- Recommendation of the math instructor

Students' placement will be reviewed 21 days after the beginning of the current school year. Students' with a math grade average below 83% will be placed on probation. If this grade is not brought up to a minimum of 83% at the quarter, the student will be placed in the regular level class.

Billing

Registration

Fees are due at registration and must be paid before the child is permitted to attend school. Registration fees are non-refundable.

Tuition

Tuition shall be paid using one of the following payment options

1. Annual – all payments must be paid by September 1st.
2. Semi-Annual – Half of the tuition must be paid by September 1st, The other half shall be billed on the January statement and shall be due within thirty days.
3. Automatic Monthly Bank Withdrawal (ACH) – Parents may choose the number of months over which to spread the payments. All tuition, however, must be paid in full by June 30 each year.

Co-Curricular Fees

- Fees for Band/Strings are non-refundable and are paid each semester to the school using one of the above options listed for payment of tuition.
- A Fee for 6th-8th grade elective choir is established as a part of our annual budgeting process. This fees shall be billed to families on their monthly statement and is due within 30 days of the statement date.
- Athletic fees are set as a part of our annual budgeting process and vary by activity. Fees will be billed to families at the beginning of each season. They shall be due within 30 days of the statement date.

Miscellaneous Fees

All other fees such as lunch charges, music fees, library fines, field trips, PE uniforms, book purchases, etc. will be billed to families on monthly statements. They shall be due within 30 days of the statement date.

A finance charge of 1% of the outstanding balance will be assessed for any account that has a balance over 30 days.

If a Family account balance exceeds \$300.00 for more than 60 calendar days, a special payment agreement will be developed by the Office Manager. The Office Manager will solicit input from the family and the administration with regard to the specifics of the special payment agreement. All special payment agreements are subject to approval by the Finance Committee of the Concordia Lutheran School Board prior to implementation.

The eighth grade diploma, may be denied until all monies (tuition, fees, fines, etc.) due to the school have been paid.

Hot Lunch Program

Concordia participates in the Federal Hot Lunch Program. Hot lunches are served daily, with the exception of half days. The menus are published weekly in the Cougar Prints, as well as monthly on the website and Concordia School Peoria APP.

Hot lunches are ordered per the process as defined by your student's homeroom teacher. Student lunch costs are managed using a pre-paid credit program. Hot lunch for students (includes one drink) will cost \$4.75 for the 2022/2023 school year. Lunches include a carton of milk. Please note that the Federal Hot Lunch Program requirements state that all Hot Lunches are to include a **milk**. Juice or water cannot be substituted for milk without documentation on file in the school office and kitchen that a student has a milk intolerance. **Extra** milk, juice or bottled water is available for \$.40. Guest lunches will cost \$5.25 as mandated by the ISBE. Lunch periods serving 6th-8th graders have optional a la carte items available in addition to the meal.

Each student is issued a PIN number (which will be retained by the teacher), and as food is selected the amount will be deducted from the existing credit. Notices will be sent home when the balance gets below \$15.00 so parents will be aware how much is remaining. If a lunch balance drops below -\$30.00, the balance may be placed on the family's monthly statement and be reviewed by the CLS Finance Committee.

Payments to your family lunch account can be made in the school office or on the Concordia School Peoria APP. Checks should be made payable to Concordia, and can be dropped in the locked box outside the front office or left with the Office Manager. Please write clearly on the memo line of your check that it is to apply to lunch. Funds can also be added to your family lunch account through the Concordia School Peoria APP. To pay using the APP click on the Parent Resource tab, then go to Payments, select Lunch Account. Please be aware that the APP designer does add a convince fee when making payments through the APP. Each student has an individual PIN #, but only one payment needs to be made per family.

Existing balances can be checked online at www.ezschoollpay.com. You will need your child's PIN # to do so. If you have questions, call Mrs. Brewer in the office at 691-8921.

Students may bring a sack lunch and still purchase a drink (\$.40).

Free or reduced price lunches are available per the yearly Federal guidelines.

Applications are available in the office.

Family Privacy and Confidentiality

Concordia Lutheran School adheres to the regulations set forth in The Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g; 34 CFR Part 99). It is recognized that:

Parents or legal guardians have the right to inspect and review student's education records maintained by the school.

Parents or legal guardians have the right to request that a school correct records which they believe to be inaccurate or misleading. If the school decides not to amend the record, the parent or or legal guardian then has the right to a formal hearing. After the hearing, if the school still decides not to amend the record, the parent or legal guardian has the right to place a statement with the record setting forth his or her view about the contested information.

Concordia requires written permission from the parent or legal guardian in order to release any information from a student's education record.

Concordia may disclose records, without consent, to the following parties or under the following conditions (34 CFR § 99.31):

- School officials with legitimate educational interest;
- Other schools to which a student is transferring;
- Specified officials for audit or evaluation purposes;
- Appropriate parties in connection with financial aid to a student;
- Organizations conducting certain studies for or on behalf of the school;
- Accrediting organizations;
- To comply with a judicial order or lawfully issued subpoena;
- Appropriate officials in cases of health and safety emergencies; and
- State and local authorities, within a juvenile justice system, pursuant to specific State law.

Concordia may disclose, without consent, "directory" information such as a student's name, address, telephone number, date and place of birth, honors and awards, and dates of attendance. However, schools must tell parents and eligible students about directory information and allow parents' and legal guardians' eligible students a reasonable amount of time to request that the school not disclose directory information about them. Concordia notifies parents and legal guardians annually of their rights under FERPA, by inclusion in the CLS Family Handbook.

Allergy Management Policy

As outlined in the mission of Concordia Lutheran School (CLS), CLS is committed to providing a safe and nurturing environment for students. The Concordia Lutheran School Board of Directors recognizes the increasing prevalence of life threatening allergies among school populations. Understanding that the risk of accidental exposure to allergens can be reduced in the school setting, CLS is committed to working in cooperation with parents, students, and health care providers, to minimize risks and provide a safe educational environment for all students and staff. The focus of the allergy management plan shall be on prevention, education, awareness, communication and response as outlined by an emergency action plan (EAP).

Included in the goals of the food allergy management policy is to maintain the health and protect the safety of individuals who have life-threatening allergies in ways that are developmentally appropriate, promote self-advocacy and competence in self-care and provide appropriate educational opportunities.

Points of emphasis regarding Allergy Policies

- Food items brought to school with the intent to share (birthday treats, classroom parties ...) must be in their original commercial packaging.
- Foods containing peanuts and tree nuts are not permitted in any classroom.
- Food items brought to school with the intent to share (birthday treats, classroom parties ...) must have a label listing all ingredients.
 - *Read labels carefully, look for phrase like "Processed in a facility that uses [peanuts/tree nuts]", "Manufactured on equipment that processes products containing [peanuts/tree nuts]". These items may be cross-contaminated, they are not permitted in the classroom.
- During lunch, students with food allergies will be placed at tables designated as allergen free. Individuals sitting at a table designated allergen free, may not have any food items that contain identified allergens.
- Students with food allergies must have a "Food Allergy & Anaphylaxis Emergency Care Plan" (FARE form) on file with the school. FARE forms must be signed by the student's health care provider. The FARE form must have a current picture of the student attached to it.
- If a student's FARE includes the use of an Epinephrine Injector, please provided two Injectors (one to be kept in the Commons, and one to be kept near the student's classroom). If a student's FARE includes the use of medicine such as Benadryl, please provide the medication in its original container, along with instruction for use to the school office.

School Administration recognizes that following the Allergy Management Policy may at times seem inconvenient, and restrictive, No party, celebration, or event is more important than the safety of any student at our school. With planning and some creativity, students, all students, can experience the fun and enjoyment of learning, living, and celebrating, in a caring Christian community. Please do not be offended if an item failing to meet the requirements of the Allergy Management Policy is asked to be removed from school premises. It is recommended that if you have any questions or concerns regarding the permissibility of an item, that you contact the Principal at 309-691-8921 or pthompson@concordiapeoria.com.

* The full Allergy Policy is available upon request.

Concordia Lutheran School Celebrates the Generosity of Our Community

The Cheerful Giver

“Each one must give as he has decided in his heart, not reluctantly or under compulsion, for God loves a cheerful giver.” 2 Corinthians 9:6-7

Opportunities for giving:

- Thrivent Choice Dollars
- Club 500
- Scrip
- Undesignated Gifts
- Gifts in Kind
- Concordia Scholarship Fund
- Concordia Lutheran School Endowment Fund, Lutheran Legacy Foundation
- Invest in Kids Tax Credit Program, implemented through Empower Illinois
- Concordia Lutheran School Foundation
- Fundraising Events (such as a Dinner Auction, Book Fairs...)

Please contact the school office for details regarding how you can support Concordia’s mission.

School Wellness Policy

Concordia Lutheran School’s “School Wellness Policy” is on file in the school office and is available upon request.