



RIVER CITY

BELIEVERS ACADEMY

Parent-Student

HANDBOOK

Elementary School (K-5th grade)

Middle School (6th-8th grade)

High School (9th-12th grade)

2023
2024

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Senior Pastor & Board Chairman
Elder Board Liaison
Recording Secretary
Treasurer
Board Member
Board Member
Board Member
Board Member

River City Believers Academy is a ministry of River City Community Church. We are a non-profit organization established for the purpose of creating and supporting a Christian school. RCBA is accredited by the Association of Christian Schools International (ACSI).

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Welcome to River City Believers Academy

River City Believers Academy began in 1981 as Believers Academy. Founded as a school to provide quality Christian education for the students of a local church, Believers Academy gradually expanded and began serving a broader student base.

In 2008, the school became a ministry of River City Community Church under the leadership of Pastor Sean Azzaro. Pastor Sean has a passion to see RCBA be a different kind of Christian school.

Our mission at RCBA is to prepare students for real life. We work very hard to be a place where each student can grow in relationship with our Creator and then acquire the tools to answer His call to change the world! Everything we do, from academics and fine arts to athletics and student life, is an opportunity for our students to discover and become the individuals that God created them to be! If you are looking for a school that will challenge students to grow as a whole person - spiritually, academically, socially and, physically - then RCBA is the school for you!

Pastor Sean Azzaro

RCBA Senior Pastor & RCBA Executive Chairman

1.1 Mission Statement

River City Believers Academy exists to partner with parents to prepare students for real life as passionate followers of Jesus Christ.

We are a discipleship school, an extension of the Christian home, and are committed to helping students discover the unique gifts God has blessed them with as they begin following His leading in their lives. Our teachers serve a dual role as both educators and ministers as they model Christian character and are mentors in academics and in spiritual development. Our curriculum and instruction is designed to equip students with critical thinking and reasoning skills, based in a biblical worldview, that prepares them to serve and lead.

1.2 Our Vision

River City Believers Academy aspires to be a school for Real Life

A school for real life is Christ centered – where Jesus is Lord and His love, grace, and mission set the tone for everything that we do.

A school for real life is a model of Christian community – a relational environment of Christian love and commitment to one another – where we speak the truth in love, demonstrate grace and peace, and model mercy and justice - a place where faith is not a philosophy but a daily choice.

A school for real life is Great Commission focused – training students to change their world rather than hiding from it - helping them to discern and prepare for God’s unique calling on their lives.

A school for real life is a center of academic excellence – setting a standard of rigorous and open intellectual pursuit while training students in higher critical thinking – where we are loving, knowing, and glorifying God with all our minds.

A school for real life cultivates a culture of leadership development – training students to be servant leaders - teaching them to value and excel at equipping others.

A school for real life employs gift-based teaching, coaching, and assessment – a place where we value students for their unique giftedness, teaching them to discern and utilize the gifts and talents God has given them – a guiding educational philosophy that is willing to tailor a student’s experience to their gift mix and learning style whenever it is possible.

A school for real life is a redemptive center for the arts – a place to teach students to see beauty in all kinds of art forms, both Christian and secular, while developing a premier program for the performing arts.

A school for real life is structured to serve the mission – structure exists to further the mission - when structure impedes mission, structure must be reassessed - policies and procedures are designed to protect and serve the students more than the institution.

A school for real life is accessible to all families who share in our vision of Christian Education – where socio-economic and racial diversity are embraced – a place that you don’t have to be rich to attend – where learning differences and learning styles are part of the uniqueness of God’s creative work.

1.3 Core Values

The values that drive our mission provide a lens through which we see our calling. They bring clarity to our vision and add focus to our decision making. They are rooted and grounded in a foundation of Biblical Love.

<p>Grace and Truth</p>	<p>Jesus came to earth as the full expression of the Father and as the incarnate Word full of grace and truth (<i>John 1:1-18</i>). It is by grace that we are saved (<i>Ephesians 2:8</i>), and it is truth that sets us free (<i>John 8:32</i>). Grace and truth will mark our actions, thoughts, words, and decisions.</p>
<p>Relationship, Discipleship, and Partnership</p>	<p>A triune God is relational by nature (<i>Genesis 1:26; Matthew 4:3-17</i>). The great commission and the two greatest commands are relational mandates for discipleship and Christian community (<i>Matthew 28:19-20; Mark 12:30-31</i>). Collaboration and partnership are biblical extensions of relationship (<i>Nehemiah 2:18; Ecclesiastes 4:9-12; Acts 4:32-35</i>). Relationship, discipleship, and partnership will define the RCBA mission.</p>
<p>Learning and Growing</p>	<p>Learning is the aim of academics, and growth is a sign of health and life. (<i>2 Timothy 2:15</i>). Learning sets the course for success in life (<i>Proverbs 4:10-13; Proverbs 9:9</i>). Bible-based and Christ-centered growth glorifies God and transforms hearts and minds (<i>Romans 12:2; Luke 6:40</i>). We are committed to learning and growing into the fullness of His calling.</p>
<p>Excellence, Integrity, and Calling</p>	<p>Excellence sets us apart to accomplish His calling (<i>Daniel 6:3</i>). Integrity sustains and directs our mission (<i>Proverbs 11:3</i>). Teaching is a high calling (<i>Ephesians 4:11-12</i>). Christian education helps students discover their calling in Christ (<i>Romans 12:6-7; 2 Peter 1:10</i>). We will lead with excellence and integrity as we pursue His high calling in our classrooms and our boardroom, in our academic rigor, spiritual development, and fiscal responsibility.</p>

1.4 Statement of Faith

The RCBA Statement of Faith is built on the fundamental truths of the Christian faith. All school board members, administrators, teachers, and staff are required to adhere to our Statement of Faith.

- We believe that there is one God, a loving Creator eternally existing in three Persons: Father, Son, and Holy Spirit. (*Deuteronomy 6:4; Isaiah 45:22; Matthew 28:19; II Corinthians 13:14*)
- We believe in the deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father, and in His personal return in glory. (*I Corinthians 8:6; Colossians 1:15-20; John 1:1-4; Romans 3:21-26; I Corinthians 15:20-28; Hebrews 1:3*)
- We believe that God created man for a meaningful relationship with Him, but man's willful sin has created a wall of separation between him and God. Salvation is the result of genuine repentance of sin and faith in the atoning work of Christ. It brings forgiveness to the penitent, makes him a partaker of God's divine nature, and gives peace with God. We call this new birth. (*Isaiah 59:2; Acts 3:19; Romans 5:1; Romans 8:15; II Peter 1:4*)
- We believe the Bible to be the inspired, and the only infallible, authoritative Word of God. (*II Timothy 3:14; II Peter 3:16; John 14:26; John 10:35; II Peter 1:20-21*)
- We believe for the salvation of lost and sinful man, regeneration by the Holy Spirit is absolutely essential. (*John 3:5-8; Titus 3:5; II Corinthians 5:17*)
- We believe in the present ministry of the Holy Spirit by whose indwelling the Christian is empowered and gifted to live a godly life. (*John 14:15-17; II Timothy 1:14; Galatians 5:22-23*)
- We believe in the resurrection of both the saved and the lost; they that are saved to the resurrection of life, and they that are lost to the resurrection of damnation. (*I Thessalonians 4:17; Revelation 14-11; Acts 24:15; II Corinthians 5:20; I Corinthians 15:21*)
- We believe in the spiritual unity of believers in Christ. (*Philippians 1:27, 2:2; Acts 4:32; Ephesians 4:3; Romans 15:6*)

1.5 Statement on Marriage, Gender, and Sexuality

RCBA supports a biblical view of marriage, gender, and sexuality. All board members, faculty, and staff affirm the following statements. It is God who assigns our fundamental human identity and gender. We believe that all humans, male and female, reflect the image of God. A person's gender is sacred and has a divine purpose. We also affirm that God loves all people, including those who struggle with their gender assignment, identity, and expression.

Therefore, we are to love all people, regardless of their struggles. The Bible describes human gender in binary terms. Genesis 1:27 provides the definitive statement: "So God created man in his own image, in the image of God he created him; male and female he created them." Our bodies are God's dwelling place. In the context of discussing sexual identity and behavior, the Apostle Paul wrote, "Do you not know that your bodies are temples of the Holy Spirit, who is in you, whom you have received from God? You are not your own; you were bought at a price. Therefore, honor God with your bodies."

(1 Corinthians 6:19-20)

Marriage

We believe that God created marriage to be exclusively the union of one man and one woman, and that sexual activity is to occur exclusively within that union. *Gen 2:18-25; Eph 5:21-23; 1 Cor 7:2*

Gender

We believe that God wonderfully and immutably creates each person as male or female, and that these two distinct, genders together reflect the image and nature of God. *Gen 1:26-27; 1 Cor 6:19-20;*

Sexuality

We believe that sex is a gift from God that is to be enjoyed with fidelity in the covenant of marriage between one man and one woman. We believe that we are called to chastity in singleness. We believe that sexual relations outside of the covenant of marriage are contrary to the will of God. We believe that the Bible is the final authority regarding sexual behavior. Examples of sexual behavior forbidden by Scripture may be found in the following passages: *Exo 20:14; 1 Cor 6:9-20; Heb 13:4; Lev 18:22, 20:13; Rom 1:26-27*

River City Believers Academy will uphold the biblical view of marriage, gender, and sexuality and will adhere to its positions on these issues in its teachings, curriculum, and treatment of students.

1.6 Statement on Race

Because we believe everyone is created in the image of God, we seek to esteem and affirm His image in every person. The love of Christ compels us to treat each individual with love, compassion, kindness, respect, and dignity (Mark 12:28-31; Luke 6:31). The great commands to love God and neighbor extend to every person and every race (James 2:8-9). At RCBA we

celebrate the uniqueness of each image bearer and embrace a racially diverse culture. Hateful attitudes or behavior directed toward any person or group are inconsistent with God's unconditional love. We give no place to racism or disparity based on diversity or differences. As a Christian school we choose to uphold a Biblical standard. God shows no partiality based on race or ethnicity in His love, forgiveness, and redemption for everyone who believes in Jesus Christ (Acts 10:34-35, Romans 10:9-13). The Kingdom of Heaven is made up of every tongue, tribe, people, and nation who will gather as one giving glory to God throughout eternity (Revelation 7:9-10).

1.7 Philosophy of Christian Education

Everything we do at River City Believers Academy is built upon a Christian philosophy of education. We operate as an extension of the Christian home and the local church in partnership with parents to assist in the education of their students.

- We believe that truth, knowledge, and understanding originate with God and are best learned in an atmosphere that recognizes His pre-eminence in life. Academic excellence through a biblical worldview yields deeper understanding and knowledge.
- We believe that each student is created individually by God's purposeful design and that all students have unique gifts, strengths, and abilities to serve the purpose for which they were created. We celebrate differences in learning styles and abilities while maximizing rigor, support, and potential for all students made in His image.
- We believe that parents are the God-ordained authority in the home. As such, parents have the primary responsibility for teaching, training, and raising their children in the nurture and admonition of the Lord. RCBA serves as a partner with parents to help fulfill this high calling.
- We believe the purpose of education is to know God better and to bring Him glory. Through artistic, athletic, and academic pursuits students use their talents and abilities to glorify Him.
- We believe that biblical community built around the demonstrated love of Christ creates an effective learning environment. A culture of love supports each student as an image bearer of God who is Love and creates an atmosphere where learners may flourish and all students thrive.

RCBA prepares students for real life by equipping them with a biblical worldview, spiritual and social awareness, and an academic foundation to accompany their faith as they engage the culture around them. We believe that Christian education is a lifelong endeavor and we want to prepare our students to succeed in their education, their vocation, their families, and

their calling as lifelong followers of Jesus Christ.

1.8 Non-Discrimination Policy

River City Believers Academy (RCBA) welcomes students of any race, color, nationality or ethnic origin to all the rights, privileges, programs, and activities generally accorded to or made available to students at the school. RCBA does not discriminate on the basis of race, color, or nationality or ethnic origin in the administration of its educational policies, scholarships, or athletic and other school-administered programs. In as much as English is the primary, and, in most cases, the exclusive language of instruction, RCBA may deny admission to students with limited English proficiency.

1.9 Non-Harassment Policy

Jesus tells us that the greatest commandments are to love God and to love others (Matthew 22:36-40; Mark 12:29-31; Luke 10:25-28). Jesus also reminds us that people will know we are His disciples by our love for one another (John 13:34-35). Our goal is to challenge students to love. There is no room for harassment, bullying, or similar actions at River City Believers Academy, but rather devotion to love each other. This compels us to protect and support victims, strongly discipline abuse of power, and help all staff, students and parents be a part of creating an atmosphere of care which is free from intimidation.

We believe that all people are created in the image of God and, as such, have profound value (Genesis 1:27). Hateful or harassing behavior towards anyone who differs from us is wrong because it does not recognize another person's God-given worth and is an assault on a fellow image-bearer. River City Believers Academy is committed to maintaining an environment in which all individuals (staff, students, and parents) treat each other with dignity and respect, which includes freedom from all forms of intimidation, exploitation, harassment, including sexual harassment, and bullying directly or via electronic or any other form of communication.

1.10 Student Honor Code

River City Believers Academy is a Christian school and holds faculty, staff, and students to a biblically-based code of conduct. We celebrate new life when students respond to the Holy Spirit and enter into restored relationship with the Father through the sacrificial work of Jesus on the cross. We believe that spiritual redemption will bear fruit in the life of a Christian as an outward reflection of heart change. We are thankful for the unchanging love and unending grace that the Father extends, and we uphold this code of conduct based on these pillars.

Student Honor Code:

1. Students will pursue a deeper personal relationship with Jesus Christ and will commit to reflect this relationship through their character. (2Timothy 2:15; 1 Timothy 4:12-16)
2. Students will apply themselves wholeheartedly to their academic studies and will do their very best work on all classroom assignments, projects, homework, quizzes and tests, and any other scholarly applications (Colossians 3:23).
3. Students will conduct their school work with integrity and honor and will not copy, cheat, or plagiarize the work of others. (Exodus 20:15-16)
4. Students will respectfully submit themselves to the authority, counsel, and discipline of the staff, teachers, and administrators at River City Believers Academy (Ephesians 4:22-24).
5. Students will apply God's principles of love, care, and concern for fellow students and teachers. Students will not intentionally harass, bully, intimidate, or harm (physically or emotionally) fellow students (1 Corinthians 13:4-8).
6. Students will care for their bodies as temples of the Holy Spirit. Students will refrain from the use of any type of tobacco, alcohol, or illegal drugs and other habits that may cause harm to their bodies or their minds (1 Corinthians 6:19-20).
7. Students will honor God with their bodies by pursuing sexual purity and will uphold biblical standards that protect spirit, soul, and body by abstaining from immoral sexual activity and inappropriate relationships (1 Corinthians 6:12-18).
8. Students will refrain from involvement in any type of illegal activity or behavior at or away from school (2 Corinthians 6:16).
9. Students will seek to accomplish the two great commands in their private and public lives – loving God with all their heart, soul, mind, and strength, and loving others as themselves (Matthew 22:37-39; Mark 12:28-31).
10. Students agree to support all RCBA policy and procedures as set forth in the Parent-Student Handbook including the Student Honor Code and dress code (Titus 3:1-2).

2. Admissions Policy

According to policies and mission statement, River City Believers Academy is a school designed to partner with Christian families in the education of children. Our admission standards require that at least one parent profess Jesus as their Lord and Savior. However, we acknowledge that some professing Christians choose to live apart from God's will by adopting a lifestyle that is contrary to biblical standards. At the same time, we seek to provide clarity regarding RCBA's beliefs and teachings regarding gender identity, marriage, and sexuality. Therefore, all parents must support the school's position regarding gender assignment, identity, and expression, and all students must abide by the school's code of conduct as it relates to appropriate sexual expression and behavior. The school will explicitly teach these truths honestly, prayerfully, sensitively, respectfully, contextually, age-appropriately, and with the conviction that we all sin and are in need of God's grace.

2.1 Application and Enrollment Process

1. Tour the campus for questions and answers.
2. Complete the online application at our website www.rcbaonline.com and submit the nonrefundable Application Fee online.
3. Submit required forms such as transcripts and report cards, references, birth certificate, and health records.
4. All families must acknowledge, in writing, our statement of faith and be supportive of our mission statement, policies, and procedures. At least one parent must profess Jesus as their Lord and Savior.
5. After review of your online application, families will be scheduled for an interview with the principal.
6. After the interview, the principal will determine whether or not the prospective student will be offered admission. We reserve the right, and feel we have the responsibility, to deny admission to a student if we feel our school is not a good fit for him/her.
7. If the student is offered admission, parents will receive an email from the RCBA Admissions Office. In order to secure enrollment, the family will be required to:
 - a. Complete the Online Enrollment Packet and pay the non-refundable Enrollment Fee through their newly created FACTS account.
 - b. Confirm that all required paperwork has been submitted.
 - c. Meet with Administration if the student is an incoming 8th through 12th grader to determine the student's schedule and graduation requirements.

2.2 Re-enrollment Process for Current Students

Current students are automatically placed in the continuous re-enrollment program.

Re-enrollment Criteria

- Tuition, fees, and other account balances must be current before re-enrollment.
- Students must be in good academic standing.
- Students must have demonstrated a cooperative attitude toward their school work, the faculty and staff, the rules and policies, and toward their peers.

Re-enrollment Steps

1. All students meeting re-enrollment criteria will be automatically enrolled for the following school year, March 1st.
2. Notification for billing of students' Enrollment Fee will be sent February and billed March 1st for the upcoming school year. Charges will be made with the scheduled March tuition payment. Families with no payment plan may select a March date for charges to occur.
3. Families who have more than one student enrolled will automatically have all students' enrollment fees spread through the remaining current school year's billing cycles. Example: student 1 billed March, student 2 billed April, student 3 billed May.
4. Fees will be billed through families' FACTS accounts beginning in March. Tuition will be billed in July or according to families' chosen payment plans.
5. To avoid unnecessary billings, families with current students who will not return for the upcoming school year need to notify the accounting office in writing by March 1st (accounting@rcbaonline.com).

3. Financial Policies

3.1 Tuition Payment Options

During Enrollment, all families are asked to select a preferred payment plan and remain current in their payment of tuition and fees during the year. We offer several payment options for your convenience. All payment plans are paid through our integrated FACTS system. All tuition and associated fees will be billed through the FACTS system. Payment Options:

1. You may choose a one-time annual payment, which will be due at the beginning of school in August. There is a discount associated with this option.
2. You may choose a semi-annual payment, the first of which will be due at the beginning of school in August, the second in January. There is a discount associated with this option.
3. You may choose monthly or bi-monthly payment options to be drafted on the specific date of their choosing.

Under any of these payment options, set up in FACTS, all tuition and fees are deducted from the financial institution or credit card automatically on the date selected during Enrollment. Any additional fees incurred throughout the year, including athletic fees, spirit apparel, special events, or unfulfilled volunteer hours ([See 13.2](#)) will be processed through the family's FACTS account.

3.2 Terms of Payment

The tuition rate set at the time of enrollment continues throughout the school year and does not change (for example, if a non-church member becomes a church member during the year). Tuition for elementary students registering after the first day of school will be prorated over the number of school months they will be in attendance. Tuition for secondary students will be prorated based on grading periods. Should unforeseen circumstances arise, families are expected to promptly make suitable alternative arrangements with the school accountant or principal to remain faithful to them.

For the sake of your family's security and peace of mind, and for the general financial stability of our school, we encourage parents or guardians to contact the school administration as soon as possible if they begin to experience financial difficulties that may affect their ability to maintain timely tuition payments.

3.3 Past Due Accounts

It is the parent's responsibility to advise the accountant or principal if there are any problems with maintaining tuition payments on time. Failure to pay fees or tuition in a timely manner can result in the withholding of records (including progress reports, report cards, or transcripts), in the refusal to permit a child to re-register for the upcoming terms, or in a child's immediate dismissal from school.

3.4 Financial Checkpoints

Family accounts must be current for students to participate in the following unless suitable alternative arrangements have been made:

- a. Begin class the first day of school
- b. Resume class after Christmas break
- c. Take semester and final exams
- d. Receive report cards
- e. Re-enroll for the upcoming year
- f. Participate in graduation/advancement activities

Parent's online access to Parent's Web may, also, be suspended.

RCBA reserves the right not to admit students to class whose accounts are 30 or more days late. Returned payments will incur a \$30 fee, charged by FACTS. FACTS will notify you immediately if a payment is returned. Past due accounts will receive a statement from the Accounting Office.

3.5 Tuition Discounts

Early Re-enrollment Discount

An early re-enrollment discount is given for students who register for the following year prior to the early re-enrollment deadline.

Sibling Discount

A 10% tuition discount is given to each additional sibling that is enrolled per family unit.

River City Community Church Discount

A 10% tuition discount is given to all River City Community Church members. Membership will be verified by the Office Staff using the church's membership roster.

Military and First Responders Family Discount

A 10% tuition discount is given to each student with at least one active duty parent in the US Military or with one parent who is a first responder.

Student of Ministers Discount

A 50% discount will be given to all full-time senior pastors and a 20% discount will be given to any full-time associate pastor.

Teaching Staff Discount

A 50% discount will be given to all full-time RCBA teaching faculty, and a 20% discount will be given to any part-time teaching faculty.

River City Community Church Staff Discount

A 40% discount is given to full-time RCCC Staff. Staff discounts are verified by the Church accounting office.

**In some cases, one discount will be greater than a discount received for another reason (ex. RCCC membership). In this case, families will receive the greater of the two discounts, but not both.

3.6 Referral Credit

Any currently registered family, whose referral results in the enrollment of a new student, will receive a \$100 tuition credit. The referred student must be in attendance at the beginning of the Fall or Spring semester for the credit to be awarded. Referrals must be noted on the application for admission of the new student and will be credited at the beginning of the following semester.

3.7 Financial Assistance

Financial aid is available on a limited basis. A request for Financial Assistance must be made to the Admissions Director. If Financial Aid is available, you will be given a link to the Financial Assistance Application through FACTS. Terms for assistance are as follows:

- A. An application for financial assistance must be re-submitted each year, and financial assistance is not guaranteed.
- B. Financial assistance is provided to individuals on the basis of need. However, the school administration reserves the right to rescind financial assistance if students do not maintain a passing average.
- C. A limited amount of tuition assistance is available for school families. Normally, requests for such assistance should be made at the time of application. However, since such circumstances are often unpredictable, families should not hesitate to inform the school administration of their need whenever it may arise during the year.
- E. For financial assistance to be applied, a signed Financial Aid Award Letter must be on file in the school office.

*In some cases, financial assistance will be greater than any discount received for another reason (ex. RCCC membership). In this case, families will receive the greater of the two amounts, but not both.

3.8 Withdrawal Procedures

1. A minimum of two weeks' notice is required in writing and must be given to the school

office.

- 2.** Parents must request the appropriate paperwork by filling out a withdrawal form at which time the principal will process the request. An exit interview may be requested by the principal to discuss reasons for withdrawal.
- 3.** All teachers must clear the student. All books must be turned in, and all fees must be paid in full before any records can be released. Any books that are lost, damaged beyond use, or not turned in will be subject to the replacement cost of the book.
- 4.** No portion of tuition will be refunded for any reason other than military or job transfers unless the principal determines there are extenuating circumstances. This also applies to students who are dismissed for disciplinary or academic reasons, and all SEVIS students.
- 5.** If a student is withdrawn or dismissed for any reason other than a military or job transfer, the family is liable for the next month's tuition. The school's budget is based on a particular number of students, and if a family withdraws their student(s), the school expenses remain the same. It places an undue burden on the remaining families to make up the loss of revenue if a student is withdrawn. Extenuating circumstances may be evaluated when presented to and evaluated by the school Principal.

3.9 International Students

River City Believers Academy is a SEVIS certified school and will be offering the opportunity of a Christian education to international students who require an F1 visa. International students are subject to the same admissions policies and procedures as all other students with the addition of required SEVIS documentation.

The International Student Fee is \$1200.00 annually.

3.10 Credit Cards

All payments of tuition and fees made directly to RCBA via credit card will incur a 2.5% processing fee.

4. Dress Code

4.1 Dress Code Philosophy

The purpose of a dress code is to reflect attitude and character. Appropriate dress sets the standard and tone for an effective learning environment.

The administration has the authority to interpret and enforce the dress code.

4.2 Dress Code Guidelines

What we wear makes a statement about who we are. All clothing should be modest and appropriate for a Christian school. Modest means that the clothing covers the body without drawing attention to the individual. Clothing should be neither too tight nor too loose.

Appropriate means that the clothing fits the occasion, reflects the character of the student, and supports the values of River City Believers Academy. RCBA Admin will serve as the final arbiter on appropriateness of any dress code concerns. A few specific guidelines to keep in mind are:

- Pants, shorts, and skirts should be worn at natural waistline
- Either an undershirt or outer shirt must be tucked in on regular uniform days
- Clothing should be clean and free from holes, frays, and tears
- Clothing should have no emblems, logos, or wording that may be deemed inappropriate

These RCBA dress code guidelines apply to students at school and at any school sponsored or sanctioned activities or events.

4.3 Dress Code Violations

Students will be expected to follow the dress code throughout the year. Dress code violations will be dealt with according to the discipline policy. Inappropriate dress may result in:

- the student being asked to cover or change clothes before return to class
- the student being dismissed from the school day, activity, or event.

Parents may be asked to bring an appropriate change of clothes for students who arrive at school out of dress code.

4.4 RCBA Dress Code

Elementary Boys		
Shirts	Navy uniform polo	available at most major retailers
Pants	Khaki uniform pant	available at most major retailers
Shorts	Khaki uniform short	available at most major retailers
Jeans	Any color denim; appropriate fit and style	Spirit Days and Free Dress Days only
Shoes	Close-toed, athletic or casual shoe (any color)	
Socks	Any color; appropriate design	
Sweatshirts/jackets	RCBA branded hoodie, sweatshirt, or fleece	worn over uniform shirt; available through RCBA Office
Undershirts	Long-sleeve, solid color (navy, grey, or white)	worn under uniform shirt
Outerwear	Coat, hat, gloves, etc.	worn outdoors only
Hair	Conservative style, natural color, worn off the collar	
Jewelry	No jewelry or piercings	
Spirit Dress	RCBA branded t-shirt, khaki bottoms or jeans	available through the RCBA office

Elementary Girls		
Shirts	Navy uniform polo	available at most major retailers
	Peter Pan collar (white; with jumper only)	must be worn under jumpers
Pants	Khaki uniform pant	available at most major retailers
Shorts	Khaki uniform short	available at most major retailers
Skirts or skorts	Khaki uniform skirt or skort	available at most major retailers
Jumpers or dresses	Navy or khaki uniform jumper Navy polo dress	available at most major retailers
Legwear	Solid-color tights or ankle length leggings may be worn under skirts, skorts, or jumpers	
Jeans	Any color denim; appropriate fit and style	Spirit Days and Free Dress Days only
Shoes	Close-toed, athletic or casual shoe (any color)	
Socks	Any color; appropriate design	
Sweatshirts	RCBA branded hoodie, sweatshirt, or fleece	worn over uniform shirt
Undershirts	Long-sleeve, solid color (navy, grey, or white)	worn under uniform shirt
Outerwear	Coat, hat, gloves, etc.	worn outdoors only
Hair	natural color, neat and out of the eyes	
Jewelry	Pierced earrings	
Spirit Dress	RCBA branded t-shirt, khaki bottoms or jeans	available through the RCBA office

Secondary Guys		
Shirts	Navy uniform polo	available at most major retailers
Pants	Khaki uniform pant (no jeans)	available at most major retailers
Shorts	Khaki uniform shorts (no denim or athletic)	no more than 2 inches above the knee
Jeans	Any color denim; appropriate fit and style	Spirit Days and Free Dress Days only
Shoes	Close-toed, athletic or casual shoe (any color)	
Socks	Any color; appropriate design	
Sweatshirts/Jackets	RCBA branded hoodie, sweatshirt, or fleece	worn over uniform shirt
Undershirts	Long-sleeve, solid color (Navy, grey, or white)	worn under uniform shirt
Outerwear	Coat, hat, gloves, etc.	worn outdoors only
Hair	Conservative style, natural color, worn off the collar; no facial hair	
Body Art	No visible tattoos or piercings	
Spirit Dress	RCBA branded t-shirt, khaki bottoms or jeans	available through the RCBA office

Secondary Girls		
Shirts	Navy uniform polo	available at most major retailers
Pants	Khaki uniform pant (no jeans)	available at most major retailers
Shorts	Khaki uniform shorts (no denim or athletic)	no more than 2 inches above the knee
Skirts	Khaki uniform skirt	no more than 2 inches above the knee
Legwear	Solid-color tights or ankle length leggings may be worn under skirts; Leggings may not be worn as pants	
Jeans	Any color denim; appropriate fit and style	Spirit Days and Free Dress Days only
Shoes	Close-toed, athletic or casual shoe (any color)	
Socks	Any color; appropriate design	
Sweatshirts/Jackets	RCBA branded hoodie, sweatshirt, or fleece	worn over uniform shirt
Undershirts	Long-sleeve, solid color (navy, grey, or white)	worn under uniform shirt
Outerwear	Coat, hat, gloves, etc.	worn outdoors only
Hair	Natural color, neat and out of the eyes	
Body Art/Jewelry	No visible tattoos or piercings other than pierced ears	
Spirit Dress	RCBA branded t-shirt, khaki bottoms or jeans	available through the RCBA office

4.5 Spirit Dress

Fridays are usually Spirit Dress Days. Denim jeans or khaki bottoms may be worn with an RCBA spirit shirt or RCBA athletic shirt. All Spirit Dress items must comply with general dress code expectations for modesty and appropriateness. If students choose not to wear an approved t-shirt or athletic shirt, they must wear regular daily uniform polos.

Flip-flops, slides, or Crocs may not be worn as part of Spirit Dress.

Jeans may not have holes or rips and must be worn at the natural waistline.

4.6 Birthday Dress

Students receive a free dress pass to use one day during their birthday month. Students with a summer birthday receive a free dress pass in the month of their *half birthday*. Outfits that the students choose for this day must comply with general dress code expectations for modesty and appropriateness.

6. 5. Academics

5. 1 Academic Levels

River City Believers Academy consists of the Preschool, the Elementary School and the Secondary School. The Preschool consists of the PreK-3 and PreK-4 classes. The Elementary School is made up of Kindergarten and 1st through 5th grades. The Secondary school is comprised of the Middle School (6th-8th grades) and the High School (9th-12th grades).

5.2 Elementary School Curriculum

Elementary school is an important foundation in any student's academic development. This is the time when a life-long love of learning begins to form. RCBA Elementary students will experience

- a unique and enriching educational environment
- a low student-to-teacher ratio
- hands-on learning integration of subjects and thematic units
- a challenging Bible-based curriculum
- age-appropriate Chapel time with Bible lessons, worship, and memory verses

Elementary Curriculum Courses

Our elementary students are offered a challenging curriculum that prepares them to enter their middle school and high school years equipped to engage in our college-prep curriculum. All elementary students will take the following courses: Bible, Language Arts (English, Reading,

Literature, Writing, Spelling), Math, Science, History, Handwriting, Physical Education, Art, and Music classes. A weekly Chapel service is part of the RCBA curriculum for all students.

Elementary School Homework Policy

Teachers are encouraged to give homework for the purpose of:

1. Drill – repetition can be an excellent way to master new material
2. Practice – practice is often necessary to ensure understanding
3. Special projects – book reports and projects are great ways of reinforcing concepts and teaching organizational skills

Homework builds the discipline of academic rigor while reinforcing subject content.

Elementary School Grading Policies

All grades are recorded numerically except for kindergarten and first grade. Grades will be recorded on report cards and will be emailed to parents at the end of every quarter. The following grading scales will be used:

Kindergarten – 1 st grade		2 nd – 5 th grades	
E	Excellent	A	90-100
S	Satisfactory	B	80-89
N	Needs Improvement	C	70-79
U	Unsatisfactory	F	69 or below
I	Incomplete	I	Incomplete

(I = Incomplete. No grade can be given due to number of days missed)

Elementary School Promotion Policy

River City Believers Academy continually strives to promote high educational standards for all students. Students on the elementary level must pass at least three out of their four core courses (Language Arts, Math, Science, and History) with an average of 70 or above for the year, in order to be considered for promotion. Exceptions may be made for extenuating circumstances.

5.3 Middle School Curriculum

Middle School is a time when students begin to transition away from the structure of a single classroom and take more ownership of their education by selecting electives. Middle School students also attend weekly Chapel.

6 th Grade	7 th Grade	8 th Grade
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New Testament or Old Testament Survey	New Testament or Old Testament Survey	Church History
Math	Math	Pre-Algebra/Algebra I
English	English	English
Geography or Texas History	Geography or Texas History	American History
Life Science or Earth Science	Life Science or Earth Science	Integrated Physics and Chemistry (IPC)
Elective: Band, Art, Choir	Elective: Band, Art, Choir	Elective: Band, Art, Choir, Spanish 1
PE/Athletics	PE/Athletics	PE/Athletics

Middle School Grading Policies

Grades will be recorded on report cards and will be emailed to parents at the end of every quarter. The following grading scales will be used:

90-100 = A 80-89 = B 70-79 = C 69 and below = F Incomplete = I

5.4 High School Curriculum

At the high school level, students learn to take initiative and fully engage in the learning process. RCBA offers a rigorous college-prep curriculum, founded in a biblical worldview. Students are encouraged to use their unique talents through our diverse Fine Arts and Athletic programs. Daily Bible classes, weekly Chapel, and regular service projects provide personal and spiritual growth opportunities. All students follow the graduation requirements outlined by the Texas Education Agency, with the addition of our Biblical Worldview classes.

5.5 Graduation Requirements

In order to graduate from RCBA, students must pass all classes with a minimum grade of 70 and take the following courses under the Foundation High School Program, earning a Distinguished Level of Achievement Diploma.

Course	Distinguished
BIBLE	4 credits (or 1/year)
ENGLISH	4 credits

MATH	4 credits
SCIENCE	4 credits
SOCIAL STUDIES	4 credits
LANGUAGE OTHER THAN ENGLISH	2 credits
PE	1 credit
FINE ARTS	1 credit
ELECTIVE	2 credits
SPEECH	Proficiency
ENDORSEMENTS	Required
Total	26.0

5.6 Course Options

	Distinguished
BIBLE	One credit per year in high school at RCBA.
ENGLISH	Four credits required and must include English I, English II, and English III
MATH	Four credits required and must include Algebra I & Geometry
SCIENCE	Four credits required and must include Biology
SOCIAL STUDIES	Four credits required and must include World History or World Geography, US History, US Government/Economics
LANGUAGE OTHER THAN ENGLISH	Two credits of the same language are required.
PE	One credit required.
FINE ARTS	One credit is required
SPEECH	Demonstrated proficiency
ELECTIVE	2 additional credits are required.

5.7 Diploma Plans

Distinguished Level of Achievement Program

River City Believers Academy offers the Distinguished Level of Achievement Program. In order to graduate under this program, students must earn four credits in mathematics and science, and they must earn at least one endorsement.

RCBA offers the following endorsements:

Arts and Humanities (one of the following): 2 levels in two languages other than English; 4 levels in the same language other than English; 4 Fine Arts credits.

Multidisciplinary Studies (one of the following): 4 advanced courses from other endorsement areas; 4 credits in each foundation subject area, including English IV and Chemistry and/or Physics.

Science, Technology, Engineering, and Mathematics (STEM): 3 credits in mathematics including Algebra 2 and two courses in which Algebra 2 is a prerequisite; 4 credits in science including Chemistry, Physics, and two additional courses; or a combination of no more than two of the previously listed categories.

Foundation Diploma Plan

The selection of this plan for a student requires the approval of the Principal and it is reserved for students who cannot complete the requirements of the distinguished diploma plan. Parents must sign a waiver to graduate under this plan.

5.8 Valedictorian and Salutatorian

The guidelines for determining the valedictorian and salutatorian of the graduating class are as follows:

- Valedictorian will be selected based on student GPA at the midpoint of the fourth quarter of the senior year.
- Valedictorian must have earned at least 14 consecutive credits at RCBA, including the entire senior year.
- Student must be current in all course work and a full-time student taking a minimum of six RCBA classes.
- Valedictorian and Salutatorian are determined by GPA. The two students holding the highest GPAs will be awarded these positions consecutively. The cut-off for grades will be the progress reports of fourth quarter in the senior year. In case of a tie, when the grades have been calculated to the one-hundredth decimal place, current cumulative grade percentage will be used as a comparison.

Grades in Honors, AP, and Dual Credit courses will be weighted in calculating GPA.

5.9 High School Grading Policies

Grades help measure learning and content mastery. Grades will be given for:

- Daily grades – homework, participation, and other daily assessments
- Minor grades – quizzes, papers, and other minor assessments
- Major grades – tests, research papers, and other major assessments

Generally, students will receive two to three daily grades per week, two to three minor grades per month, and two to three major grades per quarter in each class.

Progress reports will be posted at the midpoint of each quarter and at the end of each quarter, report cards will be emailed to parents.

The following grading scale will be used:

90-100 = A 80-89 = B 70-79 = C 69 and below = F Incomplete = I

Semester grades are based on a weighted average of the two quarterly grades and the semester final exam grade.

5.10 Homework

Homework is routinely required of all students, as assigned by the teacher. The purpose of homework is to provide reinforcement and extra practice, to supplement classroom instruction, and to teach good study habits. Homework assignments and grades may be viewed through the parent portal in RenWeb.

Students are expected to complete and turn in all homework by assigned due dates. Late assignments may not receive full credit unless the student has made previous arrangements with the teacher. Points may be deducted for each day an assignment is late.

5.11 Final Exams

Finals testing for secondary students will be the last four days of each semester. Final exams grades for high school credits are a weighted factor of the overall semester grade.

Seniors may qualify to be exempt from finals if they have at least a 90 average for both semester quarters in a class with five or fewer absences in that class.

5.12 Standardized Testing

1. **Achievement Testing:** Each student in 2nd-11th grades will take a norm referenced,

standardized achievement test. The purpose of this test is to determine a student's progress and scholastic strengths and weaknesses, as well as to help teachers look at areas that need overall improvement.

2. **PSAT:** All students in 9th through 11th grades will take the PSAT. This test prepares the student for the SAT. The PSAT is the qualifying exam for the National Merit Scholarship Competition for juniors.
3. **ASVAB** – Students in the 10th, 11th and 12th grades may elect to participate in the ASVAB career exploration program. This program consists of a personality inventory as well as an aptitude test. It also provides a tool to help students begin to explore careers that may match their inventory results.

5.13 Add/Drop Policy

Students may request changes to their schedules, with parental permission, up until the 5th class day of the first nine weeks during the first semester.

5.14 Online Course Policy

RCBA may offer some of its courses in an online format. Students who take courses in the online setting may be subject to additional course deadlines and additional fees may apply. Course work delivered to students in an online setting will be of the highest quality and may require additional time each week for independent work outside of classroom meeting times.

Students will be given support from RCBA staff during online courses, but it is the responsibility of the student, just as in a classroom course, to complete and submit work on time. Students who fail to meet online due dates and deadlines may be given zeros and may be deemed academically ineligible for TAPPS contests if coursework is not completed in a timely manner.

5.15 Promotion Policy

River City Believers Academy continually strives to promote high educational standards to all of its students. In the event that a student fails a class that is required for credit toward graduation, summer school may be required in order for the student to receive credit for the class. If the student attends a public school to make up a credit, the student must turn in a completed summer school course transcript showing a passing grade for the course before the student can return to RCBA in the fall.

5.16 Fine Arts Program

The Fine Arts program is offered to all students. This program provides an encouraging and secure environment for young artists to develop their talents and to learn to use the arts not only as an outlet for personal expression, but also as an effective medium for creative communication in life and ministry.

The following Fine Arts courses are currently offered: Band, Worship Team, Theater Arts, and Art.

5.17 Dual Credit and Honors Courses

Juniors and seniors may take dual credit courses through San Antonio College and/or LeTourneau University. Students taking courses for dual credit must pass a pre-assessment as mandated by the Texas Higher Education Coordinating board and Alamo Community College District.

Students who take RCBA classes in conjunction with ACCD classes will be given honors credit for these courses.

5.18 Exceptional Student Support

River City Believers Academy recognizes and celebrates the unique gifts and abilities of each student. We have teachers-advocates for all our students and offer accommodations to support diverse learning styles and abilities.

RCBA does not offer Special Education, Individual Education Plans, or Academic Modifications.

5.19 National Honor Society

Membership in the River City Believers Academy Chapter of the National Honor Society is offered to students in their sophomore, junior, or senior year. Membership is based on the student's scholarship, service, leadership, and character. The middle and high school faculty and administration evaluate and determine whether or not scholastically eligible students meet the standards for membership.

Scholastic eligibility is determined during the fall semester to prepare for possible induction into NHS in the spring semester. A candidate is scholastically eligible for selection into the RCBA chapter of NHS with a minimum cumulative grade point average of 3.5 or above. Students must be in their third semester of high school to apply for admission to NHS. To

determine if the student meets the service, leadership, and character components of NHS membership, the student's service hours, demonstrated leadership abilities, and behavior will be examined to determine eligibility.

Upon approval by the faculty and staff at RCBA for membership in NHS, new inductees will be invited to a formal induction ceremony held during the spring semester. All new inductees will then meet with the RCBA high school faculty to further discuss expectations as new NHS members.

To retain scholastic eligibility, members must maintain the minimum required grade point average of 3.5 at the end of each semester. Students whose averages fall below 3.5 will be placed on a one-semester probation period. After one semester, if the grade has not improved, students may be inactivated until such time that their grades would qualify them for reinstatement.

5.20 Honor Roll

Students may be recognized as achieving honor roll based on their grades. RCBA recognizes both an All-A Honor Roll and an A-B Honor Roll. The criteria for each category is as follows:

A/B Honor Roll	achieve a grade of 80 or above in all courses attempted during the quarter
All A Honor Roll	achieve a grade of 90 or above in all courses attempted during the quarter

5.21 Student Service Hours

We desire our students to learn to follow Christ's example by serving others. Each high school student is required to complete six hours of service every quarter and report them to their Bible teacher. Service hours will be recorded as a major grade. It is the student's responsibility to fill out the Service Hours form and turn it in to their Bible teacher at the conclusion of each nine weeks. Grades will be assigned as follows:

6 hours	100
5 hours	90
4 hours	80
3 hours	70
2 hours or less	60

Acceptable Service Hours include:

- Work without pay for a non-profit organization or a church
- Helping teachers or volunteering with the maintenance staff at RCBA
- Serving during a school function or going on a mission trip

Service Hours that will not count:

- Taking care of regular household chores
- Babysitting without pay for family
- Working for a family member beyond the student's regular chores

5.22 Honor Graduates

We want to recognize those students who diligently apply themselves to their studies for all four years of high school. Honor graduates will be recognized at graduation based on their cumulative GPA as follows:

Cum Laude	3.45-3.64
Magna Cum Laude	3.65-3.84
Summa Cum Laude	3.85-4.0

5.23 Extracurricular Eligibility

Students will be ineligible for participation in extracurricular activities including athletic competitions, student clubs or organizations, and designated activities when they have a one or more failing grades at any grading period (defined as progress report and report card time frames). Grades may be re-evaluated after two weeks to determine ongoing eligibility status.

Behavior and attendance concerns may also affect extracurricular and athletic eligibility.

6. Attendance Policies

6.1 Texas Compulsory Attendance Law

RCBA students are subject to all laws outlined by the state of Texas regarding attendance. Texas law states that a student must not miss more than 10% of the school year in order to be promoted to the next grade level. Failure to attend school is considered an absence. Each absence will be considered unexcused until proper written notification is given to the office. The state allows excused absences for medical appointments, college visits (two per year), TAPPS academic or athletic events, ACSI activities, and 4-H events and will not count these against a student's 10% limit. Proper documentation must be provided in order for absences to be excused. The final authority to determine the legitimacy of an absence rests with the school administration.

If a student has more than five absences in the previous semester, he/she cannot be issued a Verification of Enrollment, which is required by the DMV to receive a driver's permit or license.

Students who arrive to class more than 15 minutes after the scheduled start time will be considered absent from that class.

6.2 Excused Absences

The following reasons are considered **excused** by RCBA if proper notification is provided to the office:

- Absence due to personal illness or serious illness in the family
- A death in the family
- Medical or dental appointments
- Pre-approved family trips
- School events and extracurricular events
- College Visitation Days
- Court Appearances

Students with excused absences will have one day per day absent to make up missed assignments (i.e., absent on Monday, return Tuesday, assignments are due Wednesday).

It is the student's responsibility to check with all teachers for missed assignments.

Parents are asked to notify the school before 8:00am whenever a student is absent.

If parents do not notify the school office through email, phone message, or note, the student's absence will be considered unexcused.

6.3 Unexcused Absences

Absences without notice from parents will be considered unexcused. Students will be required to make up all work missed during these absences. Missed tests and assignments will not receive full credit because of unexcused absences. Ten percentage points will be deducted for each day an assignment is late. No credit will be given for assignments more than one week late.

6.4 Morning Tardy Policy

The school day begins at 8:00am. Students are expected to arrive at school in time to be seated and ready when 1st Block or Assembly begins. Weather, traffic, and other extenuating factors may lead to morning delays, but every effort should be made to arrive at school on time. Repeated unexcused tardiness may result in loss of privileges including off-campus lunch, athletic eligibility, and participation in extracurricular organizations and activities.

Parents should contact the school office by phone or email by 8:00am if a student will be tardy.

6.5 Class Tardy Policy

Students who are late to class will be marked as tardy. Tardiness is a typical discipline offense and consequences are covered in Section 8.4 of this handbook. Repeated tardiness may result in morning detention and/or loss of privileges including off-campus lunch, athletic eligibility, and participation in extracurricular organizations and activities.

If a student needs extra time between classes, arrangements may be made with the classroom teacher.

6.6 Late Arrival or Early Release

Students who arrive after the start of the school day must be signed in through the office by their parents. Students who leave before the end of the school day must be signed out through the office by their parents.

Parents must contact the school office to give permission for a student driver to sign in or out. The student must sign in or out through the office.

7. Health Services

7.1 Illness

For the welfare of your child and the others in the school, students who are sick must not be brought to school. Students who have had a fever of greater than 100 degrees, or who have had vomiting or diarrhea, may not come to school until these symptoms have not been present within the last 24-hours (without the use of medication). If a student receives a doctor's recommendation to stay home, then the student may not come to school. If a student has been prescribed an antibiotic for an illness, the student must not return until he/she has been on the antibiotic for at least 24 hours.

7.2 Immunizations

The State of Texas requires that students be immunized against certain infectious diseases at certain ages. All students must have current immunization records or an immunization waiver in their file prior to the first day of school. The school staff will check all students' medical records and inform the parents if any immunizations are needed.

7.3 Medication

Students are not allowed to carry any medication in their backpacks, lunch boxes, or purses, or keep it in their lockers. All medications must be kept in the school office. Every student needing to take medication at school must have a signed release by the parent or guardian, or verbal consent must be obtained before the school office will administer any medication. This includes over-the-counter medication as well. Parents can give the school permission to administer certain OTC medications by noting this on their application or enrollment form or electronically on *Parents Web*.

The only exception to this rule is for those students with asthma or who are at risk for developing anaphylaxis. In these cases, the office needs to be made aware of the situation and the student must be able to self-administer their prescription asthma or anaphylaxis medication.

All prescription medications must be sent to school in the originally labeled container. Medication that is to be administered at specific times during the school day must be accompanied by a note from the parent specifying what times, and how much is to be administered. Medication that has exceeded the expiration date or is not picked up by the last day of school will be appropriately discarded.

7.4 Health Screenings

Each year RCBA administers state-mandated health screening tests. The service is provided free of charge and will be done by a qualified individual. If you prefer to have your student tested by your family physician, the completed results must be reported to the school since we are required to file a report with the Texas Health Department. Vision, hearing, and scoliosis screenings will be performed on all new students and students in those grade levels mandated by state law.

7.5 Head Lice Policy

If students are found to have head lice during school, parent will be contacted and asked to pick them up. As a precaution, teachers will notify parents of any child in the same class. Before being allowed to return to school, any student who is found to have lice or nits will need to have been treated with an FDA approved lice treatment shampoo. A reasonable effort must have been made to remove all nits using a nit comb. Additionally, all students must check in with the office prior to returning to class

Parents are advised to continue thorough scalp inspections for the next seven days to assure all nits have been removed.

7.6 Lunch Policies

RCBA offers a hot lunch program that may be paid through student FACTS accounts. Lunches are prepared professionally in our fully licensed/inspected kitchen Monday through Thursday at the following rates:

Student lunch (including drink): \$5.00

Student lunch with double entre \$6.50

In order to ensure adequate supply and preparation of meals, the cut-off for placing hot lunch orders is at 8:00a.m. on the day the meal is to be served. Late lunch orders may be placed through the school office, and **a service charge of \$2.50 will be added to lunch orders placed after cut-off.**

8. Discipline

8.1 Philosophy

RCBA serves as an extension of the Christian home, and in partnership with the local church, in the mission of training up Christian students whose lifestyles reflect Biblical standards. We are a discipleship school, endeavoring to shape and form the hearts and minds of our students to produce Christian character. Together the teachers, parents, and administrators form a loving support structure for each child - to assist, direct, and correct as needed – as he or she grows and matures in life.

8.2 Restorative Discipline

Restorative Discipline

There are several layers and steps to restorative discipline. **Respect** is the foundation. Building **relationships**, students taking **responsibility**, **repairing** harm done, and **reintegrating** students back into their normal routine are key steps in this process. Teachers, individual students, and parents will all play a role in restorative discipline.

8.3 Discipline and Levels

The Level System

Level 1

- Minor classroom disruption
- Dress code violation
- Failure to obey classroom rules
- Loud or disorderly conduct while in hallways and restroom
- Failure to participate in class
- Failure to bring book and materials to class
- Misconduct in chapel
- Unapproved Cell phone/electronic device usage (High school)
- Cell phone not turned in to the school office (Middle school)
- Public displays of affection (hugging, kissing, holding hands)
- Tardiness to class

These behaviors will be handled primarily by the classroom teacher. The principal reserves the right to assign greater discipline if needed.

Action Steps:

1. A Behavior Report Form will be filled out and sent home with the student to be signed by the parent.
2. Parents will receive an email from the teacher to let them know that a behavior form was sent home with the student and must be signed and returned to the teacher by the next day.
3. A Behavior Report will be completed in FACTS and the report will be emailed to the custodial parent(s), advisory teacher, and administrators.
4. Signed Behavior Report Forms will be handed in to the Head of School.

Level 2

- Repetition of Level 1 offenses
- Being in unauthorized places on campus
- Vulgar or profane language, written or spoken
- Out of class without a hall pass or written permission
- Defiance/Refusal to Obey
- Disrespect toward faculty-staff (rolling of eyes, talking back)
- Verbal altercation with another student
- Improper use of cell phone
- Lying
- Excessive morning or in-between class tardies

The classroom teacher will assign after school detention for secondary students. A \$25 fine will be charged to the student's FACTS account. A parent-teacher conference may be necessary. The principal reserves the right to assign greater discipline if necessary.

Action Steps:

1. A Behavior Report Form will be filled out and sent home with the student to be signed by the parent.
2. Parents will receive an email from the teacher to let them know that a behavior form was sent home with the student and must be signed and returned to the teacher by the next day.
3. A Behavior Report will be completed in FACTS and the report will be emailed to the custodial parent(s), advisory teacher, and administrators.
4. Signed Behavior Report Forms will be handed in to the Head of School.

Level 3

- Vandalism
- Fighting
- Traffic Violation on Campus
- Sexual Harassment
- Bullying
- Cheating
- Plagiarism
- Skipping class or school
- Forgery
- Stealing
- Gambling
- Leaving campus without proper permission
- Visiting inappropriate websites
- Assault- in anger a student places his/her hands or body on another student
- Indecent behavior
- Disrespect through the use of profanity, vulgar language, or obscene gestures toward students, teachers, parents, or other school employees on or off campus; to include social media platforms.
- Damaging school property or property of other students and teachers

Level 3 violations will result in immediate referral to the head of school and will be assigned in-school suspension or Saturday school. A \$50 fee will be charged to the student's FACTS account if Saturday school is assigned. The behavior event will be documented in FACTS and a conference with parents will be required. The principal reserves the right to use other disciplinary measures if needed. At the discretion of the administrator, any Level 3 violation may be elevated and considered a Level 4 violation based on severity.

Level 4

- Engaging in inappropriate physical or sexual contact disruptive to other students.
- Engaging in offensive conduct of a sexual nature; whether verbal or physical; which may include requests for sending, posting, or sharing inappropriate pictures of a sexual nature, sexual favors or other intimidating sexual conduct directed toward another individual
- Engaging in inappropriate social media use by posting or condoning content that is sexual, immodest, vulgar, obscene, unlawful, or any behaviors contrary to our code of conduct.
- Any verbal or physical assault on faculty/administration/or students, or the destruction of their personal property.
- Committing extortion, coercion, or blackmail

- Drug use/smoking/vaping/drinking.*
- Level 4 violations will result in immediate referral to the head of school, extended suspension, and possible expulsion. Determination of consequences will be at the discretion of the Head of School

***Prohibitions:** No student shall possess, use, transmit, or attempt to possess, use, transmit or be under the influence of (legal intoxication not required) any of the following substances on school premises during any school term or off-school premises at a school-sponsored activity, function, or event. Drug testing refusal is grounds for dismissal.

Any controlled substance or dangerous drug as defined by law, including but not limited to marijuana, any narcotic drug, hallucinogen, stimulant, depressant, amphetamine, or barbiturate. Any alcoholic beverage.

Any tobacco product including e-cigarettes and vapor cigarettes

Any abusable glue, aerosol paint, or any other chemical substance for inhalation.

Any other intoxicant, or mood changing, mind-altering or behavior altering drugs.

The transmittal, sale, or attempted sale of what is represented to be any of the above listed substances is also prohibited under this policy and will result in immediate suspension or expulsion.

Drug paraphernalia, defined as equipment, a product, or a material of any kind that is used or intended for use in packaging, repackaging, storing or containing, or concealing an above-listed substance or injecting, or inhaling, or otherwise introducing to the human body an above listed substance is prohibited under this policy

All prescription medications will only be dispensed by the school nurse or principal designee and will not be carried by the student. All prescription medications must be brought to the school by a parent in the original prescription bottle. An accurate count of the pills needs to be made by the parent before they bring the prescription and then verified by the nurse. A

student who uses a drug authorized by a licensed physician through a prescription specifically for that student's use will not be considered to have violated this policy.

Any student suspected of being under the influence on campus shall be escorted/accompanied by a staff member to the designated school administrator. At no time will any student that is believed to have used a drug and/or alcohol, not in accordance with the above policy be permitted to drive away from or leave the campus.

8.4 Plagiarism and Academic Dishonesty

Plagiarism, cheating, and all forms of academic dishonesty are a violation of the *Student Code of Conduct* and are forbidden at RCBA.

Plagiarism is the act of using text, language, or images from another's work without citation or credit, and passing it off as one's own. Plagiarism can involve copying from the internet, from a classmate, from a book or text or other source. Anytime a resource is used, credit must be given through proper citation and reference. Copying answers, papers, or ideas from classmates, the internet, or other sources without citation is unethical, dishonest, and expressly forbidden by the RCBA Student Honor Code.

Consequences for academic dishonesty will include a conference with the student, student's parents, and school administration and may warrant a range of repercussions that may include: automatic zero on the assignment/test, loss of leadership privilege and membership in clubs or organizations, loss of eligibility for athletic teams, and consideration for suspension or expulsion from the school.

8.5 Bullying

RCBA does not tolerate bullying, cyberbullying, harassment, or retaliation in our school community.

Texas Education Association Definitions

Bullying

As defined in Texas Education Code § 37.0832(a)-(b), Bullying means a single significant act or a pattern of acts by one or more students directed at another student that exploits an imbalance of power and involves engaging in written or verbal expression, expression

through electronic means, or physical conduct that satisfies the applicability requirements provided by Subsection (a)(1), and that:

- 1) has the effect or will have the effect of physically harming a student, damaging a student's property, or placing a student in reasonable fear of harm to the student's person or of damage to the student's property;
- 2) is sufficiently severe, persistent, or pervasive enough that the action or threat creates an intimidating, threatening, or abusive educational environment for a student;
- 3) materially and substantially disrupts the educational process or the orderly operation of a classroom or school; or
- 4) infringes on the rights of the victim at school and includes cyberbullying.

Cyberbullying

As defined in Texas Education Code § 37.0832 (B)(2), Cyberbullying means bullying that is done through the use of any electronic communication device, including through the use of a cellular or other type of telephone, a computer, a camera, electronic mail, instant messaging, text messaging, a social media application, an internet website, or any other internet-based communication tool. This applies to:

- 1) bullying that occurs on or is delivered to school property or to the site of a school-sponsored or school-related activity on or off school property;
- 2) bullying that occurs on a publicly or privately-owned school bus or vehicle being used for transportation of students to or from school or a school-sponsored or school-related activity; and
- 3) cyberbullying that occurs off school property or outside of a school-sponsored or school-related activity if the cyberbullying:
 - (a) interferes with a student's educational opportunities, or
 - (b) substantially disrupts the orderly operation of a classroom, school, or school-sponsored or school-related activity.

Harassment

As defined in Texas Education Code § 37.001(b)(2), Harassment means threatening to cause harm or bodily injury to another student, engaging in sexually intimidating conduct, causing physical damage to the property of another student, subjecting another student to physical

conferment or restraint, or maliciously taking any action that substantially harms another student's physical or emotional health or safety.

Retaliation

Any form of intimidation, reprisal, or harassment directed against a student or individual who reports bullying, provide information during an investigation of bullying, or witnesses and/or has reliable information about bullying that has occurred.

Examples of Bullying

Examples of "bullying" may include but are not limited to a pattern of behavior involving one or more of the following:

- Sarcastic "compliments" about another student's personal appearance;
- Pointed questions intended to embarrass or humiliate;
- Mocking, taunting or belittling;
- Non-verbal threats and/or intimidation such as "fronting" or "chesting" a person;
- Demeaning humor relating to a student's race, gender, ethnicity or personal characteristics;
- Blackmail, extortion, demands for protection money or other involuntary donations or loans;
- Blocking access to school property or facilities;
- Deliberate physical contact or injury to person or property;
- Stealing or hiding books or belongings; and/or
- Threats of harm to student(s), possessions, or others.

Bullying Policy

- Students who engage in bullying while (a) at school, on school property, on school trips, in school vehicles, at any school function, in connection to or with any school sponsored activity or event, or while en route to or from school, or (b) by an electronic act that results in the substantial disruption or the orderly operation of the school or educational environment are subject to disciplinary action, up to and including suspension or expulsion.
- Students or parents who witness bullying or have reliable information that a pupil has been the victim of bullying, as defined in this policy and including a single action which if allowed to continue would constitute bullying, shall report the incident to the administration as soon as possible, and never later than twenty-four hours after the incident; while later reports are welcome, follow up and discipline are hampered by longer time periods. Any student who is a victim of bullying or who witnesses bullying or has reliable information about a bullying incident will be afforded as much care and

protection as reasonably possible with severe consequences for a student or parent who retaliates to the student providing the information. Intentional false reports intended to harm will be treated as a major offense for discipline.

- The administration will be responsible to follow up on reports to determine the need for disciplinary action. If the bullying incident is substantiated, the administration will require a meeting between the principal, alleged victim and family, and the alleged bully and family within twenty-four hours, with the goal of using partnership to change behavior and encourage reconciliation.
- The most likely consequence for verified bullying will be suspension and/or expulsion depending on the severity and circumstances surrounding the incident. Repeated instances of bullying or retaliation will result in expulsion. Other compensation or consequences may also be applied.

9. Parent Information

9.1 Parents as Partners

Parent partnership is instrumental in the success of an RCBA experience. We are an extended family and value our time together as we partner in prayer, service and the common good of our school community. We have many opportunities for parents, grandparents, extended family, and friends to be involved in student life at RCBA and to volunteer time, talents, and resources.

9.2 Family Service Hours

Each RCBA family is asked to commit to serving at least 10 volunteer hours each semester to support the school. These hours can come from helping in the classrooms, volunteering in the office, chaperoning field trips, assisting with fundraisers, or a host of other opportunities. Volunteers are vital to the efficient functioning of our school.

Parents have access to post and track their service hours through the Parents Web page on RenWeb.

We recognize that extenuating circumstances and busy schedules may prevent some families from participating in service hours. Families who are unable to complete their service hours may opt to make a financial donation to RCBA in lieu of service. A charge of \$15.00 per hour or \$150.00 per semester will be added to the family's FACTS account to help facilitate these donations.

9.3 Parent/Teacher Communication

Communication with the classroom teacher is vital to the educational mission. We value open dialogue to support healthy partnership. Our teachers primarily communicate with parents through RenWeb, emails, and phone calls. Please feel free to reach out through these avenues to address any questions or concerns, to gain clarity in a matter, or simply to offer support and encouragement to your student's teachers.

Our teachers love their students and families. Please, keep this in mind in case of any misunderstanding or conflict. *Always assume positive intent* is a good rule of thumb as we follow the Matthew 18 model of conflict resolution.

Matthew 18 Model. When conflicts arise, go first to the person directly involved. As Christians, we are called to address offenses and to forgive. If the conflict is in the classroom, first address it with the classroom teacher. Humility and grace are important attributes in

conflict resolution. The goal is to resolve the conflict and to restore damaged relationships. If the conflict remains unresolved, the next step is to bring in the principal. With the goal of restoration, this biblical model avoids gossip, protects students, and demonstrates Christian love and grace.

9.4 ParentsWeb

ParentsWeb is designed to provide on-demand access to student and school information. Parents can access it at any time by using a login and password. Families will keep the same login information each school year.

9.5 Fundraising

As is the nature of any privately-funded educational institution, all of the funds necessary to provide students with the highest quality programs possible cannot come from tuition alone. Throughout the year there will be several opportunities for students and families to participate in events and fundraising activities that serve to generate funds to help keep the cost of tuition to a minimum. We strongly encourage each family to participate by both giving and volunteering. All outside fundraisers are prohibited without prior administrator approval.

10. General Information

10.1 Emergency Notification

Emergency notification to parents will be through text messaging and emails via the Parent Alert system. Please make sure your contact information is kept current in RenWeb to ensure you do not miss out on any communications.

10.2 Inclement Weather

RCBA will generally align itself with local public schools (Judson ISD) regarding school-related delays and closings. Parents will also receive a text and email notification via Parent Alert system. Information and updates will also be posted to Facebook.

10.3 Search and Seizure

School officials have the right to search or conduct a search of lockers, backpacks, or vehicles when there are reasonable grounds for suspecting that a search will reveal evidence that the student has violated, or is in violation, of the law or rules of the school. Searches may be conducted of students' property when at school or at school-related functions.

10.4 Unauthorized Items

Any items that are considered a disruption during class or that may be deemed dangerous by the school administration will be confiscated by RCBA staff and may be retrieved from the school office by the parent at the end of the day. Appropriate warnings and consequences will be administered.

10.5 Public Displays of Affection

Whereas attraction to a person of the opposite sex is natural, students are not allowed to show affection by touching, hugging, holding hands or kissing on campus or at any school-sponsored events. Doing so will result in disciplinary actions.

10.6 School Insurance

RCBA has accident insurance that covers accidents on school property, on school-sponsored travel to any scheduled school activity, or injuries related to school-sponsored events. RCBA is the second carrier if you have primary coverage. This insurance does not cover accidents involving student drivers on or off school property.

10.7 School Office and Contacting Students

Students may use the phone in the school office in the case of an emergency or illness to contact parents. Students are not to receive personal phone calls or texts on their cell phones. Parents may call the school office if they need to contact their students during the school day. Students may not call home during class time for books or assignments left at home.

Students may use the school copier and printer for printing homework assignments with assistance from the office staff.

10.8 Student Drivers

Parking on campus is a privilege offered to all students with valid driver's licenses. Students wishing to drive to school must complete an application detailing information about the primary car the student will be driving, including make, model, and license plate number. Proof of insurance must be provided, and a fee of \$10 will be assessed.

Students may lose parking privileges for speeding on campus, parking illegally, leaving campus without permission, arriving late in the morning or after lunch, or other misuses of the privilege.

Students must park in the student parking lot. Students may not go to their cars during the school day without first checking out through the office.

Students are strictly prohibited from transporting other students to and from campus without written permission from a parent or guardian.

Junior and senior students may be allowed to leave during lunchtime, with written permission from their parents and documentation on file with the school office.

10.9 Campus Hours

The school is open each day from 7:30am until 4:00pm. Morning drop-off runs from 7:30-7:55. Elementary drop-off will take place through the side door of the gym/sanctuary. Secondary students may hang out on the porch or courtyard between 7:30 and 7:55. All students should go to class or advisory after 7:55 so that they are in place before the 8:00 tardy bell.

Students should not arrive before 7:30am without making prior arrangements through the school office.

Elementary students that have not been picked up after 3:45 will be taken to After School Care (ASC) until a parent or guardian arrives. A daily ASC fee will be added to the student's FACTS account.

After 3:45, secondary students must wait in the office until parents arrive. A \$25.00 charge may be added to FACTS account.

10.10 Campus Visitors

All visitors, including parents, must sign in at the school office before visiting the campus or the classrooms. A visitor badge must be worn at all times. Exceptions will be made during special school activities and events.

10.11 Change of Contact Information

If you move or change contact information, please inform the school office as soon as possible so that the information is current in the school records.

10.12 Technology Use Policy

Resources

The use of computer technology and internet access is a part of our school curriculum. To gain access to the network/internet, all students must obtain parental permission as verified by the Agreement to our Acceptable Use Policy. The term network includes computer hardware, software and internet.

Internet Access

Students can explore many libraries, databases, museums, and other sources via the internet. Parents should understand that some material accessible through the internet might contain items that are illegal, defamatory, inaccurate, or potentially offensive. Although the goals of the school are to use the internet for constructive educational purposes and the school maintains a filtering system to restrict information accessed through the internet, students may find ways to access objectionable materials. However, we believe that the benefits of internet use for information resources outweigh the disadvantages. Ultimately, parents and guardians of minors are responsible for establishing and conveying the standards that their children should follow when using media and information sources. Therefore, we support each family's right to decide whether or not to apply for access.

Rules of Appropriate Use

Any actions that might harm the technology equipment or software, impair its effective use, or show disregard for the procedures set forth below will not be tolerated. Unacceptable uses of the network will result in the suspension or revoking of these privileges as well as possible school and/or legal discipline. These are the guidelines to avoid the loss of privileges:

- 1) Do not share your password with another person. This includes allowing another student to use a computer logged in under your assigned username and password.
- 2) Do not use technology equipment to harm other people or their work.
- 3) Do not vandalize or damage any technology equipment. Monetary responsibility lies with the student/parent if repair or replacement of software/hardware is necessary if the damage was caused by careless use or vandalism.
- 4) Do not trespass in another person's document files or folders or vandalize the data of another user. This includes using a computer that is logged in under another user regardless of the circumstances.
- 5) Students may not under any circumstances use a computer logged in under a teacher or staff person. This action will result in immediate loss of computer privileges and other disciplinary action.
- 6) Students may not use classroom/office computers for any homework assignments. The computer labs are available for computer-related homework assignments subject to the approval of the teachers.
- 7) Do not use the network for illegal activity, including violating copyright laws, downloading/spreading of viruses, or gaining unauthorized access to resources or entities.
- 8) Do not view, send, or display offensive messages or pictures.
- 9) Do not download/install programs including shareware or freeware without permission from the administration. This includes downloading any games from the internet.
- 10) Do not use the network for financial transactions, including financial gain or commercial purposes.
- 11) Do not use the network to release personal or school information such as names, addresses or phone numbers without written permission from the administration.
- 12) Students are restricted from accessing email accounts or social networking sites on the campus computers unless it is a school supplied email or networking site account. This action will result in loss of computer privileges and other disciplinary actions.
- 13) Do not use removable media from home computers on campus computers or ask teachers to accept assignments on jump drives.
- 14) Do not violate the spirit of RCBA's mission statement.
- 15) Notify your instructor immediately, if, by accident, you encounter materials that violate the standards of appropriate use.
- 16) Notify your instructor if a security problem is suspected.
- 17) Students must not copy or plagiarize material from the Internet.
- 18) Students will be held accountable for their actions and will lose technology privileges if the rules of appropriate use are violated.

Student Responsibilities

Students are expected to comply with the school standards of behavior and the rules set forth in the Acceptable Use Policy while using the school computer network. Students should understand that network use may be subject to administrative monitoring/review at any time. The user is personally responsible for his or her actions in accessing and utilizing the school's technology resources. The use of school technology is a privilege, not a right, and may be revoked if abused.

Warranties

The internet user and his or her parents must understand that he or she uses the internet at his or her own risk. Considering the provisions mentioned above, RCBA cannot assume responsibility for:

- 1) The reliability of the content of a source received by the user;
- 2) Costs that the student incurs if he or she requests a product or service for a fee; or
- 3) Any consequences of disruption in service that may result in lack of resources.

Though every effort will be made to ensure a reliable connection, there may be times when the internet service is down or scheduled for use by teachers, classes, or other students.

If the parent should decline to agree with the Acceptable Use Policy form or disagree with any portion of the Technology Acceptable Use Policy form, his or her student may not be allowed access to the school computers and other technology.

10.13 Cell Phone and Personal Devices

High School Policy: Cell phones will be turned in to each teacher at the beginning of each class and returned to students at the end of class. Cell phones may be used on campus only with permission from a teacher or administrator.

Middle School Policy: Cellphones are not to be used for any purpose at any time during the school day. Cell phones may be left at the school office for use after school and at other relevant times.

General Guidelines: Parents needing to communicate with their students during the school day should do so through the office.

Students using their phones without permission or for any other purpose other than what is expressly permitted will have the phone confiscated. Confiscated phones may be picked up at the school office at the end of the school day. Repeated offenses and/or and inappropriate cell phone use may incur fines and may lead to forfeiture of cell phone privileges.

Laptops & Tablets

Students in 6th– 12th grade may use laptops during the school day, with permission, and for school related activities only, at the teacher’s discretion. Laptops, smart phones, and tablets may not be used for viewing pictures, listening to music, playing games, social media, watching videos, or checking personal email or any other activity not directly related to schoolwork. Any student laptops or tablets used for any activity other than school related activities may be confiscated. The school reserves the right to examine any file on any computer, phone, or other device that students bring to school. Standard disciplinary measures will be taken for inappropriate content found on devices or for inappropriate use.

Inappropriate Use

RCBA does not permit the inappropriate use of cell phones or technology, including stalking, harassing, sexting, cyberbullying, cheating, plagiarizing, or any other activity that does not reflect Christian character or the RCBA values.

10.14 School Equipment and Textbooks

RCBA attempts to provide its students with the equipment and tools needed for education. Items such as computers, microscopes, physical education and sports equipment, chairs, and desks are all items that need to be taken care of properly. Purposefully destroying or damaging any of these items will result in a fine that is equal to what it will cost to replace the item.

Textbooks are issued by the school at the beginning of the year. Teachers will assess the condition of each textbook before handing them out. A textbook with a missing barcode is considered the same as a lost book. Students whose textbooks are lost or returned in unusable condition will be charged the cost of the book to replace it.

10.15 Printed Material

The use of the RCBA logo and/or school name on any printed material such as t-shirts, bumper stickers, banners, or decals is strictly prohibited without prior permission from the school administration.

10.16 Toys and Other Personal Items

Students are not permitted to bring toys or other personal items to school unless it is on special days determined by the classroom teacher. The school will not be responsible for any broken or lost toys. Please refrain from sending items, including clothing, backpacks, or school supplies, which do not reflect biblical values. Such items will be confiscated and returned to the parent during school office hours.

10.17 Lost and Found

The Lost and Found is in the school office. Clothing, books and personal articles found in school buildings or on school grounds will be collected and placed in the Lost and Found. The school will not be responsible for lost items.

10.18 Fall Retreat

All Middle School and High School students and teachers attend a two-night, three-day retreat in the fall. This is a milestone event for our students and an important part of our school's culture. Full details, including costs, are made available at the beginning of the school year.

10.19 Co-Curricular Activities

RCBA students have several opportunities to participate in co-curricular activities. These activities include sports, arts competitions, and academic competitions. We believe co-curricular activities are a very important part of educating the whole child, and we encourage our students to be involved in the co-curricular experience. Participation in these activities provides students the opportunity to develop character and integrity and to learn the value of sacrificing self for the good of the team. In order for each team to receive the full benefit from individual participation, we expect each member to commit to the full term of the activity. We encourage families to carefully consider the time and commitment necessary to support each activity and to help their students make a commitment to finishing strong. Teachers and coaches will work with students to help them navigate the balance of classwork and co-curricular activities. We believe our students can be successful in both areas with parent and teacher support.

Grades, attendance, and behavior issues may cause students to be ineligible to participate in co- and extracurricular activities.

Parent-Student
HANDBOOK
Elementary School – Middle School – High School

Certification of Acceptance

In acknowledgment of agreement, please initial each item below and then sign and date below.

I have read the contents of the online Handbook carefully and completely. _____

I acknowledge that I understand the policies set forth within the Handbook. _____

I agree to support and abide by these policies and the Student Honor Code. _____

I understand that my electronic signature requested during either my online Enrollment packet or Re-Enrollment packet will serve as my agreement that I am bound by the financial obligations and policies set forth in this Handbook. _____

I understand that the Administration of RCBA reserves the right to make any additions, deletions, or alterations deemed necessary to this Handbook without prior notification, and the reserves the right to interpret, execute, and expand all school policies as set forth in this handbook. _____

Signature: _____ Date: _____

Printed Name: _____

Policy changes in this edit:

Updated Dress Code **4.4**

Updated Cell Phone Policy **10.13**

Updated Discipline **8.1; 8.2** (1/16/24)