



Student Handbook

2021-2022

429 S. Broad Street, Winston-Salem, NC 27101
www.salemvikings.org

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Head of School Welcome

It is my distinct privilege to serve as the Head of School for SBCS, the home of the Vikings! Whether you are prayerfully seeking to gain information about our school, or you are already enrolled and part of the SBCS family or alumni, it is also my great joy to welcome you to Salem.

At SBCS, we are striving to educate children to be as much like Jesus Christ as possible. From Luke 2:52, we see how Jesus Himself GREW! He grew in stature, in wisdom, in favor with God and with man. Using this as our guide, we want to help a child grow in these four areas. Please allow me to quickly highlight how that happens.

We read that Jesus as a child grew physically. One of the ways we seek to help children grow physically is to encourage as many of our students as possible to get involved in an athletic sport. Another way is by restricting some things from being put into the body as we know the tremendous harm that can come to the temple of God.

Learning from how Jesus grew, we strive to help children grow in wisdom or intellectually. The idea of wisdom takes on several components. For us, without a doubt, we want them to be learning skills for making a living. But more than just learning how to make a living, we want them to learn how to live life. The wisdom we seek to impart comes through the filter of a Christian World View. For us, wisdom is seeing life from God's perspective. At SBCS, we are seeking to impart knowledge that will help a student be prepared for future employment while imparting wisdom on how to live for Christ in whatever arena God may have for them. What you will find at SBCS is a challenging academic curriculum yet, at the same time, we provide tremendous help for students who learn differently. Our Discovery center is well staffed with professionals who will help students learn how to learn!

From Luke 2:52 we see that Jesus grew in favor with God. Yes, Jesus grew spiritually. At SBCS, we see ourselves as partners with the student's parents and the student's church to help the student grow spiritually. We pray for each student to be saved and will provide opportunities for the student to hear the gospel and to respond to it. We provide weekly chapels so that the students may be challenged to submit their lives to the Lord and His teachings. We provide classroom teaching that will impart understanding of the Old Testament, New Testament and Biblical Doctrines. Our teachers approach the teaching of God's Word as more than just academics but with the desire that the class imparts truth that brings about transformation.

We also see that Jesus grew in favor with man. Jesus grew relationally. Being in a school setting allows for relational and social development. Friends are made and families have opportunity to fellowship with one another. At SBCS, we embrace the challenge of helping students learn how to get along with others. We want students to learn and live out the one another's of Scripture.

As you consider SBCS as a prospective family or you are on the journey now, know that we take very seriously each aspect of growing like Jesus grew!

Dwayne Carson

Head of School

PHILOSOPHY AND GOALS

Statement of Change and Coverage

Every attempt has been made to cover the most common issues at SBCS, but this handbook is not exhaustive in its contents. If any school policy changes, families will be informed through the school's website and email. Students are subject to all handbook policies while they are enrolled in SBCS.

Mission Statement

The mission of SBCS is to challenge students to achieve in an academically excellent environment while nurturing their love for and service to God and others.

School Objectives

This is an abbreviated list of our school objectives guided by Luke 2:52 "And Jesus increased in wisdom and stature, and in favor with God and men." If we are successful,

Spiritually, our students will

- have professed faith in Christ as Savior and live a Christ-honoring lifestyle
- be growing spiritually, evidencing the fruit of the Spirit in attitudes and behaviors

Academically, our students will:

- have adopted a Biblical worldview through spiritually integrated academics
- be academically well-prepared for post-secondary study or career training

Socially, our students will:

- relate well to others, model love, kindness, respect, compassion, and forgiveness (John 13:34-35, Ephesians 4:32, 1 Peter 3:8)
- accept responsibilities of citizenship and opportunities of service willingly

Physically, our students will:

- be confident and poised due to the development of physical abilities
- be athletically competitive with others of similar ability

School Philosophy

SBCS's philosophy of education is derived from its theology (*see Statement of Faith*). Our philosophy of education has five primary components:

- The ***Purpose of Education***: The purpose of education is to know and to respond to God and His Word (Prov. 1:7).
- The ***Content of Education***: The God of the Bible claims to be the Source of Truth (John 14:6). In addition to acquisition of content and skills, education is concerned with the spiritual formation of students.
- The ***Process of Education***: Education is accomplished through a professionally competent Christian teacher using instructional methods that are appropriate for the content and the student. (Deut. 6:6-7 and Prov. 22:6).
- The ***Responsibility of Education***: Parents are responsible for the education of their children (Deut. 6:6-7).
- The ***Nature of the Student***: Students are physical and spiritual beings created by God (Gen. 1:27; 2:7). Each one is a unique personality with a preferred learning style and varying levels of academic, physical, and creative ability.

School Philosophy of Discipline

Our approach to student discipline is corrective rather than punitive. Our model is our Father God who corrects those whom He loves with the goal of restoring our fellowship with Him or drawing us closer to Him. While He may allow hurtful events in our lives, His goal is always to restore us.

An approach to discipline and the practices that grow out of it, with punishment of an individual for his actions or behavior as its primary or solitary goal is not biblical and should not be practiced in SBCS. Teachers and administrators must be careful to avoid purely punitive responses to misbehavior or violations of classroom rules. Care must be taken to match discipline with offense consistently. It is more difficult to discipline students in a corrective manner, but it is also more effective. The goal of our discipline is to cause students to conform to our established behavioral standards that are based on Biblical principles.

PHILOSOPHY AND GOALS

Our disciplinary practices are progressive. We expect our students not to be disruptive, disrespectful, or disobedient. Admonitions and warnings will be used first to correct problem behavior. Continued disobedience will be handled with student forfeiture of privileges, parent conferences, detentions, disciplinary probation, suspensions, and finally expulsion.

Statement of Faith

We believe in:

- divine inspiration, inerrancy and authority of the Scriptures (2 Tim. 3:16-17)
- the doctrine of the Trinity as historically and scripturally maintained (Matt. 28:19)
- God the Father as Sovereign and Infinite (Jeremiah 32:17)
- the deity and humanity of Jesus Christ (John 20:28), His virgin birth (Matt. 1:18-25), His sinless life (Heb. 4:15), substitutionary death (Rom. 5:8), bodily resurrection (Luke. 24), glorious ascension (Acts 1:9-11)
- total depravity of all mankind (Rom. 3:9-20)
- necessity of regeneration (John 3:3)
- baptism of the Holy Spirit placing believers into the body of Christ (Rom. 8:9-16)
- believer's baptism as a prerequisite to local church membership (Matt. 28:19-20)
- Lord's Supper administered by the local church (Luke 22:17-20)
- local church as an autonomous body, separate from the world (Acts 2:42)
- pre-tribulational rapture of the church as the believer's hope (1 Thes. 4:13, 17)
- resurrection of the body of all Christians concurrent with the rapture (1 Cor. 15:35-58)
- pre-millennial return of Christ to establish His literal and worldwide reign (Rev. 19:11-20:6)
- heaven of eternal duration for the saved (Matt. 25:46)
- final judgment and eternal punishment in a literal hell for the lost (2 Thes. 1:8-9).

Statement of Nondiscrimination

SBCS does not discriminate based on gender, race, color, national or ethnic origin in its admissions, financial aid, educational or any school administered policies or programs. Gender as used herein does not mean sexual identity, orientation, or transgender.

Accreditation

SBCS is accredited by:

- Association of Christian Schools International (ACSI) and Cognia™

SBCS is recognized by:

- North Carolina Division of Non-public Education
- National Honor Society of America

SBCS is a member of:

- North Carolina Independent Athletic Association



GENERAL ACADEMIC POLICIES

Lower School

At Salem we believe that every activity in the human life has a purpose, and education is no exception. It is our mission to provide students with the tools to achieve academically so that they can know, love, and serve God to the best of their abilities. In Luke 2:52 we see that Jesus grew cognitively, physically, spiritually, and socially. At SBCS we endeavor to provide an environment conducive to our students also developing in this holistic manner. Lower school teachers use differentiated teaching techniques to meet the needs of all learners and provide many hands-on opportunities for the students. Art, Computer, Library, Music, P.E., and foreign language are taught as enrichment classes, as well as a chapel service each week. The lower school teachers are passionate about pursuing both discipleship and scholarship so that students are better enabled to impact the world for the glory of God.

Upper School

SBCS is proud of the academic and extra-curricular program for the students in grades 6-12. At Salem, we strive to offer students a well-rounded education in a Christian atmosphere. To accomplish this goal, our faculty mentor students each day, encouraging them to strive for excellence in their academic, social, and spiritual life. As a college prep high school, students may choose from three different graduation tracks which include Honors, Advanced Placement and/or Dual Enrollment courses as well as a variety of electives courses. Every high school student is issued a Chromebook. Outside of the classroom, students have the opportunity to participate in clubs such as the National Honor Society, Beta Club, Student Council, Fellowship of Christian Athletes, and the Delta Theta Chi service club. SBCS has a dual enrollment partnership with Forsyth Technical Community College providing students opportunity to earn postsecondary credits. Students also attend overnight field trips to major cities on the US East Coast.

The Discovery Center

Salem Baptist Christian School is proud to offer Discovery Center services to students who have learning and developmental differences that make it hard for them to keep up with their similarly-aged peers. Parents who suspect (or know of) a learning or developmental difference in their student are invited to request a conference with the Discovery Center director to discuss the student's needs and how the Discovery Center might be able to help. The director will provide information on how to pursue specialized testing which aids the Discovery center staff in knowing how each child learns best, and what interventions might best aid their learning. Please note that **testing is not optional-it must be performed and the results must be received before your student can be considered for admission entry into the program.** While we strive to be as affordable as possible, the extra resources and specialist required to offer those resources do result in higher costs, so there is an unavoidable additional charge for Discovery Center services.

Parents wishing to pursue enrollment at the conclusion of that meeting will receive information on how to pursue the formal testing and evaluation required as part of their child's application for admission. Parents are advised that testing does not guarantee admission and that the expenses related to testing are strictly a family responsibility. Furthermore, the full battery of tests may require several visits to complete. The examiner's complete report is available in time for the staff to consider the child's needs and our ability to meet them. Students selected for admission will receive additional therapeutic interventions in one of the educational formats below. It is important to stress that at-home support is required of at-home caregivers in all three formats:

1. Integrated Learning: When testing and evaluation indicates that a student's needs and developmental goals are best supported in the general education classroom, they will be placed in a typical grade-level educational format. During integrated learning, students receive two 70-minute therapy sessions per week with a credentialed therapist outside the classroom. The aim of therapy is to help the child develop and strengthen specific cognitive abilities which aids their academic, social, and developmental growth. **Therapy sessions are NOT for tutoring or homework help.**

Modified Educational Goal (MEG): Despite placement in the general education classroom, there are times when modified educational goals (MEGs) are needed to help the student reach their highest possible level of achievement. When indicated, the student's teachers and therapist will confer to devise modifications and will advise and train parents/caregivers who are expected to support them with at home use. The goal of MEGs is **not** to prescribe a *lower standard of performance*, but to help the student find their own path to achieve normally expected grade level standards. Again, the need for at-home support and parent/caregiver dedication to prescribed methods and therapeutic interventions cannot be overstated.

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GENERAL ACADEMIC POLICIES

2. Discovery Self-Contained Classrooms: When testing and evaluation indicate that a student is achieving significantly below typical grade-level expectations, the student may be placed in one of our multi-level Discovery classrooms. There is one discovery classroom for the elementary school and two in the upper school. These classrooms offer a more intimate learning experience with fewer disruptions, fewer transitions, and more personalized attention from teachers (and teacher assistants). Because students in the discovery classrooms are getting regular specialized attention and care in the classroom, they receive only one 70-minute therapy session per week with a Discovery Center therapist.

Modified Learning Outcome (MLO): For students in the discovery classrooms, teachers and therapists will confer on the development of MLOs which are reviewed and adapted to the child's needs at least annually. MLOs function as a curricular goal-map for individual students and may prescribe alternative learning outcomes that are different from those typically expected of the child's similarly-aged peers. The purpose of MLOs is to help the student set and achieve goals which challenge their abilities and represent their best efforts. MLOs are reviewed and modified as the students' needs, and levels of achievement, indicate. We are blessed to have seen many Discovery Classroom students outgrow their need for Discovery Center interventions altogether. Those have graduated from grade-level classrooms and have gone on to succeed in the workforce and in higher education.

3. Early Discovery: All students who are admitted to SBCS as kindergarteners, first graders, and second graders receive an early diagnostic evaluation through our search and teach program in the first part of the school year. This assessment is part of the curriculum for all new students and is not optional. The purpose of the evaluation is to identify gaps in certain cognitive and developmental areas that might be overcome with early intervention. Research consistently indicates that early cognitive interventions, particularly where they serve reading and math skills, can significantly improve a student's cognitive functions, academic performance, and perhaps other aspects of life over time (Stockard, et al., 2018). The search and teach evaluation will result in recommendations for some students to be enrolled in our Early Discovery program. Those enrolled in early discovery will usually remain in the general education classroom for most of the school day but will also receive up to two 35-minute therapy sessions per week outside the classroom.

Please note the following important details in review:

- Staff and resources in the Discovery Center are limited. There may be times when new enrollments are frozen for students needing Discovery Center services at one grade level, while new enrollments are still being taken in other grade levels.
- A psycho-educational testing battery is not optional. It must be completed at the family's expense, and the full report of the examiner's findings must accompany any application for a potential discovery center student.
- Accomplishing prescribed testing does not guarantee admission. Some students' test results may reveal needs that we are simply not staffed or equipped to meet at this time.
- While we strive to be as affordable as possible, the extra resources and specialists required to offer discovery center services do result in higher costs. Those costs are passed on as fees to the student's family. Parents are encouraged to seek funding assistance from all available sources if needed.

Conclusion: A biblical view of education insists that the primary responsibility for every child's education ultimately rests with the parents/caregivers in the home. We (SBCS and its Discovery Center) are merely partners in that effort. We compliment, but neither replace nor compensate, for the lack of involvement or cooperation from parents/caregivers. Lastly, eligibility for continued enrollment in the Discovery Center programs is dependent upon compliance and cooperation from parents/caregivers, and their unwavering commitment to support the learning interventions prescribed.

REFERENCES

Stockard, J., Wood, T. W., Coughlin, C., & Khoury, C. R. (2018). The effectiveness of direct instruction curricula: A meta-analysis of a half century of research. *Review of Educational Research*, 88, 479–507.

GENERAL ACADEMIC POLICIES

Grade Determination

Generally, quarter grades are determined by 70% major grades such as tests and projects and 30% quizzes, homework and daily grades. Class participation may affect daily grades. High school semester grades are determined by 45% for each quarter grade in the semester, 10% for semester exams. Semester grades in classes that do not give exams are determined by 50% for each semester. For additional details refer to the academic policies section.

Homework

Homework must be a priority for students. They must learn to manage their time, plan the completion of assignments and remain on their tasks until they are complete. Thoughtful time should be regularly spent planning and working on the completion of major assignments to avoid the last-minute rush.

Parents must appreciate the value of homework and be in general agreement with the school's policy. Parental attitude toward homework will greatly affect the success an individual student has with his/her assignments. **All concerns about homework load or assignments should always be expressed first to the teacher.**

Online Learning

SBCS education is primarily on the SBCS campus; however, there may be times for individual students or the entire student body that our education will be provided to the student through an online learning platform. Regular tuition will still apply.

Plagiarism/Cheating

SBCS expects students to be honest in all their academic work. Students are responsible for their own work. Dishonesty in homework assignments, tests, written papers or any other academic work is not acceptable. Plagiarism, regardless of intent, is the presentation of words and ideas as one's own. For example:

- student fails to acknowledge the source (a book, article, Internet site, another student's paper, etc.) of words, sentences, ideas, conclusions, examples and/or organization of an assignment;
- student submits work done by another person, in part or whole, as one's own works;
- student submits assignments received from commercial firms or any other person or groups;
- student knowingly aids another student in plagiarizing an assignment as defined above.
- student uses an e-device to cheat while in class.

Disciplinary action for cheating/plagiarism will occur according to the discipline policy.

Academic Probation (grades 2-12)

At the conclusion of any grading period, any student who receives more than two grades below a C- or receives an F in any subject shall be placed on academic probation. Academic probation shall include the following items.

- Academic probation shall extend until the end of the next grading period. A student can be placed on academic probation during the first grading period of the school year, based upon the grades of the fourth grading period of the previous school year.
- At the beginning of the probationary period, a meeting with the parents and students will be held to review the students current grades, identify academic problems, develop an improvement plan, explain the minimum academic expectations, and provide a written copy of the academic probation requirements.
- At the end of the probationary period if the student has not met the minimum requirements of the academic standard, the student shall be placed on academic warning for an additional probationary period of nine weeks. Failure to meet the academic standard at the end of the academic warning period will result in a Head of School recommendation for withdrawal unless the principal recommends extension of the probation for an additional 9 weeks due to specialized testing and or evaluation.
- At the conclusion of the probationary period, parents will be provided written notification regarding whether the student has met the requirements of academic probation.

GENERAL ACADEMIC POLICIES

- Any student placed on academic probation may be reviewed by coaches, directors, teachers, the principal or other school officials for continued participation on any athletic team, club, campus ministry activity, or other school-related organization. If the student has met the academic standard, he/she may return to normal participation on the team.
- Academic probation standing may jeopardize initial or continuing receipt of school funding awarded for tuition or otherwise.

Progress Reports and Report Cards

The school publishes a mid-quarter progress report and a report card at the end of each quarter. Teachers post grades and other information to FACTS/SIS parent portal.

Reclassification

In a rare circumstance, students would be allowed to reclassify with the approval of administration.

Skipping a Grade

SBCS does not allow students to “skip grades”. Academic ability may indicate that a student is advanced, but this is only one factor of education. The student may be adversely impacted by skipping a grade if social maturity is only consistent with chronological age. Similarly, long-range learning and performance issues may arise if the student’s psychological development is merely appropriate for his/her age.

Testing

Non-public schools in North Carolina must administer a nationally standardized test to students at least once each school year. An achievement test (full battery) is administered to all students in grades K5 – 11th. A school ability test is administered to students in 2nd, 4th, 6th, 8th, and 10th. All achievement testing is done in April of each school year. **Students in grades 1-11 who are absent during testing must make up missed tests. Every effort will be made to make up tests during the achievement test week; otherwise, students may be asked to make up tests during the first week of summer school at a cost to parents.**

The PSAT/NMSQT is also administered to tenth and eleventh grade students. Students are encouraged to take either the Scholastic Aptitude Test (SAT) or the ACT in the spring of the junior year and fall of the senior year if they plan to attend a four-year college or university.

Textbooks, Resources, and School Issued Property

The texts, workbooks, and other resources used by students belong to the school. Students who leave prior to the end of a school year are not entitled to keep any books or workbooks.

Students are required to cover all hardback texts but should **not** use stretchy covers that tend to break the book’s spine or adhesive covers that cannot be removed without damaging the cover. Students will be charged if they abuse their books in a way that makes their book unusable. The charges will be 50% or 100% of the replacement cost. Books and materials that are lost, including library resources must be replaced at full replacement cost.

Students will not receive report cards, transcripts, records or a diploma if all school property is not returned and/or charges are not paid in full.

GENERAL ATTENDANCE POLICIES

Attendance

Daily classroom attendance is essential for the learning process. A student's enrollment indicates parent/guardian and student commitment to attend all class sessions. SBCS complies with all relevant state laws relating to attendance at non-public schools. SBCS may recognize perfect attendance at the end of each academic year.

Parents/guardians must notify the school office no later than 8am the day a student is expected to be absent. The contact information follows:

Upper School Phone: 336-725-6113

Upper School email: upperschool@salemvikings.org

Lower School Phone: 336-725-6098

Lower School Email: lowerschool@salemvikings.org

In the absence of this notification, the school office will contact the parents/guardians by phone to inform them the student is not in attendance.

Absences

Excessive Absences

Lower School. Students who are absent more than twenty days in Lower School in a school year may be retained at the discretion of the principal regardless of grades.

Upper School. Students who are absent more than ten Upper School periods per class in a school year may be retained or required to attend summer school at the discretion of the principal regardless of grades.

Lower & Upper School: In order for administrators to consider an exception, parents must provide information on extended /chronic illness, hospital stays or other circumstances. Habitual **unexcused** absences may result in a student being asked to withdraw by the Head of School.

Excused Absences

Regular student attendance is a requirement of continued enrollment. Parents can take their children out of school for any reason, but school personnel can only excuse student absences for these reasons:

- **Personal sickness or injury.** A doctor's report may be required if absences for sickness exceed ten per year, unless a chronic medical condition is indicated. Parents of students with an extended illness or hospital stay should provide documentation to school personnel.
- **Medical or dental appointments.** Whenever possible, please schedule these after school hours. A doctor's note must be submitted upon return to school for the absence to be excused.
- **Family emergency.** Example: a serious illness or death in the immediate family.
- **Personal circumstances.** Absences for unusual situations can be excused by principals when the circumstances indicate absence is reasonable to them. The request for this excused absence is usually made in advance and is considered on an individual basis. Trips to visit a mission field or to travel with a church group or scout troop will usually be excused. **Travel for pleasure:** Given the long summer vacation and school breaks throughout the year, students' travel for pleasure is discouraged. **These absences are unexcused without a principal's approval prior to travel.**
- **College Days.** Juniors and seniors are allowed excused absences in order to visit a college campus. This trip must be pre-approved by the high school principal, and the student must return with a note from the college's admissions office that confirms the visit.

Student absences for all other reasons will be unexcused.

A note or phone call from a parent is required for an absence to be excused. Absences will be UNEXCUSED until a note or call is received.

GENERAL ATTENDANCE POLICIES

Make-up Work After Absences

Excused Absences

Students have one class period for each day missed (up to five school days) to complete make-up work. Late make-up work from an excused absence will be penalized 10 points per day. The make-up work could be different from the work missed. It is the student's responsibility to arrange for make-up work. Upon return from an absence, students should expect to take scheduled tests on time and turn in work assigned prior to the absence. Adjustments to this policy are at the teacher's discretion. **See the high school section for the A-Day/B-Day make-up work policy.**

Unexcused Absences

Students who receive unexcused absences may not make up any class work or quizzes. They will receive zeroes for these assignments. Grades for projects, papers or other major assignments due on the day of the unexcused absence will be reduced fifteen points. Major tests or exams missed due to an unexcused absence can be made up at the next class meeting with a fifteen-point penalty.

Students who miss a class period but are present on the same day are required to turn in all work on that day for the class missed.

Students found to be "skipping" class receive an automatic zero daily grade for each class missed and are subject to other disciplinary action up to, and including, suspension.

Arrival of Students

Students may arrive as early as 7:40am without any childcare charge. *Non-driving* students may be dropped off on Spring Street and only within the designated drop-off area or in the Broad Street parking area. School personnel will be available in the drop-off areas to assist students and parents. Please follow their instructions to ensure student safety and smooth traffic flow.

Parents who want to walk their children into school must park in the upper parking lot on Spring Street. **Parents must exit classrooms before 7:55am so that teachers may promptly begin class without distractions.** Students who drive to school must have a valid SBCS parking permit and may park only in designated areas. Student drivers should not be in the parking lots before 7:40am. Students must exit their cars immediately and enter the building between 7:40-8:00am.

Departure of Students

Parents pick up students after school through lines of traffic in the upper gym parking lot. Teachers will ask for a parent ID and student name (until they can match parents with children) and call students from the gym to their waiting cars. **Parents should remain at their cars. Students must wait on the sidewalk until school personnel ensure that it is safe to walk between cars. Only families who live within walking distance may go into the gym to pick up their student.**

Parents may not wait for students on Spring Street or in the Broad Street parking lot in order to avoid the security check or car pick up process. Students who do not follow the prescribed rules for departure will be subject to discipline from an administrator.

Student pick up will start at 3:00pm for K4 at their classroom. Lower school will begin at 3:00pm and Upper School will begin at 3:10pm in the upper gym parking lot. All students not picked up by the end of car pick up (usually 3:25) will be taken to childcare to wait for their parents.

Parents with both Lower and Upper School students should wait until Upper School pick-up begins to get students. Parents of students in K5 – 12th may sign students out before the normal dismissal time only for appointments or emergencies.

Parents may not sign students out early to avoid the student pickup routine. Parents who frequently sign students out early will be asked to meet with the appropriate principal.

GENERAL ATTENDANCE POLICIES

When it is necessary to sign a student out early, parents must come to the office and a secretary will call the student to come out of class. Parents **may not** go to classrooms to pick up students. Lower and Middle school students not present for at least half the school day are considered absent. High school attendance is taken in each class.

- When it is necessary to sign out a student early, **parents must come into the building** and sign the appropriate form. The front desk will then call the student to the office. Parents should not ask for the student to wait in the office or to meet parents in the parking lot. Parents should **not** go to classrooms to pick up students.
- High school student drivers may **not** sign themselves out unless they have a note from their parent, which has been guaranteed by the front desk. Leaving early for an appointment requires a doctor's note upon return. Driving-age students in the junior and senior class, with a parental permission letter on file, may leave school whenever their last daily class ends. Students with parental permission must still sign out at the front office even if they have a letter on file.

School Closings or Delays for Inclement Weather

Whenever the school is closed due to weather conditions, every effort is made to communicate this decision to TV and radio stations by 6am. The school is not responsible for *when* these media outlets announce the closing on air. When morning weather conditions deteriorate quickly, a decision to delay the start of school may be made after 6:00am. Parents should make sure that school personnel are present before dropping off students.

School closing announcements are posted on www.salemvikings.org. Parents will also get a text notification of closings or delays.

If severe weather conditions develop during the day that require closing early, parents will be notified via text.

GENERAL STUDENT BEHAVIOR AND CONDUCT POLICIES

Behavioral Standards

Our students are expected to model behavior consistent with these five standards:

- I will love and respect others (**Romans 12:10**).
- I will obey school rules and authorities over me (**Hebrews 13:17**).
- I will accept responsibility for good behavior and with a good attitude (**Colossians 3:8-10**).
- I will make my best effort to pursue Christ-like conduct (Philippians 1:27).
- I will try to glorify God in all that I do (1 Corinthians 10:31; 1 Thessalonians 2:12).

Based on these standards, we are expecting that all our students learn to not be disruptive in the classroom, disrespectful to other students or the teacher, or disobedient to school authorities.

Biblical Standards

It is important for our students to model Godly standards to honor Christ and to give no offense to other believers. We expect our students to conform to these standards in their schoolwork, creative projects, language, dress, behavior, and attitudes on or off campus. Students who violate these standards are subject to academic and/or disciplinary measures (listed below). Specifically, our **students are not** to:

- participate in any kind of sexual activity including immorality on or off campus. Affectionate contact (kissing, hugging, handholding, or other touching) between students is inappropriate at school, at school events/activities or on school property.
- use, or have in their possession, alcohol, marijuana and other illegal drugs, controlled substances, or tobacco including a personal vaporizer (e-cigarette) on or off campus.
- use cursing, crude, filthy, obscene, racially insensitive or sexually suggestive language. Our students must not participate in or make light of sinful behaviors such as homosexuality, transgenderism, sexual immorality, drunkenness, the occult, or other immoral behavior (Ephesians 5:3).
- use, or have in their possession, pornography or sexually suggestive materials of any kind.
- imitate or promote the music, lifestyle, and behaviors glorified by media that is not consistent with Christian living.
- display objectionable material nor behavior on websites or social media such as "Facebook", "Instagram", "Twitter", "SnapChat", "Tik Tok", "YouTube", etc.
- bring weapons (i.e., firearms and knives) on to school property or to any school event or participate in illegal activities.
- steal nor assist others in stealing.

Cheating/Plagiarism

SBCS expects students to be honest in all their academic work. Students are responsible for their own work. Dishonesty in homework assignments, tests, written papers or any other academic work is not acceptable. Plagiarism, regardless of intent, is the presentation of words and ideas as one's own. For example:

- a student fails to acknowledge the source (a book, article, Internet site, another student's paper, etc) of words, sentences, ideas, conclusions, examples and/or organization of an assignment;
- a student submits work done by another person, in part or whole, as one's own works;
- a student submits assignments received from commercial firms or any other person or groups;
- a student knowingly aids another student in plagiarizing an assignment as defined above.
- a student uses an e-device to cheat while in class.

Disciplinary action for cheating/plagiarism will occur according to the discipline policy.

Internet Behavior

In an effort to maintain a Christ-like testimony, students at SBCS may not host or participate in content on the Internet or via a mobile network that devalues or disrespects persons or biblical values. Actions, words, or content posted online or transmitted using a mobile network which is considered to be hurtful, harmful, cyber bully-like, pornographic, profane, or morally questionable may result in disciplinary action such as but not limited to demerits, suspensions or expulsion.

GENERAL STUDENT BEHAVIOR AND CONDUCT POLICIES

Computer Use Policy

The use of the network/Internet is a privilege, not a right, and may be revoked if abused. Any action by a student that is determined by SBSCS to constitute an inappropriate use of the network or Internet will result in disciplinary action and/or loss of access to or use of these resources. A student will be required to reimburse SBSCS for any losses, costs, or damages caused by inappropriate use. SBSCS will not be responsible for financial obligations arising through the unauthorized use of the system. Students must follow the teacher's instructions related to e-device use. Please see E-device and Chromebook policy for more information.

Dress Code Philosophy

While recognizing that true Christianity is a matter of the heart and not the outward appearance, it is nonetheless true that our appearance is important. There may be nothing "wrong" with some excluded clothing; it simply doesn't meet the desired student appearance standard. The following criteria are used in establishing the standards of our dress code:

- Propriety (suitable to the occasion and appropriate for a Christian)
- Modesty (appropriate fit)
- Neatness (clean and in good condition)

It is important for our students to help create an environment which promotes learning. Extreme styles or those styles which draw attention to oneself do not promote such an environment. We look to parents to assume responsibility for their student's conformity to the dress code and to support the school's enforcement of the dress code. ***The administration may deem specific items of clothing inappropriate even if they are not restricted.***

Dress code standards related to modesty are in effect at all school events, including school programs, performances and athletic events both home and away. Specific dress code standards can be found in the Lower School and Upper School sections of the handbook.

BOYS' DRESS CODE	
Acceptable	Non-Acceptable
<ul style="list-style-type: none"> ● Shirts/sweaters/sweatshirts with or without collars ● Pants, jeans or shorts that fit properly and worn at the natural waist (slim/skinny pants/jeans must be loose-fitting) ● Jeans and jean shorts (streaked, washed-out, or bleached) ● Overalls that fit properly with approved shirt ● Shorts that are within 4 inches from the top of the knee ● Shoes that enclose the foot ● Appropriate jewelry limited to a watch, ring, bracelet, or necklace ● Hair clean and neatly combed, off the collar, above the eyebrows, and not below the bottom of the ear <p>Lower School Only</p> <ul style="list-style-type: none"> ● Warm-up pants ● Athletic shorts within 4 inches of the knee <p>Upper School Only</p> <ul style="list-style-type: none"> ● Flip-flops, sandals, clogs, backless shoes 	<ul style="list-style-type: none"> ● Clothing that is too tight, too short, too long, or over-sized ● Fatigues or entire outfit of camouflage ● Jeans and overalls that are frayed, torn, patched, or bleached ● Exposed undergarments ● White undershirt-type t-shirts, see-through shirts ● Spandex ● Flip-flops, sandals, clogs, backless shoes (LS only) ● Barefooted at school or school events ● Sunglasses, hats, caps, scarves or bandanas in class ● Chains, earrings, or piercings (gauges not allowed) ● Fad (non-traditional) hairstyles; extreme, unnatural hair color (blonde must be blonde, not orange or yellow); ponytails ● Clothing that promotes alcohol, tobacco products, drugs, immorality, music groups, musicians, inappropriate movies or TV shows and celebrities, or images that are obscene, crude, vulgar, ungodly or inappropriate images (This includes face masks.) ● Anything that is counter Christian culture. If in doubt, don't wear ● "Gothic" or "grunge" clothing or paraphernalia (i.e., chains) ● Fingernail polish <p>Additional Upper School Only</p> <ul style="list-style-type: none"> ● T-shirts that resemble undershirts ● Sweatpants, windsuits ● Soccer or athletic shorts ● PE shorts (outside of PE class)

- ***Visible, obvious display of tattoos is discouraged.***

GENERAL STUDENT BEHAVIOR AND CONDUCT POLICIES

GIRLS' DRESS CODE	
Acceptable	Non-Acceptable
<ul style="list-style-type: none"> Shirts that cover waist, shoulders and back with no skin showing between top and bottom garments. Shirts and tops that fit properly (not form-fitting) Sleeveless clothing that meets modesty standards Turtlenecks, sweaters, and sweatshirts Hooded zippered apparel Pants, jeans or shorts that fit properly, worn at the natural waist Overalls that fit properly with approved shirt Modest leggings with tunic top within 6 inches from knee Jeans and jean shorts Shorts that are within 4 inches of the knee and capris Dresses and skirts that are within 4 inches of the top of the knee (including any slit) Shoes that enclose the foot Hair that is clean and neatly arranged Earrings limited to no more than two per ear <p>Lower School Only</p> <ul style="list-style-type: none"> Warm-up pants Athletic shorts within 4 inches of the knee <p>Upper School Only</p> <ul style="list-style-type: none"> Flip-flops, sandals, clogs, backless shoes 	<ul style="list-style-type: none"> Clothing that is too tight, too short, too long, or over-sized Fatigues or entire outfit of camouflage Jeans that are frayed, torn or patched Shirts that do not cover the waist Clothing that leaves back or shoulders bare Low-cut, form-fitting or see-through clothing Tank tops, strapless or spaghetti strap clothing worn as the top garment Clothing that resembles undergarments (including lingerie tops) Exposed undergarments Plain white undershirt-type t-shirts Spandex Barefooted at school or school events Piercings except for the ear (gauges not allowed) Sunglasses, hats, caps, or bandanas in class Fad (non-traditional) hairstyles; extreme, unnatural hair color (blonde must be blonde, not orange or yellow) Clothing that promotes alcohol, tobacco products, drugs, immorality, music groups, musicians, inappropriate movies or TV shows and celebrities, or images that are obscene, crude, vulgar, ungodly or inappropriate images (This includes face masks.) Anything that is counter Christian culture. If in doubt, don't wear "Gothic" or "grunge" clothing or paraphernalia (i.e., chains) <p>Additional Lower School Only</p> <ul style="list-style-type: none"> Flip-flops, sandals, clogs, backless shoes <p>Additional Upper School Only</p> <ul style="list-style-type: none"> Sweatpants, wind suits Fishnet, patterned hose, tights, or leggings Soccer or athletic shorts PE shorts (outside of PE class)

- Visible, obvious display of tattoos is discouraged.
- Administration may deem specific items of clothing inappropriate even if they are not restricted.

Dress Code Enforcement

Students may not continue to attend class while in violation of the dress code. They must correct any violation or leave school for the day. **Any** absence related to enforcement of the dress code is unexcused.

Students are expected to comply immediately with teacher instructions related to dress code. All administrative decisions on dress code violations are final. **The school administration may revise the dress code during the school year to address unforeseen dress code issues.**

LEVEL 1 VIOLATIONS	CORRECTION
Pants, jeans, shorts not worn at natural waist – boys	Wear at natural waist
Jewelry violation	Remove jewelry
Sunglasses, caps, hats, scarves, bandanas	Remove sunglasses, cap, hat, scarf, bandana
Footwear violation	Wear shoes that conform to dress code – if none are available, parents may bring shoes; student may leave to get shoes with parent permission

Level 1 Discipline

GENERAL STUDENT BEHAVIOR AND CONDUCT POLICIES

Teachers will instruct students to correct the dress code violation. Students may be cited for Level 1 violations at any time in a school day. Any student who cannot or will not correct a dress code violation may leave school, with parent permission, or parents may take the student home. Students will receive one demerit for a Level 1 violation.

LEVEL 2 VIOLATIONS	CORRECTION
Shirt too short, tight, form-fitting	Change shirt or go home
Shirt: waist, shoulders, back not covered	Change shirt or go home
Inappropriate shirt	Change shirt or go home
Skirt/Dress too short, tight, form-fitting, sundress	Change skirt/dress or go home
Pants, jeans: too tight, frayed, torn, patched, bleached	Change pants, jeans or go home
Shorts: too tight, too short	Change shorts or go home
Shorts: PE, soccer/athletic shorts worn to class, spandex	Change shorts or go home
Sweatpants or overalls worn	Change to pants that conform to dress code or go home
Fad (non-traditional) hairstyle, unnatural color, haircut needed, other hair violation	Leave school; change hairstyle or color, or get haircut before returning to school
Piercings not allowed in dress code	Suspension and all jewelry and spacers must be immediately removed
Tattoo	Please note North Carolina state statutes governing tattoos and body piercings. SBCS students 18 years and older remain subject to school dress code notwithstanding state statutes. It is up to the principal's discretion if tattoos need to remain covered during school events. Failure to comply with principal's directions may result in issuance of demerits and discipline up to and/or including suspension from school.

Level 2 Discipline

Teachers will scan for dress code violations initially in homeroom (though students may be cited for violations throughout the school day).

Any student with a suspected Level 2 violation will be sent to the designated school personnel who will determine whether a Level 2 violation exists. Students will receive five demerits for a Level 2 violation. Teachers will send a dress code violation form with the student to the appropriate person. If no violation exists, it will be indicated on the form and the student will be sent back to class with no penalty.

If a Level 2 dress code violation exists, principals will follow the procedures below.

- Parents will be contacted via the dress code violation form or phone.
- Parents can bring change of clothes or take student home or give permission for student to leave. If a change of clothes is not provided the student must remain in a designated area for the remainder of the day.
- If the violation is shirt-related, students may change into a school-provided shirt. Students must wear the shirt for the entire school day, including wearing it home. School-provided shirts must be returned on the next school day, clean and in good repair. A fine will be assessed if the shirt is not returned.
- Habitual level 2 violations or a parent's unwillingness to bring a change of clothes may require a student to abide by a modified dress code which could include no jeans, no shorts, etc.
- **After two violations for jeans too tight the "two strike rule" will be in effect. The student will not be allowed to wear jeans for the rest of the semester. Once a student has received a "two strike" consequence, any other tight jean violation would result in that student not being allowed to wear jeans for the rest of the school year.**

Harassment and Threats of Violence

SBCS personnel will not tolerate any form of harassment on or off campus. Harassment is defined as persistent verbal or physical torment utilizing habitually cruel or overbearing comments designed to make fun of or spread rumors about fellow students. This may include bullying, cyber bullying, mocking, belittling, or encouraging exclusion and teasing that causes

GENERAL STUDENT BEHAVIOR AND CONDUCT POLICIES

emotional stress. It does include sexual or racial harassment. Such actions will be the basis for disciplinary actions up to and including expulsion.

Students who feel they are victims of such actions should notify a teacher or principal immediately. Students will not suffer any retaliation for filing a complaint. Complaints will be investigated promptly. In situations of a serious accusation the accused may be removed from the classroom until the investigation is concluded. If the determination is that horseplay has occurred, then appropriate discipline will be enforced.

The responsibility of providing a safe environment is also taken seriously. Students may not bring weapons (i.e., firearms and knives) on to school property or to any school event. We will immediately investigate any threat, which we are made aware of, determine its credibility and take appropriate action. A threat will be considered credible when there is reasonable evidence, determined at the sole discretion of the school administration that the threat was or might be genuine. School personnel will contact the parents and may contact local authorities. Threats that are not credible, including cases in which the student was “just kidding” or childish behavior that is consistent with the age of the child will warrant contact with the parents and may include disciplinary actions.

GENERAL STUDENT ACTIVITIES

Academic & Fine Arts Competitions

Students are encouraged to compete with students in other schools in various academic disciplines and the arts. A designated school employee will serve as the Competition Coordinator and will keep teachers and students informed about competition specifics. Registration fees are paid by the school. **Parents are responsible for any expenses related to regional or national level competition (transportation, lodging, food, etc.).**

Fine Arts

Students may enroll in art, band, chorus, and music classes. The band and chorus perform at various times during the year at assemblies, other school events, and community events. **Attendance is mandatory at these performances. Upper school students will receive a performance test grade each semester.**

Homecoming Week

The student council, along with administration, plans the annual Homecoming in January and its activities. Male and female grade representatives for the homecoming court from grades 9th -12th are selected prior to the Christmas break. All clothing must meet the handbook requirements for formal attire and be approved by a faculty committee, appointed in advance by the school administration. A parade and/or pep rally is scheduled on Friday of homecoming week.

Plays and Programs

During the year, various classes produce school programs. Small class productions may also be presented at special events such as Grandparents Day, Thanksgiving Chapel, Afternoon of the Arts, and the Year-In-Review celebration. Each spring the drama department produces a school play. The website and parent emails are used to inform parents when programs are scheduled, and which students are involved. Student performers' attendance is required for some of these events. The school calendar and website list events well in advance of the performances.

Student Assemblies

Student assemblies are scheduled weekly. Usually these assemblies are chapel programs in which school leaders or area pastors speak to students. Upper school students are required to bring a physical Bible to chapel each week. Student involvement in assemblies is encouraged through making announcements, introducing speakers, singing, drama presentations, and giving testimonies. Special student induction ceremonies are also planned for student assemblies. Annual S.E.W. - Spiritual Emphasis Weeks are scheduled each year. Retreats are occasionally planned throughout the year for various student groups (e.g. teams, student leaders, etc.). High school student retreats are usually 1-2 overnight trips to camps or retreat centers. Students must bear any costs associated with these retreats.

Student Publications

High school students in the School Publications class produce the yearbook, *The Heritage*. The cost of the yearbook is included in tuition.

PARENT INFORMATION

Re-admission/Re-enrollment

Admission and re-enrollment to SBCS is at the discretion of the administration and/or school board. Students may be denied enrollment if they do not meet the academic, separational or behavior standards outlined in this handbook. Students may also be denied re-enrollment if parents and/or other adult caregivers are uncooperative with or unsupportive of administrators and/or the written and unwritten policies of the school. Students of families who bring legal action against SBCS will only be re-enrolled with the approval of the school board.

Bible Version

Teachers will primarily use scholarly translations of the Bible for classroom instruction, which would include the KJV, NKJV, NASB, ESV, HCSB, CSB, NIV, and NLT. The NKJV will usually be used for verse memorization. Teachers will accommodate parents who prefer their students memorize from the KJV.

Closed Campus

SBCS operates as a closed campus. This means students may not leave without parent or administrative approval. It also means that there will be no visitors except the following who have checked in at the office and received a visitor pass: approved parent volunteers, adults listed as emergency contacts, parents with permission to visit classrooms (including the play lot, lunchroom, and student activity areas), prospective students and their parents, adult guests of faculty and staff. Friends and former students may not come on campus to eat lunch with students. Graduates are welcome but must have a principal's permission to eat lunch at school or visit during the school day. Parents must make arrangements at least 24 hours in advance and receive permission from teachers or administrators to visit classrooms or student activity areas during the school day. Only approved parent volunteers may have direct supervisory contact with students. Visitors to special events must remain in designated event areas.

Daily Schedule

Students in grades K4 – 5th grade follow their own unique class schedule. Students in grades 6th – 12th follow a four-period (A-Day/B-Day) schedule. Each period is normally 90 minutes long. Specific schedules can be found in the school's handbook and on the website.

Driver's Education and NC Driving Eligibility Certificates

SBCS does not sponsor a driver's education program. Parents may contact the Upper School office to receive contact information for the NC Driving School to arrange for a driver's education class. The state of North Carolina requires a Certificate of Eligibility before students can receive a permit. These certificates can be obtained only from the Upper School office with a 24-hour notice.

Field Days

Field days may be planned during the last weeks of school. Parents are encouraged to participate as class volunteers. Parents must be approved volunteers and must abide by the field trip rules for siblings, behavior and dress code. Cafeteria meals may not be available on field days.

Field Trips

A portion of the tuition paid by students is used for **local** field trips. This covers most **student** expenses except meals and souvenirs. Parents who go on school field trips must pay their own trip expenses. **Parents may not bring siblings or other children. This exclusion is due to admissions limitations at some sites and potential behavior problems or distractions.**

Students in grade 5-12 pay an additional cost for extended and overnight field trips.

PARENT INFORMATION

Field Trip Guidelines for Adults

Adults who accompany students on the trip are reminded of these important guidelines:

- you must be an approved volunteer
- no smoking, no alcohol
- dress modestly according to school dress code
- comply with the directions given by the supervising teachers
- make supervising students the focus of the trip
- inform supervising teachers before removing students from the location

Fire Drills

Periodic fire tornado and lockdown drills are required by state law. An evacuation route and procedures are posted in each classroom. The following guidelines should be observed for fire drills:

- Turn all lights off.
- Close all doors and windows.
- Walk rapidly and in a single file. No talking. Do not run.
- Do not take books and do not re-enter the building until properly notified. Stay with your group or class.
- Teachers are to lead the class outside and take roll.

Because safety and security of all students is at stake, complete compliance with the procedures is required of all students. If administrators find any student who is unable to fully comply with the procedures, the student may be asked to withdraw from the school, per the disciplinary practices outlined in the handbook.

Homeschool Extension

SBCS offers homeschool students the opportunity to enroll in classes. Full-time SBCS students are enrolled in these classes before any available remaining spots are offered to homeschool students. Homeschool students who are accepted for these classes must meet the same age, academic, and behavioral standards required of full-time students. Homeschool students may also enroll in fine arts classes and may receive Discovery Learning therapy in the Discovery Center program.

Illness

Students who complain of not feeling well should go to the school office for evaluation. Students may *not* sign themselves out and go home because they do not feel well.

Please NOTE: Students who bypass this evaluation by phoning parents from their cell phones will receive demerits for violating the e-device policy.

Whenever school personnel believe it is in the best interest of a student or his/her classmates that he/she goes home, parents **MUST** make arrangements to pick up him/her within 30 minutes or inform school personnel that the student driver may leave. **Students with a temperature of 100 degrees or above may not stay at school. Students who have been ill may not return to school until 24-hours have passed without a fever or vomiting. We request parents abide by the Health Department guidelines for communicable diseases and the return to school. School personnel will be abiding by specific guidelines before admitting the student back into school.**

Medicine

- Any medicine dispensed at school must be accompanied by instructions and signature from a health care provider, signed in with dosage information, time of day for dispensing, and the date range for dispensing.
- Parents should deliver medicine, in original packaging, to the school office, and complete the medicine administration form, or parents may send medicine, with written instructions, by the student to be delivered to the school office.
- Students on maintenance drugs should go to the school office when it is time for their medicine.
- Unused medicine will be disposed of on a timely basis.
- Only prescribed maintenance-type drugs, inhalers, and emergency allergic reaction injections may be stored at school without date range limitations. Administering form must be renewed every year.
- Lower school students may not be in possession of medicine or share medicine with others.

PARENT INFORMATION

- Upper school students may carry over-the-counter medicine with parent permission but may not share medicine with others.
- No medication will be supplied by school personnel.

Lockers

Students in grades 6th – 12th are assigned lockers to store their books, lunches, and personal belongings. Students are always strongly encouraged to keep a lock on their locker. Lockers are to be kept clean. All lockers are the property of the school and are loaned to students for their use. Lockers may be inspected at any time. Students may not tape or adhere anything to lockers, and they must not write on them or deface them in any way. Magnetic objects may be attached to the *inside* of lockers. Students are financially responsible for any repairs to lockers caused by the student.

Lunch

Students may purchase meals by using the pre-paid lunch account through FACTS/SIS only. On early dismissal days, lunch is provided to K4 year-round students and available for purchase to SalemKids students only. Meals may *not* be charged to a student account. Students may bring their own lunches.

A la carte items such as beverages and ice cream are available for purchase. Students who bring peanut items for lunch may not sit in the peanut free area of the cafeteria.

Students in K4 – 8th may NOT purchase or bring soda-type drinks for lunch or snack. Milk, juice, and water are available for purchase or as a part of the meal program lunch. Parents should pack similar beverages in lunches brought from home.

Students who purchase the school lunch should not share food with other students. Parents are welcome to eat lunch with their students. Classes will be assigned to help clean the lunchroom and outside eating area on a rotating basis. Students will be responsible for cleaning tables, picking up trash on the floor, and arranging chairs.

Personal Property

Students should **not** bring the following items to school or school activities: expensive or sentimentally valuable items, electronic equipment (e.g., video games, portable music devices), pocket knives or any type of firearm. School personnel may extend this prohibition to any item that detracts from the educational environment (e.g., fad toys, sports trading cards, comic books, magazines). E-devices are allowed according to the policy. See athletic handbook for athlete e-device use. Any personal item that promotes alcohol, drugs or tobacco products, rock groups, crude, vulgar, suggestive, ungodly or otherwise inappropriate images or words should not be brought to school. Students must not display these inappropriate images/words with stickers, writing or artwork. Students who violate this rule will have their property confiscated and returned to their parents.

School personnel are not responsible for any items that are lost, stolen or damaged when brought to school.

Student/Teacher Ratio

If the classroom enrollment exceeds the indicated maximum listed below, the administrators may choose to close the class, open a new class, or add a teacher's aide. Bible classes may exceed the ratio when taught as a seminar.

K4	20:1
K5	13:1
1 st	22:1
2 nd – 5 th	24:1
6 th – 8 th	27:1
9 th – 12 th	29:1
Discovery Achievers	12:1

PARENT INFORMATION

Student Telephone Use

Students may not use classroom telephones. The school office phone can only be used by students for emergency use only. Students will not be called from class for phone calls. Students may use school office phones if they are in violation of dress code and must call for someone to bring a change of clothes, or if a change in after-school activities (i.e. canceling a ball game) requires them to notify parents.

Videos

Due to copyright laws, most videos brought from home **cannot** be shown since they are intended for home use only. Teachers may show entertainment videos on special occasions if a principal approves the showing and if the school has copyright permission.

Childcare Information - SalemKids

7-7:40am / 3:25-6pm

Childcare students must check into childcare upon arrival prior to 7:40am and should **not** go to the classroom areas. Parents or designated adults must come to the childcare area to sign-out students. Parents must give their family ID number until workers and staff can match students to parents. If someone other than parents are authorized to pick up a student, they must be listed in FACTS/SIS. Please adhere to the following procedures: 1) parents send a note which includes student's name, adult's name, and date of pick-up of the authorized person picking up their student; 2) adults should be ready to show picture ID and give the family ID number.

Communications

The school's website, www.salemvikings.org and FACTS/SIS are the **primary** means of communicating with families. It is the best place to get school information such as lunch menus, school events, and calendars. All parents have access to the online parent portal through FACTS/SIS. Parents can see their student's academic performance online. Teachers update grades on a regular basis and may post major assignments online. **Our website is updated immediately whenever a school closing due to weather is made.**

Each teacher has a voice mailbox and e-mail address in which parents may leave messages. Parents who have not received a response should use an alternate means of communication, but once they have not received timely responses, they should contact a principal.

Parents may schedule meetings with classroom teachers when necessary or on scheduled parent conference days. Teachers are **not** available for impromptu conferences during the student drop-off / pick-up times. If parents have an issue to discuss with a teacher, then a conference should be arranged through normal school procedures.

Fundraising

- We depend upon the gifts of families, friends of the school, and community businesses to reach our Annual Fund goal.
- Donations to the Heritage Scholarship Fund provide tuition assistance to SBCS families who have a financial need.
- Interested students can participate in a fundraising sale such as discount coupon books for overnight field trips. All profit is credited to student accounts (up to the cost of the trip) based on the number of items each student sells. The school receives no profit from the fundraiser. See high school policy on overnight field trips.
- Athletes can earn credit for athletic fees by selling sponsorships for gym banners.
- Scrip cards are another way to help raise funds for SBCS.
- **Visit salemvikings.org, click "fundraising" to view all the different options to donate funds to SBCS**

Office Hours

The Upper school office is open from 7:40am - 5pm during the school year except for Wednesday when it closes at 3:30pm. The Lower school office is open from 7:40am – 3:30pm. The school offices are closed on holidays and during Christmas and Spring breaks.

PARENT INFORMATION

Parent Concerns

Whenever a parent has a concern or complaint, it should be shared privately and directly with the student's teacher. If the situation cannot be resolved between the teacher and parent, then a principal will get involved.

Parent School Fellowship

The school sponsors PSF events throughout the year. These events may include open house, parent information meetings, and volunteer committee meetings.

Parent Committees

Volunteers are organized into six committees. These committees meet at their convenience to plan the activities of their group:

- *Fall Festival* – Assist school personnel and club sponsors to organize the details of the annual Fall Festival.
- *Annual Fund* - Assist school personnel with fundraising campaigns for the school annual fund.
- *Athletic Boosters* - Assist Athletic Director with fundraising for the athletic department.
- *Salem Cares/MIP* - Caregiving for SBCS families with needs. May provide assistance with meals, transportation, and support during difficult times. Moms in Prayer regular meetings.
- *School Appreciation* - Recognizes student achievement and performance and organizes projects for parents to show appreciation for school personnel. Activities include collecting labels, old cell phones, and printer cartridges to fund Teacher Appreciation Week and rewards for students caught being good.
- *Volunteers* - Organizes parent volunteers to assist with classroom and school-wide activities.

Parent Parking

SBCS has three parking lots on Spring Street. Sparks field lot is for student parking. The upper gym lot is for parent parking in the morning and car pick-up in the afternoon. The lower gym lot is for faculty and student parking with the exception of designated spaces for parents of K4. The small front parking lot on Broad Street may be used in the mornings for 6th-12th grade student *drop-off*. **Please don't park in this lot prior to 8:15am unless you need to visit someone in the school office. Please do not park on Spring Street because of student drop-off between 7:30 – 8:15am.** Carolina University has requested that we **not** use their parking lots during the day.

Parent Volunteers

Parent volunteers help things run smoothly at SBCS, and we are grateful for all who can be involved, especially during the school day. Due to accreditation standards, liability issues, and for the protection of our students, parents and other adults who wish to volunteer for activities that require direct contact with or supervision of students must complete the Parent Volunteer application and either submit a Criminal Record History or pay the current cost for the school to obtain that history. Parents will be notified of their approved status. The Criminal Record History is valid for 2 years.

Parties

Holiday parties may only be scheduled for the last school day prior to the break for the holiday. End-of-year parties may be scheduled for either of the last two days of school. The appropriate principal must approve any exceptions to these guidelines in advance. Class parties must be scheduled to take advantage of breaks in daily class schedules. With permission of the teacher, birthday parties may be planned for breaks or lunch times. Parties may be scheduled in classes other than homeroom on a limited basis and only with principal permission. Supplying food or money for food is voluntary. No parent should ever feel obliged to contribute. Field trip guidelines for siblings and dress apply for parents.

Visitors

For security reasons, we require **all** visitors to check in at the school office and receive a visitor's pass. **Even parents** need to notify the school office when they enter the buildings. Students from other schools are **not** allowed to be on campus during the school day or visit unless they are applying to enroll at SBCS and have prior permission from the principal.

FINANCIAL POLICIES

Please consult the tuition and fee section of your enrollment packet for more financial information.

Fees

Enrollment Fee

All students entering K4 – 12th or the Discovery Center, must pay an enrollment fee when submitting enrollment through FACTS/SIS online application or enrollment/re-enrollment process. Enrollment fees are **non-refundable** and **non-transferable** to pay other charges or to other families. **This fee holds a spot for the student in the chosen grade.**

Extended Field Trip Fee

Students in grades 5th – 7th pay a **non-refundable fee** to attend more costly, extended day field trips. The fee is due October 1st. Teachers may invite parent chaperones to attend. Parent chaperones pay for the cost of the trips they attend and must meet the same October 1st deadline as students.

Graduation Fee

Students in grades K5 and 12th grade pay a fee to cover costs associated with the graduation ceremonies.

High School Electives Fee

Some high school electives require a fee to cover the additional cost of off-campus activities, materials, or special uniforms.

Administrative Fees

Late Payment Fee

Any school charge not paid by its due date is subject to a \$35 late payment fee through FACTS/SIS. In order to assist families who may be having difficulty paying by their due date and to avoid additional late fee charges, please contact the Business Office immediately in order to attempt to work out a solution.

Returned Check Fee

If a check is returned to the school for insufficient funds, a \$30 returned check fee will be added to the student account through FACTS/SIS.

Student Withdrawal Fee

Students in grades K5 – 12th who withdraw during the school year must pay a **\$500** per family withdrawal fee. Exceptions will be made for students who must withdraw for the following four reasons **only**:

- 1) death of the student or person responsible for the school bill,
- 2) extended illness or hospital stay which prevents student from attending school (doctor's letter may be required)
- 3) loss of job
- 4) family moves more than 50 miles from SBCS.

Tuition

Families have three options for paying tuition:

- 1) Annual payment due by August 1st and receive a \$250 discount. There is a \$20 FACTS set up fee.
- 2) Semi-annual payments due on August 1st and January 2nd. There is a \$20 FACTS set up fee.
- 3) Monthly (10) tuition payments from August - May. Families who want to pay monthly must complete the FACTS monthly tuition agreement. Parents may opt to have tuition drafted on the 1st of the month or 15th of the month. There is a \$50 FACTS set up fee.
- 4) K4 year-round program may have a 12-month payment plan – August - July. There is a \$50 FACTS set up fee.

All payments must be made through FACTS/SIS.

Tuition Discounts

Salem Baptist Church Member Discount – Parents who are (and remain) **active** members of Salem Baptist Church receive a tuition discount.

FINANCIAL POLICIES

Three-Plus Student Discount - Families with 4 or more students enrolled in **grades K4 – 12th** will pay tuition for the first 3 students only. Families who qualify for this discount, pay fees and lunch cost for all students, but only pay tuition for 3 students.

Tuition Refunds

If a student withdraws during a school year, pre-paid tuition will be prorated, and a refund will be made. The annual rate will be converted to the monthly rate. Failure to pay any outstanding balance on your account may result in your account being turned over to a collection agency.

Other refund information:

- Childcare charges will be prorated to cover only the number of days in which a student was enrolled in the Discovery Center or attending SalemKids childcare.
- No school records will be available to parents or forwarded to other schools until all charges due to SBCS have been paid. We reserve the right to have final payments made in cash. No high school credits will be awarded if there are outstanding charges payable to SBCS.

SalemKids/Extended Care

7:00-7:40am / 3:25-6:00pm

SalemKids tuition must be paid through FACTS/SIS by monthly bank draft or in a lump annual sum.

Students may arrive between 7:40 – 8:00am and may remain after school until car pick-up is completed without any SalemKids childcare charge. Students who must arrive before 7:40am and/or remain after car pick-up can choose from several childcare options (see the Registration booklet). Students who go to after-school childcare without selecting a billing option will be charged the daily rate. Families will be charged a \$1.00 late fee for every minute a child remains in childcare after 6pm. Each family has one no-charge event in case of an emergency.

Discovery Learning

Each student enrolled in Discovery Learning (DL) pays additional DL tuition. The tuition may be paid in one annual payment or be drafted monthly from a bank account through FACTS/SIS.

Lunch Options

K5 – 12th students who want to purchase cafeteria lunches load money through FACTS/SIS to the pre-paid lunch account. Lunch for K4 students is included in their tuition during the school year but is not included on non-school days or during summer care.

General Financial Policies

All payments to SBCS must go through FACTS/SIS. Failure to pay any outstanding balance on your account may result in your account being turned over to a collection agency. ***Final report cards, achievement tests, and other school records will be held if a student account has a past due amount for any school charge.***

Suspension for Non-Payment

Students will **not** be allowed to attend class when their accounts are delinquent. Students are subject to dismissal if their account is not brought current within one week of their suspension. Students will be suspended only once during a school year for a delinquent account. A subsequent suspension for non-payment may result in the student's dismissal from the school. ***Students who end a school year with a delinquent account will not be allowed to begin a new school year without settling the delinquent account.***

FACTS Grant and Financial Aid - Scholarship Funds (SF)

Scholarship Funds is our school's financial aid program. Families who qualify can receive up to 50% of their total annual tuition. To qualify, students must meet all admissions requirements and have a financial need as determined by an independent third party. To apply for SF, families complete an application process through FACTS/SIS. SF may be used only for tuition. It may **not** be used for fees, childcare, regular Discovery Learning, lunches, past due tuition or other

FINANCIAL POLICIES

school charges. Once the independent third party receives your application and tax documents, they will recommend the financial aid amount to SBCS based on your need. School personnel will notify you of the SF award. If your student is not registered, you must pay the registration fee within two weeks of this notification to receive the SF. If you do not register within this time, you could lose the financial aid since available funds could be awarded to other families. If a student withdraws during a school year, the SF award is prorated based on the time the student was enrolled. Families must apply annually to continue to receive SF in successive school years. Applications and tax information must be submitted to the appropriate source by April 15 in order for the process to be completed by the end of May. Parents who apply later than April 15 or fail to have all documents to the appropriate source by April 15 may jeopardize their chance for being awarded Scholarship Funds.

Any recipient (parents/guardians, students) of SBCS scholarship or financial awards is expected to demonstrate good-faith efforts to achieve academic, behavioral, and school related pursuits. Failure to do so may be evaluated by the Head of School on a case-by-case basis for discontinuance of award.

LOWER SCHOOL ACADEMIC POLICIES (K4-5th)

Academic Achievement Award

Students in grades 1st – 5th who earn all A's and B's, and E or S on their report cards are eligible for the end-of-the-year Academic Achievement Award. Any grade of C or lower will disqualify the student.

Field Trips

Teachers use field trips to supplement, illustrate or anticipate a unit of study. **Since field trips are part of the learning process, students will receive a grade for participating in the field trip. Failure to attend may result in a zero for the day's activities.** A portion of the tuition paid by students is used for most **local** field trips. This covers all **student** expenses except meals and souvenirs. (Parents must pay for their own trip expenses.) Students in grade 5 pay an extended field trip fee in order for students to attend more expensive and longer day field trips. Parent chaperones attending the extended field trips must pay the adult fee at the trip sign up time. The number of chaperones for each trip will be determined by the teacher. Adults who chaperone the trip are reminded of these important guidelines:

- You must be an approved parent volunteer
- No smoking, no alcohol
- Dress modestly according to school dress code
- Comply with the directions given by the supervising teachers
- Make supervising students the focus of the trip
- Check in with supervising teachers before removing students from the location.

Parents may **not** bring siblings or other children. This exclusion is due to admissions limitations at some sites and potential behavior problems or distractions. Students may not bring music players or mobile phones on field trips except with teacher permission.

Grading

Grade Scales

The grade scales are defined as:

A+	98-100	B+	87-89	C+	77-79	D+	67-69
A	93-97	B	83-86	C	73-76	D	63-66
A-	90-92	B-	80-82	C-	70-72	D-	60-62
						F	59 and below

Symbol	Meaning	Description
E	Exceeds Standards	<i>consistently</i> meets/exceeds the academic, class or behavior standard
S	Meets Standards	<i>usually</i> meets/exceeds the academic, class or behavior standard
N	Approaching Standards	<i>sometimes</i> meets/exceeds the academic, class or behavior standard
U	Unsatisfactory	<i>rarely</i> meets/exceeds the academic, class or behavior standard

Grades for core classes

Students in grade K5 will use the ESNU scale and students in 1st – 5th grades will use the numeric scale.

Use of the E-S-N-U scale

Lower School students receive grades using the ESNU scale for these:

- conduct for all students in grades K5 – 5th
- penmanship for students in grades K5 – 5th

Homework

Homework must be a priority for **students**. They must learn to manage their time, plan the completion of assignments and remain on their tasks until they are complete. Time should be regularly spent planning and working on the completion of major assignments to avoid the last-minute rush. Homework is an important part of the learning process because it extends and reviews classroom instruction. Teachers may assign homework to reinforce a lesson, drill fundamental skills, practice a learning skill or prepare for the next lesson.

LOWER SCHOOL ACADEMIC POLICIES (K4-5th)

Teachers will limit total homework time so students of **average ability** can finish homework assignments within these time frames:

30 minutes for students in grades 1st – 2nd

60 minutes for those in grades 3rd – 5th

K4 – K5 teachers may suggest that parents drill phonics, math concepts, practice reading, and memorize other material

Parents and students should plan for and expect to spend more time to complete book reports and other projects. Homework assignments can be adjusted for students with diagnosed learning differences and documentation on file. Teachers will work with DL therapists to determine an appropriate load (less work or more time) and gradually increase the amount of the assignments that are completed.

NOTE: Late homework will not be accepted. Lower School teachers will allow one “homework grace” per subject each quarter to allow for unforeseeable or unfortunate circumstances. Students who do not use the “homework grace” may add 5 points to their lowest test grade in that quarter.

Honor Roll

Honor rolls are determined at the end of each **quarter** and eligibility is determined by letter grades. The year-end honor rolls are composed of students who have made the honor roll in all four quarters.

Requirements	Grades 1 st – 5 th
Honor Roll	No quarter grade below A or B
Principal’s Honor Roll	No quarter grade below A

K4 Promotion

In order for K4 students to be promoted to Kindergarten, they must turn 5 by August 31, pass the Kindergarten Readiness Test and have a teacher’s recommendation.

K5 – 5th Promotion

In order for a current Lower School student to be promoted to the next grade, or for a new student to be accepted into a grade level, the following criteria must be met

A student must have

- passed 4 of 6 core subjects (Bible; reading-phonics and comprehension; English-grammar, writing and spelling; math; science; and social studies). Two of the minimum four passed must include reading and math.
- scored no more than one year below grade level on the reading and/or math sections of a standard achievement test. Any current or new student scoring more than one year below grade level in reading or math will be evaluated on an individual basis and may be required to repeat that grade, or additional testing/tutoring may be required for promotion/acceptance to the next grade
- No more than 20 absences. A significant number of absences for a class in a school year may cause a student to be retained or required to attend summer tutoring and retesting.

Promotion is at the discretion of the principal regardless of grades.

LOWER SCHOOL BEHAVIOR & CONDUCT POLICIES

Absences

Excessive Absences

Students in K5 – 5th who are absent more than twenty days for the year may be retained, regardless of grades. If an exception is to be made, parents must provide information on extended / chronic illness, hospital stays or other circumstances. Habitual **unexcused** absences may result in a student being asked to withdraw.

K4 students are strongly encouraged to attend class regularly to receive the most valuable preschool experience. Attendance for K4 students is vital for the Kindergarten readiness test at the end of the year. There are no penalties for preschool tardies or absences.

Make-up Work After Absences (Excused/Unexcused Absences)

Students have one day for each day missed (up to five school days) to complete make up work. Late make-up work from an absence will be penalized 10 points per day. The make-up work could be different from the work missed.

Arrival of Students

Students may arrive as early as 7:40am without any childcare charge. Parents (or an older sibling) of K4 students must walk their students to class. Please do not drop-off K4 students in the morning drop-off area. K4 parents should park in the designated area of the lower gym parking lot and walk their students to class. Please follow the teacher's instructions regarding hand washing prior to entering the classroom.

Students in grades K5 – 12th may be dropped off on Spring Street and only within the designated drop-off area. School personnel will be available in the drop-off areas to assist students and parents. Please follow their instructions to ensure student safety and smooth traffic flow.

Parents of students in K5 – 5th who want to walk their children into school must park in the upper parking lot on Spring Street. Parents must exit classrooms before 7:55am so that teachers may promptly begin class without distractions.

Departure of Students

Parents pick up students after school through one of several lines of traffic in the upper gym parking lot. Teachers will ask for a parent ID and student name (until they can match parents with children) and call students from the gym to their waiting cars. **Parents should remain at their cars. Do not go to the gym entrance to pick up your student. Students must wait on the sidewalk until school personnel ensure that it is safe to walk between cars. Only families who live within walking distance may go into the gym to pick up their student. Parents may not wait for students on Spring Street or in the Broad Street parking lot in order to avoid the security check or car pick up process. Students who do not follow the prescribed rules for departure will be subject to discipline from an administrator.**

Student pick-up will start at 3pm. All students not picked up by the end of car pick-up (usually 3:25) will be taken to childcare to wait for their parents. Parents with both Lower School and Upper School students should wait until Upper School pick-up begins to get students. Parents of students in K5 – 5th may sign students out before the normal dismissal time only for appointments or emergencies. K4 parents must enter at the K4 entrance and sign-out students from the classroom between 3:00-3:25.

Tardies

Lower School students (K5 – 5th) are tardy if they are not in their classroom by 8:00am or if they leave before 2:40pm. Tardies are considered neither excused nor unexcused. If a student exceeds a total of 10+ tardies (morning or afternoon) per semester there will be a school-imposed penalty. Students who are tardy will be warned periodically. After the 10th tardy in a semester, students will assess a \$10 per tardy fee. If you acquire 21 tardies a meeting will be set up with the principal. **Any Lower School student who arrives after the 8:00am bell must check-in at the office when he/she first arrives at school.**

LOWER SCHOOL BEHAVIOR & CONDUCT POLICIES

Cell Phone Policy

Lower school students are not allowed to have cell phones in class. Students who bring a device must turn it in to the office upon arrival.

Disciplinary Practices

Lower School teachers create and administer a behavior tracking program for their classrooms which must be approved by the principal. Students can earn rewards and consequences for their behavior.

Possible consequences may include:

- **Loss of Reward:** Students are often rewarded for good behavior with a trip to the treasure box, etc. When students fail to behave, they may not receive the treat or treasure until the poor behavior has improved.
- **Time-Out:** A student may be removed from an activity or area in order to consider the need for a change in behavior. Students will always be supervised by a teacher, secretary, or principal.
- **Office Visit:** Students may visit the principal when other consequences have not produced a change in behavior. Parents will be notified by the principal when this occurs.
- **Demerits:** Students in grade 5 start to receive demerits during the 2nd semester.
- **Detention:** Students may serve detentions. Some maybe at lunch, recess, or after school. Parents will be notified prior to the after school detention.
- **Disciplinary Probation:** A student placed on disciplinary probation will have a specified time to correct poor behavior or attitude. At the end of the period, school personnel will evaluate the student's recent behavior and decide to lift the probation or recommend the student withdraw from the school.
- **Suspension:** A student who receives an **in-school suspension** is removed from his/her classroom and assigned to a substitute teacher who supervises as he/she completes assignments. The student may not eat in the cafeteria with other students or attend any school function. The cost is equal to the current substitute rate.
- A student can be suspended for up to three school days with an **out-of-school suspension**. He/she must not come on school property nor attend any school function during the suspension period. The student will receive zeroes on all schoolwork due or assigned during the period.
- **Expulsion:** A student may be permanently removed from school for repeated rules violations, serious misbehavior, immoral conduct, or multiple suspensions. For serious misbehavior, immediate expulsion may result, even on the first offense. The student is suspended pending the expulsion decision by the school board. **Reenrollment for a student who has been expelled would be a rare occurrence and only with school board approval.**

Dress Code Philosophy

While recognizing that Christianity is a matter of the heart and not the outward appearance, it is nonetheless true that our appearance is important. There may be nothing “wrong” with some excluded clothing; it simply doesn’t meet the desired student appearance standard. The following criteria are used in establishing the standards of our dress code:

- **Propriety (suitable to the occasion and appropriate for a Christian)**
- **Modesty (appropriate fit)**
- **Neatness (clean and in good condition)**

It is important for our students to help create an environment which promotes learning. Extreme styles or those styles which draw attention to oneself do not promote such an environment. The administration may deem specific items of clothing inappropriate even if they are not restricted. We look to parents to assume responsibility for their student’s conformity to the dress code and to support the school’s enforcement of the dress code.

Dress code standards related to modesty are in effect at all school events, including school programs, performances, and athletic events both home and away.

- ***Administration may deem specific items of clothing inappropriate even if they are not restricted.***
- ***Administration may revise the dress code during the school year to address unforeseen dress code issues.***

After-School Activities for Lower School Students

Modesty and propriety standards must be observed for all SBCS activities. Students may choose to “dress down” for after-school/after daycare events such as athletic events and Fall Festival which means students may wear wind suits, hats, sandals, etc.

LOWER SCHOOL BEHAVIOR & CONDUCT POLICIES

Students in K4 – 5th grades may not be present at after school activities without a parent or supervising adult. Parents are expected to supervise their children so that they abide by these school rules for after school activities:

- Students must remain in bleachers during ballgames.
- Students are not allowed to be on the stage during games.
- Students are not allowed to be outside the gym during school events without parental supervision.
- Students are not allowed to be in the locker room area unless visiting the bathroom.

UPPER SCHOOL ACADEMIC POLICIES (6th-12th)

Class Schedule Requirements

All high school students must take eight classes each year, one of which may be a study hall.

Dual Enrollment

Seniors or juniors, with parental permission, may dually-enroll for classes in approved programs not offered at SBCS. Students may only dually-enroll in classes not offered at SBCS. **Core curriculum subjects must be taken at SBCS.** Exceptions must be approved by the guidance office and high school principal. Classes successfully passed will be accepted toward graduation requirements and will count in a student's cumulative GPA. Students will be assisted by an SBCS Academic Advisor in conjunction with a FTCC Academic Advisor to determine which classes will benefit their future plans the most. GPA points will be assigned based on honors level. Since Salem's high school schedule cannot be adapted to coincide with other programs, students may not be able to enroll in some classes FTCC offers.

Exams

High school students will take semester exams in December and May. Middle school students do **not** take exams. Exams, which count 10% of the semester average, are only given in English, social studies, math, and science. Exams are scheduled for the last two days of each semester.

Exam Exemptions

Seniors will take final exams with the following exemptions.

- B or higher in class and;
- 6 or fewer absences.

Field Trips

Teachers use field trips to supplement, illustrate or anticipate a unit of study. **Since field trips are part of the learning process, students will receive a grade for participating in the field trip. Failure to attend may result in a zero for the day's activities.** A portion of the tuition paid by students is used for most **local** field trips. This covers all **student** expenses except meals and souvenirs. (Parents must pay for their own trip expenses.) Students in grades 6th – 7th pay an extended field trip fee in order for students to attend more expensive and longer day field trips. Students in grades 8th – 12th go on overnight field trips. Parent chaperones may attend the 6th – 8th grade trips only. On all over-night trips, there is additional expense for chartered transportation, lodging and meals. **This additional expense is not covered by tuition and must be paid in advance of the field trip.** Only SBCS students (no parents or adult chaperones) may participate in school-sponsored fundraising to offset the costs of their trip.

Student Participation

All Upper School students going on overnight or major field trips will receive a test grade in either science or social studies depending on the curricular nature of the trip based on conduct, participation, and assigned activities. Trip week is a regular week of school where attendance is counted. Students who do not go on these trips are required to attend school. Class schedule and activities may be modified.

Trip Expenses

Any proceeds from student fundraising are non-refundable. A deposit which equals 50% of the trip cost is due by the last school day of September. This deposit is non-refundable. In rare circumstances, a principal may make refund decisions due to an emergency. **Once final payments are made, no refunds are available.** Parents and students will be notified about the trip payment deadlines each year. Parents may choose to place the cost of the trip onto the school bill as long as the trip is paid for by the deadline date. NOTE: Net proceeds from school-sponsored fundraising may not be directed toward any other school charge nor designated for another student not in his/her immediate family. A student may defer net proceeds from his/her fundraising to a sibling in the current school year or proceeds will be forfeited.

GPA Admissions Requirement

Students entering grades 10, 11 or 12 must meet a *cumulative* GPA minimum. To enter grade 9 the minimum GPA required is 1.7, to enter grade 10 the minimum GPA required is 1.8, to enter grade 11 the minimum GPA required is 1.9, and the minimum GPA required to enter grade 12 is 2.00. The high school principal has discretion to ease this requirement if there are unusual, individual student situations that should be considered.

Academic Probation

High school students who have failed to meet the GPA requirement can be enrolled in the school at the discretion of the high school principal. If he/she believes a student can improve and maintain his/her academic standing throughout the school year, the student can be admitted on academic probation.

The grades of students on academic probation will be evaluated at each progress report. As long as satisfactory progress has been made, the student can remain in SBCS. When the first report card is issued, the **quarter** GPA will be checked. If the **quarter** GPA is not at least equal to the minimum GPA required, the student and his/her parents will be warned of the probable dismissal of the student from SBCS at the end of the next quarter if the minimum GPA requirement is not reached. Students on academic probation remain there until their **cumulative** high school GPA reaches the minimum required.

Graduation Information

Student Honors

- **Valedictorian:** The valedictorian is the senior with the highest *cumulative* high school GPA as determined during the current school year's fourth quarter. To be eligible for valedictorian, a senior must have been enrolled at SBCS for the entire junior and senior years. The student must also maintain good moral character. Any speech by the valedictorian must be approved in advance by the high school principal.
- **Salutatorian:** The salutatorian is the senior with the second highest *cumulative* high school GPA as determined during the current school year's fourth quarter. To be eligible for salutatorian, a senior must have been enrolled at SBCS for the entire senior year. The student must also maintain good moral character. Any speech by the salutatorian must be approved in advance by the high school principal.

A student receiving an ISS (in school suspension) or OOSS (out of school suspension) during their senior year would disqualify them of being the Valedictorian or Salutatorian.

- **Junior Marshals:** The four juniors with the highest cumulative high school GPA as determined during the fourth quarter will be chosen as junior marshals. These students must also maintain good moral character. Junior marshals assist seniors, faculty, and guests at graduation. They are responsible for the expense of their formal attire. Girls must wear black or white floor-length dresses. Boys must wear a black tuxedo or suit with a white shirt and dark tie.

Graduation Events

- **Senior Breakfast:** On the morning of graduation practice, a breakfast is sponsored by the parents of the students in the senior class. **This breakfast is only for seniors, their parents, and junior marshals. Siblings and friends are specifically excluded from the senior breakfast.** Seniors and junior marshals participate in graduation practice after the breakfast. At the conclusion of graduation practice, the seniors are dismissed from school.
- **Senior Walk:** The Senior Walk is a celebration in which soon-to-be graduates walk the halls of lower and middle school as a way of demonstrating to younger students that hard work pays off.
- **Upperclassman Gala:** The junior-senior banquet is a formal event scheduled prior to graduation. Escorts may not be in grades below high school or older than 21. School administration must approve any escort who is not an SBCS student. **Girls' dresses must be approved by a faculty committee prior to the Junior-Senior Banquet.** The panel's decisions are final and not subject to appeal.
- **Graduation Ceremony:** This ceremony is the primary graduation event. After the service, a school-sponsored reception for the graduating class will be held in the school gymnasium. Parents are encouraged to prepare a "memory table" for their graduates. **Dress code rules apply throughout the evening.**
- Seniors must pay a **graduation fee** to help cover the costs of graduation expenses (i.e. cap and gown, diploma and cover, etc.). The graduation fee does not cover any of the optional items such as invitations.

While many classes have participated in a senior prank, entering buildings and causing damage to property is not approved by the school and will be seen as trespassing and vandalism.

UPPER SCHOOL ACADEMIC POLICIES (6th-12th)

Grade Point Scale

Grade points are used to determine honor rolls and class rank in the high school grades. The scale follows:

Letter Grade	Average	Regular Classes	Honors Classes	Dual Enrollment
A+	98-100	4.3	5.3	6.3
A	93-97	4.0	5.0	6.0
A-	90-92	3.7	4.7	5.7
B+	87-89	3.3	4.3	5.3
B	83-86	3.0	4.0	5.0
B-	80-82	2.7	3.7	4.7
C+	77-79	2.3	3.3	4.3
C	73-76	2.0	3.0	4.0
C-	70-72	1.7	2.7	3.7
D+	67-69	1.3	2.3	3.3
D	63-66	1.0	2.0	3.0
D-	60-62	0.7	1.7	2.7
F	59 and below	0.0	0.0	0.0

Graduation Requirements

Students must accumulate the following 27* high school credits for graduation:

Occupational Track*			General College Track		Advanced College Track**	
Subject	Credits	must include	Credits	must include	Credits	must include
Bible	4.0		3.0		3.0	
English	4.0		4.0		4.0	
Math	3.0	Algebra I	4.0	Algebra I	4.0	Course beyond Algebra II
Science	2.0	a lab science	3.0	a lab science	3.0	a lab science
Social Studies	2.0	US History	4.0	<i>Understanding the Times</i>	4.0	<i>Understanding the Times</i>
PE/Health	1.0		1.0		1.0	
Foreign Language	0.0		2.0		2.0	
Writing	0.0		1.0		1.0	
Electives	6.0		5.0	Senior Capstone	5.0	Senior Capstone
TOTAL	22.0*		27.0	<i>GPA of 2.0 or higher</i>	27.0	<i>GPA of 2.0 or higher</i>

*Students on the occupational track must be enrolled in the Discovery Achievers Program.

** SBCS graduates who desire undergraduate admission to the University of North Carolina system universities **must** complete the Advanced College Track.

High School Course of Study

High school core subjects are organized into tracks. Once a student begins a subject track, he/she must complete the courses in that track. For example, a student who takes Algebra II or Algebra II Honors as a sophomore **must** take Pre-Calculus as his/her third math credit, unless his/her final grade was below C-. Transfer student information is located later in this section.

High School Student Classification

High school students are classified by the number of credits they have earned as they *begin* a school year or enter SBCS. The following are the requirements:

UPPER SCHOOL ACADEMIC POLICIES (6th-12th)

Classification	Grade	Credits	GPA	Course Requirements
Freshmen	9	< 6	1.7	
Sophomore	10	6 - 13	1.8	1 English and 1 social studies
Junior	11	13 - 20	1.9	2 English, 2 social studies, Algebra I, 1 science
Senior	12	>20	2.0	3 English, 3 social studies, 2 math, 2 science

Students must meet **all** classification requirements to be promoted to the next grade level.

Homework

- No test/homework/projects may be due the first day (A-Day & B-Day) back from a holiday break longer than one day.
- The four-block period schedule does not lend itself well to eliminating all homework on Wednesday nights.
- Since there are limited student activities on Wednesday afternoons, students should be able to complete reasonable assignments prior to Wednesday evening church or youth meetings.
- Students are given one "homework grace" in each subject per quarter. See below for other details.
- The "homework grace" is one homework pass which makes the zero grade for that missed homework assignment not count against that quarter grade.
- Students who do not use the "homework grace" may have five points added to the lowest test grade in that quarter.
- Middle school and high school teachers must limit total nightly homework time for the average student to:

70 minutes	Grades 6 th – 8 th
90 minutes	Grades 9 th – 12 th
2 hours (or more)	Honors and Dual Enrollment

Homework Detention

It is the intention of the Upper School teaching staff to assign relevant, challenging, and meaningful homework assignments that reinforce classroom learning objectives.

After students have used their one homework grace, failure to complete homework on time will result in an immediate lunch detention. If a student does not have the homework completed for a class that meets before lunch, they will be assigned a lunch detention to complete that homework while they are eating. If they did not complete homework for a class that meets after lunch, they will be assigned a lunch detention for the next school day. The student is required to attend lunch detention even if they complete the late homework that night at home. Students will receive a 50 for homework completed in lunch detention. Lunch detention takes place in a classroom that is supervised by a teacher. If a student fails to report to lunch detention or receives more than three lunch detentions in a quarter, they will be assigned an after-school detention.

Honor Roll

Honor rolls are determined at the end of each **quarter** and eligibility is determined by letter grades. The year-end honor rolls are composed of students who have made the honor roll in all four quarters.

Requirements	Middle School & High School Student
Honor Roll	No quarter grade below A or B
Principal's Honor Roll	No quarter grade below A

Honors and Advanced Placement (AP) Classes

High school students may *apply* to take honors level classes but must meet certain requirements and be accepted into the classes. These classes involve a more rigorous curriculum and the number, depth, and frequency of assignments is increased. Advanced placement classes (AP) offer juniors and seniors the opportunity to earn college credits while still in high school. Near the end of the school year the College Board exam can be taken by all AP students. If a student scores well enough on the exam, his/her chosen college *may* issue credit for the course.

Students must purchase their AP texts. Used AP texts may be purchased from students at the end of the course. Students must also pay for the AP exam if they choose to take it.

Physical Education Classes

Parents must send a note or have direct communication with the PE teacher to excuse a student from PE classes.

Students enrolled in physical education classes (grades 9th – 12th) must purchase and wear a school PE uniform to each class. The PE uniform becomes the student's property. Students in advanced PE classes must wear the school approved uniform to instructional sites off campus. PE students should change out of the PE uniform at the end of class.

Students who do not wear the school PE uniform and appropriate shoes for class will be issued a temporary uniform and still be required to participate but will receive a reduced daily grade. The temporary uniform must be laundered and returned to the PE teacher by the next class.

Advanced PE classes such as Life Sports and Weight Training have a fee that covers off campus activities.

Promotion

Middle School

In order for a student to be promoted to the next grade, or for a new student to be accepted into a grade level, the following criteria must be met.

A student must have

- passed 4 of 6 core subjects (Bible, English, literature, math, science, social studies). **Two of the minimum four passed must include language arts (English and literature combined) and math.**
- scored no more than one year below grade level on the reading or math sections of a standard achievement test. Any current or new student scoring more than one year below grade level in reading or math will be evaluated on an individual basis and may be required to repeat that grade or additional testing/tutoring may be required for promotion/acceptance to the next grade
- no more than 10 absences

High School

High school student promotion to the next grade level is primarily dependent on the number of high school credits students have earned. Students will be promoted to the next grade if they have:

- earned the required number of high school credits,
- no more than ten absences in a class

Summer Assignments

All students entering grades 6th – 12th are given a summer reading assignment that must be completed before the first day of school. This assignment is an English test grade. High school students enrolled in honors courses may have additional summer assignments for math and history.

Summer School

Summer school usually begins on the first Monday and ends on the second Friday in June. It is provided for the purpose of allowing students to do two extra weeks of work that will raise a failing grade for the year to a passing grade. A student must have at least a 55 average in the class to qualify for summer school. Summer school does **not** allow students to work ahead. Middle school students may enroll in summer school if it is required for them to pass the grade. The principal will contact you if summer school is an option.

Transcripts

The guidance office prepares transcripts for seniors to accompany college applications at no charge. After the summer of your senior year, graduates and former students who request transcripts must pay a \$5.00 transcript fee. (Transferring students do not pay a fee.) Students must complete a transcript request card available in the Upper school office.

Transfer Students

- High school credits are earned on a class-by-class basis. All credits from accredited schools will transfer into SBCS including honors and AP level classes.

UPPER SCHOOL ACADEMIC POLICIES (6th-12th)

- Credits from a non-accredited school or a home school will be evaluated by the guidance counselor and Upper School principal. Achievement testing or end of grade testing must be present to validate credit given for course work. (If testing is not available it can be arranged through SBCS.) A decision regarding the awarding of credits cannot be made until testing is completed. SBCS reserves the right to deny credits from other schools and home school students.
- Home school students who transfer into SBCS will not be given honors or AP credit unless courses were taken at a qualified institution or community college.
- Students transferring from schools with a 7-point scale will transfer the number grade of their institution.
- No senior may receive the honor of Valedictorian unless he/she has attended SBCS for their entire junior and senior year.
- No senior may receive the honor of Salutatorian unless he/she has attended SBCS for their entire senior year.
- Transfer students may also use previously earned elective credits in place of required Bible credits; however, they must take at least one Bible class per year throughout their remaining years at SBCS.

UPPER SCHOOL ATTENDANCE POLICIES (6th-12th)

Absences

Upper school students who are absent more than ten days in a class may not receive credit for the class and will be required to attend summer school or complete a summer project.

High School Student Late Arrival/Early Dismissal

Seniors and juniors, with class schedules that allow and written parent permission, are allowed to arrive at second period or to leave after their last class. If a student has a report card grade lower than a D or an overall GPA lower than 2.0, they lose the privilege to not attend study hall. **If students have more than 5 tardies in a semester, they lose the privilege to come in late or leave early.** On school days when any special programs (like Grandparents' Day, Thanksgiving chapel, etc.) are scheduled, the students who normally arrive late or leave early must be at school for the program, unless they have a regular employment commitment. Students affected by this policy, must sign in at the school office when they arrive. They must sign out at the school office when they leave early, and they must leave the school campus immediately. Loitering on school property after a student has signed out is not permitted. Freshmen and sophomores are not eligible to arrive late or leave early and miss study hall. Demerits will be assigned to students who miss study hall without an excused absence.

Period Attendance

Attendance is taken at the beginning of each class. Absence from a class must meet the criteria outlined in the General Attendance section of this Handbook to be considered an excused absence. Student absences from a class for all other reasons will be considered unexcused. Students who miss more than 20 minutes of any part of a period will be counted absent. **Students who miss a class period but are present on the same day are required to turn in all work on that day for the class missed. Students who leave early and miss a period must turn in all work before leaving. Athletes need to be particularly careful to follow this rule.**

Tardies

Students are tardy if they are not in their homerooms by 8:00am. Tardies are considered neither excused nor unexcused. A student has 5 tardies per semester without a school-imposed penalty.

Any student who misses homeroom must check-in at the office when he/she first arrives at school. Students who habitually fail to do this may lose driving privileges or be subject to other disciplinary or academic penalties.

Excessive Tardies

Tardy #	Penalty	Tardy #	Penalty
6	1 demerit	15	2 demerits & \$10 fee
7	1 demerit	16	2 demerits & \$10 fee
8	1 demerit	17	2 demerits & \$10 fee
9	1 demerit	18	2 demerits & \$10 fee
10	1 demerit	19	2 demerits & \$10 fee
11	2 demerits & \$10 fee	20-24	2 demerits & \$10 fee
12	2 demerits & \$10 fee	20	Meeting with principal and parents
13	2 demerits & \$10 fee	25	Possible Summer school for 1 st period class
14	2 demerits & \$10 fee		

UPPER SCHOOL STUDENT BEHAVIOR AND CONDUCT POLICIES

Student Behavior

Within the classroom or school setting, a teacher may designate student behavior as **disruptive** to the learning environment resulting in demerit/s issued to the student. A student who continues the behavior or engages in other disruptive behaviors may be considered as **disrespectful** to the teacher and others and receive additional demerits. Immediate change of seating in the classroom or removal from the learning environment may be implemented by the teacher. If the student fails to stop disrespectful behavior or engages in different negative behaviors, the student is considered to be **disobedient** and will be sent immediately to the principal's office, receive a zero for the class, and serve an in-school suspension.

Disciplinary Practices

Students in violation of these standards (see above, "General Student Behavior and Conduct Policies") will be disciplined by the principal on an individual basis, taking into account the circumstances surrounding the situation.

Loss of Reward: When students fail to behave properly, they may not receive the offered reward until the poor behavior has improved.

Office Visit: Students may visit the principal when other consequences have not produced a change in behavior. Parents may be notified by the principal when this occurs.

Detention: Students may serve lunch detention any day or after school detentions on Thursdays for 45 minutes. Parents will be notified prior to the after school detention. During detention, the student may not talk. He/she must work on teacher-assigned tasks, including desk work or clean-up duties on campus. Failure to serve an assigned detention when scheduled may result in an additional detention, a \$25 fine, or both. Saturday detention is from 8:00am – 12:00pm, and the student is charged the substitute rate.

Parent Conference: Parents are informed of the situation and required to cooperate in administering appropriate discipline in partnership with the school to bring healthy order and behavior.

Behavioral Probation: A student placed on behavioral probation will have a specified time to correct poor behavior or attitude. A student may be placed on behavioral probation based on the following factors:

- Deliberate defiance and disobedience
- A negative attitude toward other students
- A rebellious spirit (negative, mocking or scorning attitude) which is unchanging after much effort by teachers
- An accumulation of multiple demerits over the course of the school year
- Two or more in-school suspensions, or one out-of-school suspension

Behavioral probation will include the following:

- Shall extend for a minimum of one quarter or nine weeks.
- At the beginning of the probationary period, a meeting with the parents and student will be held to review the student's current behavior, identify problems, discuss a strategy for improvement plan and explain minimum expectations.
- Close monitoring of student's behavior.
- Any serious behavior problem which occurs during behavioral probation, may result in a recommendation of withdrawal of the student.
- If the student has met expectations, the student will return to good standing.
- At the end of the period, the principal will evaluate the student's recent behavior and decide to lift the probation or recommend other action.
- Behavioral probation can extend into the following school year in order to complete the probationary period.

Suspension:

In School Suspension. (ISS) A student who receives an in-school suspension is removed from his/her classroom and assigned to a substitute teacher who supervises as he/she completes assignments. The student may not eat in the cafeteria with other students or attend any school function. The cost is equal to the current substitute rate.

Out of School Suspension (OSS). A student given an out of school suspension must not come on school property nor attend any school function during the suspension period. The student serving OSS is considered as an unexcused absence and may be subject to the policies found above in "General Attendance Policies".

UPPER SCHOOL STUDENT BEHAVIOR AND CONDUCT POLICIES

Expulsion: A student may be permanently removed from school for repeated rule violations, serious misbehavior, immoral conduct, or multiple suspensions. For serious misbehavior, immediate expulsion may result, even on the first offense. The student is suspended pending the expulsion decision by the school board. Students who have been expelled are not allowed on campus without permission from the administration. **Reenrollment for a student who has been expelled would be a rare occurrence and only with school board approval.**

Demerits: The demerit system is a discipline strategy that allows documentation of unacceptable conduct and behavior patterns of students. Demerits in themselves are not punishment. Parents are informed after 5 demerits and at other times when discipline is applied. Demerits are given to students by teachers and administrators. The accumulation of demerits will be addressed by the principal and he or she will apply appropriate consequences. Listed below are examples of infractions and the number of demerits given for each infraction. **This is not a comprehensive list.** Demerit totals do not start over at the end of the semester nor carry over to the next school year. However, a cumulative record of demerits stays in the student's behavior file. Adjustments will be made to the number of demerits given for repeated offenses. However, students can earn one demerit off for each full week of school that they don't receive a demerit.

1 Demerit (max) Offense

- Dress Code Violation-Level 1
- Late to class and tardies to school (see tardy policy chart)
- Interrupting class
- Disrupting chapel
- Horseplay
- No Bible in chapel
- Being in an unapproved area
- Forgetting to turn cell phone off or put away
- Minor dress code violations

5 Demerit (max) Offense

- Disrespect to other students
- Dress Code Violation-Level 2 (Sent to office and confirmed by a principal)
- Leaving lunch tables unclean
- Not signing out at the office according to the handbook policy
- Using headphones or earbuds on school-sponsored activities, including before and after school care

10 Demerit (max) Offense

- E-Device policy violation #1
- Disrespect to teachers
- Inappropriate public displays of affection
- Lying
- Violating dress code repeatedly (beginning on the fourth offense)

15 Demerit (max) Offense

- Disobedient to teacher
- Cheating/Plagiarism (15 demerits minimum, Plus a zero on the assignment, First offense)
- Lying to teacher or administrator
- Vandalism, destruction of property
- Violation of computer/Internet policies/Student Personal Technology policy
- Inappropriate posting of video
- Use of inappropriate language, such as obscenities, vulgarity, or profanity
- Intentionally being in an unsupervised area; avoiding faculty/staff supervision
- Plagiarism (Plus a zero on the assignment, 2nd offense)

UPPER SCHOOL STUDENT BEHAVIOR AND CONDUCT POLICIES

25 Demerit (max) Offense

- E-device policy violation #2
- Skipping class or study hall
- Stealing
- Threatening behavior
- Using harassing or defamatory language as in threatening, disrespectful, or discriminatory words
- Reckless driving
- Plagiarism (Paper redone with a reduced grade or a zero)

45 Demerit (max) Offense

- Possession of weapons, chemicals, or explosives anywhere
- Fighting with classmates at school/school event
- Inappropriate use of social media
- Possession or use of tobacco products
- Dispensing or offering prescription drugs
- Possession or viewing of pornographic material
- Using the Internet for blasphemy, pornography, inappropriate language, or harassment
- Fighting, provoking a fight, failing to take steps to avoid a fight, or communicating threat

75 Demerit (max) Offense

- Any illegal or criminal behavior
- Provision to others or the distribution of alcoholic beverages or drugs
- Provision to others or the distribution of tobacco, e-cigarettes, or vape paraphernalia
- Participation in sexual immorality
- Interference with school safety procedures during fire, tornado, or lockdown drills

NOTE: A student who is present when one of the above offenses takes place may be held accountable if he/she does not take appropriate actions. The appropriate actions include leaving immediately, encouraging the offender to report the offense, and/or reporting the offense herself/himself.

The administration of SBCS reserves the right (as per the safety of that student or any other student) to require random drug testing (at parents' expense) with the understanding that confidentiality will be maintained. If the parents and/or student refuse, then the student's privilege to attend Salem Baptist Christian School may be recommended to the School Board for dismissal or expulsion.

Listed below are the disciplines that occur when students reach a certain level of demerits.

Levels

5 demerits	After school detention
10 demerits	After school detention
15 demerits	After school detention and parent conference
25 demerits	One day In-School Suspension & \$90 fee; Disciplinary Probation; athletes suspended for 1 game
35 demerits	High School-Saturday Detention (8:00-12:00) & \$80 fee Middle School-One day In-School Suspension & \$80 fee
45 demerits	One day Out-of-School Suspension; athletes suspended for two games
55 demerits	One day Out-of-School Suspension and the loss of a privilege such as the Overnight Field Trip or end-of-year activity; suspended from all sports teams
65 demerits	Two day Out-of-School Suspension
75 demerits	Possible expulsion or inability to reenroll for the following school year

Dress Code

While recognizing that true Christianity is a matter of the heart and not the outward appearance, it is nonetheless true that our appearance is important. There may be nothing “wrong” with some excluded clothing; it simply doesn’t meet the desired student appearance standard. The following criteria are used in establishing the standards of our dress code:

- Propriety (suitable to the occasion and appropriate for a Christian)
- Modesty (appropriate fit)
- Neatness (clean and in good condition)

It is important for our students to help create an environment which promotes learning. Extreme styles or those styles which draw attention to oneself do not promote such an environment. The administration may deem specific items of clothing inappropriate even if they are not restricted. We look to parents to assume responsibility for their student’s conformity to the dress code and to support the school’s enforcement of the dress code.

Dress code standards related to modesty are in effect at all school events, including school programs, performances, and athletic events both home and away

After-School Activities Dress

Modesty and propriety standards must be observed for all SBCS activities. Students may choose to “dress down” for after-school events such as athletic events and Fall Festival which means students may wear usually banned items such as hats, flip flops, etc. as long as the items are proper for the event and conform to the overall standards of neat, clean, modest, and in good repair. SalemKids after-school care students must remain in school dress code. Dress for events such as concerts, graduation, and other evening events will be announced prior to each event.

Formal or Semi-formal Dress Requirements

On occasions that require formal or semi-formal attire (i.e., homecoming court representatives, the junior-senior banquet, school programs, and graduation), young ladies are expected to follow these guidelines:

- All dresses must meet the handbook requirement of being modest and loose fitting
- Appropriate bare shoulders (this means no halter tops, spaghetti straps, or strapless dresses)
- No bare back (below the armpit) or sides; back and sides must be modestly covered by material, not straps
- No tight fitting “mermaid-type” styles (modest loose-fitting mermaid-type styles may be approved)
- Modest neckline
- Shawls are optional; however, all dresses must meet the dress code without a shawl

Clothing for boys and girls for certain events must be approved by a faculty committee and worn as approved. If alterations are made, the dress must be re-approved by the faculty committee.

E-Device Policy

6th – 8th students are allowed to have E-devices on campus with these restrictions:

- Students are not allowed to carry E-devices on their person or in their bags during school hours unless given permission by the teacher. They are allowed at after-school events.
- Students found to be using their E-device during the school day will be given 10 demerits for first offense and 25 demerits for the second offense.
- Students found to have an E-device on their person will be given 5 demerits once. Subsequent occurrences will increase the number of demerits.
- Students should keep their E-device in their cars, lockers or in the school office. Students are encouraged to put a lock on their locker.
- E-devices may be allowed on field trips. Students must follow the teacher's instructions regarding E-device use.

9th – 12th students are allowed to have E-devices on campus with these restrictions:

- Students in grades 9-12 will be issued a school-owned Chromebook. See the Chromebook policy for more details. Students in grades 9-12 may possess and use on school campus personal electronic devices only outside of class.

UPPER SCHOOL STUDENT BEHAVIOR AND CONDUCT POLICIES

- The school may revoke the privilege of possessing and using E-devices at any time at its sole discretion.
- The school is not responsible for lost, damaged, or stolen E-devices.
- E-devices may be carried by the student during the school day but must be carried in the silent mode.
- E-devices may be used by students before and after school, breaks and the lunch period.
- E-devices may not be used in any student assemblies.
- In the event of illness, students must utilize the Upper school office in order to facilitate parent contact and not personal E-devices. The front desk is responsible for monitoring all dismissals due to illness.
- It is never acceptable to take photos or videos of others without permission.
- E-devices should be in silent mode and out of sight in bathrooms and locker rooms.

Consequences:

Students who violate this policy regarding E-devices are subject to appropriate disciplinary consequences.

- First Offense: The device will be confiscated by the teacher and returned to the student by the principal at the end of the day and the student will receive 10 demerits.
- Second Offense: The device will be confiscated by the teacher and returned to a parent by the principal and the student will receive 25 demerits. The student will lose the ability to bring an E-device for the rest of the school year.

Married Student & Pregnancy

Married students may not attend SBCS. Any student who is pregnant or a student with a child may not be enrolled. If a student becomes pregnant or causes a pregnancy while attending SBCS; SBCS retains the right to suspend, expel or withdraw the student.

Sexual Immorality

SBCS retains the right to refuse enrollment or to expel any students who engage in sexual immorality, including any student who is found to be sexually active including heterosexual, homosexual or bisexual activities (Leviticus 20:13, Romans 1:27, 1 Cor. 6:18).

Student Drivers and Parking

ONLY student drivers with a parking permit may drive to school. Permits are available in the school office. Permits must be displayed on any vehicle, which a student might drive to school. The first parking permit is \$10.00; additional parking permits are \$5.00 each. A limited number of parking spaces require that we issue permits only to seniors and juniors first. Any remaining permits will be offered to sophomores on a first-come first-serve basis. Freshmen may not park a vehicle on school property. Because our neighbors have complained about additional vehicles on the streets immediately surrounding the school property, students may not park on these streets.

A student who leaves campus without permission or without signing out in the office could lose driving privileges.

Students who violate the driving and parking rules will be given a warning. A second offense will result in a \$25 fine. A third offense will result in the student's driving privileges being revoked.

The following are considered violations:

- Parking in undesignated area
- Double parking
- Parking without a permit
- Recklessness, speeding, etc. on or off campus (*Privileges may be revoked on first offense.*)

Student Telephone Use

Students may not use classroom telephones. Student use of school office phones is emergency use only. Students will not be called from class for phone calls.

Students may use school office phones if they are in violation of dress code and must call for someone to bring a change of clothes, or if a change in after-school activities (e.g., canceling a ball game) requires them to notify parents.

UPPER SCHOOL STUDENT BEHAVIOR AND CONDUCT POLICIES

Athletics

SBCS competes in the NCISAA (Division II) and the Tri-TAC with three seasons of boys' and girls' sports at the middle school, junior varsity and/or varsity level.

Sports	Junior Varsity & Middle School		Varsity	
Season	Boys	Girls	Boys	Girls
Fall	Soccer MS	Volleyball MS & JV	Soccer	Volleyball
			Cross Country	
Winter	Basketball MS	Basketball MS	Basketball Swimming	Basketball Swimming
		Cheerleading		Cheerleading
Spring		Soccer MS	Baseball	Soccer
			Golf	Softball

Students in grades 6th – 9th and any 10th graders that do not make the varsity team may tryout for the junior varsity team. Students in grades 9th – 12th may tryout for varsity. When only a varsity team is available, students in 7th and up may try out. Students in grades 5th – 8th may tryout for middle school teams. Athletes must meet the school's behavioral and academic standards. **See the Athletic Handbook section for more details on student participation.** Athletic assemblies are held at the end of each season to recognize the efforts of both junior varsity and varsity athletes.

Clubs and Student Groups

Beta Club & Junior Beta Club	a national youth organization recognizing high moral character, leadership skills and academic achievement
Delta Theta Chi	a service club open to high school students and is involved in individual projects associated with campus, church, and community
Fellowship of Christian Athletes	a nationally recognized organization whose purpose is to disciple athletes in their spiritual growth, presenting them opportunities of service and evangelism
National Honor Society & Junior NHS	a national youth organization recognizing high moral character, leadership skills and academic achievement
Pep Club	functions within the student council to develop school spirit and support for school athletic teams.
Quill and Scroll	a journalism honor society for students on the yearbook staff who have distinguished themselves; selected based on national association standards
STEM	sponsors various engineering and design competitions
Student Government	sponsors various student activities (including pep clubs, homecoming) and represents student body to school administration

New clubs may be established if there are at least 5 students who are eligible for membership and a faculty sponsor. The club's purpose may not be in conflict with the vision, mission, and standards of the school.

College Fair and Trips

Students in grades 10th – 12th are encouraged to attend a local college fair each year. The guidance office will make students in grades 10th – 12th aware of regional Christian college events for prospective students. If enough students want to attend the event, school personnel may organize a trip so that SBCS students can travel together. Any costs associated with the trip will be passed to students. These "college for a day" events occur throughout the school year.

Service Hours Requirement

Because part of Salem's mission is to provide opportunities for students to serve God and others, SBCS believes this service is defined as "acts of service within the student's local community without pay or compensation." Christian service will allow them to experience the joy of the Lord through meeting the needs of others. The school will work with different organizations in the community to provide students the opportunity to complete the required service hours.

UPPER SCHOOL STUDENT BEHAVIOR AND CONDUCT POLICIES

Students will be given a list of approved service projects at the beginning of the year. Any project a student wants to complete that is not on the approved list must be approved by the guidance counselor or Upper School principal. All service hours must be documented on the appropriate form.

- Salem requires students in grades 6th – 12th to perform a minimum of 10 service hours per year.
- Students who fail to turn in their service hours by the second Friday in May will receive a 0 test grade in their Bible class during the 4th quarter.

Student Aides

Seniors with free periods or study halls may choose to apply to become a student aide in the office, library, or Lower School classes. All opportunities will be filled with students who express an interest, have parental and administrative permission, and maintain their grades. Contact the Upper School principal to apply. Students receive 1 credit for being a student aide.

ATHLETIC HANDBOOK

Philosophy of Athletics

The purpose of athletics at SBCS is to bring glory to God through physical involvement of our students in a competitive atmosphere. Our overall objectives are:

- to provide instruction and guidance in physical skills and spiritual matters,
- to involve the student body, parents, and teachers in developing school spirit and unity,
- to have a Christian testimony with opposing teams, fans, and referees,
- to give team members the opportunity to develop their full physical potential,
- to teach team members to work toward a specific goal,
- to develop respect for rules and authority.

Students chosen for athletic teams will be held to a higher standard of personal conduct since they are seen as examples of SBCS. They must meet academic benchmarks to qualify for the teams and must maintain a strong academic standing while members of the teams. Our effort in the athletic department is to give an opportunity to our student/athletes to compete at the highest level possible, while also giving them the opportunity to learn and display Godly character in every situation, no matter the score.

It is necessary to understand that interscholastic sports are different from intramural and recreational sports in that playing time is not guaranteed. Playing time is an earned privilege that the coach has been given the responsibility to decide. While an effort to give each player the opportunity to compete in game situations is the goal of the athletic department, it is still not a requirement.

At the middle school and junior varsity level, coaches are encouraged to substitute as much as possible, but also to give the team the best opportunity to succeed. Practice is where the best opportunity to develop necessary skills are learned and should be a priority of the athlete to use that time accordingly.

At the varsity level, the competition is at a higher level and the expectation of the athlete is also higher athletically, academically and spiritually. JV players are not guaranteed roster positions on the varsity team or playing time just because of their age or former JV status. The student's grade or age is also not a determining factor of playing time. Coaches are supposed to choose the best players for certain situations and games as necessary regardless of their grade.

Being an athlete is a **privilege** based on many qualities and should be held as a **priority** behind God, family, church, and school. There also is a **purpose** in being a Christian athlete that is to glorify the Lord in all that you do according to Colossians 3:23, which states, "Whatsoever you do, do it heartily, as to the Lord and not unto men."

SBCS does not adhere to a "win at any cost" philosophy, but God does tell us in His Word to do everything to His glory (1 Corinthians 10:31). Winning is stressed as a reward for a disciplined work ethic and dedication to the team's success.

Sports Offered (19 teams)

Middle School

- a. Boys – soccer, basketball
- b. Girls – volleyball, basketball, soccer, cheerleading

Junior Varsity

- a. Boys – basketball
- b. Girls - volleyball

Varsity

- a. Boys - soccer, basketball, golf, baseball, cross country, swimming
- b. Girls - volleyball, basketball, soccer, cross country, swimming, softball

Parent Responsibilities

- Parents are to support their athlete and SBCS with a positive and Christ- like attitude.

decisions. If you feel there is a need, then a meeting can be arranged for a later time. It is never appropriate to walk across the floor or field to voice your opinion after a game.

- Parents are encouraged to attend as many games as possible.
- Parents should be mindful of the testimony they exhibit at home and away games.
- Parents are reminded to observe their conduct and attitude during competition in their actions and words.
- Parents should never approach school personnel of another school. Please address any problems to the SBCS administration first and let them deal with it appropriately.
- Parents should follow the proper chain of command. Go to the coach, the Athletic Director, then the Upper School principal, then the Head of School.
- Parents should make an effort to pick up athletes from practice and games within 15 minutes of the scheduled end of the event.
- When offered, one or both parents must attend the meeting with the coaches and Athletic Director prior to the beginning of each season.

Eligibility and Tryouts

- In order to participate in athletic events, the athlete must have the following, and will not be eligible until the forms are turned in.
 - a) Physical Form (every 2 years)
 - b) Medical Release Form
- All students in grades 9th – 12th are eligible to tryout for varsity athletics.
- 7th – 8th grade students can tryout for a varsity team if there is no JV or MS team available or by special invitation from the varsity head coach with approval of the Athletic Director.
- All students in grades 7th – 10th are eligible to try out for junior varsity teams.
- Students in grades 9th – 10th who do not make the varsity team may try out for the junior varsity team and 11th graders by invitation from the Athletic Director.
- Students in grades 5th – 8th are eligible to tryout for middle school teams.
- All teams will have a one or two-day tryout period. Students trying out must be present both days unless cuts are made the first day. (The Athletic Director will make only rare and special exceptions to that rule). Coaches may elect to have a staggered cut, meaning some cuts after each day of tryouts.

School Attendance

- If a student is dismissed from school due to an illness on the day of a game or practice that student will not be eligible to play in a game or attend practice that day.
- Students who arrive late to school due to illness will not be eligible to participate in team activities that day. (Consideration by the Athletic Director is on a case-by-case basis).
- students getting back late from a game will not be excused for tardiness on the next school day. Assignments and tests given the next day will not be postponed or excused.
- A student who comes in late on the day after a game must have a note from their parent explaining why he/she is tardy, or he/she will not be able to play in the next game. Repeated lateness or absences after games will result in game suspensions and require a doctor's note to be excused. Assignments and tests given the next day will not be postponed or excused due to athletic participation.
- Athletes are expected to turn in all assignments prior to leaving for athletic events. Athletics is not a valid excuse for late work. Excessive tardies or late work can carry game suspensions at the administration's recommendation.

Grading Policies

- Students are expected to maintain a strong academic standing while participating in athletics.
- Students may not use athletics as an excuse for poor schoolwork or lack of time for schoolwork.
- Academic eligibility for athletes will be evaluated at each progress report and again at the end of each quarter.
- Any student not meeting the grade standard will be placed on probation and serve game suspensions. There must be an effort shown to improve these grades to regain playing status.

ATHLETIC HANDBOOK

- Game Suspensions Based on Progress Reports
 - 2 F's will result in a 2-game suspension
 - 3 F's will result in a 3-game suspension
 - 4 or more F's will result in a suspension until the next report card is issued (Players may not attend practice or away games during the suspension)
- Game Suspensions Based on Report Cards
 - 1 or 2 F's will result in a two-week suspension from all games with a minimum of three games missed.
 - 3 or more F's will result in dismissal from the team for the rest of the year.
- Failing grades on consecutive grading reports will result in dismissal from the team.
- The athletic department will communicate all decisions about student academic probation through a meeting with the student and an Academic Probation Letter that needs to be signed and returned to the Athletic Director.
- Discovery Learning students will be evaluated by the Discovery Center director and the administrator. These athletes are subject to the above guidelines.

Practices

- All team members are expected to be at all scheduled practices. The following penalties will be in place for unexcused absences at practices. (Only doctor appointments, sickness and family emergencies are excused.)
 - 1 missed practice=1/2 game suspension
 - 2 missed practices=full game suspension
 - 3 missed practices=dismissal from the team
- Students will not be allowed to participate in a practice if they did not come to school that day.
- All practices are closed to non-team members, and parents are asked not to attend practices.
- Any absence (excused or unexcused) should be communicated to the coach prior to practice.
- There are no practices on Sunday. Wednesday practices can be approved by the administrator (i.e., the week prior to the state tournament or middle school practices) and will be over by 5:30.
- Practice schedules will be given out by the coach during the first week of the season.
- Transportation to off-site practices will be provided by the school, and all team members are expected to ride with the team unless other transportation is necessary and approved by the coach or Athletic Director and parents.
- No athlete may "hang around" prior to his or her practice time without permission and supervision of a coach. Other arrangements must be made if it is not possible to leave school and return at the appropriate time.

Game Days

- Schedules will be posted online and given out at the beginning of each season. Every attempt will be made to keep those schedules as up to date as possible. Weather and other circumstances do cause changes that are unavoidable. The website calendar is the most updated and accessible calendar.
- No games will be scheduled on Wednesday (unless a makeup game) or Sunday.
- Occasional tournaments or regular season games may be played on Saturdays, but these are kept to a minimum.
- Athletes will be told of return times and given the opportunity to call parents to notify them.
- Parents who are frequently late to pick up athletes after games may result in these students not being allowed to travel to away games.
- All team members are expected to be at all scheduled games. The following penalties will be in place for unexcused absences at games. (Only doctor appointments, sickness and family emergencies are excused)
 - 1 missed game=full game suspension
 - 2 missed games=dismissal from team

Discipline and Conduct

- Students must maintain exemplary conduct as they represent their school and the Lord at all athletic events.
- Conduct problems in the classroom will also result in disciplinary actions by the athletic department. Continuing patterns of misbehavior will be communicated to the coach and could result in suspension from the team.
- If a student is suspended from school, that student cannot participate on his/her team during the suspension.

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- Students serving a detention may participate in games on that day but will not be able to start and, in the event of an away game, must provide their own transportation.
- Players who are ejected (or red-carded) from a game are subject to the NCISAA policy of game suspensions and school discipline, even if the game is against a non-NCISAA opponent.

Dress Code

- Game day dress code will be determined at the beginning of each season and communicated by the coach/Athletic Director to the team.
- After games, students must be dressed according to the school's dress code or in matching, school-approved team clothing.
- Girl's shorts must have a **5-inch inseam** or longer. Girls found to be out of dress code are subject to game or match suspensions.
- Boys and girls must wear appropriate under garments for each athletic event.
- Dress code violations can result in suspensions or removal from teams
- Any students sitting with team must not be wearing shorts, jeans, t-shirts, or sweatpants.

Transportation

- Athletes must accompany the team to all away games on the provided transportation.
- Parents are encouraged to watch games that are at other sites, but team members must ride with the team and the coach unless given permission by the Athletic Director. After the competition is over, parents may take their child with them after notifying the coach.
- Students must have notes to ride home with another parent and this must be pre-arranged prior to the game day.
- Boys and girls are not to sit together on the bus for any reason in any section of the bus.
- No electronic devices (iPod, laptops, etc.) are to be taken off the bus into any gymnasium. If electronic devices are seen in the gym, then they will be confiscated and given to the principal the next day. Also, the privilege to bring music on trips will be lost for the remainder of that season.

Tournament Hotel Accommodations

- Players are responsible for the cost of the hotel room and meals while on the trips during the regular season. Every effort will also be made to limit cost per player and to keep overnight trips to a minimum.
- Teams that qualify for NCISAA state tournaments that require them to stay overnight will be paid for by the school; meals will be the player's responsibility. Individual state tournament participants will have only their room paid for by the school.

Fees

- There are player fees associated with each sport that aid in the operation of the athletic program. These fees help cover the cost of coaching salaries, field rental, referees, uniforms, equipment, transportation, etc.
- During a season (fall, winter, or spring) a family is only required to pay a maximum of two athletic fees if they have more than two children playing the same season. They must pay the higher of the athletic fees if they are different.
- An individual student only pays a maximum of two fees during a school year. If a person plays fall, winter, and spring sports they only pay for two teams. They must pay the higher of the athletic fees if they are different.
- A student cannot play on a team if they have an athletic fee from a previous season unpaid.
- The fees are as follows:
 - Varsity Sports - \$125
 - JV Sports - \$125
 - MS Sports - \$100
 - Cross Country - \$75

ATHLETIC HANDBOOK

Fundraising

- Fundraising opportunities will be offered throughout the year to help offset the cost of being an athlete at Salem.
- Typical fundraisers that are offered are 5K sponsorships and advertising opportunities for local businesses.

Awards

- An awards banquet will be held at the end of the school year.
- Team members, coaches, and/or the Athletic Director select the recipients of each award.
- Each team will present up to four awards of significance. The titles of these awards are chosen by the coach.
- Each member of the team will receive a certificate of participation.
- NCISAA awards are also presented at this time.
- Parents and guests are invited to attend each of these banquets.
- Banquet tickets are required to attend the awards ceremony.
- One male and one female will receive the Male & Female Athlete of the Year. To receive this award, a student must have played multiple sports and won the MVP for at least one of them. This award is voted on by the coaching staff and Athletic Director. NCISAA awards may also be used to determine these awards.