



Student Parent Handbook 2025-2026

**461 Alling Street
Kensington, CT 06037
(860) 828-4343 Fax (860) 828-1226**

**Email: ourschool@stpaulkensington.org
Website: ourschool.stpaulkensington.org**



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Accredited by the New England Association of Schools and Colleges, Inc.

Dear Saint Paul Families,

As we begin the 2025-2026 school year, we have a lot to be proud of! Our enrollment is at a steady 269 with students coming from 15 different towns and cities in our area, representing 29 different parishes. Our rigorous academics, commitment to incorporating the latest technology and educational strategies, and the incredible support of our parish and school community builds on our mission in faith and academic excellence!

The following document includes information that you will need to understand how our school functions on a daily basis. It is meant as a reference guide with a handy Table of Contents covering Absences to Volunteering and everything in between, which should answer most parents' questions. **The last two pages will be available for you to sign or hand in at our Meet and Greet on Tuesday, August 26th, but handed in no later than Tuesday, September 9th to the main office or your child's teacher.**

- **Acceptable Use Agreement for Computers and Technology**
- **Saint Paul School Student/Parent Handbook Agreement**

If you do not have access to a printer, we would be happy to send one home with your child.

Please don't hesitate to contact me, your children's teacher, or the office if you have any questions about information in this year's handbook.

Best wishes for a happy and successful school year! Go Lions!

Jill Conaway
Principal

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MISSION STATEMENT

Faith - Learning - Service

Saint Paul School is a Catholic community dedicated to sharing our faith with others. In the ongoing process of educating the whole child, we support the development of our students spiritually, intellectually, emotionally, socially and physically. As 21st century learners and problem solvers, our students strive to be models of Christ, moral leaders in service to others, and creators of a more humane and just world.

PURPOSE AND VISION STATEMENT FOR CATHOLIC SCHOOL EDUCATION

The fundamental purpose of Catholic schools is to:

- Provide a safe, nurturing and secure environment in which *students encounter the living God*, who in Jesus Christ, reveals His transforming love and truth;
- Partner with parents to support students in their learning and in their *search for knowledge, meaning, and truth*;
- Create a Catholic climate that contributes to the *formation of students* as active participants in the parish community;
- Foster a *culture of educational excellence* through critical thinking skills, innovation and rigorous curriculum standards, a global perspective, and an emphasis on moral education, community, and service;
- Promote life-long learning that advances the *development of the whole person* – mind, body, and soul; and
- Graduate students prepared to become *productive, virtuous citizens and church leaders* who will fashion a more humane and just world.

Non-Discrimination Policy

Saint Paul School is a Roman Catholic school in the Archdiocese of Hartford, CT, welcoming students from all faiths, ethnic groups and socio-economic backgrounds. We celebrate human dignity, promote equality, and foster respect. We do not discriminate on the basis of race, gender, national origin, age or disability (if the school can reasonably accommodate the student)

A BRIEF HISTORY OF SAINT PAUL SCHOOL

Monsignor Thomas L. Greylish had a dream of providing an alternative to the public education system for young people seeking a Catholic Junior High experience. In October of 1957, the cornerstone of Saint Paul School was dedicated, and the school was placed under the protection of Saint Therese of the Little Flower, for whom Msgr. Greylish had a deep devotion. On September 3, 1958, the school's doors were opened for the first time, with students enrolled in seventh and eighth grades. Ninth grade was added in 1959 and Saint Paul Junior High School held its first graduation in 1960.

The Sisters of Christian Charity from Mendham, New Jersey were the first order of teaching sisters at Saint Paul Junior High School. They were a dedicated, spiritual, and enthusiastic group of Sisters. In September of 1970, after twelve years of educational ministry, the Sisters of Christian Charity withdrew from the school and were replaced, at the invitation of Monsignor Greylish, by the Daughters of Mary of the Immaculate Conception from New Britain, Connecticut. The Daughters of Mary served through 1998, when the dedicated Sisters were nearing the age of retirement and returned to less demanding ministries in their hometown. Since then, the school has been staffed by lay principals and faculty. In 1985, the Conventual Franciscans came to St. Paul Parish. Since that time the Franciscan identity has become infused into the life of the school. The school has been blessed with Friars in residence taking an active role in the school community.

In 1976, Saint Paul School discontinued ninth grade and added a sixth grade. This change coincided with the public school system formation of a middle school (grades 6-8). In 1980, kindergarten and first grade were added which led to the eventual establishment of a full kindergarten through grade 8 program, consistent with other Catholic schools in the Archdiocese. In 1989, a pre-kindergarten program for three- and four-year-old children was offered. An extended day afternoon program was provided in 1991 to assist working parents, followed by the addition of an early morning program in 1995 for kindergarten students. Both programs were soon made available to students at all grade levels.

In June 2003, a building renovation and refurbishment was undertaken to address some of the challenges the school faced: cramped facilities and the need to expand and improve its programs. This \$1.3 million renovation was the second phase of the St. Paul Parish 125th Anniversary Capital Campaign project. The renovation consisted of leveling a non-functioning 2,500 square foot lobby, staircase and offices, and constructing a 6,000 square foot handicapped accessible addition, complete with a functional office suite, media center, science lab and art/music suite. The addition to the school was dedicated in November 2004 and again placed under the protection of Saint Therese. Refurbishment of the gymnasium was completed during the 2004-2005 school year. The upgrade included floor replacement, wall padding, window treatments, additional basketball hoops and fresh paint.

The population of Saint Paul School has kept pace with enrollment trends of other suburban schools over the past ten years. The school opened as a junior high school in 1958 with a population of 126 and grew to a preschool through grade eight program in 2006 with a population of 272. With the inception of full day kindergarten in the local public schools, the population dropped slightly but soon increased again as a result of a very proactive, forward-thinking decision of the pastor and administration to expand the preschool program to accommodate up to 54 students. The kindergarten then grew, and the population of the upper grades was sustained. For the 2023-2024 school year, enrollment stands at 238 students.

Over the last five years, Saint Paul School has been blessed with several opportunities for improvements in facilities, security, technology, and program offerings. Through grant funding, we have replaced all of the windows and interior doors in the school, increasing the safety of our students. The installation of a door buzzer system, panic buttons in the office areas, and strategically placed surveillance cameras have added to that security. Over the past five years, we have made significant curricular improvements in the core areas of reading and mathematics at all levels and have replaced materials and resources in science, religion, and Spanish. Most notably, we have been supported in the ongoing purchase of technology to support learning, including the purchase and use of SMART TVs in classrooms, increased internet capacity, live stream video, our 1:1 Chromebook Initiative for Middle School, and three additional Chromebook carts for elementary student use. Consistent outstanding scores on standardized tests and our commendation and accreditation renewal by the New England Association of Schools and Colleges together validate our commitment to excellence in teaching and learning and to the Mission of Saint Paul School.

GENERAL INFORMATION

SAINT PAUL SCHOOL GRADUATE REQUIREMENTS

During their years at Saint Paul School, students acquire the knowledge, skills and behaviors necessary to become responsible high school students with a foundation of Catholic tradition and Christian values. By the conclusion of eighth grade, the Saint Paul School graduate:

- has learned to live according to Gospel values, will have attained an understanding of the teachings of the Catholic faith, and will have developed a personal devotion to prayer and a commitment to helping those in need;
- has learned what it means to be a contributing member of society, a good citizen of the United States and of the world community. He or she will demonstrate an appreciation of cultural differences and respect for all people as children of God;
- will have had practice in reading, writing, listening and speaking effectively for a variety of audiences, in several different situations, and through both print and electronic media;
- will understand learning as a life-long task that encompasses all aspects of his or her life: spiritual, physical, socio-cultural, intellectual and emotional;
- has developed the ability to use technology in an efficient and morally responsible manner;
- values the earth as part of God's creation and realizes the need for stewardship of natural resources;
- has begun to recognize and work to develop his or her talents and to appreciate the talents of others; has developed the ability to think critically and to analyze and solve problems effectively;
- has met all academic requirements and has achieved passing final grades in all subjects required for completion of the eighth grade.

STUDENT RESPONSIBILITIES

As a student at Saint Paul School, you are asked to take responsibility for your actions. This builds character and lays a foundation for the future. The following responsibilities should be taken seriously by each student enrolled at Saint Paul School:

Spread the message of Jesus Christ by demonstrating your love and compassion for your fellow students and for teachers and staff members.

Attend Mass each Sunday and Holy Day of Obligation or, if non-Catholic, faithfully follow the tenets of your own faith.

Read the Student/Parent Handbook and abide by the rules contained herein.

Arrive at school and classes on time, and complete all assignments on time.

Respect the property and rights of others.

Properly groom yourself daily and adhere to the school uniform policy.

Be accountable for your own actions and their consequences.

Be proud of your school and in the spirit of St. Francis, actively care for the poor.

PARENT/GUARDIAN ROLE IN EDUCATION

Spread the message of Jesus Christ to all members of our Saint Paul community by demonstrating kindness and consideration to teachers, staff, students, and other parents, and especially to those who are coming to our school for the first time.

Work in partnership with your child's teachers and the administration and consistently support their efforts to provide a higher quality education for your child.

Attend Mass with your children on every Sunday and Holy Day of Obligation or, if non-Catholic, educate your child in the practice of your own faith.

Read the Student/Parent Handbook and support the rules and policies contained herein and the mission of the school.

Assure that your child attends school regularly and arrives on time each day and assure that your child completes homework assignments on time.

Check the school and classroom websites daily for important information pertaining to your child.

Make sure all emergency contact information is current in the FACTS parent portal.

Be a proud ambassador for Saint Paul School and its teachers, staff and programs.

In the spirit of Saint Francis, actively care for the poor.

ACCREDITATION

At its meeting held on June 23-24, 2016, the Commission on Independent Schools voted to continue full accreditation by the New England Association of Schools and Colleges for Saint Paul School. At its meeting in June 2018, the Commission accepted the school's Two-Year Interim Evaluation Report without reservation and commended the school on its Strategic Plan. In June of 2021, the Commission accepted the school's Five-Year Interim Evaluation Report without reservation and once again commended the school on its 2020 Strategic Plan. The 2024-2025 school year was a year of self study, which involved all staff members, parish leadership, business administrator, and select School Board members. The Self Study Steering Committee coordinated Standard committees who spent the year researching and writing their standards in preparation for the 2025-2026 year of accreditation with NEASC. In June 2025 the Steering Committee submitted the final self study. A NEASC visiting team will review the self study during two visits, a Foundational visit in October 2025 and a Program visit in April 2026. From there the visiting team will determine if Saint Paul School will be eligible for another 10 year accreditation approval.

ADMISSION POLICY

This school gives first preference to active parishioners of St. Paul Parish. There will be no discrimination on the basis of race, gender, national origin, age or disability (if the school can reasonably accommodate the student) in accordance with the law. A non-refundable application fee of \$100.00 is required at the time of application. Information regarding the cost of tuition will be made available upon request.

Admission will be contingent upon the Principal's review of academic records and the approval of medical records and vaccination history by the school nurse.

TRANSFER STUDENTS

Potential transfer students from other Catholic schools shall be subject to the same standards and qualifications as would any child seeking admission to Saint Paul School. Ordinarily, a child shall not be accepted from another

Catholic school unless financial responsibilities in the previous school/parish have been satisfied or parents have signed an agreement to meet these responsibilities.

Students with special needs will be given the same consideration as all applicants; however, prior to admitting a student with diagnosed special needs, a school shall make a determination as to whether or not it believes it can provide an appropriate education for that child. Each child must be considered on an individual basis.

The admissions process for transfer students starts with an inquiry phone call to the Admissions and Marketing Director followed by a tour where the family also meets the principal, and if applicable the student comes for a shadow day in their current grade. Once the family has been invited to apply, a parent applies on FACTS with student and family information and necessary documents (birth certificate, etc.). Upon completion, the Director sends a signed Release of Records to the student's current school. When all records are in, the file goes to the principal. The principal has an intake form to check that all materials are in, reviews transcripts and test data, then follows up with a phone call to the current principal. If there is room in the class and the student is approved, the student is then accepted for the next school year.

NEW STUDENT PROBATION PERIOD

Any student who is new to Saint Paul School will be placed on a one trimester probationary period from date of entry into the school. The purpose of this probationary period is to ensure that Saint Paul School can provide appropriately for the educational needs of the student.

BEFORE-SCHOOL CARE PROGRAM

Before Care is available for students in Pre-K through grade 8 from 7:00-7:50 AM on school days (please see the tuition agreement for updated cost). The fee includes a light breakfast (milk or juice, muffin, bagel or cold cereal). Billing is posted on the family's FACTS account. The program will not be in session on days when a late opening is called due to inclement weather. In order to participate in this program parents must commit to a minimum of three (3) mornings a week. If two or more children in one family register for the full five days per week, a discount will be given.

AFTER-SCHOOL CARE PROGRAM

The After Care program is available for students in Pre-K through grade 8 and is open from 3:00 PM to 5:30 PM on school days. Billing is via FACTS Tuition Management (family tuition account). This program is for children who have pre-registered (paperwork on file) and is not to be used on a "drop-in" basis. The After Care program will not operate on half days as well as the following days: school vacation days, holidays, Holy Thursday, Berlin Fair Day, and the final day of school in June.

On emergency snow days (children are already in school and an early release is required due to weather conditions) children may attend the After-Care program IF it is available, but we ask parents to pick up their children as soon as possible, and no later than 3:00 PM.

ATTENDANCE

Each student has the responsibility to be in school and in class on time. **In the event of illness, the parent/guardian is required to notify the school nurse on each morning of the student's absence (828-4343 ext. 108 or via email – see Appendix II).**

As per policy, a student who is absent from school on a given day, or leaves school due to illness, is not permitted to take part in any school activity or function (i.e., practice, game, extra-curricular activity, dance) scheduled for that

day or evening and until the student is cleared by the school nurse to return to school.

Students are responsible for making up all work missed due to absence and must contact the teacher and check the class website or assignments and notices of tests. Unless a student is absent for an extended period of time, making it necessary for the parent to request additional materials so the student can stay current while at home, missed work will be due within one week of the student's return to school. **Before returning to school after an absence of three days or more, a written note or telephone call from the child's pediatrician is required.** Frequent absences by any student will necessitate a conference between parents, teacher and/or the principal. The following list constitutes acceptable reasons for absences:

- *Illness or medical issues (ordinarily, after a week's absence, a doctor's note is required)
- *Family emergency
- *Death in the family
- *Special family circumstances (at the discretion of the principal)

Family vacations resulting in prolonged student absences are strongly discouraged. If unavoidable, students must get all work they will miss PRIOR to being absent. Missed work is expected to be turned in and completed upon return to school.

After fifteen (15) absences a student's academic progress will be reviewed by the faculty and administration. A direct outcome of this review may be that the student will be retained for another year in his/her present grade level. Excessive absences could result in the student being withdrawn from the school. Suspected instances of truancy (absences without a valid reason) may be referred to the CT Department of Children and Families for educational neglect.

TARDINESS TO SCHOOL

Each day all students in grades K-8 are expected to be present at the first bell. Students arriving after that time should enter via the Alling Street entrance and are required to sign in at the desk in the front lobby. CONSISTENT TARDINESS IS DEFINED AS 10 DAYS IN ANY TRIMESTER.

CONSISTENT TARDINESS MAY RESULT IN LOSS OF PRIVILEGE (SUCH AS SPECIAL SCHOOL EVENTS, FIELD TRIPS, OR FREE DRESS DOWN DAYS), DETENTION, OR A MEETING WITH PARENTS/GUARDIANS, PRINCIPAL, AND PASTOR. CONTINUED TARDIES WILL RESULT IN MORE SERIOUS CONSEQUENCES.

Chronic tardiness may require retention at grade level, depending on the impact on student learning or withdrawal from Saint Paul School. A student is not considered tardy due to car trouble or when arriving on a late bus.

PARENTS MUST MAKE A SPECIAL EFFORT TO SCHEDULE MEDICAL AND DENTAL APPOINTMENTS OUTSIDE OF SCHOOL HOURS.

Frequent interruptions to classroom schedules caused by students coming and going are very disruptive to the class. A parent/guardian should notify the Principal, either in written or by phone, requesting permission for "special" absences or tardiness prior to said absence or tardy.

CAFETERIA PROGRAM

In conjunction with various vendors, we are happy to provide our students with nutritious lunches every day. Menu choices of complete nut-free meals are posted online each month. These meals must be pre-ordered via FACTS parent portal. Payment is made at the time of order. An a la carte menu of juices, milk, snacks, cookies and ice cream may sometimes be available, payable in cash only. Prices for lunches and a la carte items may be found on the school website.

A nut-free table, that is cleaned separately, is available at all lunches for students with allergies or food sensitivities.

Saint Paul School follows National School Lunch Program guidelines. For those families who qualify, a free or reduced-cost lunch is available. Please see the school website for details.

While dining in the cafeteria, the following rules will be followed:

- Each class will line up for food in an orderly, quiet manner.
- All food must be eaten at the tables.
- No bags or cartons are to be popped.
- Students will deposit all litter into trash receptacles and check the floor around the trash barrel area to make sure it is kept clean.
- Students will keep the tables, benches and floors around your area clean.
- Candy, gum, soda, and fast-food lunches (McDonald's, Subway, etc.) are not permitted.
- Once students are seated for lunch they may not get up to change seats.
- Students will remain seated until excused.
- Students will ask permission from the teacher before using the lavatory or leaving the lunchroom.

CHAIN OF COMMAND

Following the Church's principle of Subsidiarity, we strive to solve any difficulties that might arise at the local level. Therefore, the following model has been adopted as the proper chain of command that is to be followed:

1. Teacher 2. Principal 3. Pastor. When the Principal is out of the building, the Assistant Principal handles any serious situation. A School Counselor is also available to handle student issues three days per week.

COMMUNICATION & PUBLICITY

News Releases

News releases concerning Saint Paul School are made through the school office. All news releases must have the approval of the principal before being submitted to the media. Please check *The Berlin Citizen* and the Berlin page of *The Herald* for media releases.

NEWSLETTERS

The school's monthly newsletter is sent via email to all families. It contains pertinent information regarding upcoming events and school news. The Home and School Association also emails periodic newsletters to all families. Please take the time to read the information so you can keep up to date on current events at the school.

PARENT/STUDENT DIRECTORY

Saint Paul School does not publish a Parent/Student Directory. At the beginning of each school year, parent volunteer grade level coordinators will contact the other parents of the students in each grade and ask permission to share their email information within the class. All requests for privacy and confidentiality will be honored.

PUBLICITY WAIVER/USE OF STUDENT PHOTOS AND SCHOOL WORK

From time to time our students may be photographed or videotaped at classroom or school-related functions. News articles are often submitted to local papers regarding school events. Should you not wish to have your child or his/her work publicized in the media or on the school website, you must notify the school office and via FACTS each year.

DRESS CODE

At Saint Paul School, we believe the school uniform is an expression of our Catholic identity. Our uniforms are our first opportunity to make an impression on those who see us, and demonstrate our commitment to modesty, safety, and a distraction-free learning environment. We believe that our dress code contributes to a positive school environment, and provides a level playing field to our students, free of the judgment which may be a byproduct of fads, fashion trends, or socioeconomic factors. Our uniforms and dress code also provide safety from clothing which may be a hazard on the playground, as well as providing us a means of quickly identifying people who are not part of our school community. Although purchasing uniforms is an expense for parents, it does alleviate the need to purchase what would otherwise be appropriate school clothing, resulting in net savings.

Saint Paul School has one official uniform company, Tommy Hilfiger. Contact information is on our website and also sent to parents before the fall and spring uniform seasons. Parents can order year-round. We will also share when the company is holding a special sale. Uniforms are required of all students in grades K-8 attending our school. All *logo* shirts, shorts, pants, jumpers, skirts, and skorts, as well as the non-*logo* gym uniform must be purchased from Tommy Hilfiger.

All students in grades K-8 are expected to wear the school uniform in the proper manner daily. There are three uniform modes: fall/spring, winter and gym. The students begin the school year wearing their fall/spring uniforms.

The winter uniform is worn beginning after the Columbus Day holiday. Students resume wearing the fall/spring uniforms after Spring Break. The gym uniform is worn on designated gym days only. Please note: Shorts may not be worn with the winter uniform.

Uniform Guidelines

Sweatshirts: The school logo sweatshirt or other school Spirit wear is permitted only on Spirit Wear days. An exception is made for an approved sweatshirt which may be chosen by each year's Grade 8 class, to be worn by them as a special privilege. The 8th Grade sweatshirt may be worn with either the Fall/Spring or Winter uniform.

Sweaters: Sweaters and vests are *optional*; however, if you choose to buy a sweater or vest, you must do so through the designated uniform vendor. There are a number of approved styles. These sweaters/vests may be worn during the school day.

Fleece Jackets/Three-quarter zip pullovers: Fleece jackets are *optional*; however, if you choose to buy a fleece jacket, it must have the school logo on it and it must be purchased through Tommy Hilfiger. The color is maroon (burgundy) and there are two approved styles. These jackets may be worn during the school day; no other coats or jackets may be worn in the school building during the day unless teacher permission is given.

Footwear: Dress shoes are preferable on Mass days and must be black, brown, navy or maroon (burgundy). Socks worn with dress shoes must be black, brown, navy, white or maroon and worn with dress shoes. Sneakers may be any color, in lace tied, Velcro or slip on styles. White socks must be plain crew or over the ankle length style and worn with sneakers. Students are not permitted to wear boots, shoes with carbon content black soles, or lug-type shoes or boots as they cause damage to the floors. Shoes may have heels no higher than 1". Slippers, Crocs, Uggs or any kind of outdoor boots, high-top sneakers and sneakers with lights or wheels in them are not allowed.

Hats and Belts: Hats may not be worn in school. Belts are optional and should be black or brown.

Spirit Wear: Spirit Wear items are ONLY to be worn on special designated days scheduled by the principal.

Students are responsible for wearing their uniforms in an appropriate and modest manner. Short/skirt/skort hems should be **no higher than 3” above the knee**. Plain white or neutral undergarments must be worn under the uniform shirts (no lettering or graphics on T shirts). Bike shorts or a similar item are encouraged to be worn under the jumpers and skirts.

Casual “Dress Down” Days

The purchase of “dress down” passes at the Annual School Auction and their use during the school year is strictly voluntary. The money raised is used to offset the expenses of field trips, charitable contributions and/or assemblies. Casual dress must be appropriate for school. Plain, sports, or appropriate cartoon character T-shirts are allowed. **Oversized pants, ripped jeans, tank tops, spaghetti straps, off-the-shoulder/shoulder-baring blouses, biker shorts, or “goth” clothing /accessories are not allowed. Leggings must only be worn with a long, tunic style shirt. Shorts may not be hemmed higher than 3” above the knees. Due to safety issues, sandals and open-back shoes are not allowed.** Students in violation of the dress code may be denied future casual day privileges.

Use of Dress Down Passes

Dress down passes must be given to your child’s teacher in the morning on the day they are used. If a student dresses down without a dress down pass, he/she will be required to bring in the pass and wear the dress uniform on the following day.

Grooming

All students must be neatly dressed, clean, and adhere to the school’s dress code. Hair should be clean, combed and neat. Boys’ hair is to be cut and trimmed above the collar. Faddish and colored hairstyles for boys and girls are forbidden. Excessive and inappropriate jewelry is forbidden. Girls may wear stud earrings (one earring per ear lobe). Long earrings are forbidden for safety reasons. No make-up (cosmetics), lip gloss, artificial nails, nail tips or French manicures for girls. Clear or pale pink nail polish is allowed. Hologram contact lenses are not allowed.

Boys are not allowed to wear earrings of any kind. No other body piercing is allowed. Tattoos, whether temporary or permanent, are also not allowed. Parents are to be sure that their children adhere to these grooming policies.

The principal reserves the right to decide if a student’s grooming is not in accordance with school norms.

Saint Paul School Uniform Dress Code 2025-2026

GIRLS

	Kindergarten – Grade 4	Grade 5 – Grade 8
Fall/Spring	Maroon OR Gray polo shirt with logo (long or short sleeve) Khaki shorts or pants (belt optional) White crew or over the ankle length socks with sneakers or dress shoes	Maroon OR Gray polo shirt with logo (long or short sleeve) Khaki shorts or pants (belt optional) White crew or over the ankle length socks with sneakers or dress shoes
Winter	Maroon OR Gray polo shirt with logo (long or short sleeve) Khaki pants (belt optional) White crew or over the ankle length socks with sneakers or dress shoes	Maroon OR Gray polo shirt with logo (long or short sleeve) Khaki pants (belt optional) White crew or over the ankle length socks with sneakers or dress shoes
Optional for All Seasons	SPS plaid jumper white Peter Pan collar knit blouse with ruffle collar (long or short sleeve) OR Gray button skirt OR Gray pleated skirt with white dress blouse (long or short sleeve): with optional logo White or maroon socks (ankle or knee) or tights; sneakers or dress shoes Maroon uniform cardigan sweater OR Maroon uniform full zip fleece	Gray button skirt OR Gray pleated skirt with white dress blouse (long or short sleeve): with optional logo White or maroon socks (ankle or knee) or tights; sneakers or dress shoes Maroon uniform cardigan sweater OR Maroon uniform full zip fleece

BOYS

	Kindergarten – Grade 4	Grade 5 – Grade 8
Fall/Spring	Maroon or Gray polo shirt with logo (long or short sleeve) Khaki shorts or pants (belt optional) White crew or over the ankle length socks with sneakers or dress shoes	Maroon OR Gray polo shirt with logo (long or short sleeve) Khaki shorts or pants (belt optional) White crew or over the ankle length socks with sneakers or dress shoes
Winter	Maroon OR Gray polo shirt with logo (long or short sleeve) Khaki pants (belt optional) White crew or over the ankle length socks with sneakers or dress shoes	Maroon OR Gray polo shirt with logo (long or short sleeve) Khaki pants (belt optional) White crew or over the ankle length socks with sneakers or dress shoes
Optional for All Seasons	White dress button shirt with maroon tie and khaki pants (belt optional) Maroon uniform V-neck sweater OR Maroon uniform full zip fleece	White dress button shirt with maroon tie and khaki pants (belt optional) Maroon uniform V-neck sweater OR Maroon uniform full zip fleece with uniform

GIRLS & BOYS

GYM DAYS ALL K-8 STUDENTS	Gray shorts & t-shirt White crew or ankle socks with sneakers (Fall/Spring uniforms)	Maroon sweatpants & sweatshirt (Winter uniforms)
MASS DAYS ALL K-8 STUDENTS	<u>Regular</u> (daily) uniform <u>Dress shoes</u> are preferred NO Dress Down days on Mass days.	

NOTE: Spirit Wear clothing is to be worn ONLY on *Spirit Days*, which are assigned by the Principal

EMERGENCY INFORMATION

All students must have emergency information on file in the office by the first week of school by completing the emergency information cards distributed by the child's teacher. Parents are responsible for notifying the school of any changes that affect the school's ability to contact the parent or an emergency contact. Parents should also make these changes in the FACTS Management System via the Parent Portal.

RELEASE OF PARENT/STUDENT INFORMATION

The names and addresses of students and/or their parents/guardians shall not be released to salespersons, commercial organizations, or to any unauthorized person or agency. The names and addresses of sixth, seventh, and eighth grade students may be forwarded to Archdiocesan high schools for the purpose of student recruitment. Please notify the office if you do not wish your information to be released to the high schools.

FINANCIAL DISCLAIMER

Please be aware that throughout the course of the year, additional expenses over and above tuition may occur. The majority of these expenses for field trips, special activities and projects will be assessed through a one-time activity fee in the fall. Optional fees for dress-down days, cookies, etc. may occur during the year. HSA and other school fundraising will be separate and in addition to these expenses.

FINANCIAL RECORDS

Every school shall preserve financial records in a safe place (fire resistant vault), in accordance with applicable law and Archdiocesan guidelines.

HANDBOOK AMENDMENTS

The school administration retains the right to amend this handbook for a just cause. Parents will be given prompt notification if changes are made.

HOME & SCHOOL ASSOCIATION (HSA)

PARENT SERVICE REQUIREMENTS

The Home and School Association (HSA) is an organization for the parents and legal guardians of each Saint Paul School student. Automatic membership is given to the family upon registration of the student. It is the goal of the HSA to communicate regularly with parents about upcoming social events as well as to conduct fund-raising activities in support of the school. Since the HSA runs a variety of fund-raisers to help keep tuition costs down, it is important that all parents/guardians do their part to support the HSA and its fund-raising efforts. Each parent is required to enter into an agreement with the Home & School Association to raise monies, either through a direct buy-out of financial obligations or through various fund-raising activities. Funds raised by the Home and School Association go directly into the school's operating budget and to specific upgrades to programs, technology, or building improvements. We strongly encourage your participation in volunteering; in doing so, we come together as a family with a common goal.

Every family has **THREE (3)** obligations laid out in the Tuition and Fees Agreement:

1. FUNDRAISING OBLIGATION* – net profit of \$300 per family

- a. Direct Buy-out (submit \$300 to the school); or
- b. Fundraising Opportunities – A **percentage** of each purchase is applied toward your \$300 obligation.

Fundraising Sales - You may purchase products or attend fundraising events throughout the school year.

Serving in HSA leadership positions - See the HSA page of the school website for further information.

2. VOLUNTEER (SERVICE) OBLIGATION*

Every family is required to participate on a planning committee or volunteer during an event.

Examples of opportunities to serve: Auction, Halloween Party, Ice Cream Social, Student Christmas Craft Fair, 8th Grade Graduation, Golf Tournament, Ice Cream Social, Lyman Pie Sale, School dances, Teacher Appreciation Day, Fun Run, and other all-school events and fundraisers.

3. AUCTION OBLIGATION

The purchase of two (2) auction tickets per family is required by all Saint Paul School families with children in preschool through grade 8. If the obligation is not met, the family will be charged the purchase price of an auction ticket per parent via their FACTS account.

*Please refer to the Tuition-Fundraising Agreement and the Volunteer Fundraising Agreement forms.
These are signed by all parents at the beginning of the school year.*

INTERNET/INTRANET /TECHONOLGY USE POLICIES

Internet and Intranet access is provided to students to conduct research and communicate with others in relation to schoolwork. Access to network services is given to students who agree to act in a considerate and responsible manner. Parental permission is required. Access is a privilege, not a right. Therefore, based upon the acceptable use guidelines outlined below, the system administrators will deem what is inappropriate use, and their decisions will be final. The system administrators may deny, revoke or suspend specific user access at any time. Individual users are responsible for their use of the network. The Office of Catholic Schools guidelines are as follows:

Student users, before accessing the Internet, must always obtain permission and follow instructions.

Student users must always sign-in each time they use the network.

Student users must be supervised when accessing the Internet.

Student users will use computers for educational purposes to successfully participate in instructional activities.

SAINT PAUL SCHOOL ACCEPTABLE USE POLICY FOR COMPUTERS AND TECHNOLOGY

All desktop and laptop computers and Chromebooks used in instruction are the property of Saint Paul School. The school administration and network support staff have invested tremendous human resources, time and energy in building and maintaining a safe and smooth functioning network environment for students and staff at Saint Paul School. It is therefore important that every student and parent understand the expectations for acceptable use of computers, software, and related technology. Saint Paul School follows the Policies and Procedures of the Office of Catholic Schools of the Archdiocese of Hartford with regard to Acceptable Use and Internet Engagement (Policies 4.200, 4.201, 4.202, 4.203, 4.204, 4.205, 4.206, and 5.510).

A student will maintain his/her own username and password for accessing the network and Google accounts. Passwords are not to be shared with other students for any reason. If a password is lost or forgotten, the student needs to report this situation to his/her teacher. Computer privileges will be restored when the network administrator or teacher is able to reset the password. It is very important for students to keep track of their passwords in a safe and secure location.

Students will not open a computer or program using another student's username and password. The username and password are for the individual's protection when using computers.

A student is responsible for all content and history attached to his/her username on the network. There will be disciplinary consequences for inappropriate language, content, or other material found in student files.

Computer hardware and software are designed for the sole purpose of supporting teaching and learning. Students will not use the computers for game playing, social media or other entertainment not related directly to his/her work in the classroom.

While administrative rights are very restricted on student computers, a student is never to download unapproved content from the internet or install any unauthorized items or software on any school computers. Students will not install any software program brought from home or download and install any programs from the internet.

Students must take extra care when using desktop and laptop computers and Chromebooks at Saint Paul School. Students are never to run near, roughhouse around, or throw any objects near the computers. Under no circumstances should a student experiment with connections or computer settings.

Students will not write on or otherwise deface or damage equipment. Stickers and pictures may not be put on Chromebooks. Any intentional damage caused to a computer or its component parts will be the sole responsibility of the student who damaged it, and his/her parents will make arrangements with the school to replace any broken computers resulting from such intentional damage. Disciplinary consequences including but not limited to detention and/or suspension may also result from such behavior.

Students in grades K-5 may be assigned a Chromebook from a classroom cart in the same manner in which they are assigned a textbook and will be expected to use that computer only for class work. Students in grades 6-8 will be assigned a specific Chromebook tablet and will use no other Chromebook. Chromebooks assigned to middle school students may be protected with hard plastic cases (available through Amazon or Staples). Padded carrying bags/pouches are required. When Chromebooks are not in use they must be zipped into these pouches.

Students are not permitted to use any program during a class period that is not indicated by teacher direction. Students will not access the Internet unless specifically instructed to do so by a teacher.

Random internet use, postings, Instant Messaging, accessing sites such as Instagram, TikTok, Facebook, AIM, Snapchat, etc. are forbidden. Web browsing must be within the context of a purposeful educational exercise. While Saint Paul School uses strong content filtering software, any student found on an inappropriate website will be subject

to immediate disciplinary action, which may include detention and suspension of computer privileges. Anyone who uses an anonymous proxy server for personal use in school will also face serious disciplinary consequences and suspension of computer privileges.

Any communication including postings or blogs containing defamatory comments regarding the school, faculty, parish, or other members of the school community, or a person's dignity, bullying, harassment, threats, or other inappropriate comments that are contradictory to Catholic teaching will result in serious disciplinary action including suspension and possible expulsion.

Transmission of any material in violation of U.S. or State regulations including copyrighted, threatening or obscene material is prohibited. Use for commercial activities by for-profit organizations, product promotion, political lobbying, or illegal activities is strictly prohibited.

Students should exercise care when using headphones, microphones, flash drives, printers, and other ancillary devices.

With the permission of a teacher and school administration, electronic devices including flash drives, thumb drives, notebooks, *Nooks* and *Kindles* may on occasion be brought to school for academic purposes. Use of these devices is subject to the same rules delineated in #1-12 above. The student and his/her parents accept full responsibility for all such devices brought from home. Saint Paul School will not be held responsible for any damage to, theft or loss of student devices brought from home.

The use of electronic devices during the Before Care and Aftercare programs will be subject to the same rules delineated above. Use of devices, including cell phones, at these times will be at the sole discretion of the adult supervisors of the programs.

Overall safety and care of computers and Chromebooks at Saint Paul School is the primary responsibility of the students assigned to their use. To have access to technology in our school is a privilege, not a right, and it is earned each day. Any violation of the above rules may result in suspension of computer privileges and implementation of the regular disciplinary procedures of the school.

Users must not reveal personal information about themselves or others, including, but not limited to the following: their images, home addresses, telephone numbers, passwords, social security numbers, or credit card numbers. Any publication of personal information must be on the basis of a signed release waiver by the subject or, in the case of a minor, the parent/guardian.

Users must not interfere with others' work or with the performance of the computers, neither hardware nor software. Prohibited actions include but are not limited to the following: attempting to illicitly obtain or use passwords or screen names, entering closed areas of the network, introducing computer viruses or committing acts of vandalism, and/or any attempt to modify, harm, or destroy data of another user.

Users may not establish any official representation of the school (i.e., on an Internet/Intranet home page) without obtaining prior approval from the Principal.

Electronic mail may be used for educational or administrative purposes. Electronic mail is not private. Those who operate the system have access to all mail and it may be monitored at any time by designated staff to ensure appropriate use. Any electronic communication between school employees or between students or their family members must be available for review by the Principal. Use of school Internet/Intranet facilities is not private. Each user's use of the school's technology may be monitored or reviewed for appropriateness.

CHROMEBOOKS MIDDLE SCHOOL 1:1 INITIATIVE

All Chromebooks are school property and their use and care fall under the school's Acceptable Use Policy for Computers and Technology. Parents and students will be required to sign both that Policy and the Chromebook Loan Agreement.

USE OF CARE OF CHROMEBOOKS:

Chromebooks should be kept clean and may not be decorated or defaced in any way. Students should avoid consuming any food or drink while using their Chromebooks.

Students are responsible for bringing their Chromebooks to class each day and for charging them fully at home every night.

Chromebooks must be kept in a temperature-controlled area and should not be left outside or in cars.

Chromebooks should always be closed and transported in their padded carry pouches in and out of school.

In the event of loss or theft of a student Chromebook, the parent will be responsible for the current replacement cost. Repairs to Chromebooks may be covered by insurance purchased through the school. In the event that a student brings a Chromebook for repair more than once in a school year, a processing fee of \$25.00 will be assessed.

All software/apps must be approved and installed by the faculty or network administrator of Saint Paul School. Inappropriate material may not be downloaded or used as a screensaver or background photo. Internet games and personal music are not permitted on the Chromebook. Photographs of persons will only be permitted with teacher approval as part of assigned work. Students are prohibited from posting email avatars of classmates or their family members as this is a violation of privacy.

All languages used on the Chromebook must be school appropriate. Bullying and/or sexual harassment will result in serious disciplinary action including possible suspension/expulsion.

Supervision of the use of the Chromebook will be partnership between parents and the school. Parents are asked to report any violations of the above policy to the school administration.

Parent and Student Signatures on the Handbook Receipt and the Acceptable Use Agreement found in the Appendix of this Student Handbook acknowledge that students and parents have read the Policy above and agree to its content. These forms must be signed and on file in the school office prior to student use of computers and the Internet at school.

PARENTAL SUPPORT OF SCHOOL ADMINISTRATION & FACULTY

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

It is essential that a child take responsibility for the grades he/she has earned and be accountable for homework, long-term assignments, major tests, service projects, and all other assignments. This responsibility also extends to times of absence.

Together, let us begin this year with a commitment to partnership as we support one another in helping your child learn and grow academically, socially, and spiritually.

In enrolling your child in Saint Paul School, you agree to certain responsibilities. These include:

- an awareness of your child's spiritual, academic, and social growth;
- attendance at school related meetings, conferences, and functions;
- awareness of information in the Student/Parent Handbook;
- active participation in Home and School Association fund raising activities to meet budget requirements;
- partnership with the school in the education of your child;
- adhering to school security protocols;
- support of the school faculty and staff.

As a school parent, you also agree:

- to read all communication from the school and request clarification when necessary;
- to promote Saint Paul School and speak well of it to others;
- to meet financial obligations in a timely manner;
- to support the mission of Saint Paul School.

Education of each child is a partnership between parents and the school. If the administration determines that partnership is irretrievably broken or if the parents do not reinforce the rules written in the Student/Parent Handbook or those set forth by the administration or classroom teachers, the school reserves the right to require the withdrawal of their child.

RESPECT FOR TEACHERS

Parents are held to the same standard as students with regard to respect for teachers. Enrollment of the child in school implies a partnership between the school and the family. If the partnership breaks down, parents may be required to withdraw their child from school. It is vital that both parents and teachers remember that allowing oneself to be caught between the student and the other partner will never have positive results. To divide authority between school and home, or within the home, will only teach disrespect for all authority. Evidence of mutual respect between parents, teachers and administrators will model positive, mature behavior and relationships.

PAYMENT OF MONIES

Whenever a student brings cash or a check to school for payment of any kind, he/she must submit it in a sealed envelope clearly marked with the name and grade of student, amount enclosed and what the payment is for. Checks are generally the preferred method of payment. If payment is to be turned in to the school office, the student must hand it directly to office personnel or send it to the office via the homeroom envelope in the morning. If payment is to be turned in to the teacher, he/she must hand it directly to the teacher. Note: Fees charged to the school by the bank for checks that have been returned for nonsufficient funds are the responsibility of the check writer. Fees must be remitted to the school in addition to the amount of the original check.

SCHOLARSHIPS/FINANCIAL ASSISTANCE

A limited amount of funding is available for families who apply and qualify for financial assistance, and for students who qualify because of academic achievement. Ordinarily, information regarding scholarships and financial assistance is distributed to all school families at the beginning of the school year. Application should be made annually through FACTS Tuition Management by April 15. Please contact the school business office for further information.

STUDENT RECORDS

Our school abides by the provisions of the Buckley Amendment with respect to the rights of non-custodial parents. In the absence of a court order to the contrary, Saint Paul School will provide the non-custodial parent with access to the academic records and other school information regarding the child. If there is a court order to the contrary, it is the responsibility of the custodial parent to provide Saint Paul School with a copy of such statement. The documents in the student files include, but are not limited to academic transcripts, academic testing, and initial school application.

TRANSPORTATION

Transportation of students who reside in Berlin, Kensington and East Berlin is provided by the Town of Berlin. The bus driver is solely responsible for transporting the students to and from school safely and cannot be expected to be a referee for misbehaving children. The bus driver's full attention must be on driving. *It is the parents' responsibility to instruct their children on proper behavior while riding the bus.* Offenders will be returned to the principal and face the possibility of losing the privilege of riding on the school bus. Determination of objectionable behavior will be at the discretion of the bus driver.

Students attending Saint Paul School who live in other towns are responsible for their own transportation to and from school. They are not permitted to ride the Berlin Public School buses. Occasionally, parents of Saint Paul School students form carpools. The administration requests those parents to submit the names of the drivers and the students in the carpools to the school office at the beginning of each school year and during the year, particularly as car pools may be arranged for off-campus sports activities.

TUITION

Paying tuition on time is a serious moral obligation for the parent/guardian. Our school operates from the income that must be received on time to pay for the operating budget. If, for any reason, you are unable to meet your financial obligations in a timely manner, you are expected to contact the school business office immediately. Since parents/guardians are offered a choice of tuition payment plans, the following is the school's policy regarding tuition payment:

- A \$300 *non-refundable* tuition deposit is due upon acceptance. This will be applied in full to the first payment that is due. **All families must register with FACTS Tuition Management. Tuition and fee payments must be made directly to FACTS Tuition Management according to the payment plan and method chosen. FACTS Tuition Management will apply a late fee if a scheduled payment is not received by the due date.**
- *Once tuition has been paid, it is non-refundable.*
- If a student leaves the school, the administration will calculate the amount of remaining tuition/fees that must be paid.
- Fees will be assessed for checks returned due to insufficient funds.
- The school administration may deny continued attendance at Saint Paul School if tuition becomes delinquent.
- Delinquent tuition accounts of families no longer enrolled at Saint Paul School will be sent to collections if consistent payments toward paying the balance are not made.

FINACIAL AID AND SCHOLSHIPS

Financial assistance may be available to those families in need in grades K-8. Financial aid is not open to preschool families. Families that are experiencing financial difficulty are encouraged to apply for these funds. Grant and Aid applications are applied for through the FACTS Student Information System and due by April 1st for the following school year. Saint Paul's also offers several scholarships that must be applied for separately. The scholarship listing and application are on the school website. For scholarships that are based on financial need, the family must have completed the Grant and Aid application on FACTS. The merit scholarships can be applied for by any eligible student who qualifies according to the scholarship description. All aid and scholarship awards are sent to the families on or around June 1st.

PARISH AFFLICATION

Saint Paul Parish is committed to the success of Saint Paul School and sees our school as an integral and vital part of our parish. One of the ways that the parish demonstrates this commitment is through the yearly subsidy the parish provides to the school. Once again for the 2025-2026 school year the parish will provide a direct subsidy of \$90,000 to the school. Based on an enrollment of 245 students, this results in a tuition reduction of \$367 for **every** student in the school regardless of religion or parish affiliation. In addition, since the parish also views the school as being an integral help to parents in sharing the gift of faith with their children and to assist families in their role as the first teachers of their children, an additional discount is also available to our Catholic families. It is for these reasons that Saint Paul School has a two-tiered tuition scale.

Tier A (Catholic Parish Affiliated) is for those families who are Catholic, registered in a Catholic parish, and are practicing their faith, meaning that they are regularly attending Mass on the weekend. Tier B (Non-Affiliated) is for those families who are not Catholic or who are Catholic but are not registered and active in the life of a Catholic parish.

Tier A families who are parishioners of Saint Paul Parish are eligible for a \$300 discount per student, per year. To qualify for the discount, in addition to attending Mass regularly, these families are asked to support the parish financially with yearly contributions that total at least \$300 a year. If a family finds the financial support to be burdensome, as long as they can demonstrate that they are attending Mass regularly, they will still be eligible for the \$300 Saint Paul parishioner discount.

Tier A parishioners who are from a Catholic parish other than Saint Paul can request of their pastor a letter that indicates that they are a practicing member of the other parish. These parishes are asked to contribute \$250 per student to Saint Paul School. These parishes generally ask the same level of participation in the life of the parish as Saint Paul does. If the pastor verifies that the family is a registered and active member of the parish the family will be charged the Tier A tuition rate, otherwise they will be charged the Tier B tuition rate.

In order to qualify for either of the Tier A tuition rates families must submit a completed Parish Affiliation Form no later than June 1st, 2025. Families who fail to do so will be billed at the Non-Affiliated tuition rate. For the upcoming 2025-2026 school year, and all subsequent years, the financial component for Saint Paul Parishioners will be evaluated on the previous 12 months as of June 1st.

VACATIONS

Student success in school is dependent upon consistent attendance on every school day. The school administration and faculty strongly believe that absences for vacation reasons are to be avoided whenever possible. **Parents who decide to extend the end of a scheduled school vacation period or weekend, or who arrange to take trips and/or vacations during the time when Saint Paul School is in session, should note that such absences are *unexcused*.**

As such, the student will be responsible for any material missed and for any tests/exams that take place during such absences. Teachers may provide makeup work and tests for unexcused absences and assign credit for these assignments at their discretion. Should a student's prolonged absence from school be unavoidable due to family emergency, parents should contact the principal so that appropriate arrangements can be made on an excused basis.

ACADEMIC INTEGRITY

Pursuant to its commitment to academic excellence and Christian values, the Saint Paul School community strives to impart and to ensure academic honesty in all student work. True academic success, then, must be founded upon a self-disciplined and intellectual process rooted in sincere individual effort and quality performance. Consistent with this philosophy is the school's policy on academic honesty and plagiarism. Because the term plagiarism bespeaks academic dishonesty – whether it results from a student's ignorance, carelessness, dishonesty or deceit – plagiarism in any form will not be tolerated. Plagiarism in testing situations, on homework or in the use of secondary sources, will result in a failure for that assignment/test with no make-up opportunity. This offense will adversely affect a student's academic standing and may also result in serious disciplinary action. Plagiarism most often involves the written word. It involves the borrowing of ideas, opinions, examples, words, phrases, sentences, paragraphs, or even structure from another person, including professional writers and other students, without proper and formal acknowledgment.

Academic dishonesty includes but is not limited to:

- any form of cheating on quizzes, tests or examinations;
- copying another student's homework, project, or paper and submitting it as your own;
- knowingly allowing another student to copy and then submit your work as his/her own;
- unacknowledged borrowing or paraphrasing (restating another's ideas in your own words) from a secondary source, including any electronic source;
- using any AI writing tools to generate written assignments

BOOKS

Students are issued textbooks at the beginning of the school year. It is the responsibility of the student to keep his/her books covered at all times. Failure to do so will result in a detention. Books and other school issued materials are loaned to the students on a yearly basis. Students are financially responsible for any damage or loss that occurs. At the end of each academic year, students will be assessed monetarily for textbook damage.

CURRICULUM

Saint Paul School provides a balanced curriculum based on the Curriculum Standards of the Archdiocese of Hartford, including religion, language arts (English grammar, phonics, writing, reading, vocabulary, spelling, oral language, and handwriting), science, mathematics, geography, social studies, health/wellness, physical education, the arts, world language, and service learning. Technology will be integrated into all curricular areas. Teachers are viewed as facilitators of learning, demonstrating to students the importance of lifelong learning, how to learn in various disciplines, and how to solve problems through research and analysis.

Each aspect of the curriculum is seen in relation to the whole, each subject area in relation to all others. The faculty of Saint Paul School works to plan interdisciplinary projects to minimize compartmentalization and fragmentation. The faculty recognizes thinking skills needed to discover solutions – personal, social, moral – must include the facility to interrelate knowledge of oneself and others with facts and concepts from several different disciplines.

Saint Paul School offers a curriculum that is integrated with religious truths, with life, and with the teachings of the Catholic Church as outlined in the *Catechism of the Catholic Church*. The curriculum is designed to provide

effective instruction and meaningful learning experiences, not only in human knowledge and skills, but also in Catholic truths and reason. The curriculum at Saint Paul School develops students' awareness of their citizenship in the world community and their responsibilities as Catholics, who believe that all people are children of one God.

CATHOLIC SOCIAL TEACHING

Catholic social teaching shall be integrated into curriculum standards, and all teachers shall help make students aware of their implications and application across the curriculum. It is essential that the Church's social teachings permeate discussions of practical human affairs (human rights, human dignity, justice, economics, distribution of goods and services, the environment, etc.). This demands awareness and creativity on the part of all teachers. Service-learning opportunities shall be offered to all students and supported by the principles of Catholic social teaching.

PRAYER AND RELIGION

The school day shall begin and end with prayer. Traditional prayers of the Church shall be taught. Informal prayer shall also be encouraged. Catholic students shall be encouraged to practice their faith and particularly to receive the Sacraments of Penance/Reconciliation and Holy Eucharist often (after making their First Reconciliation and First Eucharist in Grade 3). Student retreats will be approved by the Principal and will be permitted as an integral part of the instructional program. Off-campus retreats will follow the guidelines for student field trips and written parental permission will be required.

HUMAN SEXUALITY

Education in human sexuality shall be offered in grades 5-8 in accordance with the teachings and spirit of the Catholic Church. Parents will be made aware in advance of this instruction and will be provided with opt-out choices for films or discussions of a sensitive nature.

VIRTUS PROGRAM

Saint Paul School will implement the VIRTUS Program, Empowering God's Children®, annually in grades K-8, as mandated by the Archdiocese. Parents will be notified in advance of the instruction and will be offered an opt-out alternative.

EXTRA HELP

Students should seek extra help from their teachers when it is needed, when work is not understood, or when the work is too difficult. It is the student's responsibility to seek extra help. If a student is absent from school, the student is responsible for making arrangements with the teacher to bring him/her up-to-date with missing work or assignments.

A teacher may request that a student remain after school if he/she is struggling with school work. Arrangements will be made between the teacher and the parents ahead of time for this extra help.

FIELD TRIPS

Field trips to various educational or cultural events may be scheduled to enhance the educational program. All students will be expected to attend these trips since they will occur during the school day. All students must receive written parental permission to attend field trips. Students will be transported to and from their destination in a licensed public carrier or will walk to their destination. No private transportation can be used for liability reasons. Following Archdiocesan guidelines, no overnight field trips will be permitted.

Participation in a field trip is a privilege. A student may be denied participation if he/she fails to meet academic or behavioral requirements. If, for any reason, including failure to present the official school permission form, a student cannot participate in a field trip, the student is required to attend school and work on assigned lessons.

HOMEWORK

Study at home is a necessary part of each student's educational program. It reinforces what is learned in the classroom setting. Each student is expected to spend time on school work at home, in addition to scheduled classroom or remote instruction, to achieve satisfactory progress in school. When assignments are given, they need to be diligently completed. Recommended *daily* homework ~ Kindergarten: 10 to 15 minutes; Grades 1 to 3: 20 to 30 minutes; Grades 4 & 5: 45 to 60 minutes; Grades 6 - 8: 60 to 90 minutes.

There will be occasional homework on weekends for students in grades K-5 (incomplete work or long-range projects). Grades 6-8 are typically assigned long-range projects, so may have weekend homework regularly.

HONOR ROLL - AWARDS

Students who are in the Middle School program (grades 6-8) are eligible for the Honor Roll during each marking period. High Honors, Honors and Honorable Mention are the levels students may achieve. The following criteria will be used in determining the Honor Roll:

High Honors: No grade lower than an A- in every major subject and no grade lower than an A- or S in all minor subjects

Honors: No grade lower than a B- in each major subject and no grade lower than a B- or S in all minor subjects

Major subjects are defined as those that meet three (3), four (4) or five (5) times a week. Minor subjects are those that meet two (2) or fewer times a week.

Awards for academic excellence are given to eighth grade students at Class Night in the spring. The Middle School faculty will determine the criteria and recipients of those awards.

LIBRARY

Library books will be on loan to students. It is expected that these books will receive proper care and be returned in good condition. Students are expected to pay for any lost or damaged library materials to replace the items lost or damaged.

MIDDLE SCHOOL EXAMS – STANDARDIZED TESTING

Students in grades 6, 7 and 8 may be required to take summative exams in designated subjects at the midpoint and conclusion of the year. These exams will help the students in the middle school program to study comprehensively and will ultimately prepare them for such tests at the high school level.

Students in grades 3-8 participate in the Archdiocesan standardized testing program NWEA MAP, testing three times per year, in September, January and April.

Students in grades 1-5 will be tested regularly to assess progress in acquiring basic skills and to determine their level of understanding of the material being taught. Students in grades 1-3 also receive DRA testing to assess their progress in reading level and behaviors.

PHYSICAL EDUCATION

Physical education is an important aspect of our curriculum. Each student must participate to the best of his/her ability. It is strongly encouraged that every student visits the family physician for a complete physical at the start of each school year to determine any limitations of physical exercise. If exercise limitations are determined, a signed written statement by the physician should be presented to the school nurse that clearly sets forth such limitations.

The school nurse will then inform the physical education instructor. A parent may also call the school nurse directly with this information. Annual physical examinations are required for participation in interscholastic sports programs.

PROMOTION & RETENTION – ACADEMIC PROBATION

Students will normally progress annually from one grade level to the next. The process of determining whether students will be promoted is a continual one. Decisions regarding the promotion, retention or placement of students will be made on the basis of documented academic achievement. All teachers will evaluate their students' educational progress throughout the year. Progress, or lack thereof, is communicated to the parent through written reports, the parent portal of FACTS, and parent/teacher conferences. Parents will be notified well in advance if retention is being considered. Any student who fails two (2) or more major subjects for the year will be placed on academic probation and may be recommended for retention. Ultimately, the principal along with the teacher(s) involved will make a decision based on documented academic achievement. The school retains the right to require summer school for a student who is failing or who needs remedial assistance in order for him/her to continue as a student at Saint Paul School.

Students who have not achieved sufficient mastery of curricula should not be promoted to the next grade, but rather should be assigned to repeat the current grade. When a student is promoted over the advice of staff, parents need to submit a request in writing which will include a statement that the promotion is contrary to the advice of the professional staff.

An eighth-grade student failing a major subject for the year may not receive a diploma from Saint Paul School at the end of the school year. He/she may be required to attend summer school in order to be awarded a diploma.

REPORT CARDS AND PROGRESS REPORTS

Saint Paul School and all elementary schools in the Archdiocese of Hartford issue report cards on a trimester basis. Our first and foremost objective in grade reporting is to accurately reflect growth and achievement for each student, providing the optimal window to measure quality instruction and assessment.

Report cards are issued three times during the school year for grades K-8. Report cards will be sent home in sealed envelopes via the students. Scheduled dates for issuance of report cards will be noted on the school calendar. If you do not receive a report card by the issuance date, please contact the school office.

Parent-teacher conferences will be held twice a year midway through the first and second trimesters. This will allow students, parents and teachers to discuss progress toward individual learning goals and, if necessary, make changes or instructional decisions that affect learning outcomes, before the grading term has ended and grades are recorded.

After receiving a report card, it will be at the discretion of the parent to contact the teacher for an additional appointment if a conference is desired. Teachers and parents may also request conferences at any other time to assure effective communication in the teacher-parent partnership should the need arise.

Students in grades 1 - 3 are evaluated on their academic progress and social development using measurement codes provided by the Archdiocese. The evaluation key on the report card will be as follows:

PRIMARY REPORT CARD MEASUREMENT CODES (GRADES 1-3)

5	Consistently exceeded grade level expectations for this term (95 – 100% of objectives mastered)
4	Consistently achieved developmentally appropriate skills and/or expectations for this term (87 – 94% of objectives mastered)
3	Approaching mastery of developmentally appropriate skills and/or expectations for this term (80 – 86% of objectives mastered)
2	Approaching proficiency toward developmentally appropriate skills and/or expectations for this term (70 – 79% of objectives mastered)
1	Difficulty meeting developmentally appropriate skills and/or expectations for this term.
I	Incomplete work for this term – level of mastery cannot yet be assessed. Student will be given the opportunity to make up/complete work.

Students in grades 4 - 8 will receive letter grades on report cards. The marking scale is as follows:

A+	98-100	C+	77-79	Δ	Special program
A	94-97	C	73-76	O	Outstanding
A-	90-93	C-	70-72	S	Satisfactory
B+	87-89	D	65-69	U	Unsatisfactory
B	83-86	F	below 65 (failing)		
B-	80-82				

PROGRESS REPORTS

Progress reports are a way of monitoring your child's academic and behavioral progress while at Saint Paul School. These reports will be sent home at mid-trimester to the parents of middle school students who are failing a subject or whose grades have dropped significantly. A teacher may send a progress report home at any other time, as well. It is important to realize that these reports indicate an area of need that should be addressed by the parent and teacher working together with the student. Parents are always welcome to schedule a visit with the teacher or the principal. Appointments may be arranged by calling the school office (see voice mail listing at the end of this handbook). Conferences with teachers will normally be scheduled at times before or after school hours. All parents will have an opportunity to meet with their child's teacher(s) during conference days in October and January. **Parents of students in grades 4-8 are encouraged to check their child's grades often via the FACTS Parent Portal.**

SUMMER READING/MATH REQUIREMENTS

We believe that reading and mathematics are fundamental skills for life. Therefore, we have instituted a list of summer reading and math activities for students in grades 1 - 8. Other core subjects may be part of the summer learning packet. Depending on grade level, a written report, project or test may be the culminating activity. All summer packets may be found on the school website.

SUPPLIES

Specific school supplies are required and approved at each grade level. Lists of supplies for the following year are posted on the grade level pages of the school website.

DAILY ROUTINES & PROCEDURES

ARRIVAL & DISMISSAL PROCEDURES

For arrivals, children should come to the school entrance assigned to their grade level below. Students arriving after the start of the morning assembly should sign in at the front entrance to the school or if younger should have the parent sign in at the office.

Students should bring a backpack to school containing any needed materials, books, snacks, lunches, and a water bottle. Lunch boxes may be carried separately if necessary. Toys, cell phones and other personal items should be kept at home.

ARRIVAL PROCEDURE

Bus students – Front entrance

Preschool – North entrance outside of the PreK-4 Classroom

K thru 8 – Gym entrance

There is a teacher monitor at the door each morning. Parents may park and walk their child to the door or let their child walk independently to enter the building. The driveway by the dumpsters is clearly marked that it is a drop off zone only and drivers are not to block other cars by parking in the driveway and walking their child in.

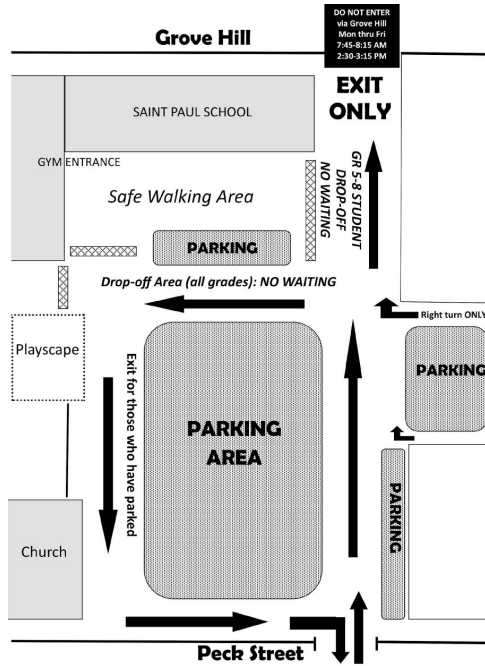
DISMISSALS

Teachers will bring students outside for you to meet them. Parents or designated pick-up people are to park and meet their child(ren) so the teachers can see they are going to the designated adult. **There is no parking in front of school at dismissal. That is only reserved for bus transportation. There is no stopping and waiting for child(ren) in either of the pickup or drop off areas in the map below marked “no waiting”.** Those are areas for cars who already have the children in the car and are leaving the lot. **Drivers also have the option to park across the street in the parish green lot and walk down the alley to meet their children in back. Students should not walk to the parish green lot independently and meet you. All drivers need to meet their child(ren) where their teachers are standing and walk with them to their vehicle. Preschool through Kindergarten classes are dismissed 10 minutes before Grades 1-8 on full and early dismissal days.** Classes are dismissed at designated exits, which homeroom teachers will inform parents at the beginning of the school year.

If there is a change in a student’s regular dismissal routine, written notification must be sent to the teacher and forwarded to the office. Absolutely no student will be dismissed to the custody of anyone not listed on the student’s emergency card or electronic database without written permission from a parent or guardian. Verbal notification will not be sufficient authorization. Any new pick up person will be asked to show their ID before the teacher will let the students go with that person.

If a parent/guardian is delayed in picking up a child, the school office must be notified as soon as possible. Teachers are not required to supervise children after school unless the students are members of clubs, activities, or are receiving help after school. It may be necessary to place your child in the After School Care program until your arrival and you may be charged an After Care fee. Students will not be permitted to wait for parents in the school office.

DROP-OFF MAP



BIRTHDAY CELEBRATIONS

We encourage each student who is celebrating a birthday to share his/her celebration with the other students in class. **We encourage Birthday treats to be popsicles pre-ordered and purchased from our school lunch program as they are allergy free. However, parents may bring in STORE BOUGHT treats to school for the whole class. The nutritional label- including ingredients MUST be attached. As a reminder, classrooms are nut free, therefore all treats must be nut free and should be made in a nut free facility.** Non-food items like birthday balloons, flowers and gifts are not allowed. Students may not distribute birthday party invitations in school.

EARLY DISMISSAL

Several early dismissal days have been scheduled throughout the year and are noted on the school calendar. Lunch will not be served on early dismissal days. Students are encouraged to bring a larger nut-free snack on those days to sustain them until they arrive home.

When an *unscheduled* early dismissal occurs (due to inclement weather, for example) students will be dismissed on a half-day schedule. With regard to the After Care program on *unscheduled* early dismissal days, we encourage you to pick up your children at the half-day scheduled time or as early as possible thereafter as there will be no After Care.

Students will still have a lunch break on weather-related early dismissal days.

EARLY RELEASE

A student must obtain permission from the teacher to be excused from the classroom for any reason. When a child becomes ill or injured at school, the parents will be notified by the school nurse, and asked to pick up their child from the nurse's office. No child will be dismissed from the classroom or be allowed to wait for the parent outside.

Students will not be released from school until the principal or an authorized person at the school is satisfied that the student is being released at the request of the parent. ***Students must be signed out in the office before leaving the school building.*** Once the parent arrives at the school office and has signed the child out, the student will then be

called to the office and released to the parent or other authorized person.

In the event that a student is released from the classroom to the school nurse, the nurse will notify the teacher that the child is returning to the classroom or call the parent(s) in the event of illness. The office will let the teacher know if a child is sent home.

EARLY DISMISSAL AND RETURN FOR MEDICAL AND OTHER APPOINTMENTS

Leaving school prior to normal dismissal is strongly discouraged. Please try to arrange doctor and dentist appointments during non-school hours. Should the need arise for dismissal during school, school parents must notify the school in writing. All students dismissed early must be signed out by the parent, or person authorized on the emergency card on file in the office. Should a student return to school after an earlier dismissal for an appointment, he/she must be signed in by a parent or other authorized person.

NO STUDENT WILL BE ALLOWED TO LEAVE SCHOOL WITHOUT PERMISSION. SAINT PAUL SCHOOL RESERVES THE RIGHT TO DENY DISMISSAL TO A STUDENT IF THE AUTHORIZED PERSON APPEARS TO BE UNDER THE INFLUENCE OF ALCOHOL OR OTHER SUBSTANCE OR OTHERWISE UNABLE TO SAFELY CARE FOR THE CHILD.

LOCKERS

Each student is assigned a locker for the storage of books and personal belongings. Students will only be allowed to access lockers at the beginning and end of the school day unless otherwise directed by a teacher. A student must use only the locker that has been assigned to him/her. Since lockers are school property, students are expected to keep them in good usable condition. Under no circumstances is a student permitted to enter or tamper with another student's locker. There is to be no decorating on the outside of the lockers. The school is not responsible for any items taken from a locker. Student lockers are to remain unlocked. Locks may not be brought from home.

LOST AND FOUND

Parents are requested to label all articles of clothing, backpacks, and other personal materials with the child's name. Unclaimed items will be discarded.

OFFICE HOURS

The school office hours are 7:45AM - 3:30 PM, Monday through Friday, during the school year. Please conduct all business with the school between these hours. The office is not open when classes are not in session due to a holiday or inclement weather.

PLAYGROUND USE & SUPERVISION

The area directly adjacent to the school building, which includes the parking lot, is reserved for the students of Saint Paul School for their recreation during gym class, recess, and after care times. While school is in session, the playground area is to be used solely for those enrolled in Pre-K through grade 8. Although the playground area may not be in use at various intervals during the school day, teachers need the freedom to use the playground with their students according to their schedules, weather permitting. Parents are prohibited from leaving their children unattended on school grounds outside of regular school hours.

PLAYSCAPE RULES & ETIQUETTE

The playscape is available for the enjoyment of all Saint Paul students; please remember to share the equipment. The following safety rules must be obeyed by all children. Failure to do so will result in the loss of the privilege of using the playscape:

- The playscape must be used with adult supervision.
- Proper attire must be worn, especially with regard to footwear. Shoes with heels that may destroy the ground covering are not to be worn.
- No food or drinks are allowed in the playscape area.
- No other equipment is to be brought in to the playscape area.
- No pushing or “cutting” in line is permitted.
- No jumping off of or standing on the swings.
- No out-of-control swinging or swinging so high that the chains buckle.
- When waiting for a swing you must stand far enough away so as not to endanger yourself or impede the children using the swings.
- Allow a proper distance for those using the monkey bars.
- When using the slide you must be seated and slide feet-first.
- Use the climbing equipment in the manner that it was intended.
- No climbing on top of the equipment or up the slide.
- No swinging on the gate; no climbing over the fence.
- **The playscape is not to be used before the school day begins or after dismissal. The playscape is reserved for the aftercare program after dismissal.**

SCHOOL CLOSING/DELAYED OPENING

Saint Paul School follows the decision of the Berlin Public School Superintendent when weather causes the cancellation of school, a delay in its opening, or an early closing. Please listen to local radio and television stations between 5:30 AM and 7:00 AM for any announcements regarding school during the threat of inclement weather. You will also receive notification by telephone message, text and email through our FACTS Messenger system. Please do not call the school office or parish center to inquire about school cancellations or delays. Phone lines need to be available in order to determine our status.

If a delay is announced, Saint Paul School will always have a TWO hour delay.

SCHOOL & PERSONAL PROPERTY

Saint Paul School is the property of the Archdiocese of Hartford, and as such it is given to the parishioners of St. Paul Parish to be its stewards. It is of the utmost importance that all who attend this school or use the school building maintain it in good condition. Students are not permitted to mark school furniture, walls, ceilings, floors or equipment with pens, pencils, paint, crayons, markers, or any other instruments that may cause damage. In addition, it is the responsibility of each student to respect and protect school property at all times.

If damage occurs and is unavoidable, the student is responsible for reporting it at once. There will be no punishment.

If damage occurs accidentally, and it occurs because the student is doing something he/she should not be doing, then the student will be responsible for restitution.

If damage is done deliberately, the parents will pay for the damage and the student may receive disciplinary action in the form of a suspension for the first offense. The second offense may warrant a parent conference and/or they may be asked to disenroll their child.

If school property and/or a teacher's belongings are stolen, restitution will be made and the student will receive disciplinary action in the form of a suspension for the first offense. The second offense may warrant a parent conference and/or they be asked to disenroll their child.

If textbooks or any school property is defaced and the damage is beyond repair, the student will pay for the replacement of the item. If property is marred in any way, the student will pay for the services and products needed to correct the defacement, and he/she will receive a suspension.

Parents will be informed of all disciplinary actions and any remuneration that is necessary.

In the case of personal property, students are responsible for the care of their own property. Since the following items may be disruptive or detract from the educational purpose of Saint Paul School, and since some of these items are found to be inappropriate for school use, students should not bring them to school:

Cigarettes, cigars, pipes, matches, lighters, E-cigarettes or vaping devices
Playing cards, toys, water pistols, other faddish games/toys, or electronics
Skateboards or skates

If cell phones, cameras, handheld computer games or other electronic equipment are brought to school they must remain in the student's locker/backpack during school hours. Cell phones must be turned off. Middle school students may use Smart watches only if they are on school mode and are not receiving and sending texts during the day. Students up to Grade 5 are not allowed to wear Smart watches. If brought to school, the watches must remain off and in their backpacks during the day. Use of these devices during the Aftercare program will be at the discretion of the adult supervisor of the program.

SEARCH AND SEIZURE

Upon reasonable suspicion of inappropriate activity that may subject a student to any level of discipline, or in the interests of safety of students and staff, the Principal and/or her designee may search students' desks, lockers, personal belongings, and anything brought onto school property including, but not limited to, handbags, briefcases, purses, backpacks, clothing, cell phones or other electronic devices and the content within such devices such as emails, photos, messages, or other information. The school administration may seize any such items and retain them until the end of the school day or longer. The school administration will have the prerogative to turn over any such items to the police if there is evidence of illegal activity. Students in possession of illegal items or items that jeopardize the safety or wellbeing of students or staff may be subject to discipline, including but not limited to, suspension or expulsion. (Per Hartford Archdiocese Policy 5.502)

TELEPHONE USE

The school office phone is a business line and is therefore restricted for the sole use of school business. Personal calls by students may be made on the school line only with the permission of the office staff. Students should prearrange rides to and from school prior to coming to school. In the event of a cancellation of an activity, students will be able to make calls to arrange for transportation.

HEALTH & SAFETY

ALLERGIES

ALL CLASSROOMS AT SAINT PAUL SCHOOL ARE NUT-FREE AT ALL TIMES.

Due to the significant number of students with allergies and food sensitivities, all snacks and treats brought to school by students for consumption in the classroom must be free of peanuts and tree nuts. Please also note on the Monthly Newsletter, certain days when the gym is in use for a special event and so lunches will be eaten in the classrooms. On those days we ask that student lunches brought to school be nut free as well. Only popsicles or ice pops provided by our own kitchen are allowed for classroom birthday treats.

The school will maintain records that indicate which students may have a serious allergic condition. The school nurse, the Principal, and the teachers and coaches of each child with a serious allergic reaction shall be made aware of the child's serious allergic condition. Each year the school nurse will provide training to teachers and classroom paraprofessionals in the administration of EpiPens and emergency procedures for students with serious allergic conditions.

Special situations including but not limited to Grandparents Day, Lemonade Stand, and other events at school may have baked goods that are not allergen free but will be placed on an allergen free table and outside of classrooms.

ASBESTOS INSPECTION REPORT

In compliance with AHERA regulations, we are required to inform all parents, teachers and employees associated with our school of the Asbestos Inspection Report and Management Plan. This report/plan is on file in the school office and is available for review by any parent or employee during school hours. Please make your request for reviewing this file to the principal.

CHILD ABUSE LAWS

Under current law, Section 17a-101 of the Connecticut General Statutes requires certain individuals, called "mandated reporters" to contact civil authorities whenever such individuals have reasonable cause to suspect or believe that a child has been abused or neglected.

This required reporting is part of the public policy of the State of Connecticut which seeks:

- to protect children whose health and welfare may be adversely affected through injury and neglect;
- to strengthen the family and to make the home safe for children by enhancing the parental capacity for good child care;
- to provide a temporary or permanent nurturing and safe environment for children when necessary.

A mandated reporter, who in the ordinary course of such person's employment or profession has reasonable cause to suspect or believe that any child under the age of 18 has been abused or neglected, or has sustained non-accidental physical injury or injury which is at variance with the history given of such injury, or is placed at imminent risk of serious harm, must make a report.

Abuse is defined as: (a) any physical injury inflicted other than by accidental means, or (b) injuries at variance with the history given of them, or (c) a condition which is the result of maltreatment, such as, but not limited to

malnutrition, sexual molestation or exploitation, deprivation of necessities, emotional maltreatment or cruel punishment.

Sexual abuse and exploitation are any incidents of sexual contact involving a child which are inflicted or allowed to be inflicted by the person responsible for the child's care.

Emotional abuse or maltreatment is the result of cruel or unconscionable acts and/or statements made, threatened to be made, or allowed to be made by the person responsible for the child's care and which have a direct effect on the child.

Neglect is the failure, whether intentional or not, of the person responsible for the child's care to provide and maintain adequate food, clothing, medical care, supervision, and/or education.

CRISIS PLAN/SAFE ENVIRONMENT (Archdiocesan Policies 5.611)

The School Crisis Plan is updated and approved annually by the Archdiocesan Office of Safe Environment and the Berlin Police Department. A copy is provided to every staff member and is not available to the public due to security reasons. The school has a Crisis Team made up of school and parish personnel and members of the Berlin Police Department.

Medical Emergencies

School personnel will automatically call 911 if a student is determined to be in need of emergency medical attention or is in a life-threatening situation.

Safe Places

In the event that a crisis requires evacuation of the building, students will be brought to the church basement or other location designated by Berlin emergency personnel. Information and instructions will be given to parents via the media or the School Messenger system.

Fire Drills and Lockdown Drills

Fire drills, held at regular intervals, are required by law and are an important safety precaution. A fire evacuation plan is posted in each room demonstrating where the exits are located. It is essential that when the first signal is given, everyone evacuates the building promptly and in an orderly fashion. Absolutely no running or talking is permitted during a fire drill.

As part of our Crisis Management Plan we are also required to conduct lockdown drills. These drills, conducted by the Berlin Police Department along with the Principal, will be held once during each trimester. The Crisis Management Plan will be reviewed by the faculty each year.

CUSTODY ARRANGEMENTS

Parents shall provide complete information regarding the custodial care of the student and applicable visitation rights for their children while they are at school or school functions. Upon request, the parent shall furnish to the principal a copy of any relevant court order in order to ensure the safety and welfare of the student. The parents will notify the school/principal of any changes in the custodial care of the student and of the issuance of any court order restrictions prohibiting parental or third-party contact with the child.

HEALTH REMINDERS

Please be sure to take your child's temperature before leaving home. Please keep your child at home if he/she has a temperature of 100°F or higher or if your child exhibits any symptoms of illness. Please call the school nurse and contact your child's doctor if that is the case. Please keep your child home if he/she has vomited during the night, has been running a fever, and/or is complaining of feeling sick in the morning before school. **A doctor's note or phone call will be required before returning to school.**

- Always keep your child home from school after an illness until he/she has been **fever-free without fever reducers (Tylenol, Advil, Motrin) for 24 hours.**
- Make sure that your child eats well and gets plenty of rest.
- Please dress your child appropriately for the weather.
- Remind your child to wash his/her hands frequently.
- Please call the school by 8:00 AM (**ext. 100**) to inform us if your child is sick and will not be in school. Please provide a specific reason, such as "sore throat" or "vomiting" instead of just "ill" so that communicable illnesses can be tracked and parents notified, if necessary.
- If your child is injured and needs to use crutches or a wheelchair in school, a doctor's note is required.
- If your child is unable to participate in physical education, a doctor's note is required indicating the length of time he/she is to be excused and the date when participation may resume.
- Please make the school nurse aware of all student health concerns and allergies.

MEDICATION

State law and regulations require physician/dentist/physician's assistant written order and parent/guardian authorization for administration of medications by the nurse or principal or in their absence, by the teacher.

Medication is to be brought to the nurse by the parent/guardian. If the medication is liquid, it must be accompanied by a calibrated medication dispenser, which has legible numbers on it. Only medication prescribed by a licensed physician or dentist and labeled by a registered pharmacist shall be administered during school hours. Medication shall be dispensed by the school nurse.

Inhalers must be new and completely full when brought to the nurse's office. When there are ten (10) doses left of an inhaler or a one-week supply of any other type of medication, the parent/guardian will be notified. Please make every attempt to bring in medication that will not expire during the school year.

Students are not permitted to carry medications to/from or while at school unless authorized in writing by a physician through the school nurse. Student use of inhalers will be monitored by the school nurse and if necessary, athletic program personnel.

Each student's medication must be in its original container, clearly labeled with the following information:

Student name, Physician/Dentist name, Date, Name of medication, Dosage,
Directions for administration, Duration of administration

No medication which has expired shall be given. Medication shall be returned only to the parent/guardian by the school nurse or designated person. When a class goes on a field trip during which a child may need medication, the nurse will provide the lead teacher with the medication in case of emergency.

COUGH DROPS

Medicated cough drops, per regulations from the State of Connecticut, must be treated like medicine. Therefore, a Medical Authorization Form signed by the child's physician and parent/guardian is required. Medicated cough drops must be brought to school by an adult and given to the school nurse. Only send enough cough drops for one week. If

your child still needs them after one week, you should consult your child's physician. Students are NOT allowed to carry cough drops in school, as they may be a potential choking hazard. Non-medicated cough drops, such as Luden's Throat Drops, Ricola Naturals and Halls Fruit Breezers, do not require a Medical Authorization Form and students may have them with a parent/guardian's written permission. Non-medicated cough drops must be brought to school by an adult and given to the school nurse. Only send enough cough drops for one week. ALL cough drops must be kept in the nurse's office and consumed in the office prior to the student leaving. The Nurse may only administer cough drops at the rate of one every two hours, or according to packaging, for no more than one week.

VACCINATIONS

All students must have required immunizations prior to being allowed to attend school. **Preschool children by law are required to have flu vaccinations prior to December 31st of each year.**

VISITORS

Visitors to the school (including all parents) are required to use the main entrance on Alling Street and must be by appointment only. Visitors may only report to the main office. Under no circumstances are visitors allowed to proceed directly to any classroom. Forgotten student items including lunches may be dropped off at the school office and will be delivered to students by school staff. Teachers and staff members have the responsibility to question any unauthorized visitor's presence in the school building.

VOLUNTEERS

Every volunteer serving in a position where he/she may have regular contact with children or young people must undergo a criminal background check and must also attend Safe Environments training (VIRTUS) prior to working with children. All coaches and moderators are subject to the same clearance requirements as other volunteers in the school. Volunteers agree to abide by established policies, procedures, and security protocols of the school and Archdiocese. All coaches, volunteers, and moderators must abide by school security protocols during and after school to ensure the safety of the students and staff. The Principal reviews all volunteers to ensure they are VIRTUS trained and reserves the right to accept or decline any offer of volunteer service.

EXPECTATIONS FOR STUDENT BEHAVIOR

The ideals of discipline within Catholic education are to enable students to move from externally imposed discipline to self-discipline to discipleship. Children must first learn appropriate behavior through someone or something outside of themselves. As soon as they sufficiently mature, however, they should be helped to govern their conduct from within themselves so that they can live responsibly. Ultimately, opportunities should be provided which will lead them to look beyond themselves to Gospel valued living, as exemplified by Jesus Christ. It is the desire of the administration, faculty and staff to have each child learn to embody the school's mission and become a model of Christ, a moral leader in service to others, and a creator of a more humane and just world.

BULLYING

Harassment

Saint Paul School does not condone any form of harassment. All individuals are to be treated with dignity and respect. Harassment in any form is prohibited. The prohibition against acts of harassment applies to all individuals involved in the school.

Sexual harassment includes all forms of unwelcome sexual advances. Requests for sexual favors and other verbal or physical conduct of a sexual nature constitute sexual harassment when: (1) submission to such conduct is made either explicitly or implicitly; (2) submission to or rejection of such conduct by an individual is used as the basis of decisions affecting such individual; or (3) such conduct has the purpose or effect of unreasonable interference with an individual's work performance or of creating an intimidating, hostile, or offensive learning environment.

Verbal harassment includes derogatory comments, jokes, or slurs; it also can include belligerent or threatening words spoken to another individual.

Physical harassment includes unwanted physical touching, contact, assault, and deliberate impeding or blocking movements, or any intimidating interference with normal work or movement. Visual harassment includes derogatory, demeaning, or inflammatory posters, cartoons, written words, drawings, novelties, or gestures. This includes any online form of harassment towards another student or school staff member.

Students involved in harassing behavior face detention or suspension. Frequent harassment and/or bullying will result in a meeting with the student and parents. A student behavior plan may be implemented. Severe and/or frequent behavioral incidents may warrant a written student behavior contract and/or disenrollment from Saint Paul School.

Bullying Policy

Bullying, cyberbullying, and ongoing erratic behavior is prohibited in all Catholic schools of the Archdiocese. It must not be tolerated during the school day nor during any school sponsored activities on or off the school grounds. Bullying and intimidation are actions that are contrary to the teachings of Jesus Christ. This behavior is against the fundamental tenet of "Love your neighbor as yourself" and destroys respect for the dignity of the student, undermines the Christian atmosphere of the school, and deprives the student of a safe and caring learning environment.

This bullying policy is to be applied to Kindergarten through Grade Eight at Saint Paul School. It addresses bullying and does not replace any policies that deal with individual student misconduct or behavior. This policy will not apply to the Preschool programs. It is recognized that these children are very young and are learning social skills. Unkind acts that occur at Preschool level will be handled by the child's teacher. The teacher will work with the student, family and Principal (as needed) to address these situations.

"Bullying" is defined as any overt acts by a student or a group of students directed against another student with the intent to ridicule, harass, humiliate, or intimidate the other student while on school grounds, at a school sponsored activity or on a school bus. Such policies may include provisions addressing bullying outside of the school setting if it has a direct and negative impact on a student's academic performance or safety in school. Bullying, cyberbullying, and challenging behavior includes but is not limited to written, oral, or electronic communication or physical act or gesture based on any actual or perceived differentiating characteristic such as race, color, religious, ancestry, national origin, gender, sexual orientation/gender identity or expression, socioeconomic status, academic status, physical appearance, or mental, physical, developmental or sensory disability, or by association with an individual or group who has or is perceived to have one or more of such characteristics. Oral or written threats, teasing and putdowns, name calling, threatening looks, gestures or actions, cruel rumors, false accusations, and social isolation are not to be tolerated. Cyberbullying means any act of bullying through the use of internet, interactive and digital technologies, cellular telephone or other type of electronic device.

In accordance with this definition, the factors below should be considered before identifying conduct by a student or group of students as bullying in violation of school policy. The determination that conduct does not constitute bullying under state law and school policy, however, does not restrict the right of the administration to impose appropriate disciplinary consequences for student misconduct.

Bullying in violation of school policy must occur on school grounds, at a school sponsored activity (which includes transportation services), or via electronic media (texting, etc.). Conduct that occurs off-campus, e.g., physical intimidation in the community, is not bullying under this policy unless it has a direct and negative impact on a student's academic performance or safety in school.

Any behavior deemed by the school administration to be considered as bullying shall result in disciplinary actions, which may include detention, suspension and expulsion from school. Any student who retaliates against another student for reporting bullying may be subject to disciplinary actions, which may include detention, suspension and expulsion from school.

School employees who become aware of any act of bullying must report the incident to the school administrator for further investigation. They have one school day to submit both an oral report and a written report on the FACTS information system. It is essential that both reports are submitted on time to ensure immediate action and clear documentation of facts.

Students and parents who become aware of any act of bullying are asked to report such acts to the school administrator or teacher. While not required, students and parents are encouraged to file written reports of such acts with a school administrator. Such reports may be made by email, in person or anonymously to the principal.

Upon learning about the bullying incident, the administrator shall thoroughly investigate the circumstances. Their investigation may include interviews with students, parents/guardians, and school staff, review of school records, and identification of family issues. When schools receive reports of bullying, they must investigate them promptly. Parents of the children involved must be notified of the school's response within 48 hours after the investigation is complete.

Schools will respond to bullying outside the school setting if it creates a hostile environment at school for the bullied student, infringes on the rights of the student at school, or substantially disrupts the student's education or the orderly operation of a school.

If it is concluded that an act of bullying has occurred, the parents or guardians of the student who committed such acts and the parents/guardians of the student against whom such acts were directed shall be notified. Consequences for students who bully others shall depend on the results of the investigation and include parent conferences, professional counseling, detention, suspension, or expulsion. Depending on the severity of the incident, or the series of incidents, the administrator may also take appropriate steps to ensure student safety. These may include implementing a safety plan, separating and supervising students involved, providing staff for students as necessary, reporting incidents to law enforcement if appropriate, and establishing a supervision plan with the parents.

In order to protect the privacy rights of the students involved, school officials may report information to parents solely about their own child. Information about discipline, consequences, or services pertaining to any other child cannot be communicated.

Bullying incidents that demand suspension or expulsion shall be reported to the Archdiocese.

Complaint Process

Formal complaints

Students and/or their parents or guardians may file written reports of conduct they consider to be bullying. These written reports shall be reasonably specific as to the actions giving rise to the suspicion of bullying, including time and place of the conduct alleged, the number of such incidents, the target of such suspected bullying, and the names of any potential student or staff witnesses. These reports can be filed with any teacher, who will forward them to the principal, or directly to the principal, for review and action.

Informal complaints

Students may make informal complaints of conduct that they consider to be bullying by verbal report to a teacher or administrator. Such informal complaints shall be reasonably specific as to the actions giving rise to the suspicion of bullying, including time and place of the conduct alleged, the number of such incidents, the target of the suspected bullying, and the names of any potential student or staff witnesses. The individual who receives the informal complaint shall promptly forward a written complaint, including the information provided to the principal for review and action.

Anonymous Complaints

Students who make an informal complaint as set forth above may request that their name be maintained in confidence by the teacher(s), administrator(s) who receive the complaint. Should anonymity be requested, the principal or his/her designee shall meet with the student to review the request for anonymity and the impact that maintaining anonymity of the complaint may have on the investigation of the complaint and/or possible remedial action. At such meeting, the student shall be given the choice as to whether to maintain the anonymity of the complaint. Anonymous complaints shall be reviewed and reasonable action will be taken to address the situation, to the extent such action may be taken that does not disclose the source of the complaint and is consistent with the due process rights of the student(s) alleged to have committed acts of bullying.

Staff responsibilities and intervention

Teachers, administrators and other professional staff such as teacher's aides, the school nurse, and librarian who witness bullying, as defined above, shall promptly notify the principal of the events observed, and shall promptly file a written incident report concerning the events witnessed.

Teachers and other professional staff members are encouraged to address the issue of bullying in other interactions with students. They may find opportunities to educate students about bullying and help eliminate bullying behavior through class discussions, counseling, and reinforcement of socially appropriate behavior. Teachers and other professional employees should intervene promptly (unless intervention would be a threat to the staff member's safety) whenever they observe student conduct that has the purpose or effect of ridiculing, harassing, humiliating, or intimidating another student, even if such conduct does not meet the formal definition of "bullying".

Investigation of Complaint

Once a complaint has been reported, the principal shall promptly investigate to determine if bullying has occurred. The principal will review the previous behavior of the students involved to see if there is a pattern of bullying behavior and will use that as a tool of investigation. Investigation of alleged bullying may also include interviews and conversations with students (including witnesses, the victim(s), and the student(s) accused of bullying), parents, faculty, staff and school records. Parents of children filing a complaint and named in the complaint will be made aware of the investigation.

An investigation of an anonymous complaint shall be limited as appropriate. Such limitation of the investigation may include restricting action to a simple review of the complaint, discussing the complaint (with or without discussing it with the alleged violator) subject to further receipt of information and/or the withdrawal by the complaining student of the condition his/her report be anonymous.

A written report of the investigation shall be prepared when the investigation is complete. Such report shall include findings of fact, a determination of whether acts of bullying were verified, and, when acts of bullying were verified, and a recommendation for intervention, including disciplinary action.

Consequences of Actions

Once the investigation is complete, the school principal shall determine the consequences for the individual(s) on a case-by-case, age appropriate basis. Bullying can take many forms and can vary dramatically in how serious it is, and what impact it has on the victim and other students. Accordingly, there is no one prescribed response to verified acts of bullying. While conduct that rises to the level of "bullying," as defined above, will generally warrant disciplinary action against the student responsible for bullying, whether and to what extent to impose disciplinary action is a matter for the professional discretion of the principal. It is the goal of the administration, faculty, and staff to have the child achieve redemption, learn, and stop the bullying. The following are possible interventions to enforce the prohibition against bullying.

Non-disciplinary interventions

When verified acts of bullying are identified early and/or when acts do not reasonably require a disciplinary response, students may be counseled as to the definition of bullying, its prohibition, and their duty to avoid any conduct that could be considered bullying.

Disciplinary interventions

When acts of bullying are verified and a disciplinary response is warranted, students are subject to the full range of disciplinary consequences. Children who participate in bullying acts may be asked to perform some type of community service within our School/Parish, make amends with the child(ren) that are victims of the bullying acts, and will be issued an age-appropriate consequence. Community service may include but is not limited to, tasks in the classroom, cleaning up grounds or the building. Making amends shall include, but is not limited to, making a card or writing a letter to the child, apologizing to the child, performing an act of kindness. Punitive action may include the loss of lunch, detention (grades 5 – 8), in-school suspension, suspension at home, and expulsion. An in school/out of school suspension given as a result of bullying will be noted on the student's permanent record. Parents of all

disciplined children will be notified of the consequences. The Archdiocesan Office of Catholic Schools will be notified of any expulsion or disenrollment.

Depending upon the severity of the situation, the administrator may also take steps to ensure student safety. These may include implementing a safety plan, separating and supervising students involved, providing staff support for students as necessary, requesting a parent conference, requesting that a student/family obtain professional counseling, developing a supervision plan with parents, and notifying law enforcement in the most severe cases.

Educational Measures

The faculty of Saint Paul School will include education about the harm, culture and injustice caused by bullying into their curriculum where it is possible and appropriate. The Religion Program in grade K -8 will integrate issues about bullying behavior into the classes.

Reporting Obligations

Report to the parent or guardian of the student involved in acts of bullying

If after investigation, acts of bullying by a specific student are verified, the principal shall notify the parent or guardian of the student in writing of that finding. If disciplinary consequences are imposed against the student, a description of the discipline shall be included in the notification.

Reports to the victim and his/her parent or guardian

If after investigation, acts of bullying against a specific student are verified, the principal shall notify the parent or guardian of the victim of such finding. In providing notification, the statutory privacy rights of the person responsible for bullying must be respected. The specific disciplinary consequences imposed on the violator, as reflected in the student's educational records, shall not be disclosed to the parents or guardian of the victim, except as provided by law.

CELL PHONES

If a parent needs to contact a student during school time, such communication shall be through the school office. During normal school hours, all cellular phones shall be turned off and put away in backpacks. A child found with a cellular phone that is turned on during school hours shall be subject to discipline. Students who do not comply with these policies shall have their phones taken away for the remainder of the school day. Multiple offenses will result in the cell phone being taken away for the week, including the weekend. On the following Monday, the phone may be retrieved from the school office by a parent or guardian. Subsequent offenses will result in confiscation of the phone for the remainder of the current marking period or school year. The same policy and procedures will apply to other personal communication devices including Apple Watches (or equivalent) and tablets not provided or sanctioned by the school. If students have Smart Watches during school hours, they must be on school mode. Any student having a Smart Watch who uses it for texting during the day will be required to leave the watch in their backpack for the first offense. Any subsequent inappropriate use of Smart Watches will result in the student losing the privilege of bringing the watch to school. At no time should a Smart Watch be worn during testing situations.

CONDUCT/DISCIPLINE POLICY

Saint Paul School provides for an atmosphere whereby students will learn to conduct themselves as young ladies and gentlemen. The Gospel message of loving God above all things and loving one's neighbor as one's self is the underlying principle in forming the foundation of good conduct and behavior. Students are expected to demonstrate this Gospel mandate in all that they do both on and off campus. Students will have due respect for both staff and fellow students. Courtesy and good manners are the hallmark for demonstrating this love of God, neighbor and self.

While at Saint Paul School our goal is that this fundamental value will become a priority in the student's life both on and off campus.

Students should always address teachers, staff and administration with respect. Likewise, they should be courteous and show good manners toward their fellow students in the school. Students are expected to be respectful and courteous at all times, especially while on school grounds, on school buses to and from school, during school related activities, and whenever representing Saint Paul School. Failure to do so may lead to a detention or suspension.

Off-Campus Conduct

Students may be disciplined for conduct off school grounds if such conduct is disruptive of the educational process, violates a policy of the school, negatively impacts the school or a particular student.. The administration of Saint Paul School reserves the right to discipline its students for off-campus behavior that is not in line with the behavioral expectations for its students during the course of the school day.

Conduct whether inside or outside the school that is detrimental to the reputation of the school, including conduct on social media, may result in disciplinary actions including suspension, expulsion, or withdrawal from school; more specifically: whether occurring within or outside of school, when a student's use of electronic/digital communication jeopardizes the safe environment of the school, or is disruptive to the school environment, or is contrary to Gospel values, the student may be subject to the full range of disciplinary consequences, including disenrollment. This policy applies to communications or depictions through e-mails, blogs, text messages, or website postings, whether they occur through the school's devices or connectivity resources or through private communication, which: (1) are of a sexual nature; (2) threaten, libel, slander, malign, disparage, bully, harass, or embarrass members of the school community; or (3) cause harm to the school community.

Smoking

Saint Paul School is a smoke-free environment. Absolutely no smoking of any kind is permitted within the school building or on school grounds. This rule applies both to children and adults.

Gum Chewing and Candy

Students are not to bring gum or candy to school. Please do not send gum or candy with your child's lunch. Gum chewing is absolutely forbidden in the school building and on school grounds at any time except under certain circumstances with the permission of the school administration.

Substance Abuse

No student shall possess, use, or attempt to possess, use, or be under the influence of a prohibited substance on school premises during any school term or off school premises at a school-related activity, function, or event. A "prohibited substance" is defined as:

- any controlled substance or illegal or dangerous drug as defined by law, including but not limited to marijuana, any narcotic drug, hallucinogen, stimulant, depressant, amphetamine, or barbiturate.
- alcohol or any alcoholic beverage;
- any abuse of glue, aerosol paint, or any other volatile chemical substance for inhalation;
- any other intoxicant or mood-changing, mind-altering, or behavior altering drug; and
- any prescription drug used in amounts or purposes not intended by the prescription.

The transmittal, sale, or attempted sale of a prohibited substance is also prohibited under this policy. Students who violate this policy shall be subject to disciplinary action, including expulsion.

Detention

Detentions may be held Monday through Thursday for an hour after school or during lunch depending upon the infraction. A teacher will proctor this detention period. A student who has been issued a detention will be expected to serve the detention on the following day from when it is issued. Students and parents are expected to arrange for transportation home following detention.

Ordinarily, detentions are given to those students with frequent incomplete assignments, improper conduct, disregard for school policies, regulations, etc. Students should fully realize that any teacher, staff member or administrator has the authority to correct misconduct at any time. The following offenses **may** constitute a detention:

- Continual disruption of the class
- Dishonesty/lying
- Improper school uniform
- Unexcused tardiness
- Disrespect of teachers and staff
- Use of obscenities (spoken or gestures)
- Lunchroom conduct violations
- Unauthorized entry into the school building, classroom, teacher's desk or closet
- Gum chewing on school grounds
- Violation of hands-off policy (elbowing, shoving, pushing, etc.)
- Other inappropriate behaviors

Suspension

A student who is suspended from school will not be allowed to participate in any school related activities during the term of suspension. **Suspensions may be in-school or out of school suspension days.**

The number of days for a given suspension will be determined by the principal, and the parents will be notified of the action. The following infractions may result in a suspension:

- Fighting or physical aggression
- Derogatory and/or racist remarks
- Truancy
- Forgery
- Defacing or destroying school property or the property of others
- Stealing; removing anything from the teacher's desk or closet without explicit permission
- Smoking on school property or at a school sponsored event
- Skipping classes
- Leaving the school building without permission
- Improper use of Internet

Parents of students who have received an in-school suspension may be required to pay a fee of \$120.00 per day to compensate a substitute teacher to ensure proper supervision.

Disenrollment

Disenrollment will be seen as a last resort to correct an extreme negative behavior pattern. A student may be disenrolled from school upon the third suspension or for a serious or illegal behavior. The following infractions will determine an automatic expulsion from school:

- The use, possession of, buying or selling, or being in the company of anyone using alcohol or drugs on school property or at a school sponsored event;
- Any conduct that could seriously endanger the health and safety of a student, another person, or the reputation of Saint Paul School **which includes but is not limited to** firearms, firecrackers or other explosives, knives or sharp instruments, or any type of severe physical violence. The Berlin Police Department may be notified if such conduct occurs.
- The membership of any student in an organized gang.

Disenrollment Appeals Process

Parents/Guardians may appeal to the Pastor regarding the Principal's decision for disenrollment of their son or daughter. After hearing the appeal, the Pastor shall inform the Principal of his decision and, if necessary, assist in the development of an alternative plan of action. The Pastor shall make the final decision.

EXTRACURRICULAR ACTIVITIES

ACTIVITIES OFFERED

School activities and sports programs offered at Saint Paul School:

Band • Basketball: Boys & Girls-JV & Varsity • Choir • Community Outreach • Cross Country
Golf • LEGO Club & After School Enrichment Clubs • Middle School Dances • Parish Youth Ministry •
Mock Trial • National Junior Honor Society • Robotics Club • Ski Club • Soccer: JV & Varsity • Student
Council

PARTICIPATION REQUIREMENTS

In order for a student to participate in any extracurricular activity, he/she must meet the following standards:

To be eligible to compete in Saint Paul School sports programs, a student may not be failing more than one subject nor receive less than a 70% overall grade point average at the end of any progress reporting period or regular report card period. Ineligibility caused by failure or low grade point average lasts until the deficiency is removed as indicated by a progress report or regular report card.

If a student has not met the above requirement when progress reports and report cards are distributed, the student will be suspended from all extracurricular activities until he/she is again eligible. If a student neglects assignments or tests consistently because of extracurricular activities, he/she will not be permitted to participate in the activity until all work is made up. An exception to this rule might be made in the case of illness. Students only have the right to try out and be fairly evaluated. Students do not have the right to play on a team or have a part in after school activities. Students only have the right to attend the school – everything else is a privilege.

The coach/Athletic Director makes the decision if the student can play in a game in conjunction with a doctor's note. The doctor's note can attest if the student is healthy to play, but it is the coach's final decision whether or not to play him/her.

A student must be in school in order to participate in an afternoon or evening activity that day.

If, at any time during the school year, it is determined that a student is not best suited to represent Saint Paul School in any school sponsored activity because of frequent misbehavior or disciplinary actions, he/she will be suspended from extracurricular activities until he/she has been reinstated by the administration.

At the end of each marking period, the official ineligible list will be provided to coaches by school administration and parents will be notified. Once posted a student may no longer participate in any extracurricular activities until he/she is once again eligible.

INSTRUMENTAL MUSIC LESSONS

Weekly instrumental music instruction is available to students in grades 4-8. Students who participate in instrumental music lessons during the school day are responsible for making up any regular class work missed during the music lessons.

Appendix I

Saint Paul School Song

Lo, the doors are opening wider
All who will might come
Joining hearts and hands together
Loyalty and love

Hail Saint Paul's, Our Alma Mater
It's because of you
We are proud to claim the title
Saint Paul's Catholic School

Of our school we are now singing
Forget you we will ne'er
Saint Paul School we praise you loudly
Now and forever

Hail Saint Paul's, Our Alma Mater
It's because of you
We are proud to claim the title
Saint Paul's Catholic School

As we prepare to meet tomorrow
With great help from you
We will sing your praises loudly
Always proud and true

Hail Saint Paul's, Our Alma Mater
It's because of you
We are proud to claim the title
Saint Paul's Catholic School

Saint Paul School Creed

We are special people with God-given talents
We were put on this earth to spread God's Kingdom through action, commitment and service.
We will always love God by being peaceful, forgiving and respectful people.
We have responsibilities and rights – so do others.
We will work hard. We will act justly.
We will care for the poor and help the needy.
We will obediently follow God's commandments.
We will treat others as Jesus would have treated them.
Today, we will challenge our minds and our hearts.
We will give our very best.
In God's eyes, we are somebody!

Appendix II

FACULTY & STAFF VOICEMAIL & EMAIL

Phone lines: (860) 828-4343 & (860) 829-0069

Voicemail Extensions – Effective October 2022

Bereski, Jenna	204	Rappi, Karyn	105
Bolard, Jennifer	206	Thibdeau, Heather	208
Buchholz, Kari	203		
Cartiera, Maria	222		
Gardener, Stacie	205		
Grant, John	210		
Harris, Danielle	222		
Hagist, Kristin	201		
Hildebrand, Kerrie	204	Admissions/Enrollment	113
Jensen, Lisa	200	Advancement/Development	111
Lavoie, Karen	106	Business Office	114
Leonetti, Gabriella		Cafeteria	116
Lindsay, Carla		Counselor	107
Masetti, Catherine	102	Library	200
Mokhiber, Laura	209	Main Office	100
Oppel, Diane	104	Nurse	108
Pensavalle, Katherine		Principal	109

Email Addresses		
SCHOOL OFFICE		ourschool@stpaulkensington.org
Aponte	Administrative Assistant	m.aponte@stpaulkensington.org
Bereski	Grade 2	j.bereski@stpaulkensington.org
Bolard	Asst. Principal/MS ELA & 6	j.bolard@stpaulkensington.org
Buchholz	Grade 3	k.buchholz@stpaulkensington.org
Calderone	Office Assistant	h.calderone@stpaulkensington.org
Conaway	Principal	j.conaway@stpaulkensington.org
Cartiera	Spanish	m.cartiera@stpaulkensington.org
Eberhart	Bookkeeper	d.eberhart@stpaulkensington.org
Esposito, J	Athletic Director	ad@stpaulkensington.org
Esposito, K	Enrollment & Marketing	k.esposito@stpaulkensington.org
Gardner	Grade 5	s.gardner@stpaulkensington.org
Grant	History/Geography/Relig	johngrant@stpaulkensington.org
Hagist	MS Science	k.hagist@stpaulkensington.org
Harris	Interventionist	d.harris@stpaulkensington.org
Hildebrand	Grade 4	k.hildebrand@stpaulkensington.org
Jensen	Library	l.jensen@stpaulkensington.org
Lavoie	Kindergarten	k.lavoie@stpaulkensington.org
Leonetti	PreK 3	g.leonetti@stpaulkensington.org
Lindsey	Art	c.lindsey@stpaulkensington.org
Mann	Music	p.mann@stpaulkensington.org
Masseti	Grade 1	m.masseti@stpaulkensington.org
McPherson	Lunch Program	d.mcpherson@stpaulkensington.org
Mokhiber	MS Math	l.mokhiber@stpaulkensington.org
Oppel	PreK 4	doppel@stpaulkensington.org
Pirog	PE	michaelpirog@stpaulkensington.org
Pensavalle	PreK 3	k.pensavalle@stpaulkensington.org
Rappi	PreK 4	k.rappi@stpaulkensington.org
Ramirez	School Counselor	d.ramirez@stpaulkensington.org
Raymond	Nurse	d.raymond@stpaulkensington.org
Thibdeau	MS ELA/History/SS & 8	h.thibdeau@stpaulkensington.org

Saint Paul School Faculty & Staff

Fr. Michael Englert, OFM, Conv.	Pastor
Mrs. Jill Conaway	Principal
Mr. David Eberhart	School Financial Manager
Mrs. Kelly Esposito	Enrollment & Marketing
Mrs. Heidi Calderone	Office Assistant
Mrs. Mia Aponte	Administrative Assistant
Mrs. Diane Raymond	Nurse
Mr. John Grant	MS History/Geography/Religion
Mrs. Laura Mokhiber	MS Math/Algebra, Gr. 7 Homeroom
Mrs. Jennifer Bolard	MS Language Arts & Literature
Miss Heather Thibdeau	Gr 4-7 Social Studies, Gr 8 Geography
Mrs. Kristin Hagist	MS Science
Mrs. Stacey Gardner	Grade 5
Mrs. Kerrie Hildebrand	Grade 4
Mrs. Kari Buchholz	Grade 3
Mrs. Danielle Harris	Interventionist
Mrs. Catherine Massetti	Grade 1

Mrs. Karen Lavoie	Kindergarten teacher
Mrs. Diane Oppel	Lead Pre-K teacher
Mrs. Karyn Rappi	Pre-K 4 teacher
Mrs. Kathie Pensavalle	Pre-K 3 teacher
Mrs. Gabby Leonetti	Pre-K 3 teacher
Mrs. Alison Campbell	Pre-K aide
Mrs. Jennifer Senick	Before Care Director/ Kindergarten/1st aide
Mrs. Lori Orzel	After Care Director
Miss Sasha Johnson	Pre-K aide
Miss Jillian Rappi	Pre-K aide
Mrs. Mumtajkera Habib	Pre-K aide
Mrs. Christina Norton	Pre-K aide
Mr. Michael Pirog	P.E./Health
Mrs. Maria Cartiera	Spanish
Mrs. Lisa Jensen	Library/ Reading tutor /Makerspace
Ms. Polina Mann	Music
Ms. Carla Lindsey	Art / Reading tutor
Mrs. Pina Nesci	Kindergarten Aide
Mrs. Donna McPherson	Lunch Program Director
Mrs. Mary Kennedy	Math Tutor

School Board

Chair: Maria Ruggiero **Vice Chair:** **Secretary:** Alexandra Heslin **Members:** Michael Cassetta, Nokafu Sandra Chipanta, William Farrell, Martin Julmisse, Elizabeth Lasker, Cheryl Kramer Tierney, Eileen Thurston **Ex-Officio:** Fr. Michael Englert, Patrick Hyjek, Jill Conaway, Nancy DePalma, Jennifer Bolard, Kelly Esposito.

Athletic Program

Athletic Director: Joe Esposito

Home & School Association (HSA) Executive Board

Co-Presidents: Brittany Ryan and Courtney Johnson **Secretary:** Kelly Esposito **Treasurers:** Dani Harris, Nicole Pane

Appendix III

Archdiocesan Policies for Reference

4.125 SCHOOL-SPONSORED ACTIVITIES AND FIELD TRIPS

The Principal is responsible for the coordination of all activities of the school, including student activities outside the school building or school day. If delegated, it should be clearly stated to whom the responsibility for the event is delegated.

The Principal is responsible for establishing clearly defined procedures to be used by student organizations for management of their funds. All funds must be deposited in the school account.

The Principal must approve any school-sponsored social activity. These activities must have a clear purpose, be carefully planned, and be well-supervised by staff. For such activities, all the areas of responsibility should be clearly defined.

All field trips must have the enrichment of the curriculum as their core purpose and must be carefully planned as an extension of the classroom experience.

The following procedures must be met for all field trips and other school-sponsored events involving vehicles that are privately owned and driven:

- The driver must be at least 21 years old;
- The vehicle must be insured by the driver for the minimum limits required by the Archdiocese's insurance company;
- Students must wear seatbelts at all times; and

The Principal must ensure that adequate insurance coverage is in place for all school-sponsored activities and field trips. The insurance carrier should be consulted regarding requirements for coverage.

Permission slips should be retained for one year after the trip. If a charter bus is used for transportation, Principals must keep a copy of the signed contract on file in the school office.

Verbal permission to travel on a field trip is not permitted.

Permission must be written on the field trip permission form required and approved by the Archdiocese.

A completed permission slip received by fax is acceptable.

The Principal always reserves the right to exclude a student from participation in a field trip.

Children not enrolled in the school may not accompany the class field trip.

Preparation for the field trip shall include: a description of the place; an explanation of its relationship to current curriculum topics; a specification of what is to be learned; an explanation of any homework or follow-up assignments.

The field trip must be adequately supervised. Parents may assist in the supervision.

No student shall be permitted to go on a field trip unless his/her parent/guardian has given written permission, submitted on the official form. Written notes that do not contain the exact language of the form shall not be accepted.

Parents shall be informed of the date, purpose, destination, means of transportation, and probable time of return.

Principals must check with Catholic Mutual Group, the Archdiocesan insurance office, to see whether additional coverage is required.

School-sponsored overnight trips shall not be permitted in elementary/middle schools.

No student shall be denied a trip because of parental inability to pay.

No employee shall participate in any trip, including an overnight trip, where the majority of the participants are students from the employee's school, without obtaining the permission of the Principal. This prohibition applies even if the trip is not a school-sponsored trip.

School employees shall not drive students on school-sponsored activities and field trips.

4.200 EDUCATIONAL TECHNOLOGY

4.201 TECHNOLOGY

Each school shall include technology in its long-range strategic plan that provides for the integration of technology into the curriculum, and for the purchase and maintenance of equipment. The plan must also provide for the depreciation and replacement costs of all equipment.

The school must provide a network that shall allow for the availability of the Internet within the classroom.

Each school shall educate students in the proper use of the Internet and shall provide appropriate supervision and monitoring of student use.

4.202 ACCEPTABLE USE OF TECHNOLOGY

Use of all available technologies such as the Internet/Intranet by students, faculty, and all school personnel must be in support of education and research consistent with the educational goals and objectives of the school, or other appropriate school use. Users must not reveal personal information about themselves or others, including, but not limited to the following: their images, home addresses, telephone numbers, passwords, social security numbers, or credit card numbers. Any publication of personal information must be on the basis of a signed release waiver by the subject or in the case of a minor, the parent/guardian.

Users shall comply with all state, federal, and local laws, including copyright laws and laws prohibiting harassment via computer, technological devices, and practices.

Users must not interfere with others' work or with the performance of the computers, neither hardware nor software. Prohibited actions include, but are not limited to the following: attempting to illicitly obtain or use passwords or screen names, entering closed areas of the network, introducing computer viruses or committing acts of vandalism, and/or any attempt to modify, harm, or destroy data of another user.

Users may not establish any official representation of the school (i.e., on an Internet/Intranet home page) without obtaining prior approval of the Principal. Each user shall abide by the generally accepted rules of etiquette and applicable school policies, which include, but are not limited to the following:

- Not writing or sending abusive messages or those which contain vulgarities, violence, or threats.
- Not sending chain letters or participating in pyramid schemes.
- Not bulk posting to individuals or groups to overload the system; i.e., “spamming” is prohibited.
- Not using intrusive devices or programs, such as keystroke loggers, spyware, hacking facilities, or any means of identity theft.

Electronic mail may be used for educational or administrative purposes. Electronic mail is not private. Those who operate the system have access to all mail and it may be monitored at any time by designated staff to ensure appropriate use. Any electronic communication between school employees or between students or their family members must be copied for available review by the Principal.

Each school must obtain the written permission of a student's parent/guardian before the student may access the Internet/Intranet relating to its acceptable use. The school shall use the required forms developed by the Office of Catholic Schools regarding the acceptable use of technology. These forms are to be signed and kept on file in the school's office for three years.

Use of school Internet/Intranet facilities is not private. Each user's use of the school's technology may be monitored or reviewed for appropriateness.

4.203 ELECTRONIC INFORMATION RESOURCES

The school's connection to the Internet/Intranet shall provide access to local, national, and international sources of information and collaboration opportunities that are vital to intellectual inquiries in our classrooms and media centers.

On a global information network such as the Internet/Intranet, however, it is impossible to restrict access to all controversial or potentially inappropriate materials or to predict with certainty what information the user might locate. The availability of such electronic information does not imply endorsement of the content by the school or the Office of Catholic Schools nor of the use of such information by students and staff.

Electronic information resources, such as local area computer networks, software programs, and the Internet, shall be used in the schools to educate and to inform.

It is the responsibility of students, parents, and staff to learn and abide by this Electronic Information Resources Policy to ensure that the access to electronic information resources provided by the school is undertaken for educational and research purposes only and is not abused.

4.204 RESTRICTED ACCESS TO TECHNOLOGY

The school shall take steps, such as using filtering programs, access controls, and active supervision by staff, to monitor and/or restrict access to the electronic information resources.

Active supervision by staff means monitoring students when they are using the electronic resources.

4.205 RIGHTS OF ACCESS AND REVIEW

All material, including electronic mail, which is electronically stored on a school's computers, is the property of the respective school.

The Principal/Chief Administrator and the Superintendent and his/her designee retain the right to access, review, edit, and delete all user files and any material stored on any system.

Staff shall always be notified of deletions.

Each school reserves the right to monitor the use of any school electronic or technological equipment. Users of any school electronic or technological equipment have no expectation of privacy in the use of any school electronic or technology equipment. School computers, e-mail, voicemail, the Internet, etc., may be monitored for appropriate use, and anyone found using such equipment inappropriately may be subject to discipline, including expulsion or termination.

Any employee who installs any password protection must register that password with the appropriate school administrator.

Each school shall ensure that any software installed by it is being used legally, according to that software's license. Any individual who wishes to install a particular piece of software on a school computer may do so only with permission of the school Principal, and must represent that the installation is in conformance with any software license and appropriate use, and shall not harm the school's computer system. The appropriate school official may remove unauthorized software.

4.206 ELECTRONIC GRADE BOOKS

Each school shall formulate policies and procedures for the use of electronic grade books by teachers, including for access and portability.

Each school shall formulate policies and procedures for parents/guardians to access progress reports for students in grades 4-8.

Instructional staff is trained each year on use and security of the electronic grade books.

5.510 INTERNET ENGAGEMENT

Engagement in social networking, online blogs or postings shall result in disciplinary actions, including expulsion, if the content of the student's blogs or postings includes defamatory comments regarding the school, a person's dignity, bullying, harassment, threats, or other inappropriate comments that are contradictory to Catholic teaching.

5.611 SAFETY OF STUDENTS

The Chief Administrator/President/Principal shall oversee supervision of students on the school premises. The faculty shall share this responsibility with the Chief Administrator/President/Principal.

Each school shall create and communicate its procedures.

6.112 SCHOOL WEBSITE

Schools shall maintain a website that promotes the school, provides information to prospective parents and the wider community, and acts as a communication tool between the school and home.

Schools shall have written authorization from the parent/guardian before posting photos and videos on the school's or any Archdiocesan website.

If advertising is used for a site, a disclaimer must be included on the site indicating that the school does not endorse any advertiser on the website.

Content submitted to the site should comply with state, federal, and international copyright law, and must have appropriate permissions as needed.

Release forms authorizing publication of photos and videos shall be developed by the Office of Catholic Schools.

Schools which change their websites or create new sites should communicate to all of their constituents what changes are occurring.

The Principal/Chief Administrator or his/her appointed designate, is ultimately responsible for the content and the approval of content for the website. Similarly, Principals/Chief Administrators are responsible for the decision whether or not to allow advertising on their school site.

Appendix IV

Website and Other Publications Permission Guidelines

Saint Paul School hosts a website at ourschool.stpaulkensington.org as well as a school Facebook and other Social Media pages, and a school video YouTube page. Occasionally, we wish to post a picture of a particular school activity or student accomplishment such as a science project, a play, artwork, sporting event, a distance learning class, or other activity. This may involve posting a picture showing a student, a group or class of students, or a sample of a student's work. We may also use these photos in brochures, posters, and in various other school publications. Videos produced by the school and/or its students and featuring the benefits and activities of Saint Paul School, including those filmed during a distance learning class session, may also be posted, including related audio, on our website, YouTube and Facebook/Social Media pages.

If students' images or works are used in any of these print or electronic contexts:

- Only first names shall be used if referencing student pictures or scanned classroom work.
- Personal information will not be published.
- Documents will not include information that indicates the physical location of any student at a given time other than attendance at a particular school or participation in an activity.

(NOTE: Should a photo of the student be included in a media release (print, online, TV, radio), first and last name of the student will need to be included. Your permission would cover this usage as well.)

Before posting pictures of students, samples of student work, or videos, including related audio, featuring students/classes, we require that the parent(s)/guardian(s) sign the permission form on the next page.

Please be aware that images of students may also be shared with the Office of Education, Evangelization and Catechesis for use in their electronic and print media. Your permission would cover this usage as well. We will keep this signed form on file for this school year.

Acceptable Use Agreement for Computers and Technology

For Grades 4-8 Parents and Students

As a student at Saint Paul School, I, _____, have read and understand the Acceptable Use Policy for Computers and Technology printed in the **2025-2026 Student/Parent Handbook**. I agree to comply with all of the requirements of that policy and understand the consequences of any infractions or violations.

Student signature: _____ Date: _____

As parent/legal guardian of the student signing above, I grant permission for my child to access computer service networks such as electronic mail and the Internet. I have read and agree to the rules and requirements of the Acceptable Use Policy for Computers and Technology at Saint Paul School. I understand that some materials found on the Internet may be objectionable; therefore, I agree to accept responsibility for guiding my child and conveying to him/her the appropriate standards for selecting, sharing, and/or exploring information and media. I agree to hold harmless Saint Paul School and employees of the school system for any misuse of access to the computer services networks that my child commits. I understand that once signed this agreement is legally binding on me.

Parent/Guardian signature: _____ Date: _____

Parent/Guardian name: _____

(Please print)

Address: _____

Home phone: _____ Work phone: _____

Saint Paul School Student/Parent Handbook Agreement

Parents/Guardians Signature Page

When enrolling your child in Saint Paul School you are agreeing to abide and be governed by this handbook.

I have read the 2025-2026 Parent/Student Handbook and agree to follow the school policies and procedures as stated within.

Parents/Guardians and student(s) in family attending Saint Paul School please sign below:

Print Family Name_____

_____ <i>Parent signature</i>	_____ Date
----------------------------------	---------------

_____ <i>Parent signature</i>	_____ Date
----------------------------------	---------------

Signatures of students in family – below:

_____	_____
_____	_____
_____	_____

RIGHT TO AMEND
Saint Paul School reserves the right to amend this Handbook. Notice of amendments will be sent to parents/guardians via letter or through e-mail communication.