

STUDENT AND PARENT HANDBOOK

2021 - 2022



222 PIEDMONT AVENUE NE, ATLANTA, GEORGIA 30308

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CRISTO REY ATLANTA JESUIT HIGH SCHOOL TEAM

Academic Administration

Tony Harris	Principal
Carlos Vizcaino	Assistant Principal for Student Services
Robert Rivers	Assistant Principal for Academics
Marcia Pecot	Dean of Students
Tony Caruso	Director of Athletic & Student Activities
Erika Samaniego	Registrar/Attendance
Yazmin Huerta-Govea	Reception
Susan Mistretta	Consultant

General Administration

Camille Naughton	President
Kristi Deutz	Director of Finance & Human Resources
Melanie Marburger	Director of Communications & Special Events
Erin Morley	Communications Coordinator
Ann Curvin	Manager of Mentor, Scholarship, & Foundation Relations
Gabrielle Itohan	Director of Building Operations
Priscilla Pina	Finance Office
Shundra Davis	Director of Information Technology

Corporate Work Study Program & Advancement

David O'Shea	Director of Corporate Work Study
Angela Acevedo	Relationship & Operations Manager
Michael Johnson	Relationship Manager
Jo-Ann McNish	Relationship Manager
Najgee Gatson	Relationship Manager
Carol English	Director of Advancement
Karen Hackett	Manager of Donor Relations

Office of Recruitment & Community Engagement

Esther Powers	Director of Recruitment & Community Engagement
Ana McQuilkin	Admissions Coordinator

Counseling Department

Kate Silverio	Social Worker
Miranda Newby	School Counselor
Courtney Kern	School Counselor
Monica DeBowles	Learning Specialist
Elisa Buckner	College Counselor
Vilma Sampson	College Counselor
Bea Varona-Farach	College Counselor
Toriano Parker	College Counselor
Alexis Johnson	Alumni Coordinator

Mission & Ministry

Fr. Ryan Maher, SJ
Pierre Monette
Isabel Vasquez

V.P. for Mission and Ministry
Director of Campus Ministry
Assistant Director of Campus Ministry

Academic Faculty

Rosi Muñoz
Rev. DeMarcus Preyer
Shayne Tate
Stanmore Hinds
Arita Crawford

Biology (9)
PE/Health (9)
Chemistry (10)
AP Environmental Science (11)
Physics (12)

Danielle Davis
Tammie Pogue
Julian Bonds
Robert Feldman
Patrick Warren

English 9
English 10
English 11 / AP English Language
English 12 / AP English Literature
AP Seminar/Honors Seminar (12)

Colleen Hunsberger
Teresa Colon
Jonathan Pennacchia, SJ
Anthony Myers
Teresa Jackson

Math (9)
Math (9)
Math (10)
Pre-Calculus (11)
Calculus/AP Calculus (12)

Andrea Pendergraph
Casey Dudek
Alean Cook

Computer Science (9)
Computer Science (10)
Computer Science (11)/AP Computer Science

Emma Marsden
Sami Jajeh
Alan McGill
Perard Monestime, SJ

Theology (9)
Theology (10)
Theology (11)
Theology (12)

Kyle Gobler
Alicia Walsh
Brandon Render
Henry Moller

World History: Ancient (9)
World History: Modern & AP World History (10)
US History/AP US History (11)
Economics/Government (12)

Bibiana Marlar
Elizabeth Moreno

Spanish (10)
Spanish (11)

SCHOOL PHILOSOPHY AND CULTURE

Mission

Cristo Rey Atlanta Jesuit High School is a Catholic learning community that educates young people of limited economic means, of any faith or creed, to become men and women for and with others. Through a rigorous college preparatory curriculum, integrated with a relevant work study experience, students graduate prepared for college and life.

Our Beliefs

Our school community believes that:

- The human person is created to praise, reverence, and serve God
- *Cura personalis*, or care of the whole person, is essential
- Quality education should be accessible to all, regardless of economic means
- All our students are capable of success
- Our faith promotes justice
- Excellence is intentional

Core Values

Our school community is committed to:

- Helping make Catholic education accessible to all
- Forming students of competence, conscience, courage, and compassion
- Human excellence and life-long learning
- Creating a safe and healthy school environment for all
- The care of all creation
- Being global citizens in dialogue with other religions and worldviews
- Being an active part of a global network at the service of the Society of Jesus
- Justice and Interculturality

Our Vision

Cristo Rey Atlanta Jesuit is an apostolate of the Society of Jesus and one of more than 60 Jesuit high schools across the United States. Since 1548, Jesuit schools have formed students to become people of conscience, competence, and compassion. The hallmark of Jesuit education is academic and personal excellence. The aim of Jesuit schools is the formation of men and women for and with others.

Students will graduate from Cristo Rey Atlanta Jesuit prepared to embark upon a journey of personal accountability, service to others and lifelong learning.

Our school utilizes a longer school day and year, structured academic assistance, and counseling support to prepare students for college. All students enrolled in the school participate in a unique Corporate Work Study Program through which they develop important skills and finance the majority of the cost of their education. The Cristo Rey Atlanta Jesuit Corporate Work Study Program provides students the opportunity to build core skills that will help them succeed in college and the modern workplace.

Cristo Rey Atlanta Jesuit High School is based on a proven model of success and is a member of a network of 36 Cristo Rey schools around the country that empower young students to achieve their full potential. Cristo Rey schools offer a unique curriculum that combines academics, extra-curricular programs, and professional work experience to prepare students for success in college and beyond. This model works, with 100% of graduates being accepted into college.

Non-Discrimination Policy

Cristo Rey Atlanta Jesuit High School is an Equal Opportunity Employer and does not discriminate on the basis of race, sex, pregnancy, color, national or ethnic origin, age, religion, disability, genetic information, citizenship status, uniform service member status, or any other category protected by federal, state or local law in the administration of any of its educational programs and activities or with respect to employment, unless a particular status protected by federal, state, or local laws contradict the deeply held religious convictions of the School or the church. If you believe you have been treated inconsistently with this policy, please immediately report your concern to the Human Resources Director or President.

What Makes a Jesuit School Jesuit?

Jesuit schools provide a curriculum and a school environment that help young women and young men focus on:

1. forming their consciences
2. learning from the Jesus of the Gospels how to match their talents to the needs of their times
3. balancing social and political points of view in discourse steeped in Ignatian discernment that leads if not to agreement, then to mutual respect and a desire for reconciliation

In addition, Jesuit schools expect that their students, upon graduation, are Open to Growth, Intellectually Competent, Religious, Loving, Committed to Doing Justice and Work Experienced. These characteristics are set forth in the Profile of the Graduate at Graduation (“Grad at Grad”), a publication of the Jesuit Schools Network.

GRAD AT GRAD VALUES

Profile of a Graduate at Graduation

All graduates of Cristo Rey Atlanta Jesuit High School will be:

Open to Growth

More open to different points of views and new experiences while growing in self-knowledge and self-control.

- More flexible and open to other points of view
- Reflects on their own experience which affects future actions
- Seeks new experiences, even those involving risk or possibility of failure
- Views criticism and setbacks as challenges and as potential for development

Intellectually Competent

Thinking critically and growing in curiosity to explore ideas and issues.

- Mastered academic skills required for college
- Developing a mastery of logic and critical thinking
- Curious to explore ideas and issues
- Developing problem-solving skills
- Developing ability to apply knowledge and skills to new situations

Religious

Communicating personally with God through prayer, both private and liturgical.

- Understands that being fully alive means having an active relationship with God
- Willing to let faith influence one's values, lifestyles, and vocation
- Has an understanding of the variety of world religion
- Has read the Gospels and encountered the person of Jesus Christ as presented in the New Testament

Loving

Trusting the love of God, family and friends and putting love into action.

- Grows in self-acceptance and recognizes that they are loved by God and others
- Attends to sources of stress and applies healthy strategies to maintain balance in life
- Appreciates the satisfaction of giving oneself through service for and with others
- Is increasingly empathetic

Committed to Promoting Justice

Being aware of the need for social change and learning ways to advocate for the less fortunate.

- Sees that religious faith implies a commitment to a just society
- Aware of the global nature of many social problems
- Engages in public dialogue on environmental issues and solutions
- Understands the structural roots of injustice in social institutions and attitudes

Work Experienced

Understanding what it means to be a professional; dependable, adaptable, ethical and a team player.

- Appreciates connections between learning in the workplace and learning at school
- Values work because of its personal rewards and social benefit
- Becomes a dependable, responsible worker of integrity with high ethical standards
- Participates in professional culture and norms of the workplace, including business etiquette and self-presentation
- Grows as a personable and effective team player, a confident self-starter, respectful, and respectable
- Develops workplace skills such as problem solving, adaptability, and accountability
- Developing ability to apply knowledge and skills to new situations

A Culture of High Expectations

Cristo Rey Atlanta Jesuit has high expectations for behavior, character, and habits of study. Every student at Cristo Rey Atlanta Jesuit has the right to an excellent education. We establish an environment that fosters maximum learning and mutual respect while avoiding distractions and negative influences. Students are expected to be respectful of the educational process and to take responsibility for their own learning.

At Cristo Rey Atlanta Jesuit, we believe that consistent strong effort, professional demeanor, and distinguished academic performance lead to success in college and beyond. Thus, we recognize students who:

- Achieve Honor Roll status
- Attain perfect attendance
- Demonstrate good character

Cristo Rey Atlanta Jesuit will recognize students when they make good choices and act in accordance with the spirit and mission of the school.

ACADEMIC POLICIES

Accreditation

Cristo Rey Atlanta Jesuit High School is accredited by the Southern Association of Independent Schools (SAIS) as well as Cognia (formerly AdvancEd). In addition, Cristo Rey Atlanta Jesuit High School holds memberships in numerous professional and educational organizations including the Cristo Rey Network, the Jesuit Schools Network, and the Georgia Independent School Association (GISA).

Classroom Behavior and Requirements

Students are expected to come to class with a positive attitude and strong desire to learn. Students are required to be prepared for their classes by having the required materials, including paper, a writing instrument, necessary notebooks, textbooks, laptop, and any other materials required by the teacher.

Students are also expected to act in a manner that fosters the classroom learning experience by showing respect to the teacher and other students. For example, students should utilize the skill of active listening when a teacher or another student is speaking. When students are redirected (corrected for misbehavior), the response required of them is to conform to the expectation of the teacher without argumentation or justification. Class time is not to be wasted challenging a teacher's disciplinary action. In class, we expect students to be active, cooperative learners who listen, ask, and answer questions.

Homework and Study Time

Students are expected to complete homework every night when assigned *including the nights before and after workdays*. In addition to written work, homework may include reading, reviewing class notes, studying for tests and quizzes, or other assignments. Students are expected to use all available resources to enhance their education.

Homework is given so students have the opportunity to review, reinforce, and increase their ability in a certain subject or skill. All students will receive homework assignments from their teachers throughout the school year. Students are expected to complete all assignments by the assigned due date. Students will be held accountable for missed homework. Students failing to complete homework assignments may receive JUG or other consequences administered by their teachers.

Academic Evaluation

Course and Standardized Test Requirements for Graduation

A candidate for graduation from Cristo Rey Atlanta Jesuit must complete:

- English (4 units)
- Mathematics (4 units)
- Science (4 units)
- Computer Science (3 units)
- Religious Studies (4 units)
- World Languages (2 units)
- Senior Seminar (AP or Honors) (1 unit)
- Social Studies(4 units)
- Health and Fitness (1 unit)
- Corporate Work Study (4 units)

Grade Scale

A	B	C	D	F
90-100%	80-89%	70-79%	60-69%	0-59%

Honor Roll (per Marking Period)

- Honorable Mention: 85 Average, no grade below 75.
- Second Honors: 90 Average, no grade below 80.
- First Honors: 93 or higher Average, no grade below 85.

Academic Awards

While academic achievement should be its own reward, students do derive added incentive and satisfaction from the knowledge that their efforts will receive special recognition from Cristo Rey Atlanta Jesuit.

- *Valedictorian*: This award is presented to the graduate with the highest GPA.
- *Salutatorian*: This award is presented to the graduate with the second highest GPA.
- *The Principal's Award*: The criteria for the award include the student's demonstrating consistent honors-level academic performance, academic growth, persistence, and teamwork and collaboration.
- *Honor Roll Awards*: Students who maintain an Honor Roll average for each term of the school year are designated as Honor Roll Scholars for that year. Students meeting such requirements are presented with the Scholars' certificate at the Academic Honors Assembly held in the fall term.
- *Corporate Work Study Award(s)*

National Honor Society

The Southern Association of Independent School and AdvancED accredits Cristo Rey Atlanta Jesuit High School. In the summer of 2017, the school created the St. Ignatius Honor Society. The criterion for admission to the St. Ignatius Honor Society will be precisely those established for admission to the NHS: "outstanding scholarship, character, leadership, and service. Once selected, members have the responsibility to continue to demonstrate these qualities" (NHS Constitution, VIII, 1).

Failure Policy and Summer School

In order to continue at Cristo Rey Atlanta Jesuit, students must pass all courses with a grade at the end of the academic year of 60% or higher. Students who fail any subject during the course of the academic year MUST attend summer school for credit recovery. Failure of more than two courses during the academic year may result in dismissal from Cristo Rey Atlanta Jesuit.

Advanced Placement Course Information

CRAJ offers eight Advanced Placement courses during the 2021-22 academic year. These courses allow students to take college-level work while still in high school. Each AP course includes an AP exam which is administered in May of the academic year. Because of the advanced instruction and increased expectations for these courses, students are awarded eight points to their final average for Semester 1 and Semester 2. For example, if a student earns a 90 in an AP course during Semester 1 and an 88 in Semester 2, the additional eight points will move the semester grades to 98 and 96, respectively. The eight points are awarded at the end of the school year. In order to earn the additional eight points, students must sit for the AP exam administered for each AP course.

Student Honor Council

Cristo Rey Atlanta Jesuit is committed to students understanding the values of honesty and integrity in their academic pursuits. No grade, test, or paper is worth compromising one's integrity. Each student has the responsibility to submit work that is uniquely his or her own. All work must be done in accordance with established principles of academic integrity.

Any instance of academic dishonesty shall first be reviewed by the moderator of the Student Honor Council to determine whether the student should appear before a panel of student peers and faculty moderators regarding the incident. The Honor Council will conduct a hearing and make a recommendation to the Principal concerning whether there should be consequences of the incident.

Academic Dishonesty

In cases of academic dishonesty, the student will be referred to the Honor Council. Cristo Rey Atlanta Jesuit wants to support the student and help him or her learn from the experience while still holding him or her accountable to the seriousness of cheating or plagiarism.

Cristo Rey Atlanta Jesuit considers cheating, copying, or the offering or receiving of unauthorized assistance or information in examinations, tests, quizzes, reports, papers or projects as violations of academic honesty.

Some examples of these violations include:

- Leaving books or notebooks open during a test;
- Writing answers on desktops, hands, legs, arms, or any part of the body;
- Looking at another student's test or quiz;
- Talking with another student during a test or quiz;
- Copying answers from another student when tests are being administered and/or submitted;
- Talking with students from previous class periods in order to give or receive test information;
- Copying answers verbatim when working on a project together;
- Copying another student's homework or giving one's homework to another student for the purpose of copying;
- Giving and/or receiving answers during examinations, tests or quizzes using unauthorized technology including laptops, cell phones, smart watches, and programmable calculators;
- Leaving the classroom during exams, tests, or quizzes to gain or provide answers.

There are clearly dishonest actions on written or creative assignments such as:

- Turning in a paper or project that has been composed or created by another student;
- Submitting a paper or assignment in World Languages that has been translated by another person or any electronic device (internet websites, pocket translators, etc.);
- Handing in a paper or project for credit that has already been graded in another class, without the approval of both teachers;
- Taking a copy of a quiz, test, or exam without the teacher's knowledge or express permission

Plagiarism

Plagiarism is a violation of academic honesty at Cristo Rey Atlanta Jesuit. It is intentional or unintentional appropriation of information, ideas, or the languages of other persons or writers as the submission of one's own. Such instances of plagiarism include:

- Papers or passages of papers that are copied verbatim from primary and/or secondary sources
- Papers that are copies of a fellow or former student's work

Both the complete documentation (a bibliography of sources) and the specific documentation (citation/footnote) are essential to avoid plagiarism. If a student quotes a source verbatim, he or she must attribute the quote to its source by identifying the author, work, publisher, date, and location of the quote through documentation (e.g. by internal citation or footnote). Cristo Rey Atlanta Jesuit defines plagiarism as the use of words, ideas, or information of another without informing the reader or listener of the source of these words, ideas, or information. The student must document all sources used in composing a paper, report, or presentation, and within that paper, report, or presentation, acknowledge when a particular idea stems from another source.

SCHOOL GENERAL POLICIES

Daily Schedule

The school day begins promptly at 7:30 am. Breakfast is held from 6 am – 7:25 am daily in the cafeteria.

This means that students are suggested to report to their House no later than 7:25 a.m. Students will be considered tardy after 7:30 am.

Corporate Work Study students will report to House for attendance. At the end of House, CWS students are to report to the cafeteria.

On regular academic days, school ends at 3:30 pm with an additional period from 3:35 pm – 4:15 pm which includes time for academic support, JUG, extracurriculars, and activities. Parent(s)/Guardian(s) will need to defer to the academic schedule for student pick-up times and protocols.

Students absent from school or work may not participate in any school activity held the day of the absence, including sports or other extra-curricular activities and programs.

The building closes to students each evening at 5:30p.m.

All unsupervised students must have departed by that time. Parents and guardians should ensure that their student(s) have been picked up by 5:30 p.m. or that alternative transportation has been arranged.

Tuition Policy

All tuition arrangements must be satisfied and paid in full by the end of each school year in order for a student to advance to the next school year. A student is fiscally eligible to participate in all extracurricular activities, including clubs and sports, provided that tuition payments are current or prior arrangements have been made with the CRAJHS finance office. If a student fails to make up a CWSP absence, a charge of \$100.00 will be added to the family's tuition account. If the student makes up the missed day within the same school year, the \$100.00 charge will be removed from the family's account. In addition, if a student fails to have their blazer on a CWSP day, a \$25 charge for the first day and \$10 for each additional day will be added to the family's tuition account.

Senior students are fiscally eligible to participate in Senior Activities provided that tuition payments are current. The following outlines events and a timetable for payments to be satisfied by:

- Prom Payments must be current by March 1, 2022
- Senior Week Payments must be current by April 15, 2022
- Graduation Payments must be current by May 1, 2022

Attendance Policy

One goal of Cristo Rey Atlanta Jesuit High School is to help our students have a successful educational experience. School attendance is an essential part of students' educational experience and community building at Cristo Rey Atlanta Jesuit. Attendance is submitted per class period in person and virtually. Students should work to ensure that absences are nonexistent or rare. Every second, minute, and hour of class time missed is detrimental to a student's academic success. One of the most important ways that parent(s) or guardian(s) can help a student succeed is by supporting this philosophy. ***ALL ATTENDANCE CONCERNS SHOULD BE DIRECTED TO ESAMANIEGO@CRISTOREYATLANTA.ORG.***

Reporting an Absence

When a student is absent:

- A parent or guardian must phone the school at (404) 637-2800 before 7:30 a.m. on the day of absence.
- If no call is made, the Front Desk will attempt to call the student's home.
- If the school does not hear from a parent or guardian of the student who is absent, the absence will be considered unexcused.
- A doctor's note or authorized written excuse **must** be provided when the student returns to school.
- In case of an absence of three (3) or more consecutive days, a note from a doctor **must** be provided for the absence to be considered excused.
- After (3) consecutive absent days, a referral to the Counseling Department and Dean of Students will be made.
- Additional absences will be counted as unexcused unless administration approves otherwise. Without an official doctor's note, all absences for illness will be marked unexcused even if parents call or send a note to report a student sick.

Absence Protocol

Once a student accumulates five (5) excused or unexcused absent days, parent or guardian will be called to meet with the Principal and/or Dean to discuss the student's attendance record and a student referral to the school counselor will be completed. Additional absences will be identified as unexcused unless otherwise approved by administration. Excessive absences will lead to the student being placed on an attendance contract.

Excessive numbers of days absent (6 or more), whether excused or unexcused, may result in a grade of Incomplete for courses and may lead to the student remediating course work in summer school or in his or her being dismissed from Cristo Rey Atlanta Jesuit High School. Once a student has accumulated 6 absent school days (excused and/or unexcused), in one semester, a warning letter will be issued to the parent/guardian. If a student persists beyond 7 absent school days in one semester, the student will be placed on attendance probation and parent/guardian will meet with the Dean of Students to develop an improvement plan. Excessive absences persisting 10 school days and beyond in one semester will result in the student being placed on an attendance contract and possible dismissal from the school.

(1) Full School Day = (7) Class Absences

Per Semester

5 th Absent School Day	Referral to the Dean of Students. (Meeting with parent/guardian – Improvement Plan)
6 th Absent School Day	Possible course penalty and/or dismissal (Follow up the Dean of Students)
7 th Absent School Day	Attendance Probation. Referral to the Counseling Team (Improvement Plan) and/or possible dismissal.
>10 th Absent School Day	Attendance Contract. (Possible dismissal from the school.)

Returning to School Following an Absence

When returning to school following an absence, excused or unexcused, the student must report to the front desk with a note written by a parent or guardian stating the date(s) and the reason(s) for the absence. This note must be presented before 7:25 a.m. on the day that the student returns to school. If a student is absent on three (3) consecutive days, a doctor's note must be submitted to the front desk on the day the student returns to school.

Planned Absences

While Cristo Rey does not endorse a student missing school for non-health, non-family related or family-emergency related reasons, situations may arise when a student will need to miss school. In that case, the student must submit a letter detailing the planned dates of absence and reason for the absence. This letter **must be submitted before the date** of the planned absence. Submitting the letter does not preclude the damage that may be done to the student's grade and learning caused by the absence.

Personal Holidays and Vacations (excludes school holidays and vacations)

Cristo Rey Atlanta Jesuit does not support or encourage vacation outside of defined school breaks. Such absences will be considered unexcused. If a student misses school beyond the allotted school vacation time, he or she will be subject to consequences as described in the attendance policy, including loss of credit. The student is responsible for any missed work and will be expected to make-up missed workdays.

If a student is not present for a final exam at the end of the academic semester, and the absence is deemed unexcused, then, the make up exam will be scheduled at the discretion of the AP for Academics. If a final exam is scheduled as a "make up," the maximum possible score is 80%.

Missing Academic Work Due to an Absence

At the start of the school year, all students will receive a course description or syllabus that will have a list of expectations, procedures, and grading policies for assignments and assessments. Some teachers may also provide a website for students with specific information about their courses that could be used as a resource when students are absent. Students should be aware of class policies regarding absences for tests, absences on days when tests are announced, and on making-up work missed during an absence. The primary responsibility for work missed during an absence rests with the student. Teachers will be willing to provide reasonable assistance to students who request help after an absence.

Missing Exams Due to an Absence

Any student who misses an exam must present a doctor's note to be able to receive full credit for that exam. Any student who returns to school without a doctor's note may not receive full credit for the exam.

Extracurricular Participation on Days of Absence

Students who are absent, excessively late for school (after 8:30 a.m.) or who go home sick on a given day are not allowed to attend or participate in any afterschool or evening activity sponsored by the school on that day. Students failing to adhere to this policy may be suspended and may jeopardize their participation in future activities.

Dismissal for Illness during the School Day

A student who becomes ill during the school day is to report to the clinic with the permission of his or her teacher only. Students should not report to the clinic without reporting to his or her scheduled class first. The school will contact a parent or guardian who may then come to the school to sign the student out. Students may not contact parents from their cell phone to ask to be picked up early. No student will be released from school unless signed-out by a parent or guardian.

If a student becomes ill at work, the student should inform both the direct supervisor as well as the staff from the Work Study Office who will arrange pick-up for the student. Students who leave work early may be responsible for the time missed.

Students who may become ill during the school day may not attend or participate in any afterschool or evening activity sponsored by the school on that day. The well-being and health of each student is a priority.

Professional Appointments

All efforts should be made to schedule appointments around school days and workdays.

Students may NOT schedule appointments on their assigned CWSP workday.

Students must be signed out by a parent or guardian at the time of release for the appointment. Students returning from an appointment must check in at the Attendance Office with a parent or guardian.

Parents must contact and inform the school about professional appointments beforehand if the appointment is urgent or unavoidable. Students arriving to school late due to professional appointments must present the school with an official doctor's note before going to class.

Tardiness

It is imperative that students arrive on time to school, work, and class. If a student is late to school (reporting after 7:30 a.m.), he or she must check in with the front desk. Tardiness to school or class (this includes between classes) will result (1) Demerit issued per tardy after the 1st tardy of each school year is issued per student.

4 th Tardy	Meeting with the Dean of Students to review options for improvement.
6 th Tardy	Counseling Referral – Improvement Plan
8 th Tardy	Warning Letter will be sent to parent/guardian from the Dean of Students
10 th Tardy	Student will be placed on an attendance contract (Parent/Guardian meeting to discuss improvement plan.)
>11 Tardies	Student and Parent/Guardian will be asked to meet with the Principal and Dean of Students to revisit the improvement plan and discuss the best resolution for the student (Possible dismissal from the school).

Truancy

A student is truant if he or she:

- Is absent from school without the permission of a parent or guardian.
- Leaves the school grounds once he or she has reported for classes without the permission of the Administration.
- Is absent from class without permission of teacher, counselor, or administrator.

In case of truancy, the parent or guardian will be notified immediately. Truant students may be subject to suspension and other disciplinary action. Repeated truancy is cause for expulsion.

Cristo Rey Atlanta Jesuit is obligated by law to report excessive absence to a student's home district.

Attendance Contract

A student who consistently arrives late to school, work or class will be put on an attendance contract established by the Principal and/or the Dean of Students. Students on an attendance contract may forfeit the privilege of participating in any extracurricular activity or sport and may be restricted from attending any special school events, such as performances, games, or dances for the entire period of the contract. Consequences are administered at the discretion of the Administrative team and/or including the Dean of Students.

Contract Review

- If the student receives a satisfactory assessment, he or she will be deemed once again satisfactory student and all the rights and privileges of a Cristo Rey Atlanta Jesuit student will be restored.
- If at the end of the contract period a student receives an unsatisfactory assessment, the parent or guardian will be called, and the student will be face further disciplinary sanctions up to and including dismissal from the school.

Severe Weather and School Closings

In cases of severe weather conditions, Cristo Rey Atlanta Jesuit will ordinarily follow the plan of the Atlanta Public Schools, however Cristo Rey Atlanta Jesuit leadership will take all considerations into account and may deviate from APS decisions. Announcements will be posted on the school website and reported out by other electronic means. Families should watch local news programming for school closings or delay updates.

Buildings and Grounds

Students must demonstrate respect for any property or building where school activities are conducted, including off-site, athletic, and campus ministry activities. Proper care of the buildings, as well as the furniture at these sites, is a direct responsibility of each student.

Any student who defaces and/or damages property (such as computers, phones, machinery, walls, lockers, desks, chairs, tables, or windows) is required to pay for the damage. The school may prosecute graffiti and vandalism offenders to the fullest extent of the law.

No punishment will be given if the student reports the damaged property and said damage was not a result of horse play or negligence.

Students are to remain on school property during the school day. Students should not congregate on our neighbors' property.

Lockers

Lockers are the property of Cristo Rey Atlanta Jesuit High School. They are provided to ensure the safe keeping of students' school materials and personal belongings. Students are expected to keep their lockers neat, orderly, and locked at all times. Administrators may conduct locker inspections at any time. If a student's locker is messy, they will be required to clean and organize the locker.

Pictures, stickers, and identifiers are not permitted to be affixed to the lockers on the outside. Nothing permanent may be placed on the inside nor outside of the locker. Adhesive may not be used to attached pictures nor other items to lockers (removable magnets may be used inside of the locker.) Only items of an academically appropriate nature will be permitted inside of lockers. No food nor personal items of great value should be kept in the locker overnight. The school does not assume responsibility for lost nor stolen items.

Each student must ensure that their locker is closed, locked, and secure at all times. A student may only use the locker assigned by the Dean of Students. Using another student's locker may result in disciplinary action.

Student Belongings

Backpacks, Book bags, and Large-Scale Carry items (and/or purses)

Backpacks and book bags are to be used to transport textbooks and other learning materials to and from home. Students are to place their bags (including backpacks, book bags, purses, and fanny packs) in their assigned locker as directed during the academic day. All personal items that are not academically relevant must remain in the backpack and/or book bag during the academic day from 7:30 am – 3:30 pm.

Confiscation of Contraband

Students may be subject to a search of the belongings on their person. School authorities at times may search places such as backpacks, bookbags, lockers, desks, and other school property, as well as personal effects left in those areas by students without notice to or consent of students and without search warrants. Inappropriate items will be confiscated at the discretion of school officials and disciplinary consequences may be given.

All lockers and other school areas provided for student use on school premises remain the property of the school and are subject to inspection, access for maintenance, and searches. School authorities are allowed to search any area of the school. Locker inspections may be completed with or without the student being present and without the student's knowledge.

Cell Phones and Other Electronic Devices (including related accessories)

Cell phones and other electronic devices (e.g. "Smart Watches," iPads, digital music players, etc.) are **not to be seen, heard, or used during the school day (7:30 AM to 3:30 PM)**. Any student seen using a cell phone or electronic device after the bell rings at 7:30 am will be disciplined.

To encourage student engagement, fellowship, and a sense of community:

ELECTRONIC DEVICES AND/OR RELATED ACCESSORIES ARE NOT PERMITTED DURING LUNCH.

Student worker use of personal cell phones, video games, iPods, CD players, headphones are prohibited at the worksite, unless specifically allowed by the Job Partner. Job Partners are asked to help to enforce this policy. The Job Partner will inform the CWSP Office if student workers use any of the aforementioned items. However, with their supervisor's prior approval, students may use personal cell phones during the workday for a job-related task or to contact the CWSP Office regarding transportation or concerning a problem or issue at the workplace (e.g., student illness, etc.). The CWS office has instructed student workers that the use of a Job Partner's telephone, Internet, office equipment, office services or office materials for purposes other than the completion of their specific job duties is strictly prohibited.

During school hours, cell phones and electronic devices (and accessory items) are to be kept in the student's locker at all times and silenced. Any student who fails to turn over his or her cell phone or electronic device when requested by an administrator or employee of Cristo Rey Atlanta Jesuit is subject to disciplinary action. Parents and guardians are required to help enforce this school rule by supporting all policies and procedures related to this rule. Parents and guardians are advised that any evidence indicating that the student has been using his or her cell phone during the school day will result in the cell phone being confiscated and held by the Dean.

There are NO EXCEPTIONS. In case of emergency and with permission, students always have access to calling a parent or guardian from the Office of the Principal, the Dean, or the office of any other administrator. In case of a health emergency or other health issues, parents and guardians can expect a call from the clinic. Parents and guardians who need to contact their son or daughter during the school day are to call Reception for emergency purposes only.

We follow a strict protocol regarding electronic devices and related accessories:

- **1st Offense:** The phone/device is brought to the Dean of Students and kept for the remainder of the day. (Infraction must be recorded by the faculty/staff member confiscating the device.)
- **2nd Offense:** The phone/device is brought to the Dean of Students. The device will be kept for the remainder of the day and until the end of the following school day for the student to pick up. (Infraction must be recorded by the faculty/staff member confiscating the device.)
- **3rd Offense:** The phone/device is brought to the Dean of Students and will be kept for one week and a parent conference will be **required**. (Infraction must be recorded by the faculty/staff member confiscating the device.)

- **4th Offense or higher:** The phone/device is brought to the Dean of Students. Further disciplinary action will be taken.

Note: Cristo Rey Atlanta Jesuit is not responsible for any lost or stolen phones and/or electronic devices that are brought on campus or confiscated.

- **Personal Electronic Devices:** Electronic devices not utilized for classroom assignments must be turned off and stored out of sight during class time, passing periods, and CWSP Check-In. Headphones may be required for some classes if sound is playing from a school-issued electronic device, and sound should be audible only to the wearer. If headphones are not available, the sound must be muted. Personal electronic devices may not be used in the classroom, restrooms, locker rooms, hallways and stairwells, science labs, chapel, library, and computer labs during the school day. When entering these areas, devices must be turned off and stored out of sight.
- Students ***MAY NOT USE PERSONAL ELECTRONIC DEVICES TO TAKE PHOTOS AND/OR VIDEOS*** inside the school without permission or consent. Privacy must be respected at all times--students are not allowed to film and/or take photos of others without their consent. Students are not allowed to view or share any inappropriate, vulgar, graphic, or illicit content on their personal electronic device during school hours.

Technology and Internet Use

Cristo Rey Atlanta Jesuit provides Internet access to students as a research tool and means to communicate. Information gathered from the Internet is viewed as another reference material in school. School officials may monitor any use of the Internet.

All students are expected to conduct themselves via the Internet in a manner appropriate of Cristo Rey Atlanta Jesuit. Any student whose behavior on the Internet demonstrates either a serious disregard for the dignity of self and others or the reputation of Cristo Rey Atlanta Jesuit may be subjected to disciplinary action. Students will be held responsible for material posted on the Internet or via cell phone (blogs, webpages, Facebook, Twitter, etc.) regardless of whether the student used a school, work, home, or other outside computer or when the material was posted. The failure to follow the terms of this policy will result in the loss of privileges or disciplinary action.

Internet usage in the CWS workplace may be necessary for students to accomplish tasks given to them by their supervisors. Social media websites are not to be accessed during the workday. Social media website examples are (but not limited to) the following: Facebook, Twitter, Instagram, Snapchat, etc. Unless specifically required in connection with the student's work duties, accessing social media websites is prohibited. Only websites approved by the supervisor may be accessed at the workplace. Job Partners will track students' Internet usage in accordance with the company's Internet policy. Improper Internet usage by student workers may be cause for termination of the student(s) from the job(s) and should be communicated to the CWS office.

All Cristo Rey students are given the use of a school-issued computer for the school year. These computers are property of Cristo Rey Atlanta Jesuit High School; care for his or her designated computer is among the primary responsibilities of each student. The school reserves the right to charge the student for the computer in case of loss or damage. **Computers that have not been issued by Cristo Rey Atlanta Jesuit High School are not permitted on campus.** Abuse of the computer and Internet privileges may result in sanctions up to and including expulsion. All students and parents will be required to sign a separate Acceptable Use Agreement.

Unacceptable Internet Use

The following are considered unacceptable uses of the internet/computer:

- Using the network for non-school related activities (gambling, inappropriate violent games, etc.)
- Destroying or vandalizing computer equipment
- Deleting resources intentionally
- Violating the privacy of others
- Using someone else's account
- Using abusive language or profanity
- Spreading computer viruses
- Posting other's material
- Sending or retrieving inappropriate material
- Visiting social network sites such as Facebook, etc.
- Accessing areas that would be offensive to students, teachers or parents and guardians because of pornographic content; racial, ethical or minority disparagement; advocacy of violence or illicit/illegal content
- Posting personal information that would jeopardize a student's own safety or the safety of another member of the Cristo Rey community
- Illegal use of software, freeware, or shareware or use of any software without the approval of the school.
- Unauthorized filming of a faculty/staff member
- Filming or taking pictures of faculty and staff without proper permission

Unacceptable internet usage will result in disciplinary action including, but not limited to, infractions, demerits, suspension and/or expulsion at the discretion of the Principal and/or Dean of Students.

Privacy Expectation: Cristo Rey Atlanta Jesuit Access to all School Property and Equipment

All Cristo Rey Atlanta Jesuit electronic and voice communications systems as well as all information transmitted by, received from, or stored in these systems are school property and are intended for school use.

Everyone should be aware that Cristo Rey Atlanta Jesuit has the technical capability to monitor its electronic and voice communications systems. Such monitoring could include Internet use of any kind, employee files (including those maintained on computer diskettes, network drives or other hardcopy form), and voicemail and e-mail messages. Therefore, the same standards with respect to the quality and tone of the content of electronic and voice communications should be applied as would be done with any other means of business communication.

If a student receives an inappropriate message from another student, the Dean of Students should be notified immediately. If a student receives an inappropriate message from an employee or other adult connected with Cristo Rey Atlanta Jesuit, the Principal should be notified immediately.

Guidelines for Student-Teacher or Student-Coach Electronic Communication

In general, it is expected that all communication between students and school employees, whether faculty or coaches or any other adult in the Cristo Rey Atlanta Jesuit community, will take place on school email accounts. Adult members of the community have been instructed not to accept communications from students' personal accounts. This is for the protection of both students and adults.

It is also expected that faculty and coaches will use the school websites to convey basic information regarding classes, athletics, other student activities, and any other school-related information.

Texting is not an appropriate mode for student-teacher or student-coach communication. It should only be used in cases of genuine necessity.

School personnel are prohibited from using personal social networking sites for school purposes. They are likewise prohibited from initiating or accepting “friend” requests from current students. Current faculty and staff members are prohibited from engaging in social media correspondence with current students and/or social media outlets that encourage active student-adult engagement in a social manner outside of the academic environment.

Students are not to change the computer name, local administrator properties or remove/destroy laptop labels with asset tag and serial number information under any circumstance.

No student should plug a wired connection into any port on campus without permission from a member of the Cristo Rey staff or faculty.

Other Social Media Policies

Students and their families are not permitted to create Cristo Rey Atlanta Jesuit or Cristo Rey Atlanta Jesuit-related websites without the express permission of the school administration. Any Cristo Rey Atlanta Jesuit or Cristo Rey Atlanta Jesuit-related websites must receive administrator authorization by the school.

As noted above, on-line communications between Cristo Rey Atlanta Jesuit students, or Cristo Rey Atlanta Jesuit students and others, are a matter of concern to the Cristo Rey Atlanta Jesuit Community. Inappropriate online behaviors such as bullying, threatening, derogatory remarks, the posting of inappropriate material, etc., will be subject to the school’s sanction and may affect a student’s standing, even leading to expulsion from the school.

All students and school personnel are reminded that personal postings may have long-term consequences, not only in the context of the school community at present but within the larger context of the poster’s future and reputation.

These things having been said, it is hoped that all members of the Cristo Rey Atlanta Jesuit High School community will develop worthwhile, constructive and creative ways of using the extraordinary opportunities and access that the internet and social networking provide.

Parent/Guardian-School Partnership

The education of a student is a partnership among parents/guardians, the student, and the school. It is essential that students and parents/guardians familiarize themselves with the policies in this handbook and that students, parents/guardians and school officials work together to assure that each student receives a values-based, Catholic, Christian education. Normally, differences between families and the school can be resolved. Just as a family has the right to withdraw a student, the school administration reserves the right to take disciplinary action, including requiring withdrawal of a student if the administration determines that the partnership is irretrievably broken. Some guidelines for working with the school include, but are not limited to, the following:

- Courtesy
- Constructive problem-solving strategies
- Respectful communication strategies

Parents/guardians are expected to abide by the same social media guidelines as we expect from our students (see “Technology, Internet Use and Social Media Policy”). Parents/guardians and students are encouraged to express their concerns about school operations and personnel to the appropriate staff and administrators; however, they must not do so in a manner that is discourteous, rumor-driven, disruptive, threatening, hostile or divisive.

These behavioral guidelines/expectations of parents/guardians and students include, but are not limited to, all school-sponsored events (e.g., athletics, performances, field trips, etc.) as well as interaction with school staff,

other Cristo Rey Atlanta students and parents, and individuals who are part of the school community at any other time.

Cristo Rey Atlanta Jesuit High School reserves the right to determine, at its sole discretion, when violations of this policy have occurred. Such violations may result in a warning, disciplinary action short of dismissal, a suspension of a student and/or parent/guardian's privilege to attend or to participate in school activities, or dismissal of a student, depending on the severity of the offense.

Use of the School Symbols

The Cristo Rey Atlanta Jesuit school name, logo, and mottoes are property of the school and must not be misused in any way, shape, or form. No one may use the school name, logo, or motto on any type of social media (Facebook, Twitter, Instagram, etc.), other internet site or communication or in any other way (e.g., putting the school name on t-shirts) without the explicit consent of the school administration.

Personal Safety and Health

Alcohol, Drugs and Tobacco (including e-cigarettes and/or vaping accessories)

Cristo Rey Atlanta Jesuit is a drug, alcohol, tobacco free campus at all times and during all events, The use, possession, sale, purchase or distribution of illegal drugs, alcohol and tobacco products or electronic cigarettes and accompanying liquid solutions on or off our campus at any time, including but not limited to personal and/or after-school functions, is strictly prohibited. This includes, but is not limited to, the possession or use of e-cigarettes, vapor/liquid-based tobacco/nicotine dispensers, pills (other than over the counter medications or medications prescribed by a health care professional to the student in possession of such medication), blunts/cigars, cannabis/CBD oils and related products.

Cristo Rey Atlanta may give a drug/alcohol test at random. School administrators may give this test to specific students who demonstrate through their behavior that they may be involved in the illegal use of drugs and/or alcohol. In addition, students who are associated with other students in possession of alcohol, drugs or tobacco products in any vehicle or at any off-campus event are subject to the same disciplinary penalties. If the student refuses help or will not agree to abide by the school's policies, he or she will NOT be permitted to remain in the school community. The school may from time to time use drug dogs to spot illicit items and/or behavior.

Prior to drug testing, students will have the opportunity to answer the following question: Have you used any illegal drugs or alcohol that will result in a positive test today?

If a student answers “yes” to the question and has a positive test, the student will be placed on a contract that may include the following:

- The student will need to meet with a member of the counseling team regularly and will need to follow-through with any recommended actions. This may include undergoing a professional assessment or outside treatment. If this is the case, the counselor will work with providing necessary referrals.
- The student will be subjected to follow-up testing for up to two years.
- The student will be ineligible for all extra-curricular activities for a minimum of 2 weeks from the day of the positive test results.
- Further positive test results will result in a referral to the Dismissal Committee.

If a student answers “yes” to the question and has a negative test, the student will be placed on a contract that may include the following:

- The student will be required to meet with a member of the counseling team.
- The student will be subjected to follow-up testing for up to two years.
- A future positive test result will result in a referral to the Dismissal Committee.

If a student answers “no” to the question and has a positive test, the student will be placed on a contract that may include the following:

- The student will need to meet with the Dean of Students.
- The student will be referred to the Dismissal Committee.
- The student will be ineligible to participate in any extra-curricular activity for a minimum of four (4) weeks and may be dismissed from the club or sport based.
- The student will need to meet with a member of the counseling team regularly and will need to follow through with any recommended actions. This may include undergoing a professional assessment or outside treatment. If this is the case, the counselor will work with providing necessary referrals.
- The student will be subjected to follow-up testing for up to two years.

If a student answers “no” to the question and has a negative test, no further action will be taken.

If a student refuses to cooperate with any part of the process, they will be referred to the Dismissal Committee, as it will be seen as an admission of guilt. Students are subject to disciplinary action which may include counseling, restorative practices, suspension and/or dismissal from the school.

Pregnancy Policy

Cristo Rey Atlanta Jesuit supports Catholic teaching that sexuality becomes personal and truly human when it is integrated into the lifelong union of marriage. Therefore, outside the confines of marriage and in light of Catholic teaching, Cristo Rey Atlanta Jesuit promotes abstinence as the morally acceptable approach to sexual expression. At the same time, however, Catholic tradition also embraces a compassionate attitude toward individuals who become pregnant or who are responsible for pregnancy outside of marriage. As a result, Cristo Rey Atlanta Jesuit will extend every effort to assist and support the student in her/his educational development as well as in her/his personal and social adjustment.

If a female student should become pregnant, the pregnant student is allowed to continue attending classes pending her agreement and that of her parents to comply with certain requirements/restrictions imposed by the school. The student must continue to meet the same basic academic requirements as all other students (i.e. grades and attendance). Adjustments may be made by the administration based on the physical needs of the student (i.e. needing to leave class to use the restroom) and safety issues, as the pregnancy progresses.

When faculty and staff members first become aware of a student's pregnancy, all efforts will be made to help facilitate a meeting with the school counselor to ensure that appropriate follow-through is made with the family and the administration. This is to ensure the safety and wellbeing of the student concerned.

After the counselor has met with the student to discuss the school's expectations and requirements, the counselor will inform the student that the administration needs to be made aware of the situation. The counselor will contact the parent(s)/guardian(s) to let them know that a meeting with the school's administration is the next step. The counselor will also make sure that the student is connected to the appropriate outside resources. The counselor will discuss with the parent(s)/guardian(s) the need to begin (or continue) appropriate medical care and treatment.

The following are our requirements/restrictions regarding pregnant students:

- The student must be receiving appropriate medical attention. The school will require the name of the physician and a schedule of the medical care to be given (number of visits, etc.). The parent(s)/guardian(s) will give written permission to the physician to speak with the school counselor regarding the student's ongoing condition.
- No baby showers or other celebrations will be held or planned on campus or at the corporate work study site.
- The faculty will be informed of the student's pregnancy, to ensure that the adult community is supportive of the student and also to ensure her physical safety.
- After the birth of the child, the student may remain at school if all other normal academic expectations are met. In addition, upon returning to school or work, the student must provide the school (counselor) with a medical release form, from her doctor.
- The student's ability to participate in and attend co-curricular activities such as athletics, dances, retreats, graduation functions, etc., will be determined by the administration based on individual needs and circumstances.
- If the father of the child is one of our students the same initial procedures will be followed, namely, the parent(s)/guardian(s) will be contacted, and a meeting held with the administration and counselor. The student/father of the child will be obligated to participate.
- At the administration's discretion, modifications may be made to this policy.

Medication Policy

- It is the policy of our school that students carry no drugs or medication with the exception of asthma inhalers and Epi pens. Students who self-carry asthma inhalers and/or Epi pens MUST have a medical form on-file in the clinic. The form must be filled out and signed by the student's doctor.
- All medications are to be administered by the school nurse.
 - If it is necessary for a student to take medication during school hours, it must be in the original container and must be accompanied by a school medical form completed by the parent or guardian specifying the time for the medication to be given.
 - Medications not accompanied by the proper medical form completed and signed by the parent or guardian will not be administered.
 - Only medication approved by the parent or guardian on Cristo Rey Atlanta Jesuit's official medical release form will be given to the student.
- Job Partners have been instructed not to administer medication at work without prior approval from parents or guardians and by the school.

Immunization Policy

It is Cristo Rey Atlanta Jesuit High School's policy that all students must be immunized. It is recognized that some parents do not agree that all children must be immunized, but in order to attend Cristo Rey Atlanta, a private high school, all students must have current immunizations in accordance with current Georgia State law requirements. A copy of an updated immunization form for every student, as well as a physical exam that has been administered within the calendar year must be provided to the school for all entering freshmen, within thirty days of start of school, or the student will be asked to leave.

**There may be additional communication and immunization protocols distributed relative to COVID-19 during this school year.*

Student Dress Code

Cristo Rey Atlanta Jesuit maintains a code of dress and grooming consistent with its character as an independent, Catholic, Jesuit college-preparatory school and with the professional workplace.

- This code contributes to a seriousness of purpose, a constructive learning atmosphere, and the development of sound personal habits and a positive self-image.
- The overall dress code requires that all students look professional, neat, and appropriate in order to be a positive representative of Cristo Rey Atlanta Jesuit at all times.
 - Lost, damaged or misplaced ties may be replaced at a cost of \$20 per item
 - See the Dean of Students for lost or misplaced ties
- Students are expected to maintain a neat and clean appearance. Attention should be paid to proper hygiene: showering, using deodorant, brushing teeth, grooming, and ironing clothes.
- Students are expected to follow the same dress code for work as they do for school, regardless of the dress code enforced at the workplace.
- Students are expected to wear the school-issued lanyard/ID badge/ID badge holder at all times when on the school campus.
 - Replacement ID badge (\$5)
 - Replacement ID badge holder and lanyard (\$5)
 - Contact the Dean of Students for lost or misplaced badges/lanyards
- *Students are required to be fully dressed in the full school uniform prior to entrance to the school building and upon exiting the school building at the close of the school day.*

The school reserves the right to determine what constitutes appropriate dress and personal grooming. Please be aware that there may be CWSP specific guidelines that must be followed based upon the HR guidelines, protocol, and safety of the job assigned.

In all cases, the school has the final say concerning dress and appearance.

- **Summer Dress Code** will be in effect from the beginning of the school year until Indigenous Peoples' Day/Columbus Day Holiday and from the Monday after spring break through the end of the school year.
 - Summer Dress Code includes the "Grade-level" specific polo shirt from Flynn-O'Hara.
 - Grades 9-11 (Navy Polo)
 - Grade 12 (White Polo including the Grade-Level specific embroidery)
 - Gray uniform bottoms for all grade levels (Flynn-O'Hara)
- **Full Dress Code** will be in effect from the day after Indigenous Peoples' Day/Columbus Day Holiday through the Friday before spring break and will end the day school resumes after Spring Break. Full Dress Code includes wearing the white, long-sleeved oxford shirt and the school blazer each school day. (Polo Shirts are not to be worn during this time during the school week.)
 - **October 12, 2021 – the Monday after Spring Break.**
- **Business Dress Code** is required for *all* Corporate Work Study Days (No Polo Shirts).
- **Virtual Instruction Dress Code:** Please refer to the Virtual Student Guidelines when distributed. (This is only applicable when deemed so by the President/Principal.)

Full Dress Code

Male Students

Uniform specific gray pants (Flynn-O’Hara) will be worn with a black or brown leather belt at all times. Pants are not permitted to be tapered to fit as “skinny jeans.” No Dickies, baggy pants, cargo pants, pants with extra pockets, or jean-like fabric pants will be permitted. Gray uniform trousers must be purchased from Flynn-O’Hara. No large belt buckles nor belt buckles with large letters and/or images are permitted.

Only the CRAJ Polo or a white button-down dress shirts are permitted and must be tucked-in at all times. All buttons must be buttoned at all times, including the top-most and collar buttons. Undershirts should be white with no writing, images, and/or designs.

Uniform tie **MUST** be worn at all times when wearing the white button-down shirt, cinched at the collar, with the top button buttoned.

Dress socks of an appropriate dark solid color such as black or navy are permitted. Designs/stripes are not permitted.

Only black leather or synthetic leather dress shoes are permitted. Sneakers, boots, Vans, (or Van-like shoes), Toms, UGG boots/slippers or sandals are not permitted.

Jewelry is limited to an appropriate necklace worn *underneath* the shirt and a single watch. **No earrings, placeholders, nor piercings are permitted.** No silicone bracelets with inappropriate printed comments or

Female Students

A gray uniform skirt or pants will be worn and purchased from the school’s supplier with modesty shorts permitted. Skirts must be no shorter than the *top of the knee* when standing. Ladies opting to wear skirts are required to wear a modest length. Gray uniform trousers purchased from Flynn-O’Hara may be worn in lieu of skirts. (No form fitting pants/skirts.)

Only the CRAJ Polo or a white button-down shirt or blouse is permitted. All buttons must be buttoned at all times. Undershirts should be white with no writing, images, and/or designs. Undergarments should **NOT** be visible. (Form fitting shirts are **NOT** permitted.)

Uniform tie **MUST** be worn at all times when wearing the white button-down shirt, cinched at the collar, with the blouse buttoned.

Solid navy knee-high socks or navy opaque tights are permitted with the uniform skirt. High-high socks and/or accessories are *not* permitted. Dress socks of an appropriate dark solid color such as black or navy are permitted with the pants. Designs/stripes/lace are not permitted.

Only black dress shoes are permitted. No open-toed or high-heeled shoe. Sneakers, boots, Vans, (or Van-like shoes), Toms, Ugg boots/slippers or sandals are not permitted.

Jewelry is limited to two pairs of tasteful earrings (no larger than a dime), an appropriate necklace worn underneath the shirt and a single watch or bracelet. **No other facial piercings nor placeholders are permitted.** No

Pants/Skirts

Shirts

Ties

Socks

Shoes

Jewelry

images are permitted. All jewelry must be appropriate for Cristo Rey Atlanta Jesuit.

Hair is to be neat, clean, of modest and professional style, ONE natural color. *Natural* highlighted colors are permitted. (Colors should not be extreme such as royal blue, purple or candy apple red tones). Hair should be above the collar, above the ears, and above the eyebrows. No mohawks, ponytails, buns, or designs are permitted. Netted, or bandanna designed hair bands/bows are not allowed. Students should be clean-shaven at all times. Sideburns are not permitted.

Hairstyle

silicone bracelets with inappropriate printed comments or images are permitted. Costume jewelry (thick metal bracelet) will not be permitted. All jewelry must be appropriate for Cristo Rey Atlanta Jesuit.

Hair is to be neat, clean, and of modest and professional style, and ONE natural color. *Natural* highlighted colors are permitted. (Colors should not be extreme such as royal blue, purple or candy apple red tones). Hair should not cover a student's eyes. Hair bands, bows, or ribbons are permitted but must be navy blue. Hair *accessories* should not cover the entire head. Netted, or bandanna designed hair bands/bows are not allowed.

Make-up and nail polish are not permitted. Minimal or no cologne use is suggested.

Make up/Cologne

Make-up should be appropriate, modest, and tasteful.

ONE- color, solid nail colors are acceptable. Fingernails should be kept at a length that is appropriate for a corporate office environment. Stiletto or claw-like designs are not permitted. * *Nail requirements are subject to strict policies based upon the student's CWSP assignment (Some locations require the removal of acrylics or require nude colors or bare (colorless) nails. – Please be advised to defer to your Cristo Rey CWSP Relationship Manager for specific details.*

No visible tattoos are permitted.

Tattoo

Minimal or no perfume use is suggested.

No visible tattoos are permitted.

Only Cristo Rey Atlanta Jesuit sweaters, cardigans, vests, and Cristo Rey *Class* specific sweatshirts may be worn. Students are required to purchase the school's blazer.

Sweaters and Vests

Only Cristo Rey Atlanta Jesuit sweaters, cardigans, vests, and Cristo Rey *Class* specific sweatshirts may be worn. Students are required to purchase the school's blazer.

Blazers are permissible on non-CWSP days. They may be worn over the school sweater or vest. On CWSP days, blazers must be worn from the day after

Blazers

Blazers are permissible on non-CWSP days. They may be worn over the school sweater or vest. On CWSP days, blazers must be worn from the day after

Indigenous Peoples' Day/Columbus Day until May 1st.

Hats, caps, visors, headbands, scarves, hair accessories and sunglasses are not permitted.

Hats/Sunglasses

Indigenous Peoples' Day/Columbus Day until May 1st.

Hats, caps, visors, scarves and sunglasses are not permitted.

Summer Dress Code

In lieu of Oxford shirt and uniform tie, the student is permitted to wear the school polo shirt on school days. On CWS days, students will follow the Business Dress Code outlined below.

- Summer Dress Code includes the "Grade-level" specific polo shirt from Flynn-O'Hara.
 - Grades 9-11 (Navy Polo)
 - Grade 12 (White Polo including the Grade-Level specific embroidery)
 - Gray uniform bottoms for all grade levels (Flynn-O'Hara)

Business Dress Code

In addition to Full Dress Code, blazers are mandatory for students on CWSP days from the day after Indigenous People's Day/Columbus Day to May 1st, and optional on the remaining workdays.

Consequences for violation of dress code

Dress code violations are ordinarily sanctioned with the issuance of Demerits on regular school days. Dress code violations on CWS days will result in a grade deduction in the students' CWS Professionalism grade. Repeated dress code issues will be dealt with through further disciplinary consequences including, but not limited to, placement on a disciplinary contract, suspension, or expulsion.

SCHOOL DISCIPLINE SYSTEM

The point of school discipline is to enhance the opportunity for learning for the whole school community and to bring good repute on the community from which each member of the community benefits. Hence, any action or word or attitude which negatively affects the learning process for any student, or which damages the reputation of the school community will become an issue. Conversely, any action or word or attitude which enhances the learning process, or which brings good repute to the community and its members, is encouraged and celebrated.

Code of Conduct – R.E.S.P.E.C.T.

The Code of Conduct encourages all students in the school environment to demonstrate a school appropriate and positive attitude while being willing to accept responsibility and accountability for their own actions. The code applies to any student who:

- Is on school property;
- Is engaged in any school activity;
- Affects the order and discipline of the school, the safety and welfare of others, or the good reputation of Cristo Rey Atlanta Jesuit High School through his or her conduct at any other time or place

R.E.S.P.E.C.T

Students at Cristo Rey Atlanta Jesuit have been admitted because they have expressed a strong desire to work hard and be responsible, thoughtful individuals. As a member of the Cristo Rey Atlanta Community, our students commit themselves to being:

R—READY to LEARN when entering the classroom.

- Students take their seats when they enter the room.
- Students take out needed materials for class. Students review the board for instructions.
- Students begin DO NOW activity before the bell rings.
- Students work silently when the bell rings.

E—ENGAGED and ACTIVE during the lesson.

- Students ask questions.
- Students participate while working in groups.
- Students listen actively and contribute to classroom discussion with positive input.
- Students volunteer to answer questions and respond when cold-called.

S—SILENT and ATTENTIVE when a speaker is talking.

- Students sit up quietly when someone (or a video, movie clip, tape recording, etc.) is speaking.
- Students listen and make eye contact with the speaker.
- Absolutely no side conversations are permitted during a presentation. One person speaks at a time.

P—PROPERLY DRESSED in school uniform.

- Students must be in full uniform when entering classroom.

E—EMBRACE REDIRECTION with a positive attitude.

- Students correct misbehavior when needed. Students work with teachers to build positive relationships.
- Students should not talk about redirections with teachers during class-time.
- Students should listen and continue with class assignment. Meet with teacher after class or after school.

C—COME ON-TIME to class.

- Students are in their assigned classrooms and seats when the school bell rings.

T—TAKE RESPONSIBILITY for my actions and learning.

- Students complete and turn in assignments.
- Students take pride in the work they do.
- Students take initiative to seek out teachers for missed assignments and assessments in a timely fashion.
- Students ask for extra help in subjects when needed.

Dean of Students Incentive Program (DSIP):

- Students of the Month
 - In an effort to magnify personal character, encourage individuality, and enhance student contributions to the school culture, the Office of the Dean of Students will recognize individuals demonstrating high merit and potential each semester.
- Behavior and Attendance incentives
 - Students who exceed expectations for behavior and attendance will have the opportunity to gain recognition and/or prizes for earning the distinction(s) of:
 - Zero Demerit/JUG
 - Zero Absence
 - Zero Tardy

Explanation of the Discipline System

Within the school environment, the unique strengths and talents of individual students are respected and uplifted. Positive behaviors are encouraged to be amplified and recognized by extending Merits to students. Commensurately, students demonstrating inappropriate behaviors will be issued Infractions and/or Demerits which are based upon seriousness. Issuance of any disciplinary consequences up to and including merits, demerits, infractions, JUG, disciplinary probation, suspension, and/or expulsion will be left to the discretion of the Dean of Students and/or the Principal and may deviate from the guidelines stated herein. Final consequences and decisions are based upon the best needs of the growth and development of the student and school culture. For the good of each individual and the community as a whole, all faculty and staff have the responsibility to recognize and reward a student for exemplary behavior and to discipline a student when necessary. Disciplinary action will be taken when a student commits an infraction deemed inappropriate by a faculty or staff member. The discipline system at Cristo Rey Atlanta Jesuit High School recognizes that infractions have varying degrees of seriousness, and consequences are designed to match the infraction in seriousness.

❖ Merits, Demerits, Infractions, Violation and Consequences

- **Merit** - Any positive actionable item aligned with the CRA school culture and Grad at Grad value system. Merits are issued to encourage a high standard of positive student behavior and recognize student growth and development aligned with the CRAJ Grad and Grad value system.
- **Infraction** - Any actionable item not aligned with the student handbook regulations and may be immediately re-directed by a simple reminder and/or instruction by a faculty and/or staff member, but still recorded by the issuing faculty/staff member. (For example: non-uniform attire, gum chewing, talking during announcements, class disruptions) Infractions may be issued by any faculty or staff for a student's failure to comply with any school policies or reasonable expectations.
 - Infractions may lead to the issuance of JUG and/or further consequences
 - Infractions that require more intensive re-direction and/or require additional time to address, will be documented and reviewed by the Dean of Students.
- **Demerit** – The immediate consequence resulting from a student receiving (1) or repeated infractions from demonstration any actionable item not aligned within the CRA school culture that requires immediate direction. Demerits will accumulate throughout

a student's entire tenure at Cristo Rey Atlanta Jesuit High School. Demerit accumulation is tiered by grade level. 300 cumulative demerits, regardless of grade level, will result in immediate dismissal from the school and forfeits the convening of the discipline board.

- ❖ Freshman – May not exceed 100 demerits
- ❖ Sophomores - May not exceed 80 demerits
- ❖ Juniors – May not exceed 65 demerits
- ❖ Seniors – May not exceed 55 demerits

❖ **Distribution of Merits, Demerits, and Infractions:**

To encourage student accountability, growth and development, the following protocol will be followed:

- Step 1 – Initial contact will be verbal
 - Merits (positive behaviors and Grad at Grad characteristics) will be acknowledged and recorded by the faculty or staff member.
 - Infractions (behaviors that require re-direction)
 - If initial verbal re-direction is not accepted by the student, the teacher, faculty, or staff member will record the infraction and submit to the Dean of Students. (All actions, including verbal re-direction, will be recorded by the teacher, faculty, or staff member.)
 - Step 2 - If re-direction is not accepted by the student, the teacher, faculty, or staff member will record the repeated infraction and issue Demerits as applicable.
 - Step 3 – Repeated infractions within the same class period in one school day and/or repeated infractions within one week demonstrated by a student will be recorded by the teacher, faculty, or staff member as applicable Demerit(s) and will prompt a referral to the Dean of Students. Appropriate disciplinary action will ensue.
- ❖ Severe behavior incidents will be communicated to parents/guardians effective immediately during the school day. A cumulative report of merits and demerits will be communicated to parent(s)/guardian(s)/student(s) at the close of each academic semester.

Explanation of Merits

Merits are to be issued to students to encourage positive character growth, student individuality and the demonstration of the Grad at Grad value system within the student community. Since each Grad at Grad value is deemed an important character trait, the numerical value is equivalent to (1) per merit issued to students. (For example, a student who stops to pick up litter from the ground in the hallway would be deemed a “responsible” act within the school community and not recognized as “merit” worthy act).

- ❖ **Open to Growth:** More open to different points of views and new experiences while growing in self-knowledge and self-control.
 - More flexible and open to other points of view
 - Reflects on personal experience which affects future actions
 - Seeks new experiences, even those involving risk or possibility of failure
 - Views criticism and setbacks as challenges and as potential for development
- ❖ **Intellectually Competent:** Thinking critically and growing in curiosity to explore ideas and issues.
 - Mastered academic skills required for college
 - Developing a mastery of logic and critical thinking
 - Curious to explore ideas and issues
 - Developing problem-solving skills
 - Developing ability to apply knowledge and skills to new situations
- ❖ **Religious:** Communicating personally with God through prayer, both private and liturgical.
 - Understands that being fully alive means having an active relationship with God
 - Willing to let faith influence one’s values, lifestyles, and vocation
 - Has an understanding of the variety of world religions
 - Has read the Gospels and encountered the person of Jesus Christ as presented in the New Testament
- ❖ **Loving:** Trusting the love of God, family and friends and putting love into action.
 - Grows in self-acceptance and recognizes that one’s self is loved by God and others
 - Attends to sources of stress and applies healthy strategies to maintain balance in life
 - Appreciates the satisfaction of giving oneself through service for and with others
 - Is increasingly empathetic
- ❖ **Committed to Promoting Justice:** Being aware of the need for social change and learning ways to advocate for the less fortunate.
 - Sees that religious faith implies a commitment to a just society
 - Aware of the global nature of many social problems
 - Engages in public dialogue on environmental issues and solutions
 - Understands the structural roots of injustice in social institutions and attitudes
- ❖ **Work Experienced:** Understanding what it means to be a professional; dependable, adaptable, ethical and a team player.
 - Appreciates connections between learning in the workplace and learning at school
 - Values work because of its personal rewards and social benefit
 - Becomes a dependable, responsible worker of integrity with high ethical standards
 - Participates in professional culture and norms of the workplace, including business etiquette and self-presentation
 - Grows as a personable and effective team player, a confident self-starter, respectful, and respectable
 - Develops workplace skills such as problem solving, adaptability, and accountability
 - Developing ability to apply knowledge and skills to new situations

Explanation of Demerits

Offense	Demerits	Notes
Electronic device	2	<ul style="list-style-type: none"> • Electronic devices are not allowed in class or in the halls. During class and transitions, must be turned off and stored out of sight in the student's locker during the academic day. Electronic devices and accessories are NOT permitted during lunch or transitions. • Repeat offenses will require a parent/guardian meeting.
Dress code: Immediate Correction	2	Ex. Un-tucked shirt, No tie. Must be corrected immediately.
Eating/Drinking Outside Cafeteria	2	No food or drink outside of cafeteria. A clear water bottle is allowed in classrooms with ONLY WATER in it.
Class Disruption	2	Ex. Inappropriate talking during class, esp. after warning.
Failure to Follow Instructions	2	Ex. Out of seat after warning, not starting work when asked.
Inappropriate Language	4	Use of foul or vulgar language, disrespectful tone.
Horse Play/Inappropriate Contact	4	Ex: Pushing, play fighting, public display of affection.
No Hall Pass/Loitering in Hall	4	<ul style="list-style-type: none"> • Students are required to be supervised by an adult in the school environment at all times. After dismissal at the end of the day, there should be no students unsupervised in any hallway areas nor on academic floors.
Excessive Disruption	4	Ex. Shouting, throwing, taunting that excessively disrupts learning.
Disrespect of Faculty or Staff	6	Insubordination, disrespect, attempting to argue with adults.
Dress Code: unfixable	6	Students will be sent home without proper dress code or to the dean's office for loaner uniforms.
CWSP Van: No Seatbelt, Inappropriate Behavior, Failure to Follow Chaperone Instructions	6	<ul style="list-style-type: none"> • Remain seated and wear seat belts at all times • Hands/head inside vehicle; No throwing, yelling • Includes failure to follow chaperone's instructions
Inappropriate Use of Technology (See full policy)	6	Inappropriate, illicit, or graphic websites; bypassing school filters.
Academic Dishonesty	6	Copying, plagiarizing, forging, cheating, etc. on minor assignments
Disrepect of Faculty	10	

Class Cut	RMT	Failure to attend class, walking out w/o permission, including advisory or community.
Expulsion from Class	Suspension	Serious disruption requiring student to be removed from class.
Throwing in Cafeteria/Classrooms	Suspension	Student will also be required to clean the area.
Gross Disrespect of Faculty/Staff	Suspension	Use of profanity, threats, intimidation, gross insubordination
Graffiti/Damage to school	Suspension	Student will be responsible for the cost of cleaning or repair.
Bullying/Harassment	Suspension	Repeated taunting, intimidation, threatening. Includes cyberbullying.
Altercations	Suspension	Verbal or physical. 1st Offense: Terminal Probation 2nd Offense: immediate expulsion.
Academic Dishonesty	Suspension	Copying, plagiarizing, forging, and cheating, on major assignments or service hours.

JUG Process (Detention)

JUG at Cristo Rey Atlanta Jesuit High School follows a protocol that includes a reflective and meditative component to benefit student growth and accountability. Our JUG protocol is designed to encourage student reflection and behavior that reflects the Grad at Grad Value System.

- JUG Structure
 - Attendance
 - Meditation
 - Silent written reflection
 - Opportunity for student verbal reflection and discussion

Students receiving Demerits during the school day are to report to Room 303 immediately after school at 3:35 pm each school day.

JUG will be held immediately after school dismissal daily by the Dean of Students in Room 303 promptly at 3:35 pm.

JUG takes precedence over tutorial, CWSP, sports events, or other school activity.

Students may NOT reschedule JUG.

Restorative Meditative Time (RMT) (0-30 demerits)

A student may be assigned RMT by the Dean of Students to assist in de-escalating an incident and/or any occurrence that may require thoughtful consideration. RMT is exclusively offered by the Principal and/or Dean of Students.

In-School Suspension (ISS) (2 - 30 demerits)

ISS at Cristo Rey Atlanta Jesuit High School follows a protocol that includes a reflective and meditative component to benefit student growth and accountability. Our suspension protocol is designed to encourage student reflection and behavior that reflects the Grad at Grad Value System.

- ISS Structure
 - Breakfast
 - Student reports directly to the Dean of Students
 - Research assignment related to the student incident or related offense
 - Meet with the Dean, Counselor and/or Principal to discuss the situation that resulted in ISS
 - Lunch (may include lunch duties)
 - Reintegration back into school (May require meeting with the teacher/student/staff member involved in the situation (Mediation or conference)
 - Time to complete missed class work
 - Exit interview with the Dean of Students

The Dean of Students will inform students whether they must serve an ISS of one to three days.

Out-of-School Suspension (OSS) (5 - 100 demerits)

Out of School Suspension is reserved for severe infractions. The Principal and/or Dean of Students will inform students that they are required to serve an Out of School Suspension (OSS) as well as the number of days that they will be suspended.

- The student's parent/guardian will be contacted and notified of the suspension.
- The student will be asked to depart from the school campus immediately.
- During the suspension, student will not be permitted to participate in school functions and is not permitted on campus (except to attend CWSP work).
- The student is responsible for all academic work during this time and must contact and coordinate missed assignments with teachers. Work unable to be completed away from school may be completed by the student upon return to school. The student has the same number of days missed to complete make-up work. Failure to comply may result in academic penalties (Please refer to the Assistant Principal of Student Services for details and assistance.)
- Student may not return to campus until the Dean of Students or Principal has met with the parent/guardian.
- Repeated suspensions will lead to further consequences, including a disciplinary contract or expulsion.

Disciplinary Probation

A student who consistently breaks the school rules or who fails to live up to the clear expectations set for his or her conduct will be put on Disciplinary Probation and placed on a contract established by the Principal and/or Dean of Students. Students placed on disciplinary probation are required to schedule at least one counseling session with their counselor of choice. Students on disciplinary probation may forfeit the privilege of participating in any extracurricular activity or sport and may be restricted from attending any special school events, such as performances, games, or dances for the entire period of the contract. Consequences are administered at the discretion of the school leadership team and/or including the Dean of Students.

Contract Review (Attendance or Discipline)

- At the end of the contract period, all faculty members who teach the student will review the student's effort to satisfy the contract and make a recommendation to the Principal and/or Dean of Students.
- If the student receives a satisfactory assessment, he or she will be deemed once again satisfactory student and will enjoy all the rights and privileges of a Cristo Rey Atlanta Jesuit student.
- If at the end of the contract period a student receives an unsatisfactory assessment, the parent or guardian will be called, and the student will be face further disciplinary sanctions up to and including dismissal from the school.

The following behavioral offenses will typically result in immediate expulsion by the Principal without redress to the Discipline Board:

- Participating in any form of distribution of any controlled substance (distribution includes, but is not limited to, selling, giving away, trading, arranging the exchange of or providing information to facilitate any form of exchange). Controlled substances include "look-alikes" associated with controlled substances, performance-enhancing drugs, or other hazardous substances including inhalants.
- Misuse of prescription medicine, as well as misuse of over-the-counter medicines or being under the influence of drugs or any other legally controlled substance, on school grounds or at any school.
- Stealing, or enabling others to steal, or being in possession of stolen property, knowingly or unknowingly.
- Bringing a firearm of any type, ammunition, explosive or flammable materials, martial arts weapons of any type, or a knife, dirk, dagger, or switchblade or any other item with a blade measuring longer than 2 inches onto the Cristo Rey Atlanta Jesuit High School campus at any time, or having in one's possession any item as previously cited, at any school activity, function or event.
- Manufacture, possession, or use of explosives, firebombs or other destructive devices on or in school property or at official school functions.
- Causing the discharge of incapacitating gases or sprays, like but not limited to tear gas, mace or pepper spray, or introducing and/or broadcasting noxious odors, for the purpose of disruption of typical school activities.
- Causing willful personal injury.
- Serious or persistent instances of Bullying/Insensitive Speech/Hazing.
- Destruction of school property and/or the private property of any member of the Cristo Rey Atlanta Jesuit High School community or of any visitor to or guest of Cristo Rey Atlanta Jesuit High School.
- Creating, publicizing, posting, exhibiting, and/or making willful threats that disrupt the typical operation of Cristo Rey Atlanta Jesuit High School.
- Violation of any federal, state, or local law or any other conduct at school or elsewhere that may reflect adversely on Cristo Rey Atlanta Jesuit High School or the Roman Catholic Church.
- Any other actions deemed serious, at the discretion of the Principal or designee.

The following behavioral offenses are considered serious and students may be liable for discipline, suspension, and/or dismissal (1-10 demerits):

- Cheating or plagiarism.
- Serious disobedience, insubordination, or disrespect for authority and continued refusal to improve daily behavior.
- Any form of harassment.
- Sexist or sexualized language (verbalizing sexual based dialogue, lewd commentary, making sexual comments about clothing or appearance, sexual name-calling, sexual jokes and/or taunting)
- Injury or harm to person(s) or property or threat of the same. Issuing threats to do harm or to intimidate others through any medium including the Internet.
- Establishing personal web sites or participating in “blogs” or posting social networking sites (Facebook, Twitter, etc.) containing material or connections to material contrary to the mission and philosophy of Cristo Rey Atlanta Jesuit High School.
- Uploading, downloading, or distribution of materials or software deemed inappropriate for school use.
- Inappropriate use of the School’s name or logos, or any activity detrimental to the School’s reputation
- Cyber bullying, “sexting” or issuing threats or passing on inappropriate content via any means that reflect negatively on the Cristo Rey Atlanta Jesuit High School community.
- Sharing sexual images and/or videos
- Language or behavior, both implied and explicit (including spitting, gestures, commissions and omissions), which are deemed immoral, lewd, scandalous, profane, vulgar or obscene.
- Any form of vandalism, inappropriate prank, fighting, harassment, or any other form of abusive or intimidating behavior, on or off-campus.
- Unauthorized absences or continued tardiness.
- Falsification or alteration of a school record or any communication between home and school.
- Smoking or using tobacco products on campus, at any school events or at any time within two blocks of school property.
- Being off campus without proper authorization
- Displaying pictures, photos and/or drawings of a sexual nature
- Possessing obscene or pornographic materials.
- Cutting classes.
- Violating provisions of any school contracts (disciplinary probation, etc.).
- Gambling in any form.
- Loitering on the campus of any other school without the written permission of the Dean.
- Failure to comply with directions of school officials or employees acting in performance of their duties while on school property or at official school functions or resisting or obstructing such school official or other public official in the performance of their duties.
- Disrespectful conduct including verbal abuse of opponents and officials, profane or belligerent trash- talking, taunting and inappropriate celebrations at athletic contests.
- Extreme rough play or reckless behavior which endangers self or others.
- Reckless and/or unsafe driving practices on and/or off campus that endanger oneself or others.
- Manufacture, possession, providing, distribution, or use of drug paraphernalia.
- Violation of school regulations regarding possession, serving, and/or consumption, or being under the influence of alcohol beverages or students attending, organizing, hosting, and/or remaining at parties where alcohol or drugs are present or accessible to students.
- More than 10 absences or 20 times tardy to school in an academic year.
- Any other actions deemed serious, at the discretion of the Principal or designee.

➤ **Consequences of the above listed behavioral offenses may result in but are not limited to:**

- Demerit(s)
- Parent/Guardian Conference(s)
- Disciplinary suspensions (1-3 days)
- Dismissal if necessary

Gang Membership

We strongly believe that gang membership is dangerous for students, harmful to the safe learning environment of the school, and destructive to the community and families we serve. Therefore, students may be subject to immediate expulsion for gang membership, affiliation, or behavior, which can be defined in many ways, including, but not limited to:

- Gang graffiti and/or tagging;
- Representation of gang affiliation by way of colors, symbols, signs, clothing, etc. at any time or place, including online;
- Recruitment of students for participation;
- Violence of any kind, including verbal threats or physical harassment;
- Membership in gang-like crews;
- Tattoos of affiliation; and,
- Shaved brows.

Bullying, Harassment, Hazing, And Intimidation (10 - 100 demerits)

Any form of bullying, harassment, hazing, and intimidation is prohibited in Cristo Rey Atlanta Jesuit. Finding that a student is in violation of this rule will result in a meeting with the Dean of Students. At the Dean's discretion, violation of this rule may result in consequences up to and including immediate suspension or expulsion from Cristo Rey Atlanta Jesuit.

For the purposes of this code of conduct, bullying is the intentional use by one or more students of a written, verbal, or electronic expression or a physical act or gesture or any combination thereof, directed at a target (person) that:

- Causes physical or emotional harm to the target or damage to the target's property;
- Places the target in reasonable fear of harm to himself or herself or of damage to his or her property;
- Creates a hostile environment at school for the targeted person (associated parties may be disciplined);
- Infringes on the rights of the targeted person at school; or
- Materially and substantially disrupts the education process or the orderly operation of school.

These acts include, but are not limited to:

Direct Bullying

- Physical: hitting, kicking, punching, shoving, deliberately brushing against an individual and spitting;
- Verbal: using a racial or sexual comment, name-calling, teasing, taunting, and threatening;
- Non-verbal: obscene gestures, stalking.

Indirect Bullying

- Physical: getting another person to assault someone;
- Verbal: spreading rumors, gossip;
- Non-verbal: cyber-bullying, bystander apathy.

➤ **Consequences of the above listed offenses may result in but are not limited to:**

- Demerit(s)
- Parent/Guardian Conference(s)
- Disciplinary suspension
- Dismissal if necessary

➤ **How students may help prevent bullying, harassment and/or intimidation:**

- Encourage positive interactions and behavior with peers.
- Encourage peers to "see something, say something."
- Any student who feels they have been harassed or feel they have witnessed this form of behavior should immediately report the incident to a Counselor, the Principal, Assistant Principal, or the Dean of Students. (Confidentiality will be maintained as much as possible to protect the parties involved.)

Cyber Bullying (10 - 100 demerits)

Cyber bullying is a particularly insidious form of bullying and deserves particular attention.

This happens when a student(s) send or post text and/or images intended to hurt or embarrass another student(s) by use of electronic devices through means of email, instant messaging, text messages, blogs, mobile phones, telephones, pagers, social websites (Facebook, Twitter, etc.), two-way pagers, or through use of YouTube video, or any other electronic means.

➤ **Consequences of the above listed cyber bullying may result in but are not limited to:**

- Demerit(s)
- Parent/Guardian Conference(s)
- Disciplinary suspension (1-3 days)
- Dismissal if necessary

Public Displays of Affection (PDA) (10 - 100 demerits)

Public displays of affection (PDA) are detrimental to a school culture. Such acts include hugging, kissing, and inappropriate touching of body parts or taking part in sexual activities. PDA are not accepted in the school setting because of the negative effects it has on the school and student's reputation. Any student failing to adhere to this may be subject to JUG and/or other disciplinary action by the Dean of Students.

Inappropriate Touching (listed but not limited to):

Kissing of any kind
Touching of any kind (chest and/or genital areas)
Expressing affection in public and/or isolated areas
Frontal and/or extended hugs
Horseplay, piggyback rides and/or wrestling

Educationally Appropriate Touching:

Handshake
High-Fives
Holding hands during prayer
Side hugs during prayer

➤ **Consequences of the above listed PDA may result in but are not limited to:**

- Demerit(s)
- Parent/Guardian Conference(s)
- Disciplinary suspension (1-3 days)
- Dismissal if necessary

Weapons and Other Severe Violations

School officials shall report weapon violations to the Cristo Rey administration team immediately. The local police will be contacted. The definition of weapons for which students can be expelled may include, but not limited to knives, firearms, brass knuckles, box cutters, clubs or any other item (such as bats, pipes, sticks, etc.)

Any violation that could be defined or construed as a criminal act may also be subject to police investigation.

Notice of Expulsion

When it is determined by the Administration that any of the grounds to expel exist, the Dean of Students shall provide to the student who is subject to expulsion and his/her parent(s) a written Notice of Expulsion. A Notice of Expulsion shall inform the student that the expulsion is immediate and that the student is not eligible for an informal hearing before the Discipline Board.

Notice of Intent to Expel

When it is determined by the Administration that any of the grounds to expel exist, the Dean of Students shall provide to the student who is subject to expulsion and to his/her parent(s) a written Notice of Intent to Expel. The Notice of Intent to Expel shall advise the student of his/her right to an Informal Hearing before the Discipline Board and his/her right to appeal in accordance with this Policy. The Dean of Students will meet with the student and parent(s), discuss the circumstances leading to the issuance of the Notice of Intent to Expel, discuss the Discipline Board procedures and Advocate selection process, and answer any questions.

Informal Hearing/Discipline Board

A student who has been issued a Notice of Intent to Expel shall have the right to an informal hearing before the Discipline Board.

Timing of Informal Hearing

If requested by the student (and barring any unforeseen circumstances), the Informal Hearing shall be held no later than 10 working days following the issuance of the Notice of Intent to Expel, unless an alternative date is otherwise agreed upon.

Discipline Board

The Discipline Board meets on the authority of the Principal. It is designated with the responsibility of interviewing the student, providing for the inclusion of all the circumstances surrounding the student's offense, and providing the student with the most complete hearing possible. Its ultimate concern is to recommend to the Principal on the question of expulsion guided by both *cura personalis* and *cura apostolica* (what course of action is best for the student and for the school). The Discipline Board may also be convened to advise the Administration in cases that are complex and where factual evidence is difficult to determine. The Discipline Board is comprised of the Principal (observer), Dean of Students (ex officio chairperson), (8) total faculty members (appointed by the Principal) who will rotate 2 at a time per student hearing, and the student's counselor.

Advocate

If a student requests an informal hearing, the student is required to choose a current faculty or staff member (other than senior administration) of Cristo Rey Atlanta Jesuit High School as an Advocate. Advocates work to help answer the family's questions about the process, meet with the student's counselor, assist the student in preparing for the informal hearing, and address the Board on the student's and his/her parents' behalf. The faculty Advocate is always present when the student is in the room during the Informal Hearing. The Advocate will also address the Board when the student and family is not in the room. Outside legal representation is not permitted at the disciplinary board hearings.

Informal Hearing

The Principal, Dean, Advocate and members of the Discipline Board shall receive a confidential file (at least 24 hours in advance of the informal hearing) with the following student information:

- Attendance record.
- Discipline records.
- Grades.
- Student Activity Sheets.
- Incident Reports.
- A report on the present incident.

The Informal Hearing is comprised of the following steps:

- The student begins the proceeding by briefly outlining his perception of why the Board is convened.
- Board members have two rounds of questions for the student.
- The parents or their translator delivers their statement in English.
- The student delivers a final statement.
- The family and student are excused.
- The Advocate speaks on the student's behalf.
- The Board and Advocate discuss, and Board members vote to recommend a course of action to the Principal who makes the final decision.
- After the informal hearing, the Principal weighs the recommendation of the Discipline Board, along with information gathered from the informal hearing, and makes a final decision.
- The Principal then notifies the parents and the student of the decision.

Rights of Students at the Informal Hearing

The informal hearing is designed to provide an opportunity for the student to be heard on the question of his expulsion from the school and is not designed to be a formal hearing. The student shall be entitled to the following rights in the informal hearing:

- Right of parent(s)/guardian(s) to attend. A student shall be entitled to have his/her parent(s) or legal guardian(s) attend.
- Right to speak on his/her own behalf. A student shall be entitled to speak on his/her own behalf during the informal hearing, subject to the ground rules established by the Board Chair for the proceedings.
- Right to be present during the informal hearing. Subject to the ground rules established by the Board Chair for the proceedings, a student shall have a right to be personally present during the informal hearing. However, neither the student nor his/her parent(s) or legal guardian(s) shall be entitled to be present during the deliberation of the Discipline Board.

Disposition

Following the informal hearing, the Principal may take any of the following actions:

- Accept the recommendation of the Discipline Board concerning the expulsion of the student; or
- Reject the recommendation of the Discipline Board. In such circumstance, the Principal may refer the case back to the Dean of Students for the imposition of other disciplinary action against the student or remand the case back to the Discipline Board or to the Dean of Students for further action as specified by the Principal.

Right to Appeal a Notice of Expulsion

A student who has been expelled shall have a right to appeal such decision to the Principal only on the following grounds:

- New information becomes available that is material to the issues considered which was not available at the time of the presentation of the Notice of Expulsion.

Where such new information is asserted as a basis for the student's appeal, the Principal may refer the case to the Discipline Board for proceedings according to the terms of this Policy.

EXTRACURRICULAR ACTIVITIES AND ELIGIBILITY

Extracurricular activities—sports, clubs, and other activities—are extended to the students of Cristo Rey Atlanta Jesuit as a privilege, not a right. All students are encouraged to find activities that they will enjoy, that will broaden their talents and horizons, and that will help them to work with peers and faculty and staff in different contexts. In this way, extracurricular can be important components of the student’s education, adding depth and breadth to the student’s experience and to the quality of the school community’s life. Nonetheless, these activities remain precisely *extra* and they will not be allowed to interfere with a student’s core tasks as a student—the completion of the academic and work study curricula in preparation for college and for life beyond.

In order for a student to retain the privilege of participating in extracurricular activities, the student must maintain a status of eligibility. There are three kinds of eligibility:

Academic Eligibility

A student is eligible to participate in extracurricular activities if certain academic standards are met. In order to be academically eligible, a student must maintain a grade of 70 or higher in all courses at all times. If a student has a grade below a 70 in one or more courses, the student may petition to be allowed to participate during a probationary period. These individual cases will be examined, and the outcome of the cases determined after the Principal, Dean of Students, and Director of Athletics and Student Activities and/or Club Moderator (dependent upon the activity) meet to determine whether the student should be deemed provisionally eligible. Grades will be reviewed at least once prior to the start of the extracurricular sport or activity, and at least once more during the sport or activity.

- Student Athlete Academic Eligibility Details
 - Grades will be reviewed by the athletic director frequently.
 - If a student has a grade of an “F” in any class, the student will be deemed ineligible to participation in competition(s) for a minimum time of (1) week until the next grade review.
 - Students deemed ineligible may participate during regular practices.
 - Communication will be sent to the student, parent(s)/guardian(s), and coach(es)
 - Ineligible students may not participate in games/matches during this time.
 - Students may regain academic eligibility if they no longer have a grade of an “F” as advised by the athletic director.
- Student Extracurricular Eligibility Details
 - Grades will be reviewed by the director of extracurricular activities frequently.
 - If a student has a grade of an “F” in any class, the student will be deemed ineligible to participate in the club/activity for a minimum of (1) week until the next grade review.
 - Students deemed ineligible may not participate in competitive activities, field trips and or virtual competitions during this time.
 - Students may regain eligibility if they no longer have a grade of an “F” as advised by the Director of Student Activities.

Disciplinary Eligibility

A student is eligible to participate in all extracurricular activities who maintains academic eligibility, fiscal eligibility and has a clean disciplinary record both in school and at the student’s CWSP work site. Eligibility may be reviewed however for various causes including, but not limited to:

- ◆ serious disciplinary incidents;
- ◆ excessive numbers of disciplinary incidents;

- ◆ excessive absences or days tardy;
- ◆ unsatisfactory reports from the Corporate Work Study site;
- ◆ unresolved disciplinary penalties such as probations or suspensions or JUGs;
- ◆ other unresolved issues that school officials deem serious.

No student will be deemed eligible for athletic extracurricular activities who does not have the necessary health forms filed with the school offices.

Fiscal Eligibility

A student is fiscally eligible to participate in all extracurricular activities provided that tuition payments are current or prior arrangements have been made with the accounting office and academic and disciplinary eligibility are maintained in good standing.

Reinstatement of Eligibility and Privileges

A student may petition for reinstatement after a period of twenty (20) days. At this time the student's whole profile will be reviewed, including all grades and teacher reports, CWSP reports, and disciplinary records. In order to earn reinstatement, the student must:

- be passing all courses with each teacher's full confidence;
- have positive job reviews to the satisfaction of the CWSP Director;
- have resolved all disciplinary issues to the satisfaction of the Dean of Students;
- have resolved all fiscal issues with the Office of Finance;
- have resolved any other serious issues to the satisfaction of school officials.
- Grades and discipline record will be reviewed once per month to determine eligibility reinstatement.

CORPORATE WORK STUDY PROGRAM (CWSP)

Program Philosophy

The objective of the Corporate Work Study Program (CWSP) of Cristo Rey Atlanta Jesuit High School is to help students envision a future that includes a college degree and a successful professional career and to equip themselves with the knowledge and skills needed to realize that vision. This is accomplished through a deliberate plan of on the job learning that increases in responsibility and accomplishment as students' progress through high school.

Students are employees of the CWSP. and not direct employees of Job Partners. Students are not eligible for Job Partner employee benefits. However, the CWSP asks its Job Partners to treat their student interns as they would any other worker with respect to the company's stated workplace rules, regulations, policies, and procedures during their day-to-day work activities. To ensure that each member of the student team receives the same introduction and initial training, students will attend an employee orientation meeting at their host company before they officially begin their job.

As freshmen, student workers are introduced to the basic skills needed to participate in entry-level, corporate office-style jobs. Students will then increase their understanding of the general office culture, professional skills, daily responsibilities, and credibility with their supervisor and colleagues as sophomore students. When students reach their junior and senior year, we envision that jobs will substantially increase in responsibility, with a focus toward professional work interests and skills, as the job placement begins to mirror a college-level internship experience.

The CWSP attempts to make participation as simple as possible for its Supervisors. For this reason, our policies and procedures follow, as much as possible, standard business practices and customs. Cristo Rey Atlanta Jesuit

High School reserves the right to change or alter this handbook at any time. Changes or modifications to this handbook are made in writing and communicated to Job Partners. Requests for clarification of any part of this handbook should be addressed to acevedo@crestoreyatlanta.org.

Expectations of Students

All students are required to work at their assigned job in order to continue enrollment at the school. Daily on-time attendance is extremely important for both the student's success and for the success of the school's CWSP. Students are expected to conduct themselves in a mature manner consistent with the expectations of the Job Partners' workplace, as well as Cristo Rey Atlanta Jesuit High School's Code of Conduct. If a Job Partner finds that a student's performance does not meet expectations, then the Job Partner is encouraged to reach out to their assigned Relationship Manager to help resolve the issue.

Specific requirements:

- Students must complete a minimum of 290 (minus holidays) work hours each school year. Students must make up missed work hours.
- Students must attend work on their assigned day in order to continue enrollment at the school.
- Students will bring their lunch to work.
- Students must be on time for transportation to and from work.
- Students must abide by Cristo Rey Atlanta Jesuit High School's Code of Conduct and dress at all times, including wearing school uniforms to the workplace.
- Students must abide by the specific rules and regulations of the company where the student works.
- Students are expected to demonstrate motivation, an interest in learning, and a positive approach to work, through their behavior and performance.

Business Training Institute

The Business Training Institute (BTI) is a program that prepares students to be successful in school and in the workplace. The Business Training Institute is designed to introduce all students to workplace skills, including, but not limited to, Communication Skills, Financial Literacy, Microsoft Word, PowerPoint, Excel and Office Skills such as handling confidential documents, business ethics, filing, copying and taking notes. Additionally, all incoming freshman will participate in two weeks of job training prior to the start of school.

Student Work Assignment Process

Throughout the course of BTI, students' interests and skill sets are assessed. While the CWSP will take Job Partner criteria and student's preference into account, the assignment of a job is the sole discretion of the CWSP.

Job Orientation

At the end of BTI, students will be matched with Job Partners and the entire student team will visit their new workplace, receive a general orientation, meet co-workers, and be briefed on job place expectations. Students will be accompanied by a chaperone from Cristo Rey to this on-site orientation.

Work Permits

The CWSP and students must comply with all State and Federal Department of Labor Laws, including mandatory completion of the Federal I-9 Form on the first day of work. Proof of Employment Eligibility is required to be presented by each student to the CWSP Office on the first day of work, as instructed by the CWSP Office. All Cristo Rey Atlanta Jesuit High School students employed by the CWSP must be at least fourteen years old. Students under the age of 16 are required by state law to obtain a Georgia Department of Labor Work Permit. The Cristo Rey Network abides by Federal Department of Labor requirements by requiring that all students, their families and the CWSP sign a "Student/Parent Work Agreement" explaining and acknowledging terms and conditions of the CWSP prior to a student beginning work.

Corporate Work Study Program Staff Member Site Visits

Each year, Cristo Rey Atlanta Jesuit High School Corporate Work Study Program representatives and staff members must conduct regularly scheduled site visits for all locations in which the school has student workers. These site visits are necessary to ensure that all students are employed in compliance with the applicable child labor and minimum wage provisions of the Fair Labor Standards Act.

Student Work Schedules

The work year begins on Tuesday, September 15, 2020 ends on Friday May 21, 2021.

Weekly Work Schedules

Four students share one job and make up Job Teams. Each student works at least one day per week. On the fifth day of the week the students rotate, such that every four weeks all students work five total days. A typical monthly work schedule may look as follows:

Student A = Tuesday Worker
Student C = Thursday Worker

Student B = Wednesday Worker
Student D = Friday Worker

Week/Day	Monday	Tuesday	Wednesday	Thursday	Friday
1	D	A	B	C	D
2	C	A	B	C	D
3	B	A	B	C	D
4	A	A	B	C	D

Please be aware, however, that due to days off and other anomalies, there will be times when the schedule will shift, particularly on Mondays, in order to balance the work/school day responsibilities of each student. Monday work assignments, which rotate through the four-person team, are noted on the School Calendar.

Daily Work Schedules

All students are required to be prompt. Unexcused absences from work are very serious and will carry penalties - point deductions and hours served in the school. Parents or Guardians will also be notified. A pattern of absence or lateness is cause for termination of the student from the job. Student workers are expected to work a full day, approximately 6 to 7 hours, on the respective day of the week to which they are assigned to work.

Transportation Guidelines

The CWSP is responsible for transporting students to and from the workplace. The school will be the sole determinant of the mode of transportation to/from work. All students must comply to the mode of transportation established by the school. The CWSP is an educational internship program that is part of a student's Cristo Rey curriculum. Students must comply with school policy during their participation in the CWSP. Accordingly, if from time to time students require alternate transportation, written communication from a parent or guardian is required. For safety and communication purposes, students are required to provide current cell phone numbers to the CWSP Office.

Work Study Check-In

Students will report to school each day, in proper dress code, at the normal school starting time (7:30 a.m.). At approximately 7:40 a.m., those going to work will begin departing for Job Partner locations. In special situations, and with approval from CWSP staff, students may drive or be transported by parents to/from work.

Prior to students' departure for work, attendance will be taken, and uniforms will be checked. Points will be deducted for non-compliance with school dress code. If dress or appearance is deemed inappropriate for work and cannot be made satisfactory prior to transportation departure, the student will be kept at school and will be considered absent from work that day. If a student is not present when the transportation departs for work, CWSP will send the student to work with an alternate method of transportation at the family's expense. If this is not possible, the student will be kept at the school and will be considered absent from work that day.

From time to time, Job Partners may require students to wear a company uniform, which must be approved in advance by the CWSP Office. Students will change into their uniform upon arrival to work. The CWSP does not allow students to participate in Company "Dress-Down" days.

Daily Transportation to Work

Transportation to work will depart from school according to the transportation schedule, which will be established by the CWSP and may be adjusted from time to time. Depending on job location, students will depart via school bus, MARTA, trolley, car or walking. Students heading out to job assignments accessible to public transportation, will be provided with a “MARTA pass,” which they will use exclusively for workday transportation. If the MARTA pass is used for personal reasons or misplaced, the student will need to reimburse the CWSP with cash or the charge will be placed on the student account. On Orientation day, student workers will be accompanied to and from school by an adult chaperone to become familiar with their route.

No Cristo Rey Atlanta Jesuit student shall engage in or instigate an altercation in any way. Should, from time to time, altercations with non-Cristo Rey people occur during Work Study transportation, students may not engage and/or escalate the interaction in any way. Students are required to move their location away from the altercation, contact the police and the CWSP office.

Work Arrival and Departure

Student workers are responsible for monitoring their own time. Students are required to abide by the Code of Conduct throughout daily Work Study transportation. Depending on the transportation schedule, arrival/departure will vary as follows:

- **Bus Routes**

- Student drop off to the workplace will occur between 8:00 a.m. and 9:00 a.m. and pick up between approximately 3:00 p.m. and 4:00 p.m.
- Students are responsible for getting to the Job Partner’s office from the transportation drop-off location and for returning there for pick-up each workday.
- Students are required to arrive at school on time to use their designated bus route.
- Students have the option of returning home at the end of the workday following bus drop off at a MARTA station approved by the CWSP office.
- Students are not allowed to eat or drink on buses.
- Students must show the utmost respect to the bus driver at all times.

- **MARTA/Walkers**

- Students must depart from Cristo Rey Atlanta Jesuit and commute together in their designated transportation groups.
- Students are required to arrive to the workplace by 9:00 am and depart at 4:00 pm.
- Students arriving late to work due to reasons other than MARTA train delays (e.g. hanging out at the school’s receptionist desk or in the Peachtree Center food court etc.) will receive disciplinary action and grade point deductions.
- Students experiencing train delays, must contact the school to inform CWSP staff. Supervisors will be contacted regarding any delays.
- Students have the option of returning home directly from the job site at the end of the workday. Job Partners will ensure dismissal time is enforced (i.e. 4:00 pm) and any early dismissal should be communicated to the CWSP Office.
- Students are required to abide by all rules and regulations posted by the MARTA Authority at all times.

- **Car Riders**

- Students driving to work or being transported by parents will sign a contract and will not have to report to school for check in.
- Students are required to arrive to the workplace by 9:00 am and depart at 4:00 pm.
- Students arriving late to work due to reasons other than unexpected delays (e.g. excessive traffic, accidents etc.) will receive disciplinary action and grade point deductions.
- Students driving to work are not allowed to leave the job site for lunch breaks unless accompanied by their supervisors.
- Job Partners will ensure dismissal time is enforced (i.e. 4:00 pm) and any early dismissal should be communicated to the CWSP Office.

Timecards

Students are required to complete an electronic timecard at the end of each workday. Supervisors are requested to approve the student worker's timecard. Supervisors should rate student performance and include comments on the student's work habits, on a daily basis. Each student's work schedule will be verified and documented in order to track the number of hours worked and ongoing, historical student job performance.

Please email aacevedo@cristoreyatlanta.org or call 404.637.2879, with any questions or concerns about timecard. A student's failure to submit the electronic timecard by the end of the day will result in grade point deductions and in losing the opportunity to return home directly from the job site.

Student Performance Evaluations

Corporate Work Study is an important component of each student's education. Students will receive academic credit for work study, making them better candidates for college. In December and May, CWSP will work with supervisors to complete a brief student performance evaluation form. Every student will be provided with a copy of the evaluation and Job Partners are encouraged to share feedback directly with their students. All Mid-Year and Final Evaluation grades originate from the Student Performance Review completed by the student's direct supervisor and CWSP staff. The grade the student achieves in the Corporate Work Study Program will be applied to their GPA and will count as a 3-credit hour elective. Grades are cumulative.

Students are evaluated on the following 10 Professional Skills:

- **Judgment** – The ability to make decisions
- **Work Efficiency** – The ability to complete projects both quickly and accurately
- **Reliability** – Ability to work independently; Follows through
- **Willingness to Learn** – The ability to accept constructive feedback and develop new skills
- **Adaptability** – The ability to retain previous skills and apply acquired knowledge to new tasks and projects
- **Initiative** – Level of self-motivation; Seeks additional work
- **Enthusiasm** – Eagerness to succeed; Overall attitude
- **Professionalism** – Respect for authority; Appearance
- **Communication** – Ability to engage with the supervisor & staff
- **Teamwork & Collaboration** – Willingness to cooperate with others in positive working relationships

Technical Skills

Technical Skills (Tools & Responsibilities) are also evaluated but do not count towards a student’s grade. Technical opportunities vary from company to company.

Tools	Responsibilities
Calculator Computer (Mac) Computer (Windows) Copier Fax Machine Label Maker Multi-Line Telephone MS Access or other database programs MS Excel MS Outlook MS PowerPoint MS Word Postage Meter Printer Scanner	Client Services Conference Room Set Up Data Entry Document Management File Management Internet Research Mail Delivery Note Taking Office Equipment Management Order Processing Patient Care Phone Coverage (Reception) Presentation Development Written Communication (Email)

Final grades are based on the following criteria:

**Job Partner - 30% of the final grade
Mid-Year or Final Evaluation**

- Performance Rating (based on Professional Skills)
- 5 - Consistently Exceeds Expectations = 100
 - 4 - Occasionally Exceeds Expectations = 94
 - 3 - Meets Expectations = 85
 - 2 - Occasionally Meets Expectations = 75
 - 1 - Rarely Meets Expectations = 70

Corporate Work Study – 70% of the final grade

Timecards - 15%

Students start with a score of 100. Points are deducted for violations such as tardy check-in, late work arrival, failure to submit timecards, with work details.

Projects – 30%

Students can earn a maximum of 100 points for monthly projects and written and oral assignments implemented during Business Literacy courses (e.g. resume, cover letter, Toastmasters etc.) Points will also be awarded for the Project CEO PowerPoint and final end of year presentation at their Job Partner.

Professionalism – 25%

Students start with a score of 100. Points are deducted for behavioral infractions - i.e. dress code violations, truancy, missed make-up workdays, unexcused absences etc. or any behavior that substantially disrupts the educational and professional process and includes willful disrespect or defiance of CWSP staff.

Grade Scale

A	B	C	D	F
90-100%	80-89%	70-79%	60-69%	0 – 59%

When a student does not meet expectations (i.e. receives a score of “1” or “2” in any area), Corporate Work Study staff responds with a targeted remediation plan to ensure that (1) the student receives the training/supports he or she needs in order to succeed at work and (2) the corporate partner’s concerns, related to the student’s performance, are resolved.

Awards

While Corporate Work Study achievement should be its own reward, students do derive added incentive and satisfaction from the knowledge that their efforts will receive special recognition from Cristo Rey Atlanta Jesuit.

- **Corporate Work Study Honors** – 94% or higher overall CWSP Average
- **Student Employee of the Month** – Assigned to a student from each grade level who consistently exceeds expectations during the month, based on timecard ratings, supervisor comments, testimonials and CWSP recommendations.

CORPORATE WORK STUDY POLICIES

CWSP Attendance Policy

Each student worker is expected to attend work each and every workday they are assigned. Personal appointments should not be scheduled on an assigned workday. The CWSP has strict rules and penalties when student workers miss work. If a student is not present when his or her transportation route departs, the student will not attend work that day and it will be considered a "workday absence." Depending on the situation, the student will receive point deductions and will be required to make-up the day.

If a student worker is tardy to work, the Job Partner is asked to notify the CWSP Office, and the subject will be addressed with the student worker by the CWSP Office and coordinated with the Job Partner. Patterns of lateness or absence can be cause for termination of a student from the job.

If a student worker will miss work:

- Prior to the start of the school day (7:30 AM), the parent or guardian should notify the school that the student will be absent, consistent with school policy.
- The student should schedule a date with her or his supervisor to make-up the missed day, as soon as possible, when he or she returns to work.

The CWSP Office will notify the Job Partner when a student will be absent from work.

CWSP Absence Make-Up Days

Student workers are expected to make-up any missed workdays prior to the end of the same semester in which they occurred. Cristo Rey Atlanta Jesuit High School holidays and breaks will be the most likely time when student workers will make-up missed workdays.

There are no excused absences from the CWSP for any reason. Job Partners pay a fee in return for work hours, so an absence from work must be made-up to fulfill the CWSP’s commitment to Job Partners. If a student misses their day at work, the student is required to make up the day on a non-school day (ex. Future school vacation day). For each missed work day, a \$100 charge will be added to the family’s account. Once the day has been made up, the charge will be removed.

Make-up days will be scheduled at the convenience of supervisors and will be coordinated and approved by CWSP staff. The student workers are responsible for filling out an Absence Make-Up Form with the supervisor and

returning it to a member of the CWSP Office for approval. The student is responsible for obtaining signatures from the supervisor, the parent or guardian, and the CWSP. If a company decides to waive a student make-up, the CWSP office will re-schedule a make-up day at school.

If a student is absent for a scheduled make-up day, then:

- a.) points will be deducted.
- b.) he or she will face disciplinary action at school
- c.) Students must sign up for hours of service in the school through CWSP.
- d.) An additional charge of \$100 will be added to the student's account.

The student will have another opportunity to make-up the day, as described above. If a student misses make-up days two times during the work year, the student may be terminated from work.

CWSP Dress Code

All student workers are required to arrive at work in complete school uniform (See School Dress Code). Prior to departing from school for work in the morning, CWSP Staff will be responsible for evaluating the students' attire and general compliance with the Code of Conduct to ensure a neat and professional appearance. Supervisors are instructed to notify the CWSP Office if student is not dressed appropriately, and CWSP will address the issue with the student as a violation of the school's Code of Conduct. The Dress Code and Code of Conduct policies of the school will also be observed during workdays.

The CWS Dress Code follows the Business Dress Code outlined for Male students (See School Dress Code), and Female students (See School Dress Code), with the exception that blazers are mandatory from the day after Indigenous Peoples' Day/Columbus Day to May 1st each year. Blazers are optional all other workdays. Because the CWSP is an integral part of the student's academic education at Cristo Rey, all rules pertaining to uniform Code of Conduct on school days will also be enforced on CWS days.

Cristo Rey Atlanta Jesuit maintains a code of dress and grooming consistent with its character as an independent, Catholic, college-preparatory school and with the professional workplace.

- This code contributes to a seriousness of purpose, a constructive learning atmosphere, and the development of sound personal habits and a positive self-image.
- The overall dress code requires that all students look professional, neat, and appropriate in order to be a positive representative of Cristo Rey Atlanta Jesuit at all times.
- Students are expected to maintain a neat and clean appearance.
- Attention should be paid to proper hygiene: showering, using deodorant, brushing teeth, combing hair, and ironing clothes.
- Students are expected to follow the same dress code for work as they do for school, regardless of the ordinary dress code at the workplace.
- Blazers are required after Columbus Day until Spring Break. Students may wear the school sweater or vest under their blazer in cooler weather. If a student is missing the blazer on their work day, the student's account will be charged \$25. The student is required to rent a blazer from CWS to wear to work for the day. If the student fails to return the blazer on the following school day, the student's account will be charged an additional \$10 each day until the blazer is returned.

Supervisors are not required to enforce the dress code; however, Supervisors are asked to notify CWSP if a student arrives for work in clothes, accessories, or in a physical condition that the Supervisor deems unprofessional or inappropriate for the workplace.

The school reserves the right to determine what constitutes appropriate dress. In all cases, the school has the final say.

Employer Requirements

Student Background Checks

Sometimes Background Checks are required on student workers by Job Partners. The student and the student's parent(s) or guardian(s) are expected to cooperate and provide any needed information and signatures to comply with internal background checks conducted by the Job Partner. The CWSP Office will assist in completion of such agreements.

Student Drug Tests

Some Job Partners may require drug testing of student workers. If the Job Partner Company would like to perform its own testing, students and parent(s) or guardian(s) are expected to cooperate with such a request and sign the proper permission from parent(s) or guardian(s). The CWSP Office will assist in completion of such agreements.

Non-Disclosure & Confidentiality Agreements

Some Job Partners require student workers to complete standard confidentiality, nondisclosure and intellectual property agreements. Student workers, parent(s) or guardian(s) are expected to cooperate with the signing of any such agreements/documents that are required by Job Partners in connection with student's job at the company prior to beginning the school and work year. The CWSP Office will assist in completion of such agreements.

Holidays: School

The CWSP and Cristo Rey Atlanta Jesuit High School will follow the same calendar of holidays during the school year. Students will not report to school or to work on school holidays unless it's on a pre-approved Work Study Make-Up Day.

Holidays: Job Partner (Employer)

Students will not report to work on a Job Partner holiday. Students will report to school and perform job duties in the school on their assigned workday if it is a Job Partner holiday and not a school holiday.

Inclement Weather and other Emergencies

CWSP will notify Job Partners if students will be absent for inclement weather or other emergencies.

Summer Work Request

Many CWS Partners request that one or more of their students continue to work for them during the summer, which is encouraged by the school. When the student works for the Job Partner during times other than the school year, the relationship will be managed under the CWSP Office. The only differences will be that the fee paid will be a per diem of \$70, the student will be permitted to keep the income earned less taxes and processing fees, and transportation to and from the work site must be provided by the student. Student workers are required to follow the behavioral expectations that are consistent with CWSP rules and regulations during any summer work, including the school's Code of Conduct. Students must be in good academic standing to work during the summer. All summer workers must attend a mandatory orientation at the school that reviews expectations of summer employment. Student workers do not have to wear their school uniforms to work over the summer.

Illness at Work

If a student worker becomes ill at work, the student should immediately notify their supervisor of the situation. If the supervisor is not available, the student worker should contact the CWSP Office by phone. The supervisor is asked to call CWSP Staff who will work with the school nurse to determine the severity of the ailment. The nurse will contact parents or guardians to arrange for pick-up of the student worker. Students are not permitted to leave the workplace until the end of the workday unless a special pick-up plan is confirmed with the CWSP Office. The policies and procedures of the school will also be observed during workdays. If the parent cannot pick the student worker up, the school will arrange transportation, based on availability.

Unsatisfactory Job Performance

This section of the handbook addresses incidents of unsatisfactory job performance and misconduct by student workers. The CWSP has a vested interest in both the continued satisfaction of its Job Partners and the continued success of its student workers. The CWSP Office will act as mediator in difficult situations between the Job Partner and the student worker.

Misconduct

Job Partners are requested to notify the CWSP Office as soon as possible regarding any incident of misconduct involving a student worker. The CWSP expects student workers to conduct themselves in a mature, professional manner. Incidents of misbehavior by student workers in the workplace are treated very seriously. Student behavioral problems occurring at work will be dealt with on an individual basis.

Termination

If a Job Partner requires that a student be removed from a job, then the CWSP will comply with the Job Partner's request and promptly remove the student from the job. The CWSP may choose to remove a student worker from the workplace at any time if it reasonably deems a student unable to fulfill the work required by the Job Partner satisfactorily. If a student is removed from a job then CWSP will endeavor to replace the student with a new student as soon as possible, ideally within ten business days from the time the removed student last worked.

After a student is removed from their job due to non-performance, they will receive Job Re-Training in preparation for returning to work at an alternate CWS placement. Should a student be terminated twice from a job during their time at the school, he or she will most likely be asked to leave the school.

Sexual Harassment

The CWSP requires and expects that all Job Partners treat ~~its~~ student workers with respect. For the safety of its student workers, and in conjunction with the Job Partner's own policies, the programs is very sensitive to matters involving sexual harassment, discrimination or other inequitable treatment of student workers based on gender, race, culture or religious beliefs and reserves the right to remove student workers if necessary.

Student workers have very specific and clear procedures for reporting incidents of inappropriate behavior at the school and at work. If a student worker reports any incident, the CWSP Office will contact the Job Partner to evaluate and discuss the situation. If there is a question of sexual harassment on the part of a student worker, the supervisor should contact the CWSP Office immediately.

Additional Corporate Work Study Program Policies

Parents/Guardians

The CWSP employs students for Job Partners on a fee for service basis. Therefore, the CWSP Office is the primary point of contact between students and parent(s) or guardian(s) concerning any job-related concerns. Parent(s) or guardian(s) must contact the CWSP Office to address any questions or concerns they may have about a student's job. Parent(s) or guardian(s) must not contact Job Partners directly. Job Partners should direct parent concerns to the CWSP office.

Social Media & Student Images

Job Partners may require student photos for social media, newsletters, PR or marketing purposes. As part of the agreement signed with the CWSP office, parents and students consent to the use of the image, likeness, name and/or work product in whole or in part, of the student, in any and all media for purposes of advertising and promoting without additional compensation. Cristo Rey and all Corporate Job Partners are released from any liability or claims arising out of the use of any such materials. For the safety and privacy of the student, we recommend that Job Partners use students' first name only when posting to social media sites.

Items Required at the Workplace

Job Partners may require students to carry a security badge, a card, or a key with them to work on their workday. Generally, the Job Partner issues such security items and students have the responsibility to safeguard them from loss. If a security item is lost by the student, he or she shall comply with the Job Partner's policy for the replacement of such item. If there is a cost associated with replacement, this cost will be added to the family's contribution bill unless it is paid directly to the Job Partner by the student.

Items Prohibited at the Workplace

Student worker use of personal cell phones, video games, iPods, iPads, CD players, radios, headphones and electronic accessories are specifically and strictly prohibited at the worksite. Job Partners are asked to help to enforce this policy. The Job Partner will inform the CWSP Office if student workers use any of the aforementioned items.

Notwithstanding the rule above, with their supervisor's prior approval, students may use personal cell phones during the workday to contact the CWSP Office regarding transportation or concerning a problem or issue at the workplace (e.g., student illness, etc.). Student workers are held to high standards of honesty and integrity by the CWSP. The CWSP has instructed student workers that the use of a Job Partner's telephone, Internet, office equipment, office services or materials for purposes other than the completion of their job duties is prohibited.

Internet Policy

Internet usage at the workplace may be necessary for students to accomplish tasks given to them by their supervisors. Social media websites such as Facebook, Twitter, Instagram and Snap Chat, etc. are not to be accessed during the workday, except as specifically required in connection with the student's work duties. Only websites approved by the supervisor may be accessed at the workplace.

Job Partners will track students' Internet usage in accordance with the company's Internet policy. Improper Internet usage by student workers may be cause for termination of the student(s) from the job(s).

Job Assignments

The CWSP determines all job assignments for student workers based upon Job Partners needs and the students' interests and skill sets. If necessary, from time to time, the CWSP may find it necessary to make changes in student work assignments with best efforts toward providing consistent service for the Job Partners. Changes will only be made after consultation and agreement with the Job Partners. Students are expected to accept their work

assignment and to complete the daily work responsibilities of their job to the best of their ability. While the CWSP will take the student's preference into account, the assignment of a job is the sole discretion of the CWSP.

CWSP Lunch Policy

Student workers are allowed to take lunchtime and other breaks according to the Job Partner's preference and schedule. Students will prepare their lunch at school and bring their lunch to work each day. Job Partners are encouraged to instruct the student workers about the lunch schedule on the first day of work. The CWSP Office expects that most student workers will take a lunch break at some point between 11:00 a.m. and 1:00 p.m. Generally, students will take 30-60 minutes for a lunch break. Students may not make arrangements to miss lunch intentionally in order to leave work early. If student worker abuses the schedule to the dissatisfaction of the Job Partner, the Job Partner is requested to notify the CWSP Office as soon as possible. A student leaving the workplace or building unsupervised during his or her lunch break is prohibited.

Students who do not comply with CWSP Lunch Policy are subject to disciplinary action at school. Successive violations may result in a student's removal from his or her job and/or suspension. Due to the school's safe environment policy, all students must be accompanied by at least two staff members if leaving the premises by car for lunch or an off-site appointment.

Medication at Work

Job Partners do not administer medication at work. All medications, (E.g. Tylenol®, Advil®, acetaminophen, ibuprofen) must be approved by parents or guardians and by the school.

Office Parties and Gifts to Students

Some Job Partners request that student workers participate in office parties or celebrations. The CWSP office will work with individual Job Partners to determine student worker availability, but student workers are not permitted to miss class to attend office parties. Additionally, student workers may not, under any circumstance, attend any office gatherings that include alcoholic beverages. Appreciation for a job well done can be recognized through student evaluations and student worker recognition programs of the CWSP. ***Any gifts or special recognition is optional and at the sole discretion of the Job Partner.***

Covid-19 Considerations

If assigned to remote work, the student will be under the direct, in-person supervision of CWSP staff and/or Cristo Rey employees in school. Additional testing may be required by the Job Partner or Company assigned. All students must agree to be tested for Covid-19.

CRISTO REY ATLANTA JESUIT HIGH SCHOOL 2021-2022

STATEMENT OF AGREEMENT

Failure to read the material contained in this handbook ***does not excuse*** the student from observing the information and regulations stated. The Principal and/or Dean of Students retains the right to amend the Handbook and all contents if necessary. If this occurs, parent(s) or guardian(s) may access any updated copies on our website.

Please initial each:

_____ I release the Cristo Rey Network from any liability or claims arising out of the use of my image, likeness, name, schoolwork, surveys and/or other work product.

_____ I hereby waive any right that I may have to review or approve the form and use of any such materials.

Student Acknowledgment: I have read the Student and Parent Handbook for the school year 2021-2022

Parent or Guardian Acknowledgment: I am the legal parent or guardian of the student signed. I understand and hereby agree to abide by the rules and will work with the school to support these policies.

Student Signature: _____

Date: _____

Printed Student Name: _____

Additionally, I hereby give my permission and grant all rights necessary on behalf of my daughter or son to the Cristo Rey Network, the Cristo Rey Work Study Program, their respective agents and anyone authorized by them for the following:

Please initial each:

_____ Take my daughter or son to and from work on their scheduled days on school- provided transportation and/or MARTA.

_____ Allow my daughter or son to be interviewed or participate in surveys or written/verbal tests generally related to either work or school.

_____ Take my daughter or son to and from retreats, class trips, service opportunities, athletic/extra-curricular events, and physical education classes off campus on their scheduled days (including overnights and weekends) on school- provided transportation.

Parent or Guardian Signature: _____

Date: _____

Printed Parent (Guardian) Name: _____

Daytime Phone: _____

Permanent Mailing Address (School must be contacted with changes):

Parent/Guardian Email Address: _____
(The school will use this email address for communication purposes with the parent/guardian. Parents should check this email frequently. Students should NOT have access to this email address.)

All signature pages are required to be submitted to the Office of the Dean of Students, Room 309, before August 31, 2021.