



TRINITY LUTHERAN SCHOOL

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2020-2021 PARENT/STUDENT HANDBOOK



PARENT / STUDENT HANDBOOK 2020-2021

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**The Son of Man came not to be served
but to serve, and to give his life as a
ransom for many.**

Matthew 20:28

PREFACE

Trinity Lutheran Church takes seriously Christ's command to teach His word. Among the agencies established at Trinity to teach God's Word is Trinity Lutheran School. Our records indicate that the school was established in 1886. Except for a temporary closing for three years in its early history, the school has been in existence ever since. Despite the high cost of full-time Christian education, Trinity continues to provide the opportunity for parents of our Merrill area to send their children to a Christian School. This handbook is intended to provide parents and students information on Trinity Lutheran School's programs and policies. We ask you to read it carefully; additional information will be sent home with your child in the weekly newsletter.

PHILOSOPHY

Trinity Lutheran School, an agency of Christian Education and a mission outreach of Trinity Lutheran Church, exists to assist parents in their God-given responsibility of bringing up their children in the discipline and instruction of the Lord.

Our gracious God wants all of us to be saved. God reaches out to us through His Law and Gospel. Through the use of God's Word, the Holy Spirit enters our hearts, shows us our sin, and then assures us of God's forgiveness in Jesus Christ. Freed from the guilt of sin, our faith grows and we can reach out in love to others and can serve our Lord Jesus Christ.

Trinity's teachers will apply God's admonitions and forgiveness to each life situation as it presents itself during the entire school day. We strive to make Trinity School a community for committed Christians to practice the life of faith and grow to full potential as God's children in service to Him and others. Communication and cooperation between home and school are critical for each child's full development.

MISSION STATEMENT

The mission of Trinity Lutheran School is to lead God's children into a closer relationship with Jesus Christ and educate them from a scriptural point of view.

OBJECTIVES OF TRINITY LUTHERAN SCHOOL –

By God's grace Trinity School will:

1. provide a safe climate where teaching/ learning takes place.
2. show love for our Savior by word and action.
3. foster growth of a positive self-concept.
4. equip students for service to God and the world.
5. promote family involvement in the Christian Education process.
6. develop critical thinking in the decision making process guided by God's Word.
7. provide a strong education in religion, reading, mathematics, language arts, science, social studies, physical education, music and computers.
8. provide opportunity for social interaction.
9. support LCMS family values.
10. use technology available in the teaching/ learning process.

THEME – Sent to Serve

Our theme for the 2020-2021 school year is **Sent to Serve** based on Matthew 20:28.

The Son of Man came not be served but to serve, and to give his life as a ransom for many.

In our self-oriented, "what's in it for me" world, the thought of serving others grows increasingly foreign. However, it is at the core of all we do at Trinity School, to follow Jesus and serve as He served. In these challenging times, we are excited to be serving your family while helping your children learn to serve one another.



SUPPORT

Members of Trinity contribute to support their church and school through their regular offerings to the Lord.

The total cost of educating a child is over \$7,000 per child per year. The tuition paid for each child is used to purchase materials, and cover other educational costs. Church offerings provide most of the funds to provide Christian Education for our children.

(See page 13 - Student Fees)

ORGANIZATION

Trinity Lutheran School is the primary educational mission and ministry of Trinity Lutheran Church. Responsibilities flow as follows:

- The voting members of the Congregation, in assembly four times per year, have the final authority in the operation of the school in terms of the annual budget, election of School Board members, calling of teachers, and major program or facility changes.
- Pastors are spiritual leaders of the entire congregation, and therefore act as spiritual advisors for the school.
- The Trinity School Board determines policy, supervises the budget, sets school fees, hires support staff, and ensures continual upgrades to facilities and equipment.
- The School Administrator, who is responsible to the School Board, supervises all aspects of the school's program and makes recommendations to the School Board.
- The faculty recommends budgets, policies and carries out the educational programs of the school.

WHAT TRINITY EXPECTS OF PARENTS

1. *Regular Worship & Communion Attendance* – This offers opportunity to hear God's forgiveness and gives the Holy Spirit opportunity to strengthen our faith as we remember God's gifts and promises. **We expect all students to be in worship at Trinity when they are scheduled to sing at a church service. From third through eighth grade, this will be tied to their music/choir grades.**
2. *Christian Growth* – Sunday School, Bible study and family devotions offer opportunities for growth.
3. *Example* - Our Christian life is the model our children will follow.
4. *Generous Financial Support* - Most of the school costs are covered by the offerings of God's people of Trinity Lutheran Church. It costs Trinity congregation about \$7,000 per year for each child who attends here. Do your offerings truly show that you appreciate what the God of miracles has done for you?
5. *Wholehearted Cooperation* - Speaking and acting positively toward Trinity School and its staff will encourage your child to do well and cooperate in school.
6. *Volunteering*- we expect 8 hours of volunteer time per family per semester.
7. **Parent cell phones are to be turned off and out of sight at all times when in Trinity School, on the playground, or in the car line and on school sponsored field trips to demonstrate respect for the learning environment and for each child.**

WHAT TRINITY SCHOOL EXPECTS OF STUDENTS

Students are to follow all school rules and expectations at all school sponsored events, field trips, athletic contests and other activities.

1. *Respect* - Since we are all the children of God at Trinity School and God commands us to love one another, we expect students to treat themselves, one another, patrols, teachers, and all other adults with respect. Students are expected to obey all reasonable directions given by all adults at Trinity. Name calling, intimidation, and other abusive actions will not be tolerated.
2. *Honesty* - Honest, straight forward responses and information in all settings are expected.
3. *Cooperation* - Children learn best in an atmosphere where teachers and students are working together.
4. *Effort* - We expect our children to give their best effort. Plagiarism in any form will not be tolerated.
5. *Self-Control* - We expect our students to practice self-control at all times.
6. *Proper Language* - We expect students to use appropriate language. Cursing, foul or abusive language is not appropriate language for God's children.
7. *Toys* - We expect students not to use toys, personal listening devices, and nuisance items at school. Exceptions will be made when a teacher gives children permission to bring such items.
8. *Bicycles/Scooters* - Children riding bicycles or scooters are expected to obey all traffic laws. No riding on school grounds from 7:30 a.m. -3:30 p.m. school days. When leaving the school grounds, students are expected to walk their bicycles. When crossing Main Street, students are expected to cross with the crossing guard.
9. No in-line skates, skates, or skateboards are to be used on campus from 7:30 a.m. - 3:30 p.m. on school days.
10. *Closed Campus* - Trinity operates a closed campus. Children may only leave for lunch with written permission from a parent. Students who ride busses are to load and unload busses at Trinity. Walking to Prairie River Middle School to board the bus is unacceptable. Students who ride in cars, busses, etc. are to stay on Trinity School property until they are in their vehicle or are accompanied by an adult.
11. *Property* - We expect students to respect their own and other's property as well as church and school property. Playground equipment is to be used for its designed purpose.
12. *Pornography* - Sexually explicit materials will not be tolerated in our school.
13. *Valuables* - Children are discouraged from bringing money to school unless it is used for fees. Other valuable items are brought at the child's risk of loss.
14. *Alcohol, Tobacco Products, Drugs* - Possession, sale, or use of alcohol, tobacco products including lighters and matches, or unsupervised use of prescription or non-prescription drugs is not tolerated on Trinity's campus or at school-related activities. Police will be contacted.
15. *Gum* - Gum chewing is not allowed in the building or on school grounds or school sponsored events without a teacher's permission.
16. *Abuse* - Writing on skin, skin burning or cutting is not acceptable behavior.
17. **Personal devices and other technologies are not to be used during the school day except under direct supervision and by permission of a teacher.**
18. Non-marking gym shoes must be worn for all indoor and outdoor physical education activities.
19. *Student Tattoos* - Students are discouraged from obtaining tattoos. However, in the event a student does secure a tattoo, it must not infringe upon or interfere with the teaching/learning climate or promote non-Christian principles. Teachers and/or coaches may ask the student to keep the tattoo covered during school and while participating in school-sponsored activities.
20. *Cell phone*: All students bringing a phone to school must have the number on file in the office. Phones are to be kept in backpacks and turned off from 7:30 a.m. - 3:30 p.m. unless given teacher permission to use.

ON THE PLAYGROUND

Children are to use playground equipment for its designed purpose and will not be permitted to abuse equipment so as to cause injury to the child or breakage to the equipment. At no time are children to be on top of any equipment, including horizontal ladder, tunnel, and glider. Children on the playground must respond to requests of supervising adults and follow all playground rules as presented at an assembly early in the school year. Parents can reference these rules from the second newsletter in September.

WORSHIP

Daily devotional opportunities are provided in the classroom. A chapel devotion will be held each week that school is in session.

Parents who enroll their children in our school commit themselves to regularly attend church with their children. Church attendance will not be taken at school this year, but we encourage you to take advantage of not only regularly scheduled in person services, but the opportunities to worship virtually, at any time through recorded services, or by listening on the radio.

RELIGION

Each school day your child will participate in Christian faith-building activities. Adopted religion curriculum emphasizes Lutheran Church Missouri Synod doctrine, Bible study, church history, and application to the Christian life.

CHAPEL FAMILY SERVICE GROUPS

During this time of pandemic, we will not have family group activities. Chapel will be virtual, and will be made available to parents for online participation.

ENROLLMENT POLICY

Trinity School accepts enrollments of children who are able to function in a regular classroom whose parents support Trinity School's Christian Education process. The School Board reserves the right to limit class size in the interest of providing workable teaching-learning situations. Acceptance of enrollments and re-enrollments will be determined by the Trinity School administration. When feasible, the administration will consult with the teaching staff.

The State of Wisconsin immunization requirements must be met by those attending Trinity.

Trinity Lutheran School will not enroll new students into our school after the first week of a new school year. Exceptions may be made if the following criteria are met:

1. Families moving into the Merrill area during the school year.
2. Families for whom it has been determined (by the school that the child would be leaving) that a change in the middle of the school year would be advantageous for the child. An in-person petition to the School Board by a parent, and, if age-appropriate, the student will be required prior to admission.
3. If a family applies for admission to our school during the course of a school year, the School Administrator and/or the School Board reserve the right to deny admission if he/they feel it is not in the best interest of the child or Trinity School. Area students transferring into Trinity will have a probationary period of three months, with reviews by teacher, School Administrator, and parents at the end of each 3 days.

Students are normally accepted into the grade recommended by the previous school. The School Board does not encourage mid-year transfers of students from any Merrill area school to another Merrill area school. If a family applies for admission to our school during the school year, the School Administrator and/or the School Board reserve the right to deny admission if she/they feel it is not in the best interest of the child or if it would cause too much of a disruption in the classroom the child would be entering at Trinity. Children will be considered for kindergarten who will be 5 by September 1.

SCHOOL DAY

Children (not riding school busses) are to arrive at our campus between 7:30 and 7:45 a.m. Students will be screened prior to entry, then are to go immediately to their classrooms. School will begin at 7:50. The lunch period is from 11:30 – 12:00 for fifth through eighth grade, and from 12:00 – 12:30 for kindergarten through fourth grade. Dismissal begins at 3:00 for K-6. School closes at 3:20 p.m. Students are to leave the school grounds immediately after school. Exceptions to this rule are extra-curricular activities or teacher request.

Parents transporting their children are to pick them up no earlier than 3:00. Please do not arrive early to wait in line. Students who ride in cars, busses, etc. are to stay on campus until they are in their vehicle or are accompanied by an adult. Drivers are to pick up students **only** on the south side of the school building, not across the street in the church parking lot or other alternative locations. Students will be dismissed individually in order to promote social distancing.

EARLY ARRIVALS

NO STUDENTS MAY ARRIVE BEFORE 7:30 a.m.

All students who arrive at school between 7:30-7:45 a.m. are to go directly to classrooms. No parents will be admitted into the building, except those designated as volunteers to help with morning screening and to ensure hand to hand 4K drop off.

MASKS

Masks will be required of all people in the building until the Mask Mandate expires. At that time we will consider CDC and LCHD guidance. Any changes will be communicated with parents.

ATTENDANCE

The School Administrator or designee shall serve as the school attendance officer and shall deal with all matters relating to school attendance and truancy. When a student will be absent from school, the parent is to call the school before 9:00 a.m. on that day. The phone call should state the reason for absence. If the reason is illness, please state the type of illness. Students who are symptomatic but not acutely ill should participate in virtual class via Zoom. The following rules and procedures have been developed and approved by the Trinity School Board. A student may be reported to social services as truant if there is a failure to follow state regulations and corresponding school policies.

Excused Absences:

- 1.) Parents/Guardians are authorized to excuse their student(s) from school attendance for any reason, up to a maximum of ten (10) days in a school year, provided they notify the school in writing prior to the absence.
- 2.) With the exception of the ten-day Parent/Guardian-Excused absences, it is the school, not the parent(s) /guardian(s), that determines whether absences are excused or unexcused. The following reasons for absence will be excused:
 - a. Student illness or medical appointment
 - b. Family illness or other emergency for which the student's presence at home is required
 - c. Quarantine by public health official
 - d. Death in immediate family and/or funerals of family members or close friends
 - e. Suspension from school for disciplinary action
 - f. School-sanctioned activity or event
 - g. Court appearance
 - h. Family trips that can be taken only during the normal school term. The intent of this statement is to provide opportunity for students to accompany their parent(s)/guardian on a vacation that cannot be scheduled when school is not in session. A parent/guardian shall be required to notify the school in advance of the absence.
 - i. Other reasons as approved by the principal or designee.

Unexcused Absence - An unexcused absence is any absence from school for reasons other than those defined as excused.

Truancy - Truancy is defined as any absence of part or all of one or more school days during which the school has not been notified of the legal cause of such absence by the parent(s)/guardian(s) of the absent student, and also means intermittent attendance carried on for the purpose of defeating the compulsory attendance law.

Parent(s)/guardian(s) shall be notified when a student has an unexcused absence(s). These notices will be made by first personal contact, then email or telephone and finally by mail. A written record will be kept on file.

Habitual Truancy - A habitual truant is any student who is absent from school without an acceptable excuse for part or all of five days during which school is held during a semester. All truancies are unexcused but not all unexcused absences are truancies. The School Administrator or designee will determine on an individual basis whether an unexcused absence is to be regarded as a truancy.

Excessive Absences (5 or more days per quarter) - Parent(s)/guardian(s) shall be notified in writing when a student has accumulated excessive absences. This will be done whether the absences are excused or unexcused, unless the student is under doctor's treatment and a written statement from a physician or licensed practitioner is on file. Such a written statement may be required if five absences occur in any nine-week period due to illness.

Tardiness - **Out of respect for the learning environment, tardiness cannot be tolerated. If a student is tardy 3 times per quarter, the teacher will keep the child for 30 minutes after the end of the school day for service or academic work, with the day determined by the teacher. Parents will be required to provide transportation home for the child.** Four or more tardies in a year will count as one absence for attendance awards purposes.

Consequences for Unexcused/Truant Absences - The School Administrator or designee will work directly with the student absent for reasons classified as unexcused and will use judgment and discretion in dealing with each individual case. The principal or designee may use any or all of the following methods to deal with students who have an unexcused absence:

1. Conference and counseling with the student.
2. Missed work as a result of an unexcused absence may be required to be made up in order to gain background for future concepts. It is the responsibility of the student and parent(s) or guardian(s) to contact the teacher and arrange for the time and place for the make-up work.
3. Required parent/guardian conference
4. Referral to appropriate agency or to a court of law under state compulsory attendance/truancy laws.

Excellent attendance (0, 1, 2 or 3 absences) will be recognized at the final Chapel service.

STUDENT ACCIDENT INSURANCE

Trinity does not participate in a student purchased accident plan. It is assumed students will be covered by their parent's health care plans. If a child is hurt at a school activity, we do have medical insurance coverage if other plans do not fully cover. Our plan has a \$25 deductible. For further information, call the school office.

TESTING

Trinity's testing program consists of achievement tests and diagnostic tests. The purpose of these tests are for diagnosis of student needs, evaluating individual student's progress, and reporting to parents.

The testing plan includes:

K-1 Observation Survey

Second –Eighth Grade:

1. MAPS assessment administered two - three times each year; (formative exam to help drive instruction)
2. Wisconsin Forward Exam, administered in the spring (summative exam to give a snapshot of student progress and compare our school with others)

HOMEWORK

The challenging academic program at Trinity requires that some study be done at home. The amount of homework depends on the grade level of the child. For kindergarten through third grade students, the only homework they will have will be an expectation of 20 or more minutes of reading at night, plus regular outdoor play time and family meals. For third grade students, homework will gradually be introduced in the second semester to prepare them for the expectations of fourth grade. In fourth through eighth grade, the amount may vary based on the work habits of your child at school. Regular out of school assignments will never exceed more than 10 minutes per grade level, plus nightly reading. If your child has more than that, they may not be using their study time wisely at school. Parents can help by providing encouragement and a quiet place for study. Providing too much help is to be avoided. If your child is unable to complete his assignments for any reason, kindly contact your child's teacher. Parents are expected to review all homework completed at Afterschool Care.

REPORTING PUPIL PROGRESS

Pupil progress will be reported in a variety of ways. Parents are expected to participate in the annual Parent-Teacher Conferences scheduled each fall and spring. Report cards will be issued four times per year. Faculty will send progress reports home for each student during second and third quarters. Students whose grades are in jeopardy will be sent a progress report the first and fourth quarter. The teacher will determine whether to mail, telephone, e-mail, or send progress reports with students. Questions on pupil progress should be directed to your child's teacher.

K-2 Developmental Report

B = Beginning Skill

D = Developing Skill

I = Independent

Grade 3-8 Report Card

93-100% = A (Excellent)

85-92% = B-(Above Average)

75-84% = C – (Average)

65-74% = D- (Below Average)

64% and below = F

Grades 1-8 Effort Grades

+ = Extra Effort

√ = Satisfactory Effort

- = Lack of effort- must be improved

Art – (Gr. K-8) – Effort Grades

Music – (K-2) – Effort (3-8) – Letter and Effort Grade

Physical Education – (Gr. K-4) - Effort Grade

(Gr. 5-8) – Letter and Effort Grade

Technology Instruction – (Gr K-4) Effort Grade

(Gr. 5-8) Letter Grade

An honor roll will be published quarterly for students in grades 5-8 who achieve a 3.5 grade point average or higher during the quarter.

Students in grades 7 and 8 are eligible to join Trinity's chapter of the National Junior Honor Society. NJHS functions as a service organization within the school. Students must also demonstrate service (minimum of 10 hours of community service), leadership, citizenship, and character. A five-member faculty committee reviews student-submitted credentials after the first and third quarters each year. Students who are members of NJHS will receive an honors diploma at graduation.

PROMOTION-RETENTION POLICY - K-8

Trinity does not practice an automatic promotion policy. Students are encouraged to work hard in their school work. We expect students to complete their work including makeup work for absenteeism.

Retention will be considered when a student is not demonstrating necessary competencies. A retention decision will include:

1. A team decision including the teacher of the student, teachers of the next grade level, and principal's representative
2. Parental consultation
3. Diagnostic Test results
4. Academic work, tests, daily work, participation, etc.
5. Age
6. Attendance
7. Skills/grades in religion, math, science, language, reading, social studies, and spelling will be considered.
8. In order for a child to be retained in grades 3-8, he/she must have failing grades in two subjects at end of the second semester.

SPECIAL NEEDS

Trinity Lutheran School and Merrill Area Public Schools offer help to children with special needs. Speech evaluation and help is available. Children who have special needs may be eligible for Title I services. Contact your child's teacher for further information. Testing is available for students who may have special needs; however, we do not have access to special education services. Although we provide the best Christian learning environment possible, we recognize that children with special needs (academic, behavioral, physical) may require placement at an alternate school in order to receive special education or other special services.

TRANSPORTATION

Merrill Area Public Schools provide transportation without charge to those children who are eligible and reside in our attendance area. Merrill-Go-Round provides transportation in the city for a fee. Parents who have questions on attendance areas or transportation may contact the bus companies. Good conduct is expected of those riding busses.

FIELD TRIPS

Field Trips are an extension of the classroom so students are to follow all school rules and expectations. Field trips are taken to enhance educational programs and broaden student experiences. Teachers plan field trips in consultation with the principal. Teachers plan for emergencies and for meeting special needs of students. Education funds are used to pay all bussing costs based on teacher negotiated classroom allotment. PTO support pays for part or all of most field trips. Students may be asked to pay for some or all of entrance and/or lunch fees. A parental signed permission slip is needed for each trip. This slip explains the purpose, time, and destination of the trip as well as any additional information the parent should receive. If no permission is received, students will not be allowed to participate. During the pandemic, field trips will be limited to outdoors in Lincoln County by class or pod only, with no mixed groups.

EMERGENCIES

In case of weather emergencies, students move to the shelter area on the lowest level of the east side of the building. In case of emergency requiring complete evacuation of the building, students will use the church as a shelter.

When emergencies require district wide closings, a delayed start, or early dismissal the decision will be made by the Merrill Area Public Schools. Local radio stations and TV stations and their websites will broadcast closings of school before and/or during school hours. Whenever school is closed because of emergencies, all after school activities are canceled.

ANTI-DISCRIMINATION STATEMENT

Trinity Lutheran School subscribes to the USDA Non-Discrimination Statement which reads:

In accordance with Federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its Agencies, offices, and employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, sex, disability, age, or reprisal or retaliation for prior civil rights activity in any program or activity conducted or funded by USDA.

Persons with disabilities who require alternative means of communication for program information (e.g. Braille, large print, audiotope, American Sign Language, etc.), should contact the Agency (State or local) where they applied for benefits. Individuals who are deaf, hard of hearing or have speech disabilities may contact USDA through the Federal Relay Service at (800) 877-8339. Additionally, program information may be made available in languages other than English.

To file a program complaint of discrimination, complete the USDA Program Discrimination Complaint Form, (AD-3027) found online at:

http://www.ascr.usda.gov/complaint_filing_cust.html, and at any USDA office, or write a letter addressed to USDA and provide in the letter all of the information requested in the form. To request a copy of the complaint form, call (866) 632-9992. Submit your completed form or letter to USDA by:

- (1) mail: U.S. Department of Agriculture
Office of the Assistant Secretary for Civil Rights
1400 Independence Avenue, SW
Washington, D.C. 20250-9410;
- (2) fax: (202) 690-7442; or
- (3) email: program.intake@usda.gov.

This institution is an equal opportunity provider.

MILK PROGRAM

One carton of milk is included with each hot lunch. Students who bring a cold lunch from home may purchase a carton of milk for \$.50, and students in second grade and up may purchase a second carton of milk for \$.50.

Financially, the milk program is part of the hot lunch account. Milk charges are deducted from the family's hot lunch account.

Children who have a note from a doctor indicating that they should not drink milk may make special arrangements.

LUNCH PROGRAM

Trinity Lutheran School participates in the federally subsidized lunch program. This means that we receive government commodities as well as government subsidy for the lunch that we serve. We attempt to serve a nutritious meal, to teach good eating habits, and to expand the child's knowledge of what makes up a balanced meal. Because we use government commodities, children may be exposed to a greater variety of foods than they receive at home. Our lunches contain five components: milk (3 choices), meat or meat alternate, two or more servings of vegetables or fruit or both, bread and bread alternate. Children are given a choice of a hot lunch entrée or a sandwich alternative.

Free and reduced price lunches are available to families who qualify. Applications are made available at the start of the school year.

All meals served must meet meal patterns established by the US Department of Agriculture. If a child has been determined by a doctor to be handicapped and the handicap would prevent the child from eating the regular school meal, the school will make any substitutions prescribed by the doctor. If a substitution is needed, there will be no extra charge for the meal. If you believe your child needs substitutions because of a handicap, please get in touch with us for further information.

Students may bring lunch payments to the school office each morning by 8:00. Those approved for free lunch need not make payments for lunch, but may need to make a payment if the child will ever purchase a separate milk. Lunch payments will be entered into the family lunch account in FastDirect, where parents will be able to see their family balance. When the balance falls below 0, an email reminder generated within FastDirect will be sent. Written reminders may also be sent home.

As students come through the lunch line, the administrative assistant will check off those that are participating in school lunch, and the charges for lunch and milk will be "posted" to the FastDirect account following the lunch period. In the event that the administrative assistant is out for the day, the charges may be posted the next day that she is back in the office.

Parents are encouraged to provide a nutritious lunch for children who bring one from home. Please provide a cold pack or thermos as we cannot refrigerate or heat items. **NO carbonated beverages are allowed.**

HARASSMENT OF STAFF AND/OR STUDENT

Trinity Lutheran Church and School is committed to prohibiting the harassment of staff/students on the basis of sex, race, national origin, handicap or any other protected status. Staff members or students who engage in harassment will be subject to disciplinary action and/or termination.

Definitions and Interpretations:

Unwelcome sexual advances, request for sexual favors, and other verbal or physical conduct of sexual nature constitute sexual harassment when the following occur:

1. Submission to such conduct is made either explicitly or implicitly as a term or condition of an individual's employment or affects the student's learning environment.
2. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual's or student's status. (i.e. grades, etc.)
3. Such conduct has the purpose or effect of interfering with an individual's work performance or creates an intimidating, hostile, or offensive work environment.

Harassment based upon race, national origin, or handicap includes ethnic or national slurs or other verbal and/or physical conduct related to a person's race, national origin, or handicapping condition which interferes with an individual's work performance or creates an intimidating, hostile or offensive environment.

This policy statement will be distributed to staff annually by the Church Personnel Committee.

Reporting of Complaints

Harassment complaints must be filed in writing within ten days of the alleged incident. These complaints shall be filed with either the Pastor or Board of Elders for church related operations, or the School Administrator or School Board for school related operations.

Investigation of Complaints

When a complaint is received, it will be promptly investigated. The investigation would include interviews with the direct parties involved and others who may have observed the alleged harassment. In each incidence, the complaint and investigation will be handled in a confidential manner. The investigation will be conducted by the person the complaint is reported to, and if warranted, 2-3 other church leaders that are selected by the pastor and/or School Administrator. A church leader is a person elected to a church board.

The complaint should be reported promptly to the insurance carrier.

Disciplinary Action of Staff

If the investigation shows that the accused did engage in harassment, the supervisor will take appropriate action which will include a warning that any continued harassment will result in negative action, such as suspension or termination. The church and school has the right to apply any sanction or combination of sanctions to deal with unreasonable contact or sexual harassment:

- 1) Counseling with the offender(s)
- 2) Probation with a warning or suspension or discharge for continuing or reoccurring offenses
- 3) Suspension with or without pay (depending on how serious the offense)
- 4) Discharge for cause.

Disciplinary Action of Students

If the investigation shows that the accused did engage in harassment, the principal will take appropriate action which will include a warning that any continued harassment will result in negative action, such as suspension or expulsion. The school has the right to apply any sanction or combination of sanctions to deal with unreasonable contact or sexual harassment:

- 1) Counseling with the offender(s), including discussion of sin and grace;
- 2) Meeting between offender and victim;
- 3) Suspension or expulsion

BAND PROGRAM

Trinity School has an agreement with Jennifer Heisinger for instrumental instruction, including lessons, Beginning (Cadet) Band, and Intermediate (Concert) Band. Students may begin band lessons in fourth grade or any time thereafter. The program includes only band instruments-- brass, woodwind, and percussion. Performance opportunities will include evening concerts, a concert for the school, and playing for chapel or any other appropriate occasion. Students will have a band rehearsal and one lesson each week. Our recruitment for new students is done in spring. Anyone else interested in joining should contact Jennifer Heisinger.

PHYSICAL EDUCATION

Physical education is an integral part of the student's education and is considered as important as any other subject area. Students participate in physical fitness, life sports, rhythm activities, stunts, tumbling, games of low organization, team games and self testing activities. All students are expected to participate in all activities. Students may be excused from participating in physical education classes because of injury or other special circumstances by a written parent request, with the reason included, for up to three days. A written medical excuse from a licensed, professional, medical provider will be required after three days of non-participation and/or for repeated requests. All students MUST wear gym (tennis) shoes. Weather permitting, all physical education classes will be outdoors during the pandemic.

ATHLETICS

A variety of sport activities are sponsored by our school for the upper grade students. Our interschool program consists of volleyball, soccer and basketball for grades 4-8, as student numbers allow. A separate athletics handbook is available to provide greater communication and shared understandings between coaches, students, and parents in the area of athletics.

ATHLETIC / ACADEMIC POLICY

Each student must be progressing academically at a 'C' level or above in all subjects to be eligible for any of Trinity's athletic teams. If extenuating circumstances exist for a specific student, they will be reviewed on an individual basis (teacher, School Administrator, coach, parent(s), and/or student). A determination of eligibility will be made at that time. A student may be declared ineligible at any time during the season. The student may regain eligibility after a specified length of time. This policy also applies to students participating with the Prairie River Middle School teams

OUTDOOR EDUCATION

Outdoor Education is an opportunity to work with the educational process in our Lord's wonderful outdoor creation. Through direct experience, self-investigation and observation using total senses and guidance under trained leaders, we attempt to meet the needs and interests of each individual involved. Our program attempts to promote the development of the Christian community as students and teachers worship, learn, plan, eat, share and celebrate together. We have a site-developed curriculum for each grade that may be carried out at our School Forest, the Council Grounds, or along the Ice Age trail. Outdoor Education allows people to grow in Christ and with each other.

LIBRARY

In the past, our school has made full use of T.B. Scott Library's excellent services because of its proximity to our school. We are determining procedures for the 2020-21 school year. When we resume library visits, students need to have a valid library card and all fines must be paid. Trinity School has library materials in each classroom.

ASBESTOS

A six month periodic surveillance was conducted in July 2020. The three year re-inspection of all known or suspected asbestos-containing building material (ACBM) was conducted in January 2020. All friable asbestos was removed from the 1959 building during June 1994. The management plan covering the other known or suspected ACBM is available in the school office for study upon request.

DAMAGE TO PROPERTY

- 1) Accidental - No penalty will be assessed unless household or auto insurance coverage applies.
- 2) Intentional or Horseplay - Perpetrators do cleaning and/or repairs, if appropriate, or pay full cost of repairs or replacement.
- 3) The Board of Trustees is responsible to collect damages. The board may delegate this responsibility to appropriate persons.

POLICE REFERRAL

Police referral will be made for anyone who uses, is in possession of, or sells alcohol, other illicit drugs, tobacco products, weapons, and/or illegal fireworks. Police referral will also be made for suspected sexual assault, assault, disorderly conduct, theft, and vandalism.

Suspicious persons on the grounds, in the building, or affecting students in transit will also be referred to police.

School Threat Assessment Protocols will be followed for anyone posing a threat to the safety of individual students or the school at large.

SUSPECTED CHILD ABUSE/NEGLECT

Teachers and principals are mandated by Wisconsin Statute to report suspected child abuse and neglect.



VOLUNTEERING POLICY

Please note that all volunteers will be subject to background checks and will be expected to read and comply with the Volunteer Handbook. When volunteering for any activity at school that involves working with children, cell phones are to be turned off and out of sight except in case of emergency.

While we love our volunteers, at this time the only time we will be able to have you help is as follows:

1. Outdoors to help with screening and traffic patterns from 7:25 – 7:50 each morning.
2. By teacher request to help after school or with projects sent home.

Once COVID-19 is no longer at pandemic status, we will welcome all volunteers to our school .

PARENT TEACHER ORGANIZATION

The PTO may:

1. plan activities
2. sponsor 8th grade graduation celebration
3. provide a Trinity school classroom donation
4. conduct School Board approved fundraisers, including the annual auction.

The PTO will meet on agreed upon dates to handle business and plan for future activities. The PTO may call for volunteers to help or plan specific activities. The PTO meetings will be open to any parent. The PTO is made up of parents and teachers. Parents are kept advised of PTO news through the school newsletter or a specific letter.

EDUCATIONAL FEES, EDUCATIONAL AID, SCHOLARSHIP TUITION ASSISTANCE

Payment plans are available for those with special financial needs. For those families in financial hardship, educational aid and/or Scholarship Tuition Assistance may be available to cover a part of the tuition cost. It is the family's responsibility to keep the school office informed of special financial needs.

The first payment of the agreed upon plan must be paid by May 15. If payment produces an economic hardship, please speak with the school administrator.

To receive a quarterly report card or diploma, a student's tuition must be up to date. No student will be enrolled unless all payments of previous years have been paid in full.

In cases of exceptional hardship, the School Board representative and School Administrator may waive tuition, adjust tuition, or write off tuition as not being collectable.

All decisions on tuition and aid may be appealed to the School Board.

FAMILY REGISTRATION

The first month's tuition for the upcoming school year is due by **May 15.**

COPY FEES

Personal copies cost \$.10 per side. Children may be charged \$.10 per side for additional copies of worksheets that are needed.

BOOK FINES

For damaged and lost books, students will be assessed a fine that is proportionate to the damage or value of the book. Unpaid book fines will be dealt the same as overdue fees.

LUNCH POLICY (FINANCIAL)

Trinity School offers a hot lunch program for all students. Free and reduced lunch costs are available to those who qualify, not only at the beginning of the year, but at any point when a family's economic status changes. Students who receive free or reduced lunches but cannot pay for their meals cannot be denied a meal. Students who do not receive free meals are expected to pre-pay all lunches. A record of payment for those with reduced or full price costs is maintained on our student information system (SIS). If a lunch is not paid for prior to ordering, parents immediately receive an e-mail informing them of the balance. They receive a message every day until the lunches are paid for, also accompanied by a letter or phone call from the school administrator if they fall more than \$50.00 behind. If a family does not qualify for free and reduced lunches but is unable to pay their full bill, tuition assistance or other donated funds may be used to assist the family with payment at the end of the school year.



DISCIPLINE

Trinity Lutheran School uses the site-developed Skills for Life curriculum. This discipline approach teaches students the rational and Biblical basis for expected behaviors, the opportunity to practice those skills in classrooms and also gives the teachers the means to enforce them. Teachers have also been trained in Love and Logic, and will implement these skills to accompany our existing discipline plan.

Desired behavior skills will be taught in their classrooms. During this time, students will learn:

1. How to succeed in school (included topics will be school rules, how to succeed academically, how to succeed socially);
2. Behavior skills of mature students (topics include basic respect, responsibility, social and character skills, how to produce quality work, productivity and resourcefulness skills)
3. Important life concepts, including conflict management, current events, and citizenship.

Once skills are taught, students will be expected to show their ability to use the skills in all school situations. The following series of progressive consequences will be used:

1. Warning (simple interaction)
2. Timeout or one minute interaction after class (depending on the situation).
3. Behavior Improvement Plan, (BIP) written by student
4. Phone call to parent – students calls, teacher documents
5. Meeting with principal – discussion including sin and grace, as well as a BIP to be signed by parents, apology and/or consequence. Student will return to class when ready.
6. Meeting with parents – student, teacher, and principal meeting together to determine a plan, including sin and grace discussion.
7. In school suspension, with student responsible for all classroom work.
8. Out of school suspension, with student responsible for all classroom work. A meeting between the student, teacher, parents, and administrator will be required prior to re-entering the classroom. A sin and grace discussion will take place, along with information of a BIP signed by all parties involved in the meeting. The pastor will also be informed. If a third suspension for the same offense occurs, the student will remain suspended until the School Board acts on expulsion recommendations. The School Board shall hold a hearing within 15 school days of suspension.

Consequences start new each day; however, for repeated, documented acts, teachers may skip steps 1, 2, and 3. Teachers will skip steps 1, 2, 3 for severe clause offenses. A phone call home or referral to an administrator may occur under the severe clause provision at any time. Severe Clause offenses include openly defying teachers and other adults in authority, deliberate physical harm, willful destruction of property, and using severe abusive language and gestures. Alcohol, tobacco products, drugs and weapons will be dealt with under the severe clause policy.

If a student repeatedly shows a lack of respect by exhibiting behaviors that are unacceptable at school, the teacher, principal, and parents will develop a contract to help the child reach the goal of acceptable behavior. Continued unacceptable behaviors will result in referral to the School Board for possible expulsion.

Since all behaviors are handled within the progressive consequences, there will be no detentions.

In the classroom, teachers set up specific classroom rules and can choose to reward students for good choices in a manner that is in the best interest of all the students. Authentic, specific verbal praise is encouraged. Teachers may choose to record student's meeting expectation to plan simple classroom celebrations.

Full parental cooperation is expected in developing positive behavior patterns for their children.

CONFLICT RESOLUTION

When there is a disagreement with anyone under the supervision of the School Board the following procedures shall be followed to resolve the issue:

- 1) Christian ethics demand that people should attempt to resolve the problem face to face. *If your brother sins against you, go and show him his fault, just between the two of you. If he listens to you, you have won your brother over. But if he will not listen, take one or two others along, so that every matter may be established by the testimony of two or three witnesses. If he refuses to listen to them, tell it to the church; and if he refuses to listen even to the church, treat him as you would a pagan or tax collector.* (Matthew 18:15-17) Good faith attempts to resolve problems- this may require repeated meetings.
- 2) When face to face contact has not resolved the problem the concerned people may request involvement of the agency supervisor. The agency supervisor shall attempt to bring about resolution of the problem through face to face contact of the concerned people. The agency supervisor is to document the process.
- 3) If the due process in steps 1 and 2 does not resolve the grievance/disagreement the concerned people may appeal to the Trinity School Board, in writing, with a full explanation of the disagreement and steps taken to resolve the problem. When appropriate both sides of the issue should be presented in writing. All concerned individuals should receive copies. The Trinity School Board Chairperson will determine the actions to be taken. Depending on the disagreement the Chairperson may assign the issue to the Personnel Committee, appoint an Ad Hoc committee to deal with the issue, or place the issue on a regular or specially called Trinity School Board Agenda.
(Exception to the above process would be suspected cases of criminal acts such as child abuse, etc. These will be reported directly to the appropriate authorities.)
- 4) In timely fashion the Trinity School Board shall respond in writing to all the concerned people.

MEDICATION POLICY

1. Parents shall notify the homeroom teacher whenever student is required to take medication at school.
2. No medication will be given or taken without a consent form. Medication is defined as a substance to treat symptoms, disease, and relieve pain, e.g.. Advil, Aspirin, Tylenol, Decongestant, Cough medicine, Cough Drops, Antibiotics. Consent forms are available in the school office.
3. Whenever school personnel are requested to dispense any prescription or non-prescription medication to a student (or if parents request supervised self- administration) there must a Consent and Instruction Form filled out and signed by the parent. Supervised self administration will be allowed in grades 5-8. (Supervised means by an appropriately trained staff member or parent.)
4. **No As Needed medication will be given by school personnel. We must have specific direction as to dosage and time of dosages(s).**
5. Inhalers - Students need ready access to inhalers. In consultation with the nurse, teachers will develop individual plans for inhalers based on individual student's needs.
6. 6. Parents must provide prescription medication in a properly labeled, original bottle from the pharmacy including child's name, name of medication, dose, frequency and duration as well as the physician's name. Parents must provide non prescription medications properly labeled in their original container.
7. Injectable Medications: The administration of injectable medications is a nursing procedure (examples: Epi Pen for insect stings or Glucagon for diabetes). This procedure can only be delegated if the following criteria are met:
 - a. School personnel have received appropriate training. Documentation of training will be kept on file, in the principal's office.
 - b. An individual health plan has been established in consultation with the school nurse with specific protocol from the physician.
 - c. The situation is an emergency.
 - d. All other key points of this policy must be followed. Epi Pen for insect stings. Glucagon for diabetes.
8. The principal shall designate in writing which school personnel are responsible for administering medication. This will be determined by completion of approved coursework from the DPI, and required of all classroom teachers, day care workers, aides, and preschool teachers. This will be filed in the principal's office.
9. The approved school personnel shall supervise the taking of the medication. Approved personnel are only those school personnel who have completed the online or in person training course.
10. The dispensing of medication shall be documented on the Record of Administration and the record shall be kept on file.
11. The medications shall be kept under lock and key in places designated by the principal. At no time should medication be in the possession of a student.
12. Medication consent forms and records shall be kept on file in the school office.
13. New consent forms will be filled out each school year or whenever there is any change in the medication.
14. School personnel should under no circumstances provide prescription or non prescription medication to students without following the procedures as outlined above.
15. The principal will notify parents about the medication policy and consent forms each year through the Parent-Student Handbook and/or School Newsletter.

Diagnosis and treatment of illness and the prescribing of medications are never responsibilities of the school.

HEAD LICE POLICY

If a student is found to have head lice or nits, parents will be called immediately and the student will be sent home to be treated. The student will be allowed back into the classroom when they have been properly treated. All nits must be removed from the hair. Parents will be instructed how to properly treat the infected person and the affected areas in their home.

PINK EYE & RINGWORM POLICY

If a student is suspected of having pink eye or ringworm, parents will be called immediately and the student will be sent home. Students will be allowed into the classroom when they have been properly treated and are no longer contagious.

WHEN TO KEEP YOUR CHILD AT HOME

Your child's health is of major importance to all of us. Children showing signs of illness must be kept home for their comfort and their classmate's health. **Please do not send sick children to school! Do not send your child to school after giving them a fever-reducer and state they are fever free.** The school reserves the right to decide when a child is unable to participate in class due to health or injury. You are expected to keep your child home for the following reasons:

1. fever above 100 degrees within the past 24 hours
2. **Any COVID-19 symptoms**
3. **If under quarantine due to exposure or diagnosis for COVID-19**
4. unusual spots or rashes on the skin
5. continuous mucus from the nose accompanied by upper respiratory symptoms
6. if they are fussy, cranky or generally not themselves
7. diarrhea
8. vomiting for any reason within the past 24 hours
9. symptoms of a communicable illness (sniffles, reddened eyes, sore throat, headache, or abdominal pain)
10. a child should not return until they can participate in all indoor and outdoor activities

DRESS CODE

DRESS CODE POLICY

1. Since modesty and humility are basic Christian virtues, fads in clothing, hair style or color, and jewelry which focus attention to oneself, may be offensive to others, or are gang related should be avoided.
2. Students shall not wear hats, buttons, jewelry, tee shirts, or other clothing which relates to alcohol consumption, sex, tobacco use, heavy metal rock groups/individuals, Satanism, Mystic religions (e.g. Ying Yang), suggestive language, drugs, violence, professional wrestling, weapons and crude or inappropriate humor.
3. Students will be required to wear shoes or sandals in the school building. Shoe laces must be secured. No flip-flops or sports sandals are allowed.
4. Students who wear tank tops, spaghetti straps, halters, half shirts or meshed shirts must wear them with a blouse, shirt, sweater, or dress. (No bare midriffs.) **Shorts must be at least fingertip length and may only be worn April 1 – November 1. No undergarments may be visible.**
5. Body piercing, except for discreet earrings, and permanent or distracting tattoos are prohibited.
6. Students may not wear external clothing that is:
 - a. distracting to the learning environment
 - b. inappropriate in length, including athletic style shorts (NO short shorts or skirts)
 - c. **deliberately tattered, frayed, ribboned, or with holes**
 - d. pajamas or loungewear
 - e. determined to be inappropriate by teacher
7. Students may wear hats, coats, or jackets in the building only with teacher's permission.
8. Staff should set an appropriate example for students.

Provisions in this dress code may be amended by the faculty for specific days due to special events such as dress-up days, dress-down days, weather conditions, special student activities, individual age groups, etc. Final judgment on student dress and appearance will be left to the classroom teacher. If a child's dress is deemed inappropriate, parents will be called and/or alternate clothing will be given to the student to wear. Since we represent our school while on all field trips and special activities, the dress code is expected to be followed during all school activities.

TRINITY SCHOOL INFORMATION

School Office -- 715-536-7501

tismerrill.com

**Find us on Facebook under Trinity
Lutheran School, Merrill**

2020-21 STUDENT FEES

<u>TUITION</u>	\$ 1,850	1 child
	\$ 2,800	2 children
	\$ 3,400	3 children
	\$ 4,000	4 children

There is a \$25 discount (maximum of \$50 discount per family) for each child if tuition is paid in full by May.

HOT LUNCH PRICES

Student-Daily	\$ 2.90
Reduced-Daily	\$.40
Adult-Daily	\$ 3.75

MILK PRICES

One carton of milk is included with each school lunch. Milks purchased with cold lunch or second milks (for students in second grade and up) may be purchased for \$.50 each. The cost will be deducted from the family lunch account.

TRINITY LUTHERAN SCHOOL STAFF

Ms. Kathy Yahr – School Administrator, ext. 302
Preschool Director 539-0905
e-mail address – kathy.yahr@tismerrill.com

Mrs. Karli Severt - Administrative Assistant, ext. 301
e-mail address- karli.severt@tismerrill.com

Mr. Jeff Holt – Grade 8, Athletic Director
e-mail address - jeff.holt@tismerrill.com

Mrs. Rachael Waldburger - Grade 7
e-mail address - rachael.waldburger@tismerrill.com

Mrs. Georgia Gustafson – Grade 6
e-mail address- georgia.gustafson@tismerrill.com

Mr. Matthew Chapa - Grade 5
e-mail address - matthew.chapa@tismerrill.com

Mrs. Cinder Handlin - Grade 4
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Miss Sallie Kamps - Grade 3
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Mrs. Rebekah Johnson - Grade 2
e-mail address- rebekah.johnson@tismerrill.com

Mrs. Laura Marnholtz – Grade 1
e-mail address - laura.marnholtz@tismerrill.com

Mrs. Deb Holt - Kindergarten
e-mail address- deb.Holt@tismerrill.com

Miss Britnee Fear – Technology and Middle School Language Arts
e-mail address – britnee.fear@tismerrill.com

Miss Amanda Filter - 4K
e-mail address – amanda.filter@tismerrill.com

Mrs. Kerri Zamzow - Day Care Director/Preschool Teacher
715-536-4011, e-mail address kerri.zamzow@tismerrill.com

Mrs. Jennifer Heisinger - Band Instructor

Mrs. Melissa Knaup - Head Cook

Mr. Keith Harmon - Assistant Cook

Carrie Hintz - Teacher's Aide

Crystal Duwe- Teacher's Aide

Jenny Lemmer - Teacher's Aide

Alissa Uttech- Teacher's Aide

Stephanie Sir- Teacher's Aide

Eileen Hass- Teacher's Aide

SCHOOL BOARD CONTACT INFORMATION

Dan Schneider (Chair) – 715-432-4091
Dan Wendorf (Vice Chair) – 715-218-1730
Jilayne Radtke (Secretary) – 715-573-4631
Dave Heckman – 715-347-6423
Heather Burtman – 715-204-5356
Jack Kleinschmidt – 715-212-1704
Kacie Schultz – 715-815-530-8856
Dan Wendorf – 715-218-1730
Steve Annis – 715-218-8035
Dan Riste – 920-946-8303

TRINITY CHURCH INFORMATION

Church Office - 715-536-5482

Church fax - 715-539-2911

Web- www.trinitymerrill.com

TRINITY CHURCH STAFF

Robin Grenfell – Church Office Administrator - ext. 1
robingrenfell@trinitymerrill.com

Pastor Scott Gustafson - Senior Pastor - ext. 2
pastorgustafson@trinitymerrill.com

Adam Rodriguez - Associate Pastor – ext. 4
pastorrodriguez@trinitymerrill.com

Bob Schneider- Lay Minister
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Abby Currao – Director of Christian Education Intern
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