



Fairmont Christian School Family Handbook

2025-2026

1125 S. State Street

Fairmont, MN 56031

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Introduction

The following policies and procedures outline the expectations and operational guidelines of Fairmont Christian School (FCS). These policies reflect the current standards set by the Fairmont Christian School Board, designed to promote consistency, equity, and the safety of all students and staff. To ensure that Fairmont Christian School can fulfill its mission and respond to changing needs, FCS reserves the right to amend, revoke or update any policies, procedures, or statements within this handbook at any time. All updates will be posted on the school website: www.fairmontchristian.org.

Mission Statement

Fairmont Christian School will equip and nurture children to actively explore God's world with curiosity and innovation, thereby preparing our students to become persons of influence for Christ.

We will do this by being Christ-centered and biblically concentrated. Our academics will be research-driven and student-focused. We recognize that we can achieve nothing alone but must work in partnership with parents, churches, and local Christian missions. Together we will raise up our children in the discipline and instruction of the Lord.

School Board and Staff

Fairmont Christian School Board - office@fairmontchristian.org

- | | |
|-----------------------------------|-------------------|
| • Jason Christenson, Chair | Mary Ann Childers |
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Fairmont Christian School Staff

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- Kimberly Fast, Advisor - kfast@fairmontchristian.org
- Terri Linse, Administrator - admin@fairmontchristian.org

Statement of Faith

It should be noted that the Statement of Faith does not address every creed or doctrine of every church. It contains the essential beliefs necessary for the school to fulfill its mission.

The Statement of Faith is as follows:

1. WE BELIEVE that the Scriptures of the Old and New Testaments are the infallible Word of God, a divine revelation, the original manuscript of which was verbally inspired by the Holy Spirit, and that they are the supreme and final authority of faith and conduct. II Timothy 3:16, 17; II Peter 1:21; John 5:39, 46, 47; Matthew 5:18.
2. WE BELIEVE in one God, eternally existent in three persons: Father, Son and Holy Spirit. Each of the three persons are worthy of equal honor, obedience, and worship. Matthew 28:19; John 5:23.
3. WE BELIEVE that God the Father is in a special sense the Father of the Lord Jesus Christ, His only begotten Son, and that He is the Father of only those who accept the Lord Jesus as their personal Savior. Psalm 2:7; John 8:19; Galatians 3:26.
4. WE BELIEVE that Jesus Christ was begotten by the Holy Spirit, was born of the virgin Mary and is truly God and truly man. We believe that He was crucified for our sins and that in that same body in which He has lived and died He arose from the dead. In that glorified body He ascended into heaven. He, as our high priest, is now at the right hand of God interceding for us. We believe in that "blessed hope," the personal and imminent return of our Lord Jesus Christ, which will precede the age of universal peace and righteousness foretold in the Scriptures. Matthew 1:18, 23; Luke 1:35; Romans 1:3,4; Isaiah 53:5, 6; John 20: 25-28; Hebrews 7:25; John 14:3; Acts 1:11; Matthew 24:29, 30; Revelations 20:1-6.
5. WE BELIEVE that the Holy Spirit is a person, possessing all the distinctively divine attributes, and is sent by the Lord Jesus Christ to convict the world of sin, to indwell, guide, give gifts to believers, teach the believer, and empower him to live in victory over sin. John 16:7-15; I Corinthians 2:10; I Corinthians 12:1-31; Galatians 5:16-26.
6. WE BELIEVE in a literal six day creation as presented in Genesis 1-2.
7. WE BELIEVE that man was created in the image of God and is not in any sense the product of animal ancestry or the development from the brute humanity. We believe the whole human race fell in the sin of the first Adam and apart from Christ is spiritually dead and lost, and no one of himself can gain recovery or be restored in the family of God. Genesis 1:26, 27; Romans 5:12; Romans 3:20; John 15:5.
8. WE BELIEVE that Jesus Christ died a substitutionary death upon the cross, by grace providing salvation for all who believe in Him, justifying them alone on the basis of His shed blood. II Corinthians 5:21; Ephesians 2:8; John 3:16-18; Hebrews 9:22; Titus 3:7.

9. WE BELIEVE that all who by faith receive the Lord Jesus Christ are born of the Spirit of God and so become children of God, that eternal life is a present possession, that at death their spirits depart to be with Christ in conscious blessedness, and that at Christ's second coming their bodies shall be raised and together with the living believers, be transformed into the likeness of the body of His glory. John 1:12, 13; Philippians 1:21-23; I John 5:12; I Thessalonians 4:13-18; I John 3:1-3.
10. WE BELIEVE that all those who persistently reject Jesus Christ in the present life shall be raised from the dead, not to be annihilated nor ultimately to be restored but to exist throughout eternity in a state of conscious torment. John 3:36; Revelation 20:10; II Thessalonians 1:9.
11. WE BELIEVE that Satan is a person, the enemy of God and His people, that in this warfare he appears as "an angel of light", and as a usurper he now rules as the "god of this world." We believe that he was judged at the cross and, therefore, ultimately, he shall be cast in the "lake of fire". Mark 1:12, 13; II Corinthians 4:3, 4, 11:13-15; Revelation 20:1-13.
12. WE BELIEVE that the church consists of all those who, in this age [the resurrection to the second coming], truly believe in the Lord Jesus Christ, and that it is the body and bride of Christ. The mission of the church in this present age is to witness for Christ among all nations. Therefore, she must be careful to strengthen herself by preaching and teaching the Word of God, "for the edifying of the body of Christ". Acts 2:41, 47; I Corinthians 12:13; Acts 1:8; Matthew 28:19; Ephesians 4:12; Ephesians 5:25-32.
13. WE BELIEVE in the present ministry of the Holy Spirit by whose indwelling the Christian is enabled to live a Godly separated life, and that we should exalt the Lord Jesus Christ as Savior and Lord and witness to His saving power in our various contacts with the world. Matthew 28:19; Mark 16:16; Acts 2:38; James 5:12; Romans 12:18; Matthew 5:13, 14; Matthew 5: 44; II Corinthians 6:14, 17.
14. WE BELIEVE that God established marriage to be a sacred, lifelong union of one man and one woman (Genesis 2:4-8, 20-24; Matthew 19:4-6) rooted in the order of creation as the foundation of the family, to be a reflection of Christ's own unconditional commitment to the Church. Ephesians 5:22-33.

Admissions/Enrollment

Positive Student Expectations

- Listen and follow directions
- Use hand signals
- Stay on task
- Keep hands and feet to yourself
- Show respect to classmates, school property, and teachers

Admissions Policy

Entrance Age Requirements

- Kindergarten: All children entering for the first time must be at least five years of age on or before September 1.
- First Grade: All children entering for the first time must be at least age six on or before September 1.

New Admissions

- At least one custodial parent/guardian must be in agreement and in support of the Mission Statement and Statement of Faith.
- Fairmont Christian School reserves the right to refuse or discontinue enrollment, within its sole discretion, if the home environment conflicts with the biblical values taught at FCS.
- Immunization records must be submitted prior to the first day of school.
- Prospective students may be required to undergo external academic assessment at the family's expense.
- Admission of students with significant health, social, or academic needs is at the discretion of FCS, based on the school's current resources.
- FCS admits students regardless of race, color, national, or ethnic origin.
- Grade placement decisions are based on age, assessments, teacher evaluation of social, emotional, and behavioral development, and parental input.
- Parents must sign agreements regarding discipline, admissions, finances, attendance, and grievance procedures before a student will be admitted..
- Submission of the most recent prior school records is required for admission.

Re-enrollment and Re-admission

Re-enrollment refers to when a student continues enrollment at Fairmont Christian School in consecutive academic years. Re-admission, by contrast, applies when a student returns to FCS after attending another school during the previous academic year.

Fairmont Christian School reserves the right to deny re-enrollment or re-admission to any student under the following circumstances:

- When significant health, social, or academic challenges exist that, given the current limitations of the school, would not serve the best interest of the student.
- When, based on the school's assessment, FCS determines it is unable to meet the student's needs. An evaluation by school personnel may be required prior to re-enrollment or re-admission.
- When the student has been expelled or previously withdrawn by custodial parent(s) or legal guardian(s).

Academic Support

- Additional academic support may be provided upon recommendation and with parental agreement.

Fees and Tuition

Registration Fee

- Due at enrollment or re-enrollment. A student is not enrolled until the registration fee is paid and a payment plan is established.
- **Non-refundable** as this fee covers instructional materials and supplies.

Student Supplies

- Supply lists will be posted on the school website under [Parent Resources](#).

Financial Aid

Fairmont Christian School offers needs-based scholarships and financial aid to ensure no family forgoes Christian education due to cost. FACTS Management conducts a financial needs analysis, which is reviewed only by the School Board Financial Team. All other staff and board members do not have access to this information. Contact the office for details.

Tuition

Collected via FACTS Management. Parents must register for a payment plan by August 1, 2025.

- Payment plans:
 - Monthly (10 payments, \$50 fee)
 - Quarterly (4 payments, \$45 fee)
 - Semi-Annual (2 payments, \$10 fee)
 - Pay in Full (no fee)
- FACTS fees are non-negotiable.
- Contact the FCS Administrator immediately if unable to meet payment deadlines. Missing payment results in late fees that can be avoided by working out an alternate plan with FCS.

- Tuition covers less than 25% of school expenses. FCS relies on gifts and donations to help cover expenses beyond tuition. Families are encouraged to consider contributing monthly, beyond their child's tuition, to support the school's ministry.

Withdrawal Policy

- Students withdrawing from school for any reason must notify the FCS office of their intent to withdraw. Students under 18 years of age may not withdraw without written consent from a parent or guardian.
- Students who withdraw during the school year are not entitled to a refund of tuition and fees for the trimester last attended. For example, a student withdrawing during the first trimester may receive a refund for the second trimester, but the full cost of the first trimester will still be due. A student withdrawing during the second trimester is responsible for tuition and fees for the entire school year. Families on a 10-pay plan must continue monthly payments or pay the balance in full.
- Records will not be released until all account balances are paid. Exceptions may be granted at the sole discretion of the Administrator in cases of medical withdrawal or unexpected job transfer.

Failure to Pay Fees

- If a student account is not current, a hold will be placed on re-enrollment. Records will not be released until all outstanding balances are paid in full. Families struggling to meet financial obligations should contact the Administrator to discuss alternative arrangements.

Withholding of Student Records

- At the end of the school year, if tuition, fees, or other charges remain unpaid, report cards will be withheld.
- Re-enrollment will not be permitted until the balance is cleared.

Attendance Policies and Procedures

- School hours: Monday-Friday, 8:05 a.m. to 3:00 p.m.
- Half-day absence if arriving after 10:00 a.m. or leaving before 1:00 p.m.

Excused Absences

- Illness, family emergency, bereavement, medical appointments, and pre-approved family travel.
- Written notification (note or email) is required for absences of two or more days. Please include the following information: Student name, Date and reason for absence, Parent signature
- Contact the teacher via email before 7:30 a.m. for illness absences.

Unexcused Absences

- Absences without valid reasons or prior approval (e.g., oversleeping, babysitting, personal errands).

Make-Up Work

All missed assignments are required to be completed.

- Failure to submit quality, completed work on time may result in grade reduction or, in extreme cases, jeopardize promotion to the next grade.
- Students will have the same number of days as their absence to complete makeup work (e.g., two days absent allows two days to complete assignments).
- Parents should contact the teacher in advance of planned absences to arrange for makeup work.

Tardiness

- Students must be in class by 8:05 a.m.
- Tardy arrivals require written parent notes for excused reasons.
- Repeated tardiness will be documented.

Retention

Students with chronic attendance issues disrupting learning may require a retention conference with Administration and custodial parents/legal guardians after 10 absences. Retention may be considered when additional learning time is necessary for student success, with decisions made collaboratively by teachers and parents.

Communication

Methods of Communication

Folders

Each student will use a designated folder for daily home-school communication. Parents are expected to check this folder daily; teachers will do likewise. The folder will include:

- Class newsletters (sent home Mondays)
- Forms/payments to return to school
- Student work/projects
- Notes between home and school

Email

Parents are encouraged to contact teachers via school email. Staff check email on school days from

7:30–8:00 a.m. and 3:00–3:30 p.m. Addresses are available in this handbook, on the school website, and in newsletters.

Use email for:

- Transportation changes
- Absences due to illness
- Late drop-off/early pickup
- Birthday treats (notify teacher at least 3 days prior)
- Scheduling meetings or discussing classroom concerns
- Caregiver contact updates
- Family vacations/extended absences

Emergency Communication

For urgent matters, contact the school office.

- Teachers may ask the office to contact a parent if a child becomes ill during the day.
- To maintain professionalism and confidentiality, all school-related communication must be conducted in person, by phone, or via email. Text messaging staff for school matters is **not permitted**.

Grievance Procedure

All concerns should follow the biblical model in Matthew 18:15–17 and Galatians 6:1. **We ask you to observe these principles, and we agree to do the same.**

“If your brother sins against you, go and show him his faults, 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 to even the church, treat him as you would a pagan or a tax collector.” (Matt. 18:15-17)

“Brothers, if a man is trapped in some sin, you who are spiritual should restore him gently. But watch yourself; you also may be tempted.” (Gal. 6:1 NIV)

Conflicts should be addressed at the closest level of origin:

- Speak first with the person involved (teacher, administrator, etc.)
- If unresolved, escalate to the next authority (teacher to administrator, administrator to School Board)
- A written summary of decisions will be provided to parents and all involved within one week of formal meetings.

Daily Schedule

School Hours

- School operates 8:05 a.m. to 3:00 p.m., Monday–Friday.
- Pickup required within 15 minutes of dismissal. Students remaining after 3:15 p.m. must wait inside the building and will incur a \$15 supervision fee.
- Students will not be allowed to retrieve forgotten items after 3:15 p.m.

Office Hours:

- 7:50 a.m. to 3:15 p.m. on school days or by appointment
- Summer hours: 8:00 a.m. to 5:00 p.m., Tuesday–Thursday, 8-12 Friday. Please call ahead to confirm availability.

Closed Campus

Students may not leave campus during school hours without written or emailed parent/guardian permission.

Arrival & Dismissal

Arrival:

- Drop-off between 7:50–8:05 a.m. via lower level doors using the drop off/pick up route. Maps will be provided at Parent Information Night.
- Parents may not leave children unattended before 7:50 am.
- Staff will supervise entry. After 8:05 a.m., parents must walk children to their classroom.
- Parents choosing to park in the lot must accompany children into the building,

Dismissal:

- Name cards should be displayed in the car so staff can read them to dismiss students.
- Students wait indoors with staff until called by staff to exit the building.
- Backpack, clothing, winter gear and other belongings must go home each day.
- Photo ID required for unfamiliar pickup persons.
- Unauthorized or impaired individuals will be reported to parents and/or authorities.
- Late pickups: staff will contact parents; police may be contacted as a last resort, if no response after significant time.

Appointments:

- For early dismissals, send a note in the morning with the time the child will be picked up.
- Sign checkout sheet in the office.
- Pick up your child in their classroom. Students are not allowed to wait outside or at the door.
- When entering the school to pick up children, do not park in the **No Parking Zone**.

Bussing

Families may arrange transportation via Fairmont Public School buses by contacting Minnesota Motor Bus at 507-238-6300. Students arrive around 7:55 am and are picked up at 2:50 pm. There is no fee.

Lunch and Snacks

Packed Lunch:

Students may bring a lunch from home (no refrigeration or microwaves provided). We encourage students to pack their own lunch under parent supervision. Please no colored drinks or milk.

Catered Lunch:

Optional catered lunches from The Ranch Family Restaurant are available Monday, Wednesday, and Friday for \$4.65 per meal (\$5.00 for allergy-friendly option). Orders are monthly and pre-paid.

Missed lunches may be credited if absence notification is provided by 7:15 a.m.

Nutritious Snacks:

Some options:

- String cheese and crackers
- Fresh fruit
- Pretzels, crackers or dry cereal
- Granola bars
- Vegetables and dip

Please refrain from providing candy, chips or dessert items as a snack option.

Recess

- Children are expected to go outside for recess unless a note from a parent or doctor is provided.
- Outdoor recess occurs daily (above 0°F, -10°F wind chill). Proper clothing is required; please send coats, hats, mittens/gloves, snowpants and boots as the weather determines. Students without proper attire may be restricted where they can play or have to remain indoors.
- Once outside, students must remain outside unless escorted by an adult.
- Rough play (tackling, kicking, fighting) and snowball throwing are prohibited.

School Closings

Weather Related Closure

- Weather-related closures will be announced via KSUM, KEYC, and the Remind App (text @fcsfam to 81010).
- One parent from each household must sign up for Remind. Text @fcsfam to 81010
- FCS makes independent closure decisions from Fairmont Public Schools.

Dress Code

FCS Dress Code Policy

As disciples of Christ, our goal is to focus less on ourselves and more on Christ each day (Matt. 16:24-25). We desire our students' dress to reflect this focus. Rather than enforcing strict rules that emphasize behavior over heart, we encourage students to dress appropriately as an expression of Christ-like love, not mere compliance. We recognize that Christianity does not demand conformity—God created each of us as unique reflections of His image.

However, we seek to help our students find their identity in Christ, not in personal appearance. Therefore, all clothing should be modest, in good repair, and appropriate for active participation in school activities. Clothing should allow for comfortable movement, including running and playing, without restricting motion. Pants and shorts must fully cover the student's backside, even when sitting or squatting, and the upper thigh should remain covered when seated cross-legged. Shorts or leggings must be worn under dresses and skirts. Words and images on clothing must be tasteful and non-distracting. Hats may only be worn indoors for special occasions. We encourage the FCS community to dress in a way that reflects their Christ-given inner beauty and heart toward God.

Grading Guidelines

Report Cards & Grading

The purpose of our report card is to give parents and the student an indication of the student's progress. A written copy will be given to parents/guardians at the end of each trimester.

- Report cards issued at the end of each trimester.
- Grades K–6 use a standards-based checklist.
- Incompletes must be resolved within 10 days unless an extension is granted.
- "N/A" indicates unassessed standards.

Poor Performance Reports:

Teachers will notify parents in writing if a student struggles academically or behaviorally. Reports may be mailed, emailed or sent home with students. A poor performance report may be sent home any time during the school year.

Parent-Teacher Conferences

To ensure parents are informed about their child's development, parent-teacher conferences will be held in November and February. During these times, parents will have the opportunity to meet with their child's teacher to discuss progress. Conference scheduling will be available online through SignUpGenius and will be on a first-come, first-served basis. Office staff are available to assist with scheduling if needed. Parents are also encouraged to email their child's teacher at any point during the school year to request a meeting before or after school. Teachers welcome these conversations and value the partnership with families.

Opportunities to Help FCS

Public Relations

Parents are vital public relation ambassadors for FCS. Please share our mission with others. FCS administrative staff and school board members are available to speak on Christian education at home meetings and church groups upon request. Promotional materials are available upon request. Information is also available on our website: www.fairmontchristian.org or our Facebook/Instagram pages.

Fundraising:

Several fundraisers are offered throughout the year to support the mission of FCS. These efforts allow the Board to generously provide scholarships to families in need. Participation in fundraising activities is expected from all families, especially those receiving financial assistance. Major fundraisers include:

- Fruit Sale (February)
- Online Spring Auction (February/March)
- Tour of Tables (March) **NEW**

If you are aware of other programs or opportunities that could benefit our school, please share them with us. Fundraising projects must receive prior approval from the Administrator.

Volunteers

Volunteers play a vital role in the success of many school activities. Please watch the weekly newsletter and your email for volunteer opportunities. In some cases, a background check may be required. Your understanding and cooperation are appreciated. All volunteers are expected to follow school procedures and policies.

Visitors

Parents may visit classrooms with one day's notice. All visitors must check in at the office. Former students and prospective students are welcome with prior approval.

Photo Usage & Social Media

FCS uses student photos for yearbooks, social media, and promotional materials. Parents who wish to opt out must notify the office in writing.

FCS may photograph school events and share images on social media or for promotional purposes. By attending, you consent to the use of your image.

If you object to a posted photo, please contact the school office. We will review the concern and may remove the image at our discretion.

School Facilities

Lost & Found

Items left on school grounds will be placed in the Lost & Found located in the hallway by the church mailboxes. Unclaimed items will be periodically donated or discarded.

Special Programs

Field Trips

Annual field trip permission forms are completed at registration. Additional permission and fees may be required for certain trips. Students not having a signed permission slip or not paying the admission fee will not be able to attend. They will remain under the supervision of their parents. Before a student may participate in field trips, they must have an Emergency Card on file in the main office. Parents will always be notified prior to students leaving school grounds. Car seats must be provided as required by law.

Specials

At FCS we desire to provide a variety of learning opportunities to enhance the education of our students. Specials available to students:

- **Music** All students will participate in music class twice per week. When selecting music for school-sponsored activities, students, parents, and teachers are expected to use sound judgment. The school administrator retains final authority on the appropriateness of any musical selection.
- **Physical Education** All students are expected to participate in scheduled P.E. classes 3 times per week and events (e.g., track and field day). A written note from a parent is valid for up to three school days; after that, a doctor's note is required. Students unable to participate will be assigned alternative activities. Tennis shoes are required for all P.E. classes.
- **Book Nook (Library)** Students visit the Book Nook once a week during their class's scheduled time to check out books, which may be taken home and shared with family. While we have made every effort to screen the materials, FCS does not necessarily endorse all content. We encourage families to use these books as opportunities to build critical thinking and engage in meaningful discussions. Students may check out new books once previously borrowed books are returned. If a book is lost, a replacement fee notice will be sent home. All Book Nook fees must be paid before the end of the school year and prior to the release of student records.
- **Spanish** (Grades 3–6)
- **Band** (Grades 4+, optional, through Martin Luther Jr/Sr High) Beginning in 4th grade, FCS students may participate in band through Martin Luther Jr/Sr High. The band class is scheduled by the Martin Luther band director and takes place during the regular school day.

Students are responsible for making up any FCS coursework missed during band, and families are responsible for all associated costs.

- **STEM Activities** (Grades 2-6)

Spiritual Components

Bible Memorization & Translation

Memorizing and meditating on Scripture trains the mind and fills the heart with God's Word (Hebrews 4:12). Students will regularly memorize Bible passages aligned with their curriculum.

FCS does not require the use of a specific Bible translation for students or teachers.

Prayer Partners

Fairmont Christian School emphasizes prayer in the lives of our students. Each child may be assigned a prayer partner who commits to regularly pray for them. Partners are encouraged to send notes of encouragement, and students will have opportunities to write back 3–5 times per year. Parent permission is required to participate in this program.

Textbooks/Yearbooks

Textbooks & Educational Supplies

Students are expected to respect themselves, others, school staff, and all property—both personal and school-owned. Misuse, damage, or destruction of property will result in the student being responsible for repair or replacement costs. Textbooks are loaned and must be handled with care; fines will be issued for damage.

All materials are property of FCS and must be returned in good condition. Lost/damaged materials will incur replacement fees.

Replacement Charges:

- Paperback: \$10
- Hardcover: \$20
- Book Nook, textbooks or school property:
Actual repair/replacement cost
- Reference Book: \$50

Yearbooks

Fairmont Christian School publishes an annual yearbook highlighting events from the school year. Copies are available for purchase and will be distributed during the summer.

Safety & Health

Accidents at School

While every precaution is taken to ensure proper supervision and prevent accidents, incidents may still occur. Assistance is readily available through the school office. Fairmont Christian School maintains a basic student accident insurance policy for injuries incurred under proper supervision. However, parents are responsible for carrying adequate health insurance for their child(ren). Any accident on FCS property should be reported immediately to the office.

In the event of student injury, parents will be notified as soon as possible.

Illness

Students may not attend school if experiencing any of the following:

- Reportable contagious illness as identified by the health department.
- Chickenpox (until all lesions are crusted).
- Vomiting within the past 24 hours.
- Diarrhea within the past 24 hours.
- Undiagnosed rash or rash from contagious illness.
- Unidentified or excessive drainage from eyes.
- Fever of 100°F or higher (**without fever-reducing medication**) or within 24 hours of fever.
- Untreated bacterial infection (e.g., strep throat, impetigo) without 24 hours of antibiotics.
- Untreated scabies, lice/nits, or ringworm.
- Significant respiratory distress (labored breathing, severe cough, wheezing).
- Unexplained lethargy or fatigue.
- Inability to participate comfortably in school activities or requiring excessive care.

CDC recommendations will be monitored and followed as appropriate.

Parents must notify the teacher via email within 24 hours (excluding weekends/holidays) when a child is diagnosed with a contagious illness. If a child becomes ill during school, they will be isolated from peers under staff supervision. Parents will be contacted for immediate pick-up.

Head Lice:

Parents will be notified if head lice are identified in the classroom. Students must complete treatment and be symptom-free before returning. Students will be checked by FCS staff prior to re-entry.

Medication and Wellness

Fairmont Christian School maintains a detailed health policy to ensure a safe environment for all students. A full version is available upon request. Key points are outlined below:

- **Medication:** Whenever possible, medication should be administered at home. **School personnel will not administer medication without written authorization from a parent or guardian.** All medications must be in their original container, labeled with the student's name, medication name, and dosage.
- **Over-the-Counter Medications:** Over-the-counter medications (e.g., ibuprofen, Tylenol, cough drops) also require a written note from a parent/guardian. Cough drops may be kept with the student and used with parental permission.
- **Health Screenings:** Hearing and vision screenings are provided for students in Kindergarten through 6th grade. Parents will be notified if a concern is identified. Health records are maintained for all students.
- **Health Services:** FCS partners with Fairmont Public Schools for health services and also has a voluntary school nurse who provides guidance and staff training. Health-related questions may be referred to the school nurse.
- **Emergency Information:** **All students must have completed emergency information on file by the first week of school.** This includes doctor/dentist names, hospital preference, emergency contacts, allergies, current medications, insurance information, and parent contact numbers (home, work, and cell). This information is gathered from registration records; families will be asked to complete missing details if needed.

Gender Identity Policy

At Fairmont Christian School, we believe it is our responsibility to protect our children by surrounding them with biblical truth. We recognize the challenges facing young children today, including the confusion around gender identity, and we seek to guide families with compassion, courage, and scriptural integrity.

Biblical Foundation

We follow Scripture closely, recognizing the importance of protecting children from influences that lead them away from God's truth. Matthew 18:5-6 reminds us:

"Whoever receives one such child in my name receives me, but whoever causes one of these little ones who believe in me to sin, it would be better for him to have a great millstone fastened around his neck and to be drowned in the depth of the sea."

In developing these policies, our primary focus is on guiding the adults responsible for these young children. We believe it is important to address this issue directly and honestly, grounded in Scripture and love. Our goal is to build meaningful relationships with the families and children God has placed in our care. These policies aim to uphold biblical Truth amid the pressures of today's culture, helping families stand firm against societal influences on this generation.

It is our desire to respond to the issue of gender with compassion, courage and truth and apply Biblical principles to 3 specific issues.

1. Names and Pronouns

- The school will use each child's given, biological name for official and daily use.

- Staff will use pronouns that correspond to the child's biological sex.
- The school will engage with families to share biblical perspectives, discuss the risks of affirming gender transition, and provide relevant research and resources.
- These conversations will be conducted with respect and a goal of building trusting relationships.

2. Bathroom Use

- Children will use bathrooms that correspond with their biological sex. (*Sex is defined as male or female based on physiological differences.*)
- Preschool children and younger will be accompanied by an adult when using the bathroom.
- A family or individual bathroom is available for use by parents and children of opposite sexes as needed.
- Small Sprouts children will use the women's bathroom, supervised by staff, to support their developmental needs.

3. Clothing and Dress

- For children under second grade, clothing choices are generally based on comfort and parental decision rather than personal identity or intent.
- Beginning in third grade, clothing may reflect personal intentions and awareness of their role in honoring God with their bodies.
- Staff will engage children and parents with thoughtful questions such as:
 - *Are your clothing choices drawing attention to yourself or to Jesus?*
 - *Do your clothes honor Jesus and reflect your identity in Him?*
 - *Does your appearance express the heart and character God calls us to display?*

Restricted Materials

- **Candy and Pop:** Not allowed for snacks; discouraged in lunches. Soda/pop is not permitted in classrooms.
- **Laser Pointers:** Prohibited due to safety concerns. Confiscated items must be retrieved by parents.
- **Toys:** Personal toys should not disrupt learning. Sports equipment for recess is permitted but is the child's responsibility.
- **Pocket Knives/Tools:** Not permitted. Items brought in error will be held until dismissal.
- **Cell Phones/Electronics:** Not permitted at school, including smartwatches, Gizmos or other technology that may be used for communication and obtaining information. Confiscated devices will be held in the office for parental pick-up. Parents must contact the office with messages for their student.

- **Money/Valuables:** Students should not bring money or valuables to school unless necessary; in those cases, items should be given to the teacher for safekeeping.

Explosives and Flammable Materials

Items such as matches, firecrackers, and similar materials are strictly prohibited. Disciplinary measures for violations will be determined by FCS administration.

Firearms

Parents and visitors who are legally permitted to carry a firearm under Minnesota law may bring their weapon into the building, but must declare it at the school office upon signing in. Firearms are not permitted in Small Sprouts designated areas.

Any individual—student or visitor—who threatens or assaults another person with a firearm will be immediately removed from the premises. Further consequences may include expulsion, a permanent campus ban, and referral to law enforcement.

Conduct

Illegal & Illicit Substances

Students are prohibited from using, possessing, distributing, or being under the influence of alcohol, tobacco, vaping products, or mood-altering substances on or off school grounds.

Bullying

Fairmont Christian School does not tolerate bullying of any kind. Bullying is defined as repeated behavior that causes physical or emotional harm, discomfort, or fear, and may include physical aggression, excessive teasing, malicious remarks, or other actions involving a perceived power imbalance.

Bullying may result in disciplinary action, including suspension or expulsion, even if it occurs outside of school. All incidents should be reported immediately to a teacher, who will inform the administrator for appropriate action which may include suspension or expulsion from school.

Academic Integrity

Students are expected to demonstrate honesty and integrity in all academic work. Cheating, plagiarism, and other forms of academic dishonesty are strictly prohibited. Unacceptable behaviors include, but are not limited to:

- Copying another student's homework
- Collaborating on individual assignments

- Copying or sharing answers during tests or quizzes
- Having others complete your work
- Using unauthorized resources to obtain or share answers
- Using or distributing a test or quiz without permission
- Failing to properly cite sources
- Submitting work that is not your own

Violations will be addressed on a case-by-case basis, considering the severity and any prior offenses. Consequences may include: redoing assignments or tests, receiving a failing grade, a lower course grade, detention, suspension, or expulsion.

Sexual Harassment and Violence (SHV)

FCS strictly prohibits sexual harassment and sexual violence among students or staff. Sexual harassment and sexual violence includes but is not limited to:

- Inappropriate touching, comments, gestures, or jokes
- Sharing sexual materials including sexual images
- Repeated unwanted advances
- Sexual assault or attempted assault including such things as ‘snuggies’, catcalls, whistles
- Use of digital media to harass

Fairmont Christian School is committed to maintaining a safe and respectful learning environment for all students and staff. Reports of SHV will be handled confidentially and in accordance with school policy, legal obligations, and the need to take appropriate disciplinary action.

Reporting Procedures

- Any person who believes they have experienced SHV, or any third party who witnesses or has knowledge of such conduct, must report it immediately to the Administrator.
- Verbal reports will be documented in writing by the Administrator within 24 hours.
- Mandatory reporting requirements will be assessed. If necessary, a report will be filed with law enforcement.

Investigation Process

- Within 10 days of the report, the Administrator will provide a written update on the investigation to the alleged victim, alleged perpetrator, and the School Board.
- A decision will follow regarding appropriate next steps or disciplinary actions.

Protection from Retaliation

- Retaliation of any kind—including intimidation, reprisal, or further harassment—against anyone who reports or participates in an SHV investigation is strictly prohibited and will result in disciplinary action.

Rights of Individuals

- Filing an SHV complaint will not impact a student's grades, work assignment, or employment status.
- Every student has the right to a safe, respectful, and discrimination-free learning environment.

Consequences for Students:

- Verbal/written warnings entered into student's file
- Suspension or expulsion
- Parent/student/school administrative conference
- Counseling referral
- Apologies and educational assignments
- Police involvement if warranted
- Not being permitted to participate in extra-curricular activities according to Minnesota State High School Leagues's regulations

Consequences for Adults:

- Written warnings entered into adult's file, suspension without pay or termination
- Legal reporting and prosecution
- Required training or community service
- Written apology
- Community service
- Police involvement if warranted

Right of Dismissal

FCS reserves the right to dismiss students whose attitude or behavior consistently conflicts with school policies, after appropriate interventions and conferences with parents. Grounds for suspension or expulsion include, regardless of their occurrence on or off school grounds, but are not limited to:

- | | |
|-------------------------------|--------------|
| • Profanity | • Gambling |
| • Immorality | • Harassment |
| • Cheating | • Theft |
| • Substance use or possession | • Vandalism |

Dismissed students are not eligible for tuition refunds.