



Notre Dame Academy Family Handbook 2026-2027

**Notre Dame Academy
13505 Excelsior Blvd.
Minnetonka, MN 55345
952-358-3500
nda-mn.org**

School Mascot and Colors

The school mascot is a lion and the school colors are royal blue and maize.

School Motto

Having FAITH in ALL children

School Hours

Office Hours 8:30 – 4:30 p.m. (School Days)

Student Hours – 9:30 – 4:15 p.m.

SCHOOL OFFICE NUMBER: 952-358-3500

School Website: www.nda-mn.org

Facebook Page: Notre Dame Academy Minnetonka, MN

MISSION STATEMENT

As a regional Catholic school our mission is to provide PreK-8th grade students a Christ centered, inclusive and innovative learning environment. Each student has the opportunity to learn, grow and work toward their unique potential while continually guided by the spiritual example of Our Lady in a joyful and nurturing community.

CORE VALUES and PHILOSOPHY

Values: Our team of dedicated teachers offer a child centered education that is authentic, relevant, taught with kindness and inclusiveness, with a commitment to the whole child — always remaining Christ centered and focused on academic excellence, social responsibility and spiritual integrity.

Philosophy: As a PreK-8th grade Catholic school, Notre Dame Academy provides students spiritual guidance, awareness of their thinking, academic opportunities for excellence, a personal power to achieve their unique potential, and a love for lifelong learning.

EXPLANATION/LISTING OF STATE AND FEDERAL SCHOOL LAWS

Policies listed with a Minnesota State Statute and federal mandates will have the specific law/mandate listed by the sub heading or within the body of the topic information.

Notre Dame Academy will comply with the laws and mandates in order to ensure a safe and secure school facility as well as continue to receive state and federal nonpublic

school funding. Modifications of some guidelines and legislative acts are applicable for Special Education Students as defined in Minnesota statutes. Notre Dame Academy will give equal credence to all students and will review incidents on a case-by-case basis prior to consequences being assigned. Explanations listed may be paraphrasing of the actual laws.

Minnesota Nonpublic School Accrediting Association requires its member schools to follow the compulsory education statutes and a variety of other statutes in order to maintain an accreditation in good standing with the organization. Accreditation with MNSAA requires an annual report of progress on our School Strategic Plan as well as a full review and onsite visit every seven years.

As a school of the Archdiocese of St. Paul and Minneapolis, NDA also participates in the Catholic Study and the Lumen Accreditation process.

STATEMENT OF NONDISCRIMINATION

USDA - Civil Rights Statement

Non-Discrimination Statement: The U.S. Department of Agriculture (USDA) prohibits discrimination in all its programs and activities on the basis of race, color, national origin, age, disability, and where applicable, sex, marital status, familial status, parental status, religion, political beliefs, genetic information, reprisal, or because all or part of an individual's income is derived from any public assistance program. (Not all prohibited bases apply to all programs.) Persons with disabilities who require alternative means for communication of program information (Braille, large print, audiotape, etc.) should contact USDA's TARGET Center at (202) 720-2600 (voice and TDD). To file a complaint of discrimination, write to USDA, Assistant Secretary for Civil Rights, Office of the Assistant Secretary for Civil Rights, 1400 Independence Avenue, S.W., Stop 9410, Washington, D.C. 20250-9410. Or call toll-free at (866) 632-9992 (English) or (800) 877-8339 (TDD) or (866) 377-8642 (English Federal-relay) or (800) 845-6136 (Spanish Federal-relay). USDA is an equal opportunity provider and employer.

ACCREDITATION

Notre Dame Academy is accredited through the Minnesota Non-Public School Accreditation Association. Accreditation is a voluntary process of rigorous school improvement, which is validated by evaluations from external members of the MNSAA organization. MNSAA is recognized by the Minnesota Department of Education and the United States Department of Education as an approved accrediting agency.

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ADMISSIONS (100)

100 ADMISSIONS PROCEDURE

100.01 - Parents/guardians must submit appropriate enrollment documents, register through TADS, and pay a non-refundable registration fee.

100.02 - Parents/guardians of transfer students must provide the school with a copy of the student's official transcript and any special education records.

100.03 - Students entering Kindergarten must be 5 years old by September 1st as stated by the State of Minnesota.

100.04 - Parents/guardians must provide proof of immunizations, medical information prior to the start of school.

100.05 – All academic, behavioral, and special education information must be transferred to the school prior to a final enrollment acceptance.

100.06 - All parents must submit a birth certificate for their child during the enrollment process.

101 - REFUSAL OF ADMISSION OR DISCONTINUANCE OF ENROLLMENT

101.01 - Probationary Enrollment

All newly enrolled and transfer students are admitted on a **one-trimester probationary enrollment period**. This period provides the student, family, and school the opportunity to determine whether Notre Dame Academy is the right educational and faith-filled environment for the student's growth and success.

During the probationary period, students are expected to:

- Demonstrate satisfactory academic progress appropriate to their abilities.
- Follow the school's behavioral expectations and Code of Conduct.
- Maintain regular attendance and punctuality.
- Participate respectfully in the religious life, academic program, and daily activities of the school.

The administration will monitor the student's progress through regular communication with teachers and, when appropriate, with parents or guardians.

If significant concerns arise regarding academic performance, behavior, attendance, parental partnership, or the school's ability to meet the student's educational needs, the administration may develop an improvement plan, extend the probationary period, or

determine that continued enrollment is not in the best interest of the student or the school community.

The decision regarding continued enrollment rests with the Principal.

Enrollment at Notre Dame Academy is a privilege rather than a right. Continued enrollment is based on the student's successful participation in the academic, behavioral, and spiritual life of the school and the family's support of the mission, philosophy, and policies of Notre Dame Academy.

102 - EXPELLED/WITHDRAWN STUDENTS – READMISSION

102.01 - Students expelled or withdrawn from Notre Dame Academy must follow the standard admissions procedures for new students. If accepted, the student will be placed on a trimester to full academic year probationary period and a contract specifically detailing expectations must be followed.

102.02 - The school reserves the right to dismiss or deny readmission to any student for reasons the principal and canonical administrator deems fit.

FINANCIAL INFORMATION (200)

200 - TUITION PROGRAM

200.01 - Parents must enroll in TADS for enrollment, and re-enrollment each year.

200.02 - TADS is used for tuition management. Families view and pay their billing invoices online. Adjustments due to tuition assistance, scholarships, or other awards will be made directly by the school to the appropriate TADS accounts.

201 - FINANCIAL AID

201.01 - Parents may apply for financial aid for K – 8 students by completing the financial aid application in TADS. Preschool families apply for aid through the LADC registration process.

201.02 - Financial aid is granted for one school year and is not automatically renewable. Applications must be submitted each year for consideration.

201.03 - Families receiving financial aid are expected to be actively involved in fundraisers and volunteer opportunities that promote the school.

201.04 - Financial aid is granted through the school. Questions on the application of financial aid to your TADS account should be directed to the business office.

202 - MISCELLANEOUS FEES

202.01 - Fees for activities, field trips and other costs may be billed through TADS.

203 - CHECK PAYMENTS RETURNED FOR NONSUFFICIENT FUNDS

203.01 - Notre Dame Academy may impose a fee of up to \$20.00 on any returned checks.

203.02 - After the second incident of a non-sufficient funds return, we will no longer accept payment by check but will require cash or money order.

204 - WITHDRAWAL PROCEDURES FOR CURRENT SCHOOL YEAR

204.01 - Parents withdrawing their student/students from school must provide Notre Dame Academy with a 30-day written notice.

204.02 - Students who are withdrawn at any time after the start of the school year will be charged tuition for the **entire trimester**. Refunds, if applicable, will be prorated accordingly.

204.03 - Registration fees, activity fees, athletic fees, bus fees, etc. will not be refunded.

204.04 - A family with an outstanding balance of tuition, lions lair, or fees from the current or previous school years will have tuition paid money used to cover those fees and a potential refund would be based on any funds left after the past due financial obligations have been satisfied.

205 - FINANCIAL POLICY FOR WITHDRAWAL FOR THE PENDING SCHOOL YEAR

205.01 - If you are not returning to NDA, please advise the Principal and/or Business Administrator by **May 30** as we have to accurately plan for staff.

205.02 - Registration and other fees are non-refundable, regardless of the date of withdrawal.

205.03 - Families must notify NDA by July 1 to receive any refund of tuition payments already made. After July 1, families must provide a 30 day written notice and will be responsible for paying tuition for the month in which the notice is received.

206 - LATE PAYMENT POLICY

206.01 - All payments are due on the date indicated on your TADS invoice. If payments are not received 10 days after the date due, a late fee of \$25 may be applied to your TADS account.

206.02 - It is the family's responsibility to notify the Principal and/or Business Administrator if special circumstances arise making it difficult to meet tuition and fee obligations.

206.03 - TADS will notify the family of the past due account.

206.04 - The Principal and/or Business Administrator review delinquent accounts on a monthly basis.

206.05 - When an account is 30 days past due and no contact has been made towards the school, a letter/email will be sent and a phone call by the Principal and/or Business Administrator will be made to the family to begin a dialogue about payment or arranging an alternative plan.

206.06 - If payments for past due tuition and/or fees are not made, or payment arrangements made are not kept by the family, Notre Dame Academy will withdraw the student(s) from the school until the full amount of past due tuition has been paid.

206.07 - Notre Dame Academy may also turn accounts over to a collection agency or attorney for collection of past due tuition and fees. Any fees incurred for the use of a collection agency or attorney may be charged to the family.

206.08 - Tuition and fees must be paid in full by May 25 or the student(s) may be prohibited from enrollment in the next grade at Notre Dame Academy and/or students may not participate in graduation activities.

207 - LION'S LAIR CHARGES AND FEES (Before/After and Summer Care)

207.01 - All Lion's Lair and Summer Camp charges will be billed through TADS.

207.02 - Lion's Lair will be open on most days when school is not in session. These sessions are NOT included in the regular fees for after school care. Dates, times and fees will be communicated through the weekly Insight.

207.03 – Late pick up fees will be charged (at the discretion of the staff) at **\$2 per minute if you are late** after 6:00 p.m. or other designated closing times. Fees will be charged through TADS.

208 - TRANSPORTATION

208.01 - Parents may register their child/ren for optional bus transportation. Busing within the Hopkins School District is free. There is a fee associated with using the bus service outside the Hopkins School District. This fee only partially covers the cost to NDA for the bus service. Bus fees are not refundable.

208.02 - Parents outside the Hopkins District are expected to apply for the district bus reimbursement for NDA.

GRADING POLICIES AND INFORMATION (300)

300 - EDUCATE - Parent and Student Portal

300.01 - Parents are encouraged to keep current on their child's grades and information through the Educate system.

300.02 - Parents will receive a login and password at the start of the school year.

301 - GRADES

301.01 - Grading of students is based upon instructional objectives and determined by measuring completion of assignments, activities, projects, scores on quizzes and tests, homework, and classroom participation.

301.02 – Grades are as follows for the various levels of Pk – 4th Grade.

Pre-Kindergarten through Grade 4

Number	Value
4	Exceeds Standard
3	Meets Standard
2	Partially Meets Standard
1	Does Not Meet Standard

GRADES 5 - 8

301.03 - Letter grades will be given to students based on the percentage points earned for assignments and assessments.

301.04 - An incomplete may be given in cases of illness, emergency, or when prior arrangements have been made per the discretion of the administration.

302 - EXTRA CREDIT

302.01 - Notre Dame Academy does not provide extra credit.

303 - EXTRA CURRICULAR ACTIVITIES ELIGIBILITY

303.01 UPDATED POLICY - Students who participate in extracurricular activities and sports must maintain passing grades in all classes to remain eligible for activities and athletics. Passing grades are considered A - C grades. Students will be out of the activities/sports for a full week. Information will be evaluated each week to determine eligibility.

303.02 – Students who have multiple missing assignments or items missing for multiple weeks will be held from participation in sports or extra activities. Students will be out of the activities/sports for a full week. Information will be evaluated each week to determine eligibility.

304 - FAILING GRADES

304.01 - Students may be required to attend mandatory help sessions or seek formal tutoring.

304.02 - Teachers will meet with the student, parents, and principal to create an academic plan if a student receives a failing grade.

304.03 - Students who fail a class will be expected to make up the course during an approved summer school course.

305 - RETENTION POLICY

305.01 - If retention of a student is under consideration a conference will be set with the teacher, parents, and principal to discuss academic concerns.

305.02 - If students lack sufficient mastery of basic skills, are performing below grade level in academic subjects or have failed two or more core subjects, retention may be discussed.

HOMEWORK POLICIES AND INFORMATION (400)

400.01 - Homework is defined as all work, including but not limited to reading, writing, research, worksheets, studying for tests or quizzes, take-home tests, projects, labs, etc.

400.02 - No homework holidays include October professional days/weekend, Thanksgiving, Christmas, and Easter breaks. However, students who are behind in their regular work will be expected to use holiday breaks to get caught up.

400.03 - The nights of the school musical, conferences, performances, etc. teachers will be asked to have minimal or no homework assigned that is due the following day.

401 - LATE HOMEWORK

401.01 - Homework is expected to be completed at home or if the teacher gives some class time to begin your work.

401.02 - If work is not turned in when it is due, the student may be asked to complete the work during recess time.

402.03 - Late assignments will result in points being taken off at 10% per day at the discretion of the teacher.

403 - MAKEUP WORK

403.01 - Students who are absent are given one school day for make-up of work per day they were absent. If this time period runs into the end of a trimester, the student will receive an incomplete grade while they complete the work.

404 - REDOING WORK (Redoing assignments is solely for the purpose of mastery).

404.01 - Teachers are not required to allow work to be redone.

404.02 - If work is allowed to be redone, it will not receive full credit, but only one-half of the credit of the problems redone at the discretion of the teacher.

ACADEMIC POLICIES AND INFORMATION (500)

500 - ASSIGNMENT BOOKS/PLANNERS

500.01 - Students in grades 3 – 8 will be issued an assignment book or will use Google.

500.02 - It is the responsibility of the student to keep the assignment book/planner current and to write the assignments in their planners.

501 - STUDENT ADVANCEMENT

501.01 - For students to be considered to be flexed up to the next grade for a specific subject, they must meet all of the following criteria:

- Students must be in 4th grade or higher. Younger students may be offered challenges in their current classroom and/or asked to work in a different book with their current teacher.
- Score 90% or higher in the subject area standardized testing with the subtests in the related areas above 90%, results of the tests and classroom work will also be taken into consideration.
- Students must be recommended by the classroom/subject area teacher for placement in the higher-level course.
- Teacher, parent, and student must meet with the principal to discuss the possibility of advancement.
- Students must academically perform in the class at the expected level of achievement to remain in the advanced placement class.
- Academic, social and emotional behaviors will be taken into consideration prior to movement of a student.

- Students may be asked to begin work in another textbook, work over the summer to complete the materials in order to be moved up with a different class the following year.

502 - STANDARDIZED ACHIEVEMENT TESTING – MN Statute 120A.22, subd. 11.

502.01 - Standardized achievement tests are administered to all students in grades 1 - 8.

502.02 - Achievement test data is placed in each student's cumulative file and a copy of the test results will be sent to the parents.

ATTENDANCE POLICIES AND INFORMATION (600)

600 - ATTENDANCE POLICY – MN Statute 120A.22

Every child entering Kindergarten must graduate from high school or remain in high school or an alternative program until age 18. Only those who have been accepted in the military or an institution of higher learning can leave school before they are 18 years old.

601 - ILLNESS

601.01 - Should a student have to miss school due to illness, parents are asked to contact the office and students must make up missed work.

601.02 - If your child is ill and will be out of school for the day, please contact the school. If a child is out more than one day, the parent must call each day. If the school has been notified of a prolonged medical related illness or vacations, calls do not need to be made each day.

601.03 - It is necessary to state the reason the child will be out of school as we are required to send notes home regarding certain illnesses.

602 - TARDIES AND EARLY DISMISSAL

602.01 - Each student is expected to be in school at the designated starting time each school day for the full school day.

602.02 - If a student is coming to school late or is being picked up early, parents must come into the school office and sign the student in/out.

602.03 - The principal will contact parents of students with excessive absences or tardies as it can affect a student's learning. Excessive absences or tardies are considered 10 days or more throughout the school year.

603 - FAMILY VACATIONS

603.01 - When scheduling vacations, every effort should be made to coordinate with the scheduled breaks on the school calendar.

603.02 - If students are taking vacations, they should request work in advance of the trip. Teachers will do their best to provide as much of the work in advance as possible, but students may have more work upon their return.

604 – TRUANCY [Minnesota Statute 260A.02, subdivision 3](#) defines truancy as follows:

“Continuing truant” means a child who is subject to the compulsory instruction requirements of section 120A.22 and is absent from instruction in a school, as defined in section 120A.05, without valid excuse within a single school year for:

1. Three days if the child is in elementary grades; or
2. Three or more class periods in three days if the child is in middle school, junior high school, or high school.

Furthermore, [Minnesota Statute 260A.07 subdivision 1](#) guides schools to report continuing truant students to the county attorney to discuss possible legal ramifications for the student and parent(s)/guardian(s) for continued truancy.

605 - MEDICAL LEAVE OF ABSENCE

605.01 - When a student is unable to attend school due to medical or psychological reasons, the administration will grant that student a medical leave of absence.

605.02 - During a medical leave, students will be expected to keep up with only as much school work as they are able. A teacher may modify or excuse assignments, tests or projects due to a medical leave.

605.03 - Prior to the student's return to school, the physician or professional must provide a signed release for the student to resume full responsibilities for the school day.

605.04 - Should the student be unable to participate in physical education or sports, they will also need a medical release to clear them for participation.

606 - SCHOOL ATTENDANCE FOR ATHLETES

606.01 - Student athletes must be in school for the full school day to participate in practices and/or games on the same day. Exceptions would be a doctor appointment with an accompanying note for the coach/office.

606.02 - Students who have disciplinary infractions during the school day may not participate in after school practices or games.

602.03 - Students who were sick during the day cannot participate in sport activities.

602.04 – Suspension (in or out of school) will result in automatic dismissal from participation in sports (see suspension information).

APPEARANCE POLICIES AND INFORMATION (700)

700 - UNIFORMS

DRESS CODE/UNIFORM POLICY

Uniforms are worn at Notre Dame Academy to promote a sense of community and belonging. Our Uniform Policy helps students remember that they are all part of God's family and are valued members of a remarkable community. Collectively, the Uniform Policy helps to create a healthy learning culture, laying the foundation for students to grow intellectually, spiritually, emotionally and physically as they discover and develop their God-given gifts, talents and purpose in life. All students in grades Discovery (age 3) through eighth grade are required to wear uniforms during the school day.

For the sake of family convenience, Notre Dame Academy uses three uniform vendors: Lands' End (an online order option), Educational Outfitters (a local store option) and Target. *All uniform pieces* (with the exception of socks, tights and shoes) must be purchased from one of our vendors or from the used uniform selection at NDA. Certain items, as noted in **red** in the uniform chart, are available only through **Lands' End**.

As parents of Catholic school students, please use your discretion when assisting your children with selecting their daily attire. All uniforms should be neat, clean, in good condition and appropriately sized. School administration reserves the right to determine if attire, hair, makeup and overall appearance are acceptable. In instances where the policy is not followed correctly, students will be asked to change into an approved piece from our used uniform selection, or a parent may be called. We appreciate your support and compliance.

Please note, the Mass uniform includes required pieces. It may be worn any day of the week, but it is mandatory for Mass days and special events that are communicated by school staff. A logoeed fleece or navy sweatshirt may be worn for Mass days but are not

required. Optional uniform items are available for regular uniform days. Items in **red** are only available through **Lands' End**.

Elementary Girls (K-5)	Middle School Girls (6-8)
Required Mass Uniform Pieces	Required Mass Uniform Pieces
● Plaid jumper ● White polo or peter pan collar top (long or short sleeves, the logo is not required under the jumper) ● Navy tights, leggings or bike shorts	● Plaid skirt ● Navy polo (long or short sleeves) ● Navy tights, leggings or bike shorts
Optional Items	Optional Items
● Navy, gray, maize polo (long or short sleeves) ● Navy pants or shorts ● Plaid skirt or skort ● Navy or maize sweater vest ● Maize cardigan sweater ● Navy fleece jacket ● White tights ● Navy sweatshirt	● White, gray, maize polo (long or short sleeves) ● Navy or khaki skirts, pants or shorts ● Plaid skort ● Navy or maize sweater vest ● Maize cardigan sweater ● Navy fleece jacket ● White tights ● Navy sweatshirt
Elementary Boys (K-5)	Middle School Boys (6-8)
Required Mass Uniform Pieces	Required Mass Uniform Pieces
● White polo (long or short sleeves) ● Navy pants or shorts	● White polo (long or short sleeves) ● Navy pants or shorts
Optional Items	Optional Items
● Navy, gray, maize polo (long or short sleeves) ● Navy or maize sweater vest	● Navy, gray, maize polo (long or short sleeves) ● Khaki pants or shorts

- **Maize cardigan sweater**
- **Navy fleece jacket**
- **Navy sweatshirt**

- **Navy or maize sweater vest**
- **Maize cardigan sweater**
- **Navy fleece jacket**
- **Navy sweatshirt**

Uniform Attire

Tops:

- *All tops (polos, sweaters, and fleece) are required to have an NDA logo. The exception being tops worn underneath jumpers or a logoed garment (as long as the logoed item remains on throughout the school day).*
- All polo shirts must be long enough to remain tucked in at all times.
- Plain white t-shirts may be worn under uniform shirts (no lettering or graphics).

Bottoms:

- *Approved uniform shorts may be worn from April 1st through October 31st.*
- Pants and shorts are to be worn at the waist, above the hips.
- Navy leggings or opaque navy or white tights must be worn under skirts, jumpers and skorts at all times. *From April 1st - October 31st, navy bike shorts may be substituted under skirts and jumpers, and skorts may be worn alone.*
- Shorts, skorts, skirts and jumpers must be as long as a student's fingertips with their arms and hands fully extended down by their sides.
- Leggings/yoga pants may not be worn as pants.

Socks:

- Socks must be worn at all times, compliment uniform attire, and be in good condition.
- Socks that clearly look out of place or inappropriate will not be permitted.
- Students should wear solid socks in the colors of white, navy, or black. Grades 6-8 may wear brown or khaki with khaki pants, shorts and skorts.

Shoes:

- Shoes must be neat and clean-soled without a heel. No open-toe or open-heel shoes, clogs, Crocs, sandals or boots. No wheels.
- Appropriate footwear is required for Physical Education class: sneakers, basketball, or any other athletic shoe with non-marking soles.

Accessories and Physical Appearance:

- Belts are optional but if worn should be brown, black, navy or khaki (grades 6-8).
- The uniform fleece full zips, ¼ zip pullovers and sweatshirts may be worn at any time.
- Jackets are to be kept in lockers and not worn during the school day.

- Hats and sunglasses are not to be worn during the school day unless authorized for special events.
- Hair should be clean and well groomed.
- Hair, makeup and jewelry should be appropriate for school and not create a distraction.

NDA's Gently Used Uniforms:

- Gently used uniforms are donated to school year round; therefore, the inventory constantly changes.
- Used uniforms are an inexpensive way to supplement your child's school wardrobe; they cost a few dollars each.
- Used uniforms are a great way to see what size or style works well for your child, prior to ordering new pieces online.
- Please stop by the school office if you are interested in NDA's used uniforms.

Non-Uniform Attire

Spirit Wear Fridays:

- Students earn the opportunity to wear NDA spirit wear on *Fridays* following a successful Marathon.
- Spirit wear is a choice and includes items like NDA t-shirts, NDA band shirts, NDA Math League shirts, or Lions mascot logoed items.
- Spirit wear items may be purchased online through our uniform vendors or [Game One](#), our spirit wear vendor, and at our used uniform store.
- Students may wear uniform bottoms, jeans, track pants, and shorts of appropriate length (*April 1st - October 31st*) with their spirit wear tops.
- They may also wear NDA logoed flannel pants, but they cannot wear other pajama bottoms. Students are not allowed to wear leggings, yoga pants or skin-tight jeans as pants.
- If your child chooses not to wear their NDA gear, then they are choosing to wear their uniform. It is *not* an out of uniform day, but a spirit wear day.
- Uniform shorts or spirit wear shorts from our vendors are the only approved shorts on spirit wear days.

Non-Uniform Days:

- Non-uniform clothing should reflect Catholic values with respect to graphics, lettering and physical fit. No logos larger than 3 inches square.
- Ripped or torn clothing is not allowed.
- Clothing with alcohol/tobacco logos and/or inappropriate language is also not allowed.
- A shirt *must* be worn over or under all tank tops. This applies to both boys and girls.

- Shorts of appropriate length may only be worn from *April 1st-October 31st*.
- Socks must be worn at all times.
- Uniform shorts or spirit wear shorts from our vendors are the only shorts allowed on non-uniform days.

NDA UNIFORM VENDORS

Lands' End

Website: <http://www.landsend.com>

Click on School.

Click on Find My School.

You have a choice to enter our school information or school number (900156605).

Enter our # or our school name and location. Click on Search By Address.

Select Notre Dame Academy.

By selecting your child's gender and grade, you can create a profile for him/her specifically. This way, only the approved uniform pieces for NDA at that grade level will be displayed. Certain uniform pieces are only supplied by **Lands' End** (refer to the **red** items in the uniform chart). If you'd like to order spirit wear, choose spirit wear from the dropdown box to create a spirit wear profile.

Local Lands' End Inlet

12431 Wayzata Blvd.

Minnetonka, MN 55305

952-542-2061

Educational Outfitters

6002 Excelsior Blvd.

St. Louis Park, MN 55416

952-927-6778

Website: <http://minnesota.educationaloutfitters.com>

Click on Find My School.

Click on Notre Dame Academy.

Target - local stores or online

COMMUNICATIONS POLICIES AND INFORMATION (800)

800 - PARENT-TEACHER CONFERENCES

800.01 - The purpose of parent-teacher conferences is to strengthen the partnership between the school and the parents to promote the spiritual, academic, and social maturity of the student. Conference goals are as follows:

- To encourage communication between parent and teacher

- To provide teachers with insights about the student from the parents' perspective
- To consider short-range goals for the child
- To evaluate the student's immediate challenges in order to develop a cooperative strategy
- To pray for the specific needs of the child

800.02 - Students in grades 6 - 8 are strongly encouraged to attend conferences with their parents.

801 - COMMUNICATIONS WITH THE TEACHER OR PRINCIPAL

801.01 - The best way to contact a teacher or the principal is through a brief email. This provides a record of the contact. You are encouraged to request that they call you if the situation is at all controversial in nature as emails have a higher risk for misinterpretation.

801.02 – Teachers and the principal will respond to email within 24 hours if possible (weekend and breaks not included). If there is an emergency or urgent matter, a call to the office would be best.

801.03 - Parents should expect a return call within 24 hours (weekend and breaks not included). If you leave a message, brevity is preferred. Describe the nature of the concern and include a phone number and time for a more detailed discussion.

802 - COMMUNICATION WITH THE BUSINESS OFFICE

802.01 - Business office matters are often confidential in nature. Dialogue concerning confidential matters will not be addressed outside of the office. Information may be shared with the principal or canonical administrator as necessary.

803 - EMAIL

803.01 - Notre Dame Academy will use email as its primary means of communication with parents for school news.

804 – INSIGHT & News Notes

804.01 – The Insight is the weekly school newsletter that will be emailed to parents, alumni and friends of the school. If at any time you discover you are not receiving regular emails, please contact the school office.

804.02 – The school will email News Notes to families, grandparents and others as needed for communications.

SAFETY AND SECURITY INFORMATION (900)

900 - AFTER SCHOOL SUPERVISION

900.01 - Pick up your child promptly from after school events and activities.

900.02 - All school activities, clubs, etc. must be finished by 5:00 p.m. Should an activity be canceled due to weather or teacher absence, we will do our best to contact parents in advance.

900.03 – Students who are attending athletics and are waiting for practice to begin or practice has ended and their ride is not here, **MUST** go to Lion's Lair and parents will be charged accordingly. **STUDENTS MUST BE SUPERVISED.**

901 - BUS RIDERSHIP TRAINING AND EVACUATION DRILLS – MN Statute 123B.91

901.01 – All students must participate in yearly training to make students aware of rules and regulations of school bus ridership.

901.02 - Evacuation drills and training classes will be held yearly at school. It is mandatory that students participate in the training classes.

902 - DROP OFF AND PICK UP PROCEDURES

Morning Drop Off: (K-8)

7:30 – 9:10 a.m. Morning Care – All families using Lion's Lair will enter through door 12E and sign their children in during the morning care time.

9:10 – 9:30 a.m. & before school activities - Students may be dropped off via car in the front of the school building and enter through the main doors. If students have a lot of items to bring in, parents are asked to park in the available visitor parking spaces and help their child into the building. Please do not park in the drop off line. Students exiting the car should be getting out on the curbside of the vehicle.

Bus riders are dropped off in the back of the school building and enter through the playground doors.

MORNING DROP OFF PK Program

7:30 – 9:10 PK families will park in the back lot and bring their child to the cafeteria door (12E)). PK children may NOT enter the building alone. Please make contact with their

teacher. Parents should hold their child's hand as they cross to the doors as other cars may be present and moving.

9:10 - 9:30 PK families will park in the back lot and enter the recess doors (11S).

Drop off after the usual morning time must be done through the front office of the school. Parents must walk into the building and sign in their children.

Afternoon Pick Up: (K-8)

Car riders are divided between the back playground lot and the parish lot based on last name. Families with the child's last names that start with A – H will pick up at the playground door. Families with the child's last names that start I – Z will pick up at the church doors. If you are in a car pool or have someone else pick up your child, pick up will always be in the same area. Families with both preschool and K-8 students always pick up in the back parking lot by the recess doors.

Bus riders will be picked up in the front of the school building.

If students need to be picked up any time prior to the regular dismissal time for the day, parents must enter the building through the front doors and sign their children out at the office.

Students not picked up **at the end of the day** will be escorted to Lion's Lair for after school care and parents will be billed the fee through TADS. Parents must park and enter the building to pick up their child/ren through door 11S.

AFTERNOON PICK UP FOR PK Program –

12:00pm pick up will take place in the front circle drive of the school. Please wait in your car and the children will be brought out to you.

If parents pick up at any time before the regular dismissal, they should enter through the front office and sign their child out. There will be a QR code for sign in/out by the office.

4:00 - PK families should park and pick up their children on the sidewalk by door 12E. Parents are expected to walk their child to the car and supervise them as other cars may be moving in the parking lot.

4:00 - 5:30 - PK families should park in the back lot, enter through the playground door (12E) and sign out their child from the child care program room. Parents are expected to walk their child to the car and supervise them as other cars may be moving in the parking lot.

903 - CLOSING SCHOOL (EMERGENCIES)

903.01 - If it is necessary to close school because of inclement weather or other emergency, an announcement will be made via the following:

- Local TV stations
- Website – www.nda-mn.org
- Social Media
- Text

903.02 - For weather related closings, we will try to have announcements posted by 6:30 a.m.

905 - CHEMICAL USE

905.01 - Chemical use is defined as any use of chemicals that alter the normal function of the body. It is the school's position that the consequence for a student who uses and/or distributes substances will be required to seek professional assistance and a meeting will be held with parents and written permission from the parents will be required to allow the school to speak with the professional working with the student. Further disciplinary consequences may be considered by the school administration for students with chemical use.

905.02 - Any student who knows that there are chemicals being used or abused by another student, even if they are not using themselves, are considered to be present and aware, could face disciplinary actions for not informing an adult about the issue.

906 - CHILD ABUSE REPORTING ACT – MN Statute 626.556

Statutes mandate the reporting of neglect or abuse of a child, which is known or suspected. Education professionals must make a report if that person “knows or has reason to believe a child is being neglected or abused...or has been neglected or abused within the preceding three years.” Teachers and staff will not keep confidences when life, safety or health is involved as they are mandatory reporters.

907 - CONFISCATION OF PROPERTY

907.01 - The following items will be confiscated:

- Prescribed and non-prescribed medication in a locker, classroom, or in a student's possession. ALL medications need to be administered through the school office.
- Inappropriate or illegal items in a locker, a classroom, or in a student's possession will be confiscated and police may be called.
- Any items or electronic devices being used inappropriately or contrary to school policy regarding these items.
- Any other items that are deemed a hazard, disruption, or offensive by the administration.

908 - CAFETERIA AND LUNCH TIME RULES

- Leave your seat only for tray clean up and for dismissal.
- Speak in a conversational tone.

- Clean up your eating area.
- Keep hands, feet, and objects to yourself.
- Treat cafeteria property and the property of others with respect.
- Listen and follow instructions of teachers and supervisors.
- Do not trade food (allergy and nutritional concerns).

909 - MASS

- Disruptive behavior will require a student to sit by the teacher for the remainder of the Mass.
- If a student is moved frequently for disruptive behavior, he/she will be required to sit with a staff member at every Mass.

910 - HALLWAY TRAFFIC AND OVERALL BUILDING RULES

- To keep the noise level at a minimum, students should not run or talk loudly in the halls. Staff members will be stationed at classroom doors and in hallways to provide supervision.
- Walking in the hallways is expected.
- Speak in a conversational tone.
- Eating and drinking is not permitted outside of the cafeteria except during a designated classroom snack and/or party times.
- Keep hands, feet, and objects to yourself.
- Treat school and church property with respect.
- Gum chewing is prohibited at all times.
- Use of all electronic devices including cell phones, handheld video games, or laser devices is prohibited during school hours unless directed to use by a teacher.
- Backpacks are not allowed to be worn or carried to/in classrooms during the school day.

911 - PLAYGROUND

It is expected that Notre Dame Academy students will display good sportsmanship on the playground.

- Follow directions the first time they are given.
- Conversation and treatment of others is to be Christ-like.
- Use equipment according to the rules given by the playground supervisors.
- When the bell/whistle sounds, stop your play and line up as directed.
- Do not throw snowballs.
- No fighting, bullying, or threats

912 - HAZING – MN Statute 121A.69

Students or staff that are involved in activities on or off school property during or after school hours related to hazing of other students, potential students, school faculty, or personnel will be disciplined in accordance with school policy and Minnesota law. Discipline actions may include, but are not limited to suspension or expulsion. If a crime is committed in accordance with state or federal laws, the incident will be reported to the criminal justice system. Criminal or civil prosecution may be a result of the incident.

913 - PUBLICATION OF IMAGES *Please see the addendum regarding permission to use images.

913.01 - Images taken of students and family members taken in the public arena such as sporting events, Masses, fine arts public performances, etc. may be released on public media and may identify the students by names or grades.

913.02 - In addition, because of classroom or activity participation throughout the school year, pictures and videos of students may be used for displays, photo albums, community newspaper articles, school newsletters and calendars, advertising, websites, news broadcasts, yearbook, Facebook, and other social media.

913.03 - Student first names may accompany the information and may be posted with pictures or in news articles. But, NDA will usually post without names.

913.04 - Parents who do not want child or family photos used in school publications must make that selection in TADS during the enrollment or re-enrollment process. The denial will be in effect for one school year.

913.05 - Notre Dame Academy may disclose appropriately designated "directory information" about a student/family without the written consent of the student's parent or guardian unless they have advised NOTRE DAME ACADEMY to the contrary during registration in TADS for the current school year. Directory information may include the following:

- Name (parent and student)
- Address
- Grade Level
- Telephone (not the students)
- Email
- Photographs
- Honors and awards received

Publications utilizing such information may include but not be limited to the following:

- Parent/student directory
- Athletic programs
- Graduation or special event programs
- Insights
- Website (in adherence to child protection laws)

914 - PARENTAL CUSTODY AND STUDENT CONTACT – MN Statute 518.17, subd. 3, & The Buckley Amendment & MN Statute 120.22 subd. 1a & The Family Educational Rights and Privacy Act 32 U.S. C. 123g, 34. C.F.R. Part 99.

914.01 - The custodial parent is responsible for providing the following to the school administration:

- A copy of the signed and certified court order (most current copy).
- Court order revisions/updates that affect custody, visitation, or record-access rights.

It is the parent/guardian's responsibility to inform and provide the school with current documentation if anyone is legally restricted from contact with his/her children.

If there is no documented legal restriction, and upon request, the school will do the following:

- Send duplicate correspondence to non-custodial parents.
- Arrange for review of school records by non-custodial parents
- Keep non-custodial parents apprised of major school events.

914.02 - Upon request, a non-custodial parent has the right to access and receive copies of school records and information, attend conferences and be informed about the child's welfare, educational progress, and status, as authorized under Minnesota Statutes.

914.03 - Notre Dame Academy is not required to hold a separate conference for each parent in cases where parents are separated or divorced unless there is a current court ordered restraining order that has been given to the principal.

915 - SUSPENSION

915.01 - During an in-school suspension, the student will spend all or part of the school day working at a desk alone in the office. The students will be given a lunch break and necessary restroom breaks.

915.02 - Students on suspension are not allowed to participate in sports or extracurricular activities on the day(s) of the suspension including the adjacent weekends.

915.03 - During an out of school suspension, students will be responsible for all missed class work, homework, and tests.

916 - FIELD TRIPS

916.01 - Students must have a signed permission slip for each trip before they may be permitted to participate in the field trip due to insurance regulations, phone calls and handwritten notes will NOT be accepted.

916.02 - Chaperones must be a parent, guardian, or legal-aged adult.

916.03 - All chaperones must have a current criminal background check on file with NOTRE DAME ACADEMY and have completed the Virtus training before attending the field trip.

916.04 – Siblings are not allowed to participate in field trips with parent chaperones.

916.05 - Chaperones must be willing to supervise multiple students, not just their own child.

916.06 - Any costs related to the field trip must be paid in advance and turned in with the signed permission slip.

917 - SAFETY DRILLS AND EMERGENCY RESPONSE PLAN– MN Statute 121A.035, section 299F.30

917.01 – Notre Dame Academy utilizes the **Standard Response Protocol (SRP)** developed by The "I Love U Guys" Foundation. This nationally recognized protocol provides a common language for responding to a variety of emergency situations. Fire, evacuation, hold, secure, lockdown, shelter, and severe weather drills are conducted at regular intervals throughout the school year in accordance with Minnesota law and Archdiocesan requirements.

917.02 – Emergency procedures are posted in each classroom and throughout the school. Students receive age-appropriate instruction and participate in safety drills so they understand how to respond calmly and appropriately during an emergency.

917.03 – During all safety drills and emergency situations, students are expected to remain calm, listen carefully, follow the directions of school staff immediately, and move quickly and quietly to the designated location.

917.04 – The Standard Response Protocol uses the following directives:

- **Hold – "In Your Room or Area. Clear the Halls."** Students remain in their classroom or current location while the hallways are kept clear. Instruction may continue.
- **Secure – "Get Inside. Lock Outside Doors."** Students and staff remain inside the building while exterior doors are secured because of a potential concern outside the school.
- **Lockdown – "Locks, Lights, Out of Sight."** Students and staff secure classrooms and remain quiet and out of sight until directed otherwise by law enforcement or school administration.
- **Evacuate – "To the Announced Location."** Students and staff leave the building or relocate to a designated safe area as directed.
- **Shelter – "State the Hazard and Safety Strategy."** Students and staff take protective actions appropriate for a specific hazard, such as severe weather or another environmental emergency.

917.05 – Parents will be notified as soon as practical during a significant emergency. Families are asked not to come directly to the school during an emergency unless instructed to do so, as emergency responders must have clear access to the campus. If reunification becomes necessary, parents will receive instructions regarding the location and procedures for safely reuniting with their child.

918 - LOCKERS

918.01 - Lockers are issued to students at the beginning of the year. Each student is responsible for keeping his/her assigned locker clean - both inside and out.

918.02 - Damages caused by the misuse of tape, stickers, etc. will be charged to the student responsible for the damage.

918.03 - Questionable decorations or pictures will be removed. Students are not allowed to switch lockers or use unassigned (vacant) lockers.

918.04 - Lockers are the property of NOTRE DAME ACADEMY and can be searched at any time for any reason, without notice.

918.05 - Students and parents sign a Locker Policy Agreement at the start of each year.

919 - SECURITY SYSTEMS

At Notre Dame Academy, we strive for a safe and secure environment using the following measures:

- Secured entrances so visitors cannot access the building without visual and audio screening.
- Students and staff regularly practice safety drills.
- Visitors must enter the front doors to sign in and must wear a visitor badge.

920 - SEARCH AND SEIZURE – MN Statute 121A.72

Notre Dame Academy reserves the right to interview any students and to search and inspect the person and/or personal effect including but not limited to lockers, bags, backpacks, desks of any student at any time. The right to search, interview or inspect may be based upon any claim, report, information and/or document, whether or not substantiated or investigated, and whether or not such information relates to on-campus activities of the student. The right to interview may be exercised without prior notice to and outside of the presence of the parent/guardian of the student. The right to inspect and search may be exercised without the knowledge of and outside the presence of the student and/or the student's parent/guardian. Minnesota Statute allows for the right of the school to search property.

921 - SEXUAL HARASSMENT AND SEXUAL VIOLENCE – MN Statute 363.01-363.14, the MN Human Rights Act and Section 703 of Title VII of the Civil Rights Act of 1964, as amended, 42 u.s.c. 2000e, et., Seq.

Notre Dame Academy is committed to maintaining an academic environment in which all individuals treat each other with dignity and respect. It is the policy of Notre Dame Academy to maintain a learning, volunteering, and working environment free from all forms of sexual harassment, sexual violence, intimidation, and exploitation. NOTRE DAME ACADEMY prohibits any form of sexual harassment and violence. It shall be a violation of

this policy for any student, employee, or volunteer or NOTRE DAME ACADEMY harass or show sexual aggression/violence toward a student, employee, or volunteer through conduct or communication of a sexual nature as defined by this policy.

Notre Dame Academy will investigate all complaints, formal or informal, verbal or written actions or statements brought forth to the administration.

922 - SAFE ENVIRONMENT TRAINING/CRIMINAL HISTORY , chapter 275 – MN Statute 123B.03

922.01 - The Archdiocese of St. Paul and Minneapolis requires all school employees, coaches, and volunteers to participate in Safe Environment Training. This includes: Virtus training (videos), signing a code of conduct, and completing a background check every three years. All of these are done online and must be completed before people are allowed to work directly with students. The school will be able to certify participation online once the person has completed the training session.

922.02 - Pursuant to the statute stated above, Notre Dame Academy requires criminal history background checks of all staff members, regardless of position, as well as coaches, club leaders, and volunteers having direct contact with students.

922.03 - NOTRE DAME ACADEMY has established a policy of conducting background checks within a three-year cycle for current employees, coaches and volunteers. per the Archdiocese requirements.

922.04 - MN Statutes state that background checks must be completed regardless of whether any compensation is paid for the person working directly with the students.

922.05 - If a background check comes back with a history, the principal and/or canonical administrator will review it. Depending on this review, a decision will be made on the eligibility of the individual to further participate in activities for duties in the building.

922.06 - Notre Dame Academy is committed to providing a safe environment that allows students to flourish academically, physically, and spiritually. Our school provides an education and resources consistent with Catholic teaching. The starting point for Catholic education is a deeply held understanding that affirms the God-given irrevocable dignity of every human person. Notre Dame Academy will relate to each student in a way that is respectful and consistent with each student's God-given sexual identity and biological sex.

923 - VISITORS

923.01 - Visitors may be asked to present proper identification before access to the building will be granted.

923.02 - A visitor tag will be issued, which must be worn at all times while on the school premises for the safety and security of the students and staff.

923.03 - Prospective students in Grades K – 8 may visit the school during normal school hours with prior permission from the principal.

923.04 - Parents, legal guardians, and grandparents are always welcome to visit their child's classrooms. Such visits should be scheduled in advance by contacting the teacher to be certain students do not have a test or trip scheduled.

923.05 - Unless volunteering, alumni may visit the school only after dismissal and must register in the office. This will keep distractions to a minimum during learning time.

923.06 - Students who are not siblings of Notre Dame Academy students, are not currently attending NOTRE DAME ACADEMY, and are not prospective students are not allowed to visit during the lunch hour or other parts of the academic day.

924 - WEAPONS – MN Statutes 2001, section 121A.05 - 06 & 152.01, subd. 14a

The definition of a school zone includes any property owned, leased, or controlled by a school district or an organization operating a nonpublic school where educational services in grades 1 – 12 are located, or used for educational purposes, or where extracurricular or co-curricular activities are regularly provided. This also includes a definition of school property to a distance of 300 feet or one city block, whichever distance is greater, beyond the school property and areas within a school bus.

All schools must report incidents involving the use or possession of a dangerous weapon, or look like weapons in school zones. Minnesota Statutes require school officials to contact law enforcement about any student who brings a weapon, firearm, knife, etc. to school. Students found to have a weapon at school will be expelled from the school for a period of one year, in accordance with state law. The Act gives school officials discretion on a case-by-case basis to apply a lesser punishment, particularly in the case of special education students.

It is important to understand that knives, replica firearms, starter guns, splatter guns, any form of weapon that expels any type of projectile, or administrative judgment on any type of personal or household gadget used inappropriately to cause danger or harm may be determined as a weapon by NOTRE DAME ACADEMY.

DISCIPLINE POLICIES AND INFORMATION (1000)

1000 - Behavior Management Policy

Notre Dame Academy is committed to providing a safe, joyful, and Christ-centered learning environment where every student is known, loved, and challenged to grow in faith, character, and academic excellence.

The Catholic Church teaches that parents are the primary educators of their children. Notre Dame Academy recognizes this sacred responsibility and views education as a partnership between the home and the school. Together, parents and school staff share the responsibility of helping each student develop intellectually, spiritually, morally, socially, and emotionally. Open communication, mutual respect, and a shared commitment to the mission of the school are essential to this partnership.

The purpose of discipline at Notre Dame Academy is not merely to correct inappropriate behavior but to help students develop the virtues of self-discipline, responsibility, respect, honesty, and charity. We believe every child is created in the image and likeness of God and deserves to be treated with dignity while also being held accountable for his or her choices. When mistakes occur, they become opportunities for growth, reconciliation, and learning.

Every student is responsible for contributing to a positive school climate by demonstrating respect for self, others, authority, and property. Likewise, parents are expected to support the school's behavioral expectations and work collaboratively with teachers and administration in addressing concerns that may arise.

Notre Dame Academy uses positive reinforcement, restorative practices, and appropriate consequences to teach responsibility, repair relationships, and foster personal growth. Our goal is always to help students make better choices and become faithful disciples of Jesus Christ.

We expect all students to show respect for themselves, others, authority, and property in order to maintain a safe, welcoming, and Christ-centered learning environment. The Respect, Responsibility, and Safety Expectations chart outlines behavioral expectations throughout the school day. These expectations are taught, modeled, reinforced, and supported through ongoing communication between students, parents, teachers, and administration.

Parent Partnership in Discipline

Because parents are the primary educators of their children, Notre Dame Academy expects parents to work collaboratively with teachers and administration when behavioral concerns arise. This partnership includes reinforcing school expectations at home, participating in conferences when requested, supporting restorative measures and disciplinary consequences, and communicating respectfully with school personnel. Together, families and the school strive to help every student grow in virtue, responsibility, and Christian character.

Positive Reinforcement

Students who consistently demonstrate respect, responsibility, and safe choices will receive positive reinforcement. Positive behaviors are acknowledged through encouragement, praise, and the Lion Pride recognition system.

Students who exceed expectations may earn a **Lion Pride Ticket**. Each month, the school will focus on a particular Top 20 principle and Catholic virtue. Students who exemplify these qualities may receive a Lion Pride Ticket and become eligible for monthly recognition and incentives. Middle School Teams also earn points when members receive Lion Pride Tickets, encouraging positive leadership and teamwork.

Through this system, Notre Dame Academy seeks to recognize students who consistently live our mission and contribute positively to our school community

Opportunities for Growth

At Notre Dame Academy, we recognize that every student is capable of growth. When students make poor choices, our goal is to help them reflect, accept responsibility, repair relationships when appropriate, and learn from their mistakes.

Students who do not meet behavioral or academic expectations may receive a **LEARN Slip**. LEARN stands for:

- **L** – Listen and follow directions
- **E** – Expect greatness
- **A** – Awareness of surroundings
- **R** – Respect self and others
- **N** – Need to be ready

A LEARN Slip may be issued for behavioral concerns, repeated unpreparedness, excessive missing work, or other situations in which a student needs additional support and accountability. The slip is sent home, signed by a parent or guardian, and returned to school. LEARN Slips are tracked throughout each trimester.

Consequences following a LEARN slip in grades K-5~

1. LEARN slip sent home, signed and returned.
2. LEARN slip sent home, signed and returned. Students spends
3. lunch or recess in the office (depending on the infraction).
4. LEARN slip sent home, signed and returned, parents will have a conference with the teacher.

5. LEARN slip sent home, signed and returned, parents will have a conference with the teacher and administration and a Student Behavior Contract will be created.
6. LEARN slip sent home, signed and returned, parents will meet with administration to discuss suspension and/or expulsion.

Consequences following a LEARN slip in grades 6-8

1. LEARN slip sent home, signed and returned.
2. LEARN slip sent home, signed and returned. Student spends lunch or recess in the office (depending on the infraction).
3. LEARN slip sent home, signed and returned. Student spends a half hour detention in the office before school.
4. LEARN slip sent home, signed and returned. Student, teacher and parents convene for a conference at which time a Student Behavior Contract will be created.
5. LEARN slip sent home, signed and returned, parents will meet with administration to discuss suspension and/or expulsion.

In responding to negative and inappropriate behavior(s) with consistent consequences that are restorative, reflective and teaching in nature we help students to learn and grow in their ability to discern best choices now and in the future.

Different ways poor/unfortunate choices may be handled:

Low level infractions - teachers will manage class expectations and consequences.

Some examples include but are not limited to: uncooperative behavior, inappropriate arguing/defiance, cheating, talking out of turn, yelling or making noises, dress code violations, name calling, teasing, dishonesty, mean comments, not coming to class prepared, touching/pushing/tripping someone, having cell phone, inappropriate use of chromebook, running in the classroom or halls, misusing lockers and off task behavior in class.

Major Infractions - administration will manage major issues. These types of situations can result in removal from class, detention, suspension or expulsion. Some examples include but are not limited to: fleeing class, throwing objects with intent to harm, ongoing dress code violations, swearing, forgery, vandalism, leaving the school grounds without permission, fighting, assault, threats of violence, a false fire alarm, bullying, gambling, harassment, smoking, vaping or any possession or use of tobacco or drugs, theft and repeated minor infractions.

As part of Notre Dame Academy's commitment to restorative practices and social-emotional learning, students may be required to meet with the principal, school counselor, or other designated staff to engage in structured, skill-building sessions. These

meetings are not considered counseling, but rather an educational and developmental response aimed at addressing behavioral concerns, repairing harm, and supporting the student in learning essential interpersonal, self-regulation, and conflict-resolution skills. The school reserves the right to assign students to these sessions as part of a disciplinary or restorative response to behavior incidents.

Definitions:

Detention - time spent in the school as a disciplinary consequence served either before or after school.

Alternative Recess or Lunch - student spends recess or lunch in the office.

Removal from class - An action taken by a teacher or administration to prohibit a student from attending his class for a period. Work will be assigned and made up by the student.

In school suspension - removal from classes for a half or a full day(s). Students will be in the office or another appropriate space. They will be responsible for any classwork missed during this time.

Out of School Suspension - Action taken that prohibits a student from attending school for a period of no more than 10 days. While at home, work will be assigned and must be completed by the student. The student will not be allowed to return to school until the parents/guardians have had a conference with the principal.

Expulsion - Action taken by the school to prohibit an enrolled student from further attendance at the school.

Because parents are the primary educators of their children, Notre Dame Academy expects parents to work collaboratively with teachers and administration when behavioral concerns arise. This partnership includes reinforcing school expectations at home, participating in conferences when requested, supporting restorative measures and disciplinary consequences, and communicating respectfully with school personnel. Together, families and the school strive to help every student grow in virtue, responsibility, and Christian character.

NDA Respect, Responsibility and Safety Expectations

	CLASSROOM	LUNCHROOM	HALLWAY	BATHROOM	PLAYGROUND	MASS	LIBRARY	CARPOOL/BUS LINES
Respect	*Use inside voices *Take turns talking *Work Cooperatively *Be polite, kind and listen *Respect school and personal property	*Use inside voices *Use good manners by looking people in the eye and responding *Say please and thank you *Stay seated unless told otherwise *Raise hands to ask permission to move	*No talking, whisper if necessary *Close locker doors quietly *Keep hallway clean from garbage *Respect property - Displays are only to look at *Hold doors for others	*Maintain privacy *Use quiet voices *Travel in a timely manner	*Use appropriate language *Include everyone *Wait your turn *Agree on one set of rules *Use good sportsmanship - humbly win and gracefully lose	*Be quiet *Face the altar *Be on time *Only leave in an emergency	*Use books appropriately *Use quiet voices *Voices off during story time	*Listen for your name to be called
Responsibility	*Do your best *Be ready to learn *Use time wisely *Be on time *Bring all materials *Wear appropriate uniform	*Clean up your area *Wait in line patiently	*Walk directly to your destination *Stay with your teacher/class	*Use 1-2 paper towels *Wash hands with one squirt of soap *Place garbage in trash can	*Line up when called *Take care of equipment *Dress appropriately for the weather	*Pray *Sing *Hold and shake hands at the appropriate times *Wear appropriate Mass uniform *Quietly put away kneelers and books	*Put books back where you found them	*No Cell Phones
Safety	*Keep your area clean *Keep your hands and feet to yourself *Use materials appropriately *Walking only	*Carry tray with two hands *Enjoy your OWN food (no sharing) *Keep hands and feet to yourself	*Walk!! *Keep hands and feet to yourself (don't touch anyone or anything) *Do not slide on the banisters	*Report problems *Keep water in sink *Walk to and from the bathroom	*Keep hands and feet to yourself *Go to an adult when needed *Use equipment appropriately *Do not leave the playground area	*Sit in pews correctly *Use kneelers appropriately	*Walk	*Walk to your car or bus *No climbing on anything

1001 - BULLYING – Minnesota Statute 121A.0695

Bullying is defined as a conscious, willful, deliberate, hostile, and/or repeated behavior by one or more people that causes physical, mental, or emotional harm to a person or damage to their property. Notre Dame Academy finds any form of bullying unacceptable.

- An act of bullying by either an individual student or group of students is expressly prohibited at Notre Dame Academy. This policy applies not only to students who directly engage in an act of bullying but also to students who, by their indirect behavior, condone or support another student's act of bullying.
- Apparent permission or consent by a student being bullied does not lessen the prohibitions contained in this policy.

- Retaliation against a victim, good-faith reporter, or a witness of bullying is prohibited.
- False accusations or reports of bullying against another student are prohibited.

The following are examples of bullying and may occur repeatedly within one category or in conjunction with other categories.

Verbal: Name-calling, taunting, or derogatory comments to or about another student.

Physical: Punching, pushing, or other unwelcome physical contact, and or damaging or stealing a student's property.

Relational: Subjecting a student to ridicule, embarrassment, or social isolation.

Cyber Bullying: Use of computers, the Internet, mobile phones, etc. to bully others.

1002 - RESPONSE TO PROTOCOLS FOR BULLYING

A person who engages in an act of bullying, reprisal, or false reporting of bullying or permits, condones, or tolerates bullying shall be subject to discipline in accordance with school policy.

- Upon receipt of a complaint or report of bullying, the school will undertake or authorize an investigation by the teacher and/or principal.
- The school will make every effort to protect students who report issues of bullying.
- Upon completion of the investigation, the school will take action and parents will be notified.

1003 - DISCIPLINE AND REMOVAL FROM CLASS – MN Statute 121A.61

State law requires schools to adopt a discipline policy. The policy includes procedures for notifying and meeting with a student's parent or guardian to discuss the problem that is causing the student to be removed from class.

1004 - DISCIPLINE RECORDS - Minnesota Statute 121A.4 – 121A.56

State law requires that schools include any disciplinary actions of student suspension or expulsion in the student's permanent academic records. This information must be included with records that are transferred to other schools. Therefore, parents cannot seek to have this information removed from a child's records. Formal disciplinary records will be transferred as part of the student's educational record, in accordance with data practices under chapter 13 and the Family Educational Rights and Privacy Act of 1974, United States Code, title 20, section 1232(g).

A student's education records include the records, files, documents, and other materials that contain information directly related to the student maintained by Notre Dame Academy.

1005 - BEHAVIORAL PROBATION

If a student is violating the rules and/or displaying a pattern of behavior, which disrupts the classroom and is detrimental to the climate of the school, that student will be placed on behavioral probation via a Student Behavior Contract. Behavioral probation means a student is subject to greater scrutiny and accountability by administration and faculty in regard to their attitude, attendance, academic performance, and behavior toward others. The student may lose the privilege of extracurricular activities or privileges related to bus riding, cafeteria seating, etc. The principal will contact parents of students being placed on a Student Behavior Contract.

After being placed on behavioral probation, a student will be evaluated at the close of the probation period by faculty, administration, and parent. If sufficient progress has not been shown, the faculty may recommend that the probation be extended or that he/she will be ineligible to continue attending the school.

1006 - DISCIPLINARY ACTION – MN Statute 121A.45, subd. 2

The Minnesota Pupil Fair Dismissal Act under which a school can suspend, expel, or exclude students provides three independent grounds for dismissing students from school:

1. Willful violation of reasonable school policies and regulations related to conduct.
2. Willful conduct which materially and substantially disrupts the rights of others to an education.
3. Willful conduct which endangers the student, other people, or the property of the school.

1007 - BUS RIDING PRIVILEGE – MN Statute 123B.90, subd. 2

Eligibility to ride a school bus may be revoked for violation of bus safety of conduct policies. Riding on the bus means that students will follow school rules when riding. Specific consequences for inappropriate bus conduct could generate a misconduct report from the driver/bus company. Misconduct can lead to loss of riding privileges.

1008 – CHEATING, PLAGIARISM and AI

1008.01 - Cheating is a misrepresentation of a student's abilities or efforts by using the work of others as your own work or by using copied answers to complete assignments or tests.

1008.02 - All students involved are subject to consequences. Here are some examples of cheating, but are not limited to the following:

- Telling classmates about material or questions on a test or quiz.

- Receiving answers/questions or material that will enhance your performance, whether intentionally or unintentionally provided.
- Copying someone else's work without teacher permission.
- Changing answers during in-class correction.
- Copying outside resources to complete school work, such as math assignment, without demonstration of mastery
- Plagiarism
- Using AI to generate completion of school assignments

1008.03 - Whenever a student is guilty of cheating, the teacher will collect the student's paper, quiz, or test, and mark a zero for the work.

1008.04 - The classroom teacher will contact the parent and the principal will be informed.

1008.05 - If this is a second offense, school administration will assign an in-school suspension and a conference with the parents.

1008.06 - Students in grades 4 – 8 will be instructed annually about what constitutes plagiarism. This training provides an open communication between students and teachers so that instances of student plagiarism are minimized while the significance of plagiarism is understood.

1008.07 - Prohibition of AI Usage: Students are prohibited from utilizing AI, including but not limited to AI-generated content, AI-driven tools, and AI-powered applications, in any academic assignments, projects, assessments, or activities within the school curriculum.

1008.08 - Whenever a student is guilty of plagiarism or using AI, the student will lose all credit for the work but may still be required to complete the work again at an acceptable level for partial or no credit.

1008.09 - Subsequent infractions of plagiarism or using AI may result in suspension and/or a grade of zero on the work, without the opportunity to fix the work.

1009 - ELECTRONICS POLICY (This is a basic summary, families sign an acceptable use policy)

1009.01 - It is the intention of Notre Dame Academy to pursue and embrace the use of any electronics that will enhance the educational experience of our students. In general, with specific permission from each teacher, students may have and use devices such as iPads, and chromebooks for uses directly related to their classroom learning experience.

1009.02 - The use of cellphones and other devices such as smart watches for personal communication and access to social media is prohibited during the school day.

1009.03 - If a student has been asked to bring an electronic device to a specific class by a teacher, they must return the device to their locker after that class and have the device turned completely off.

1009.04 - Students are not allowed to take pictures, videos, or record sound with their phones (electronics) in the classroom without direct permission from the teacher. These activities must be directly related to a school project.

1009.05 - Students may not listen to music via a media player/headphones during any times not specifically approved by the teacher and all music must be approved and deemed appropriate by the school.

1009.06 - Personal use of electronics for game playing, apps, access to inappropriate websites, etc. will lead to confiscation of the electronic device.

1009.07 - Electronic devices that are found in class without teacher permission will be confiscated and turned into the principal. Confiscated electronic items must be picked up by the student's parent(s).

1010 - SUSPENSION AND EXPULSION FROM SCHOOL – MN Statute 121A.41, subd. 1-10

Schools have the right to suspend and expel students from school. Minnesota law states that:

1. Suspension is an action taken by school administration prohibiting the student from attending school for a period of no more than 10 consecutive days. While there is a cap of ten days per incident, there is no cumulative cap on the number of ten-day suspensions per year. [34 C.F.R & 300.519](#).
2. Expulsion is an action taken to prohibit an enrolled student from further attendance for up to 12 months from the date the student was expelled.
3. Exclusion is an action taken by the school to prevent enrollment or re-enrollment of a pupil for a period that shall not extend beyond the school year. Should a student be expelled from school, parents will have a meeting with the administration and moderator and receive a written follow up of how/why the decision was made.
4. Schools are required to transmit formal suspension, expulsion, and exclusion records as part of the student educational records to other schools per [MN Statute 120A.22, subd. 7C](#).

1011 - GRIEVANCE/APPEALS PROCEDURES FOR STUDENTS AND PARENT

Unfortunately, even among Christians, there can be disagreements and, at times, conflict. The following procedures should be followed to facilitate a quick resolution.

Students:

- Remain calm; loss of one's temper only creates more problems and can result in the escalation of the situation beyond what is necessary.

- Do not try to discuss the situation during class time. This results in unnecessary participation of the class in something that is at issue with you and your instructor.
- Set an appointment with the staff member to discuss the situation privately.
- Pray together. Share concern calmly, honestly, and sincerely with your instructor. Imagine you are both on the same side solving an issue.
- Remember to be respectful. You and the staff member may be angry. Make sure you enter the discussion above the line.
- Listen with an open mind to what the staff member has to say. You and the staff member deserve to be heard and understood.
- If you feel the issue was not resolved, set an appointment with the principal.

Parents:

- Remain calm. Remember you are to be an example to your student in how you react or respond to any given situation. It is crucial that you do not undermine the authority figure in front of your student in words or actions. Pray about the situation or incident.
- Enter the discussion above the line.
- Know in your heart that you and the staff member are on the same team.
- Make sure you hear both sides of the situation before you determine what your next step will be. You will find that most situations will resolve themselves and are the result of a simple misunderstanding or lack of communication.
- Do not take sides.
- To the best of your ability, try to resolve the situation with the staff member. If the issue remains unresolved, set another meeting with the staff member.
- If you feel an issue has become impossible to resolve, set an appointment WITH the principal for resolution.

GENERAL POLICIES AND INFORMATION (1100)

1100 - BIRTHDAYS AND TREATS (SEE GENERAL TREAT AND WELLNESS POLICIES)

1100.01 - Invitations to birthday parties or social events cannot be distributed before, during, or after school. Please refer to Educate for family contact information. Make sure you update information for the Family Directory.

1100.02 - Due to the Wellness Policy mandated by the Federal Government and allergy issues, parents must send NON-FOOD items as birthday treats. Items such as stickers, pencils, fun shaped erasers, bouncy balls, silly sunglasses, bubbles, etc. or a book for the classroom library or school library, which will be donated in your child's name and a bookplate will be added to the inside cover. If you are interested in donating a book, contact the librarian or teacher. NON-FOOD items are mandated due to the Wellness mandate and the number of food related allergies.

1100.03 - Notre Dame Academy is a latex-free school: any balloons entering the building must be latex free such as Mylar balloons. Balloons must be taken home at the end of the school day.

1100.04 - PEST CONTROL – MN Statute 121A.30

Schools are required to provide notification to parents when pesticide applications will be done. All pest control materials are chosen and applied according to label directions per Federal law. We will make every attempt to have the applications completed when students are not in the building. See notification on page 56.

1101 - TELEPHONE USE

1101.01 - Students are not allowed to use cell phones at any time during school hours unless directed to do so by a teacher.

1101.02 - Unauthorized use of cell phones will result in confiscation of the phone by the teacher or principal. Students will have the phone returned to a parent.

1101.03 - Students are not allowed to use school phones, unless approved; for example, a sports practice was canceled during the school day. If a student asks to use the phone, the staff will question the reason for the call. Forgotten homework or making after school play dates are not reasons to make calls home.

1102 - TEACHER REQUESTS

When Notre Dame Academy has enough students to split a class, teachers and administration dictate classroom composition for each school year based on what they know about a student's strengths, weaknesses, and social interaction. Parent requests for specific teachers will not be honored

1103 - TWINS POLICY – MN Statute 120A.38

Parents are given the opportunity to let the administration know if their twins should be separated in different classrooms or if they should remain together.

Parents of twins have the opportunity to change their class preference each school year, but not during the school year. It is the responsibility of the parent to let the principal know their choice about their twin's placement at the end of the academic school year.

1200 - GENERAL TREAT POLICY – MN DEPARTMENT OF HEALTH

1200.01 - Homemade food/drink items may not be distributed in schools. Any food items must be store bought for consumption in a school setting. Treats must be STORE BOUGHT AND INDIVIDUALLY WRAPPED.

1200.02 - When treats are allowed for special events, we ask that the items are peanut free. This is to help safeguard against allergic reactions from students and staff.

1300 - BOOKS AND EQUIPMENT

1300.01 - Students are asked to use reasonable care when handling schoolbooks and equipment.

1300.02 - All hardbound textbooks are to be covered for their protection. Parents are held responsible for equipment broken or damaged by their child and must pay for the cost of repair or replacement. Students are fined for the damage or loss of a textbook and will be charged the replacement cost, including shipping fees. Parents must pay the cost for replacement before your child will be allowed to use another book.

1300.03 - For students in grades 3 – 8, all hardcover and softcover books must be covered by the second Friday of the school year. Textbooks must remain covered for the entire school year. DO NOT COVER BOOKS WITH CONTACT PAPER AS IT CAUSES DAMAGE TO THE COVER BEYOND REPAIR - SUCH DAMAGE WOULD REQUIRE REPLACEMENT.

1300.04 - If a missing book is found after a new book has been purchased, the fee is not refundable. If a workbook is issued and a missing workbook is found, once the workbook is used, the fee is still owed.

GOOD SHEPHERD PROGRAM (1400)

The Good Shepherd program connects new Notre Dame Academy families (families, not just students) with existing families to provide that initial connection to NOTRE DAME ACADEMY whereby questions can be answered, friendships can be developed and additional relationships can be fostered. New families are assigned a mentor family based on the matching grade level(s), gender, and interests of the students, but the selection also considers factors such as family interests and areas of residence.

1500 - HOME AND SCHOOL COMMITTEE

1500.01 - All Notre Dame Academy families are members of the Home and School Committee by virtue of their child's enrollment in our school and are welcome to attend our meetings.

LIBRARY (1600)

1600.01 - The librarian may set limits on the number of books a student can check out from the library.

1600.02 - If books are damaged or lost, parents will be billed for the replacement cost. Should the book be found after a replacement is ordered, a refund will not be given.

1600.03 - Reference materials will not circulate but may be copied per copyright law.

1600.04 - Circulation privileges may be discontinued until all overdue materials are returned.

1600.05 - Overdue items should be returned to the circulation desk. Payments for lost books should be paid to the office by the end of the trimester to maintain circulation privileges. If payments are not received, the replacement cost will be added to your TADS account at the end of the year.

1600.06 - There is a policy related to the process of having a book removed based on objections from parents. Please see the principal or librarian if you have any questions about removing a book.

LIONS' PRIDE VOLUNTEER AGREEMENT (LPVA) (1700)

1700.01 - All Notre Dame Academy families have an expectation to actively participate in and support our school through our Lions' Pride Volunteer Agreement.

These volunteer activities are described in further detail in the Lions' Pride Volunteer Agreement job listing and are coordinated by the Home and School Committee who oversee the distribution and collection of the information as well as ensuring all activities have appropriate leadership and volunteer support.

NOTE: All NDA parents who wish to volunteer in our school or chaperone field trips must complete VIRTUS training and a background study prior to your volunteer activities. The Archdiocese of St. Paul and Minneapolis requires this of anyone working with children under the age of 18 in any parish or school setting.

DRESS GUIDELINES FOR VOLUNTEERS

1700.02 - To create and maintain an environment conducive to the educational objectives of NOTRE DAME ACADEMY, please adhere to a reasonable standard of modest dress that reflects respect and serves as a positive role model for our students. Attire should be modest. Please be mindful of the activity to be engaged in while volunteering, eliminating exposure during bending, kneeling, etc.

LIONS' DEN (1800)

USDA - Civil Rights Statement - This institution is an equal opportunity provider.

1800 - Food Services: Breakfast and Lunch Program

1800.01 - Notre Dame Academy will continue to provide students with the opportunity to eat an appetizing, healthy, and balanced meal. Breakfast and Lunch are available each day when school is in session.

1800.02 – Lunch, milk, extra entrée and guest lunch prices are subject to change. Prices may be changed during the school year if costs to provide the meals increase or milk prices rise.

1800.03 - Students may not have soda pop or energy drinks for lunch, snack, or after school events.

1800.04 - The breakfast and lunch programs are offered as a convenience for families and participation is optional.

1800.05 - Free Breakfast & Lunch for NDA students.

Governor Walz recently signed the MN Free School Meals bill into law. The MN Free School Meals Program is a permanent program that provides state reimbursement to schools that participate in the National School Lunch Program and the School Breakfast Program so that students can have one breakfast and one lunch at no cost at school.

Notre Dame Academy participates in this program. The NDA doors will open at 8:40 each morning with free breakfast available for our students. This is entirely optional. Students should drop off their backpacks and then head to the cafeteria. They will have a short window to grab breakfast, eat and make their way back to their classrooms. Even though meals will be free, each student must still enter their meal PIN for reporting purposes and each tray must include 3 food items; one must be fruit and/or veggies. The breakfast and lunch menus will be posted on the school website, on the top right side of the page.

Lunch will also be free; however, there will be a charge for Extra Entree (\$2.85), Extra Side (\$1.40) and Extra Milk/Cold Lunch Milk (\$0.70). If your child intends to take these extra items, please make sure to send in cash/check to the school office/teacher in an envelope labeled "lunch money" to cover these extra costs. As always, you can check your meal account balances on Educate. Please see the NDA School Handbook, section 1800 for questions regarding unpaid balance procedures and other food services topics.

PLEASE SET EXPECTATIONS with your child:

Even though breakfast and lunch will be free, we ask that parents/guardians set expectations with their children about not wasting food. If your child takes breakfast or lunch, per school lunch program guidelines they must take 3 food items for each meal. Many times food ends up in the garbage because of certain dislikes. Please review menu items with your child, which are posted at the top of the NDA website, to assist us in

waste reduction. Additionally, students are not allowed to take items out of the cafeteria to consume later.

Breakfast will include both skim and 1% white milk options and lunch includes skim and 1% white milk and 1% chocolate milk. If you prefer your child not have chocolate milk, extra milk or extra entree at lunch, please have that conversation with your child.

Please make your child aware of your expectations regarding the purchase of extra entree, sides or milk.

1800.06 - All students will be assigned a PIN for their lunch account. This private number is tied to individual lunch accounts and cannot be shared, not even with other siblings or parents who may want to attend lunch as a guest.

1800.07 - As funds get low, a reminder email will be sent home to deposit money into the account. **Parents may check account balances in their Educate account or by contacting the cafeteria administrator at cafeteria@nda-mn.org.**

Application for Educational Benefits Program (also called Free and Reduced Lunch Program)

1800.08 - State and federally funded programs are available for educational benefits for your family or the school based on the applicants who qualify based on their income and family size. Your child's eligibility status is private data. Families must reapply each school year to determine eligibility for this educational program that benefits our school. Families may apply anytime during the school year for the program.

1800.09 - Applications for Educational Benefits are available in the school office, NDA website under Parent Resources, or can be emailed upon request. Applications will also be provided in back to school information/packets. Those who qualify for this program are subject to a qualification audit as directed by the State of Minnesota.

Food Allergies

1800.10 - To safeguard our students with food allergies, students are not allowed to trade lunch items.

1800.11 - We encourage parents to send nut free items for lunches and snacks.

1800.12 – If requested, a nut/peanut free table is available for students with allergies. Students may invite a friend to the table as long as that person does not have a nut/peanut based item in their lunch.

Menus

1800.13 - Menus will be posted on the school website via an Educate link.

Lunch Visitors

1800.14 - Parents, legal guardians, grandparents, and siblings are welcome to eat lunch with their child/sibling. Please contact the office in advance so a lunch may be ordered for you.

1800.15 - Visitors must pay for their lunch when in the lunch line. Please bring exact cash or a check as the lunch clerk does not carry change or money. Please check with the office for the cost of the lunch.

Lunches from Home

1800.16 - Parents may not bring in fast food or restaurant meals in place of school lunches or home bag lunches.

1800.17 - Students may not be given pop or energy drinks in their bagged lunches.

HEALTH AND MEDICATIONS (1900)

Illness

1900.01 - Students who become ill during the school day will be referred to the health office by a teacher. The nurse or office staff will determine whether or not the student is well enough to remain in school until the end of the day.

1900.02 - The following guidelines will be employed in determining if a parent should be contacted to go home: elevated temperature (100+), vomiting, nausea, diarrhea, sore throat, discharge from any body opening, rashes from unknown causes, sores indicating impetigo or ringworm, paleness or listlessness.

1900.03 - When one or more of the above symptoms are present, a parent/guardian will be contacted to arrange transportation for the student. In such an event, the student should be picked up within 45 minutes. If parents are unable to pick up the child, please make arrangements with a secondary person and contact the school about who will be picking up your child.

1900.04 - Students must remain at home for a minimum of 24 hours after the last episode of elevated temperature (without the assistance of fever reducers), vomiting, diarrhea.

1900.05 - Serious infections for communicable diseases (chicken pox, head lice, strep, etc.) must be reported to the office/nurse. A written notice will be sent to the parents/guardians of the child's classmates. The name of the child who is ill is NOT given with the notice.

1900.06 - Notes from parents requesting that their child stay in from recess will not be honored unless accompanied by a note from a physician.

1900.07 – Students must have a physician’s note to be excused from Physical Education classes and/or recess.

Emergencies

1900.07 - An emergency card is to be completed in TADS by the parent/guardian for each family and is to be on file at the start of the school year. It is the responsibility of the parent/guardian to inform the school immediately of changes in contact information (phone numbers, address, and so on).

1900.08 - If there is an emergency related to a student illness, allergic reaction, or injury, a call to 911 will be placed and then parents will be contacted.

1901 - Immunizations – MN Statute 121A.15

1901.01 - Health records are initiated and maintained in the school health office. The health record includes the student’s immunization history and must be on a file at the beginning of the school year.

1901.02 - Minnesota Law requires all students starting school in pre-kindergarten & Kindergarten to be immunized. In addition students entering 7th grade must have boosters given prior to the start of the school year.

1901.03 - Specific immunizations that are required for school admittance are changed from time to time by the State Health Department. Please check with your doctor about current immunizations when you go for your yearly physicals.

1901.04 - Students who cannot be vaccinated for medical reasons or whose parents are conscientiously opposed to immunizations may receive a legal exemption. Notarized conscientious objection forms must be on file at the beginning of the school year. Please note, if your child becomes ill with a disease that has a vaccine available, Health Department regulations require the child to be out of school for the entire duration of the illness and incubation period from the date of the last person diagnosed within the school.

1901.05 - Students without complete immunization records on file by Friday of the second week of school will not be allowed to attend school until their immunizations have been brought up to date and the office has received a current copy of immunization records.

1902 - Latex-Free Environment

Notre Dame Academy maintains a latex-free environment. No items containing latex (e.g. Band-Aids, gloves used in science lab, balloons used for decorations) are to enter the building. Please adhere to this policy when sending such items to school with your child.

1903 - Medical Appointments

Appointments for medical, dental, etc. should be scheduled before or after school hours or on vacation days whenever possible.

1904 - Medications – Prescription and Non-Prescription

1904.01 - According to MN state law, all medication to be administered during school hours must be accompanied by a Notre Dame Academy medication authorization signed by a physician indicating the necessity of administering that medication during school hours. This includes, but is not limited to, Tylenol, Advil, use of inhalers, ADHD medications, and so on. This authorization form may be faxed from the physician's office.

- Medication will be dispensed through the health office. No medication of any kind will be given without proper authorization from a parent/guardian AND the physician with regard to prescription medications.
- Medication must not be sent in the student's lunch box or backpack. It is to be delivered directly to the health office.
- Whenever possible, parents/guardians should make alternative arrangements to avoid the need to administer medication to a student during school hours.

1904.02 - Medications must be in the original bottle or prescription bottle indicating the name of the medication, dosage, date, child's name and doctor's name.

1904.03 - Minnesota law permits elementary school students to possess and use asthma medications based on annual written authorization from parents. Contact the school nurse for further information on this matter. It is the parent's responsibility to check expiration dates on any medications, asthma, or epi pens.

1904.04 - Due to allergies and asthma concerns, students and staff may not wear perfume, cologne, or use air fresheners at school.

1905 - Physicals

Annual physicals are required for pre-kindergarten, kindergarten, and seventh grade. Physical forms must be on file at the school at the beginning of the school year.

1906 - LOST AND FOUND

1906.01 - Lost and found items are kept in the school office. All items are checked for names. If a name is written on the item, it is returned to the student.

1906.02 - Items will be photographed and shared in the Insight as needed as well as displayed at school events.

1906.03 - Unclaimed uniform items will be given to the uniform exchange. Unclaimed other items will be donated to a charity at the end of each month if the volume of items is too great to store.

1910 - TRANSFER OF RECORDS

1910.01 - Records of students who graduate from NOTRE DAME ACADEMY are kept at the school for a permanent retention period. Records of students who leave prior to graduation shall be retained for two years.

1910.02 - If a student transfers to a different school, copies of the student's education records, including records of disciplinary action, will be forwarded to the student's new school.

1910.03 - The parent/may request a copy of the records transferred to the student's new school, a signature is not required but preferred.

1910.04 - Notre Dame Academy will directly mail the records to the transfer school. Parents are not allowed to deliver educational records.

1920 - WELLNESS POLICY – Child Nutrition and WIC Reauthorization Act of 2010

Schools are required to have a wellness policy that includes nutrition guidelines, goals for nutrition education and physical activity. Nutrition guidelines may be checked with the school lunch coordinator. Nutrition education and physical activity is covered in the school curriculum and through the weekly physical education classes and recess time. The wellness policy has specific requirements that must address all of the required elements specified in the act.

There must be a committee which may include teachers, school physical education and health professionals, parents, students, representatives of the school food authority, the school board, administration and parents to participate in the development of the wellness policies, assessments, and compliance checks. All compliance checks must be made public.

Notre Dame Academy Wellness Policy

Purpose

Notre Dame Academy is committed to promoting and protecting students' physical and mental health, well-being, and ability to learn in mind, body and spirit. Thus, Notre Dame Academy supports healthy eating habits and healthy physical activity. We promote and support mental health and well-being via our Top 20 and Peace of Mind programs and curriculum. We strive to provide a well-rounded, healthy environment that is conducive to learning and growing. These efforts contribute positively to honoring each person as a gift from God.

General Statement of Policy

- By working towards the following goals, Notre Dame Academy supports the link between overall wellness and improved educational outcomes of our students.
- Food and beverages served at school will meet the nutritional recommendations of the U.S. Dietary Guidelines for Americans.
- Students will have access to affordable, nutritious, and appealing foods that meet their health and nutrition needs.
- Notre Dame Academy uses the National School Lunch Program as a guideline.
- Notre Dame Academy will provide nutrition education and physical education to foster lifelong habits of healthy eating and physical activity.
- All students will have opportunities, support, and encouragement to be physically active on a regular basis.
- Each student will learn about their brains and how to be aware of their thinking.
- A counselor will be available to students.
- This policy will be shared on our website and in our Family Handbook.

Wellness Committee

The Notre Dame Academy Wellness Committee will develop, implement and monitor our school wellness program. The policy will be reviewed annually and approved by the Wellness Committee every May.

The Committee, led by the school principal, will consist of individuals representing our school and community including parents, school food authorities, teachers, students, and health professionals. The Wellness Committee will meet a minimum of 4 times per year.

Communication is sent to staff, students, and parents inviting them to join the Wellness Committee annually. Committee members can volunteer by signing up on NDA's Lions Pride Volunteer Agreement.

Nutrition and Food Environmental Guidelines

Food Environment

- Students are encouraged to start each day with a healthy breakfast. Lunch periods will be scheduled in the middle of the school day.
- It is a goal to provide students 15-20 minutes to eat during meal periods.
- It is a goal to provide dining areas that will be attractive and include enough seating areas to accommodate all students who would like to sit and eat lunch, as well as enough serving areas so that students do not have to spend too much time waiting in line.
- Hand washing will be available for students prior to eating. They will be reminded to wash their hands before meals as a way of preventing the spread of germs and reducing the risk of illness.
- Drinking water will be available for students.

- Students must follow guidelines for cold lunches including no soda pop, energy drinks or fast food restaurant meals.
- An allergen-friendly table will be provided in the cafeteria for those with allergies.
- Notre Dame Academy will discourage students from sharing their food or beverages with one another during meal or snack times, given concerns about allergies and other restrictions on some children's diets.
- Food will not be used as an incentive.

Food Service Operation

- Notre Dame Academy offers free breakfast and lunch through the state of Minnesota.
- Notre Dame Academy has a kitchen team which provides meals and/or milk that meet applicable School Nutrition Program requirements including revised requirements from the Healthy, Hunger-Free Kids Act of 2010.
- Lunches meet National School Lunch Program requirements set forth under USDA 7 CFR 210.
- Food service personnel will meet professional standards to administer the National School Lunch program and satisfy reporting standards.

Food and Beverages Served During the School Day

- Food and beverages offered will be nutritiously based, including whole grain-rich products, fiber-rich fruits, and vegetables.
- Food and beverages offered will be of excellent quality, appealing to students, and served at the proper temperature.
- Food and beverages offered will minimize use of fats, sodium, and sugar as defined by the Dietary Guidelines for Americans.
- Notre Dame Academy will not allow vending machines.
- Food provided for classroom celebrations must be commercially prepared.
- Classroom snacks and celebrations should reinforce the importance of healthy choices. Families will receive information from the school on foods that are appropriate for such celebrations.
- All foods sold during the school day (Middle School Snack Cart) will meet the Smart Snack guidelines.

Community Collaboration

Communications with Parents/Guardians

- Notre Dame Academy will support parents'/guardians' efforts to provide a healthy diet and daily physical activity for their children.
- Notre Dame Academy will provide information about physical education and other school-based physical activity opportunities during and after the school

day and will support parents'/guardians' efforts to provide their children with opportunities to be physically active outside of school.

Opportunities After School

- Notre Dame Academy encourages student participation in activities such as extracurricular sports and activities, community activities, and family activities that promote physical health and wellness.
- Notre Dame Academy offers a range of physical activities that meet the needs, interests, and abilities of all students.

Curriculum

- Notre Dame Academy will provide education to promote lifelong habits of healthy eating and physical activity. Links between health education, physical education, school meal programs, and related community services will be fostered.
- Notre Dame Academy will provide nutrition education and engage in nutrition promotion that:

is offered at each grade level as part of a comprehensive, standards-based program designed to provide students with the knowledge and skills necessary to promote and protect their health;

promotes fruits, vegetables, whole grain products, low-fat and fat-free dairy products, and health enhancing practices;

emphasizes caloric balance between food intake and energy expenditure (physical activity/exercise) and nutrition related community services; and links with the school meal program.

Physical Education and Activity

- All students will be provided opportunities for physical education as part of Notre Dame Academy's overall curriculum.
- Students will spend at least 50 percent of physical education class time participating in moderate to vigorous physical activity.
- Students will be given the opportunity to participate in at least 20 minutes of recess before lunch.

Integrating Physical Activity into the Classroom Setting

Students need opportunities for physical activity beyond physical education class, therefore:

- Classroom teachers are encouraged to develop opportunities for physical activity that can be incorporated into subject lessons and are encouraged to provide short physical activity breaks during class.

- Staff are encouraged to model physical activity.

Promoting a Healthy Lifestyle

- Classroom instruction will complement physical education by reinforcing the knowledge and self-management skills needed to maintain a physically active lifestyle and to reduce time spent on sedentary activities such as watching television.

Rewards and Consequences

- Physical activity is important, therefore, staff will use reasonable judgment before using physical activity or the withholding of physical activity as a consequence.

Mental Health and Well Being

- Students engage in social emotional learning lessons and presentations to create self-awareness in the power of their thinking, learning and communicating to help them reach their full potential.

Healthy Use of Screens

- Staff, students and families will be aware of their screen use and promote the healthy use of screens for learning.

Government Information:

The school lunch program must provide students with access to a variety of foods that meet the health and nutrition needs of students; accommodate the religious, ethnic, and cultural diversity of the student body in meal planning; and provide clean, safe, and pleasant settings and adequate time for students to eat.

Foods and beverages served at school through the lunch program will meet the nutrition recommendations of the U.S. Dietary Guidelines for Americans.

All students will have opportunities, support, and encouragement to be physically active on a regular basis.

Schools will participate in the free and reduced lunch program.

Schools will provide nutrition education and physical education to foster lifelong habits of healthy eating and physical activity. Families will be notified of various activities and nutritional information that are offered at Notre Dame Academy.

Schools may not have competitive foods served, including access to pop machines, candy machines or other high sugar, high carbohydrate, high fat content foods.

Snacks served during the school day or in daycare or enrichment programs must make a positive contribution to the child's health.

Schools will discourage the use of foods or beverages as rewards; especially those that do not meet the nutrition standards.

Schools will limit celebrations that involve food during the school day to no more than one party per class, per month.

Nutrition, health, and physical education will be provided as part of a comprehensive program designed to provide students with knowledge and skills necessary to promote and protect their health.

The promotion of fruits, vegetables, whole grain products, low-fat and fat-free dairy products, will be used to emphasize caloric balance between food intake and energy expenditure.

Parents will be encouraged to send healthy snacks and healthy lunches to school.

1930 - NOTICE REGARDING PRIVACY AND RETENTION OF STUDENT EDUCATION RECORDS

Notre Dame Academy is the sole owner of information collected by NOTRE DAME ACADEMY, including information collected on the school's website. We will not sell, share, or rent this information to any other individual, business, or organization, without the subject's permission. NOTRE DAME ACADEMY collects information from our users by a variety of methods such as phone calls, donations, pledges, forms submitted via web, or mailed communications. In no instance will NOTRE DAME ACADEMY give or sell to any outside third party any information that has been gathered from any of our constituents. Exceptions to this would be students applying for special education services with the public school and sharing information with our Catholic high schools or the Archdiocese as required.

Notre Dame Academy follows all applicable state and federal laws concerning the release of student information. NOTRE DAME ACADEMY uses information gathered to plan the best education program while respecting the rights of each student and his/her parent/guardian to privacy.

Parents/guardians have the following rights under the Family Educational Rights and Privacy Act (FERPA):

- Inspect and review their child's educational records within 45 days of making such a request to the school administrator.
- Seek amendment of the student's education records that parents/guardians believe to be inaccurate, misleading, or otherwise in violation of the student's privacy rights. Such a request must be made in writing to the administration.
- Consent to disclosures of the personally identifiable information contained in the student's education records, except to the extent that FERPA and its regulations authorize disclosure without consent.
- File a complaint with the school or the U.S. Department of Education concerning alleged failures in compliance with FERPA.

1940 - SALES

1940.01 - Students are not allowed to sell or trade items at school without prior approval from the principal.

1940.02 - Students selling or trading items at school will have the products confiscated and all money will be collected. The student will not receive the items or money back. The money will be given to charity.

2000 – TECHNOLOGY (see separate *Acceptable Use policy for more information)

2000.01 - The use of computer hardware, software, and networks is a privilege at Notre Dame Academy, not a right. The student is expected to follow the computer Acceptable Use Policy each year

2000.02 - Students and parents of students in grades K – 8 need to read and sign the Acceptable Use Policy. Once the policies are signed and returned, your student will be assigned a username and given a password. Parents of primary students should explain what this document is about to your child.

2000.03 - Producing, exchanging, and retrieving information electronically by taking advantage of computer technology (computers, computer systems, and electronic media equipment, electronic mail, Internet, and World Wide Web access connections) presents valuable opportunities for students of NOTRE DAME ACADEMY. While they are encouraged to use this technology, its use carries important responsibilities. It is the responsibility of the students, parents, and staff to ensure that these information systems are used in an efficient, ethical, and lawful manner.

2000.04 - The privilege of computer and Internet use extended by NOTRE DAME ACADEMY may be withdrawn at any time. A student's use of computer systems may be suspended immediately upon the discovery of a possible violation of these policies. A violation of the provisions of this policy may result in disciplinary action up to and including expulsion.

2000.05 - The school has taken precautions to restrict access to inappropriate materials through a filtering and monitoring system. However, it is impossible on a global Internet to control access to all data that a user may discover. Internet users may encounter material that is controversial, offensive, or inappropriate. If a student encounters any of the mentioned materials, the student should report it immediately to the classroom teacher, who will in turn contact the IT administrator with the site address, nature of the site, and time accessed. The department will add it to the list of prohibited sites to prevent further access.

2000.06 - It is the user's responsibility not to initiate access to such material. Notre Dame Academy expressly disclaims any obligation to discover all violations of inappropriate Internet access. Be aware that students will be held accountable for any activity that is contrary to state or federal law; including distributing or obtaining copyrighted software or information without proper authorization from the copyright holder.

2000.07 - Students do not have permission to access or download software to any school equipment.

***Acceptable Use Policy**

- Digital tools will be used in the school to promote the curriculum as a unified, integrated whole ordered to the purpose of an authentic Catholic education.
- Students are responsible for good behavior and appropriate Internet etiquette on school computers. Students' Internet access is contingent upon successfully meeting this responsibility on an ongoing basis. Access to these resources is a privilege, not a right.
- Written parental permission is required for student use of the Internet.
- During school hours, teachers will guide students toward appropriate online resources and sites.
- Students may not access personal email or use forms of instant messaging unless it directly pertains to their academic student AND their supervising teacher(s) approves such use.
- An Internet user is not permitted to reveal full name, phone numbers, or home address of self or others, violate copyright laws, plagiarize, trespass in another person's work or files, harass, insult or threaten others or use obscene language.
- Students may not send, display or download offensive messages, pictures, or material that advocates illegal activity.
- The sending of viruses or works, illegally visit (hack) or otherwise damage computers or networks is strictly prohibited.
- Use the Internet for commercial purposes.
- Download music or videos, unless required for a teacher-approved project.

Violations of these standards will result in loss of Internet access and may result in other disciplinary action. The school administration and classroom teacher(s) will deem what behavior is inappropriate and what disciplinary action will result. Their decision is final.

In addition, Notre Dame Academy provides students access to highly effective educational technology resources: desktop and laptop computers, wireless network access, projection systems, digital video cameras, digital still cameras, DVD burners, educational and productivity software, printers, scanners and many other educational resources. Students may use many of these technologies with teachers/ staff supervision.

Student expectations include:

- Proper care and use of all equipment
- Use limited to educational purposes
- Technology resources remain on the Notre Dame Academy campus
- Following teacher/staff instructions
- Respect for volunteers and others who assist with instruction
- Using technology labs, classroom, and laptop computers only with teacher permission and supervision
- Respect for and understanding of privacy rights of other students and staff
- Understanding that Notre Dame Academy technology staff must approve any non-Notre Dame Academy issued devices.

DENIAL OF ACCESS TO SCHOOL TECHNOLOGY

As the student's parent/guardian, if you do not give permission for your child to use school technology at Notre Dame Academy, please submit your objection in writing to the Principal by the due date. Please understand that denial of access to technology will hinder your child's academic success at Notre Dame Academy.

VIDEO MEDIA – MOVIE VIEWING GUIDELINES

2000.08 - Notre Dame Academy recognizes that video media can be a valuable teaching tool. Nevertheless, videos are not to supplant instruction; videos should complement teaching and instruction. Teachers will follow these procedures:

- Preview the video media by viewing it personally and by checking the Previewonline.org evaluation.
- The teacher should read preview evaluations before using video media to fully understand movie content.
- To check online, go to the following website: www.previewonline.org
- Introduce and prepare students for content and follow up with discussion and learning activities.
- Include content of the movie in quizzes and tests.
- Teachers should only show the portion of the movie that applies to the content area being taught.

In the event that there is a video that will enhance learning but does not meet the above criteria, an appeal to view the video can be made to the principal.

ATHLETIC POLICIES AND INFORMATION (2100)

2100 - ATHLETIC PARTICIPATION

2100.01 - Athletes must maintain passing grades of C or higher to participate in school sports. Parents are expected to assist with athletic events and are asked to contact the coach to see if help is needed and how you can volunteer.

2100.02 - Equipment is to be used properly. Replacement of damaged or lost equipment will be at the expense of the student whom the equipment was issued at the beginning of the sport season.

2100.03 - School equipment is not to leave the school without authorization from the PE teacher.

2101 - EVENT COMMUNICATION

2101.00 - Practice times, game schedules, directions, and departure times will be available via coaches and/or the Athletic Director. Athletic events that are canceled or

changed on the day of the schedule will be announced via the school intercom system as well as updated on the athletic page on the school website.

2102 - INJURIES

2002.01 - All injuries must be reported to the coach immediately to ensure proper administration of first aid. Notre Dame Academy does not carry insurance to cover expenses incurred by injuries in the athletics program. Parents will be asked to sign a waiver that releases NOTRE DAME ACADEMY from any claims and demands in connection with athletic injuries suffered by their student.

2103 - PARENT RESPONSIBILITIES

2103.01 - Parents are role models for students and representatives of NOTRE DAME ACADEMY at events. As such, they are expected to exemplify good attitudes by treating all players, coaches, fans, officials, and other parents with respect and dignity

2103.02 - Parents and students must understand that not everyone can be the star or have equal playing time. They must remember that athletic activities are primarily designed for students to learn and have fun. Students are advised to keep winning and losing in a proper perspective; parents are asked to do the same.

2103.03 - Student athletes must be in class for the full school day to participate in practices and/or games on the same day. Exceptions would be a doctor appointment with an accompanying note for the coach/office.

2103.04 - Students who have disciplinary infractions during the school day may not participate in after school practices or games. Suspensions result in automatic dismissal from participation (see suspension information).

Parent Partnership Agreement

Our school community is a special place, rich with opportunities for learning, growth, and belonging. It takes all members of our community, working together, to maintain our strong school environment. With this in mind, we expect all parents/guardians of our students to commit to do the following:

- **Support the faith.** In words and actions, support Catholic education and the teachings of the Catholic Church.
- **Support the school.** Act in partnership with faculty and staff. Respect and follow decisions reached by the school, even if you disagree with them.
- **Be respectful.** Communicate respectfully, kindly, and truthfully with fellow members of the school community including faculty, staff, students, and other families of students. Refrain from gossip. Address complaints or disagreements privately, without unnecessarily publicizing them or involving others.
- **Be positive.** Value and build up the reputation of the school and members of the school community helping to create a positive academic and social environment.
- **Follow school policies.** Adhere to all school policies as outlined in the Family Handbook.

Consequences for not upholding these commitments may include, without limitation, verbal or written warnings, removal or bans from school grounds, or mandatory withdrawal of children from enrollment.

Commitment and Agreement

By signing below, I commit to the standards outlined above, and agree that if I fail to uphold my commitments, the school may take steps to enforce my commitments, as outlined above. My commitment and agreement will last as long as my child, or children, are enrolled at SCHOOL.

Signature

Date

Signature

Date

Immaculate Heart of Mary/Notre Dame Academy

2026-2027 Integrated Pest Management (IPM) Notification

(Notice Concerning Use of Pesticides)

All Minnesota schools are required to inform parents/guardians and school employees that they may request to be notified prior to pesticide applications on school property. Pesticides include chemicals which are used to control insects, weeds, rodents or other pests as defined by the law. (M.S. 123B.575, Subd.9)

Pests have the potential to sting, bite, contaminate, cause property damage, spread disease, cause asthma and/or trigger an allergic reaction. Therefore, we must prevent and control them. Our School utilizes the service of a licensed, professional pest control firm for the prevention and control of pests in and around School buildings and grounds. All pest control materials are chosen and applied according to Federal law.

Because long-term health effects on children from the application of such pesticides or the class of chemicals to which they belong may not be fully understood, the School requires the least amount and least toxic pesticides available be used.

Due to the rare occurrence of pests, Immaculate Heart of Mary/Notre Dame Academy does not currently have a formal pesticide application schedule for building interiors. Due to their potentially toxic nature, these materials will be applied in a manner to ensure maximum efficiency, with minimal hazard.

An estimated schedule is currently under review for chemical applications to school grounds of herbicides and other materials. Parents may receive, at their expense, notification of pesticide application prior to their use should they be deemed necessary on unscheduled days if specifically requested.

To make such a request, please fill out a request form at the main office at the Immaculate Heart of Mary/Notre Dame Academy. Any questions you may have regarding the School's Integrated Pest Management (IPM) program or practices should be directed to Kellie Dennehy, Business Administrator

Immaculate Heart of Mary/Notre Dame Academy

2026-2027 Annual Asbestos Notification

Federal legislation requires each primary and secondary school in the nation to complete a stringent inspection for asbestos and to develop a plan of management for all asbestos-containing building materials. Immaculate Heart of Mary/Notre Dame Academy has a goal to be in full compliance with this law and is following the spirit, as well as the letter of the law. As a matter of policy, the school shall continue to maintain a safe and healthful environment for our community's youth and employees.

In keeping with this legislation, all buildings owned or leased by Immaculate Heart of Mary/Notre Dame Academy have been inspected by EPA accredited inspectors and samples were analyzed by an independent laboratory. Based on the inspection, the school prepared and the state approved a comprehensive management plan for handling the asbestos located within its buildings in a safe and responsible manner.

Federal law requires a periodic walk-through (surveillance) every six months of each area containing asbestos. In addition, the law requires all buildings to be re-inspected every three years after a management plan went into effect. MacNeil Environmental, Inc. is under contract to accomplish these tasks for Immaculate Heart of Mary/Notre Dame Academy.

Short-term workers (outside contractors - i.e., telephone repair workers, electricians and exterminators) must be provided information regarding the location of asbestos in which they may come into contact. All short-term workers shall contact the school's Designated Person before commencing work to be given this information.

Immaculate Heart of Mary has a list of the location(s) and type(s) of asbestos containing materials found in that school building, a description and time-table for their proper management. A copy of the Asbestos Management Plan is available for review in the IHM office.

If you have a question regarding the School asbestos management plan it is on file and is available for public viewing during normal School business hours. Should you have questions regarding this information please contact the School Asbestos Program Manager, Brian Kofoed, Facilities and Maintenance. at (952) 935-1432 or call MacNeil Environmental, Inc., at (800) 642-6730.

Immaculate Heart of Mary/Notre Dame Academy

2026-2027 Indoor Air Quality Notice (IAQ)

Immaculate Heart of Mary/Notre Dame Academy is proud to be taking a leadership role in providing a safe, comfortable and productive environment for our students and staff so that we achieve our core mission- educating students. Our school will follow the EPA guidance to improve our indoor air quality by preventing as many IAQ problems that may arise. Good air quality requires an ongoing commitment by everyone in our school, because each of us daily makes decisions, performs activities that can have an effect on the quality of the air we breathe.

Immaculate Heart of Mary/Notre Dame Academy works with MacNeil Environment to keep in compliance with the federal and state government rules. There is a copy of the written plan at the IHM office.

Immaculate Heart of Mary/Notre Dame Academy Indoor Air Quality (IAQ) contact person is Brian Kofoed, Facilities and Maintenance.

If you have any questions or concerns about the Schools IAQ program please contact us at (952) 935-1432.

ADDENDUMS to 2026-2027 HANDBOOK
These forms are found in TADS for your consent.

**AUTHORIZATION, CONSENT AND RELEASE FOR USE OF
VISUAL LIKENESSES AND ORIGINAL WORKS FOR ADULTS**

I grant the following rights to Notre Dame Academy and the Archdiocese of Saint Paul and Minneapolis:

1. The right to use all photographs, pictures, portraits, vocal sounds, appearances/likenesses, video and performances (hereinafter collectively known as "image") of me in the possession of Notre Dame Academy;
2. The right to use, reproduce, publish, exhibit, distribute, and transmit the image of me individually or in conjunction with other images or printed matter in the production of brochures, slides, motion pictures, broadcasts (radio, television, and other social and digital media), audio or video files, recordings, still photography, CD-Rom and any other manner of media now known or later developed;
3. The right to use, reproduce, publish, exhibit, distribute, and transmit the image of me individually or in conjunction with other images or printed matter on Notre Dame Academy and the Archdiocese of Saint Paul and Minneapolis's Internet websites. No home address or phone number will be published;
4. The right to record, reproduce, amplify, edit, and simulate my image and all sound effects produced;
5. The right to copyright, in the name of Notre Dame Academy and the Archdiocese of Saint Paul and Minneapolis, works that contain the image of me;
6. The right to use and publish for general communications, advertising, commercial or publicity purposes, or for any other lawful purpose whatsoever my original work; and
7. The right to assign the above-mentioned rights to third parties without notice to me.

I understand that the video files, still photos, or other media incorporating the image of me will become the property of Notre Dame Academy. I hereby waive the right to inspect or approve the image or any finished materials that incorporate the image.

I understand and agree that no compensation will be provided, now or in the future, in connection with the use of my image or my original work.

I hereby release, discharge, and agree to indemnify and hold harmless Notre Dame Academy, the Archdiocese of Saint Paul and Minneapolis, and their agents, employees and assigns from any and all claims, demands, right, and causes of action of whatever kind that I have or may have or may arise by reason of this authorization and from the use of my image and original work, including but not limited to, all claims for libel and invasion of privacy.

This consent regarding my likeness and original work is valid until such time as I choose to rescind this authorization and consent. If I choose to rescind this authorization and consent, I agree that I will inform Notre Dame Academy in writing and that my rescission will not take effect until it is received by Notre Dame Academy. I understand and acknowledge that it may not be possible to recall any work or photos that have been published prior to receipt of my written rescission.

AUTHORIZATION, CONSENT AND RELEASE FOR USE OF VISUAL LIKENESSES AND ORIGINAL WORKS OF MINORS

This form allows you, the parent or guardian, to identify if images of your child and their original works may be used for purposes of print, online, social media communication and promotion.

I am the parent or legal guardian of _____ (full name of minor) ('My Child').

I grant the following rights to Notre Dame Academy and the Archdiocese of Saint Paul and Minneapolis:

1. The right to use all photographs, pictures, portraits, vocal sounds, appearances/likenesses, video and performances (hereinafter collectively known as "image") of My Child in the possession of Notre Dame Academy
2. The right to use, reproduce, publish, exhibit, distribute, and transmit the image of My Child individually or in conjunction with other images or printed matter in the production of brochures, slides, motion pictures, broadcasts (radio, television, and other social and digital media), audio or video files, recordings, still photography, CD-Rom and any other manner of media now known or later developed;
3. The right to use, reproduce, publish, exhibit, distribute, and transmit the image of My Child individually or in conjunction with other images or printed matter on Notre Dame Academy and the Archdiocese of Saint Paul and Minneapolis's Internet websites. No home address or phone number will be published;
4. The right to record, reproduce, amplify, edit, and simulate My Child's image and all sound effects produced;
5. The right to copyright, in the name of Notre Dame Academy and the Archdiocese of Saint Paul and Minneapolis, works that contain the image of My Child;

6. The right to use and publish for general communications, advertising, commercial or publicity purposes, or for any other lawful purpose whatsoever My Child's original work; and
7. The right to assign the above-mentioned rights to third parties without notice to me.

I understand that the video files, still photos, or other media incorporating the image of My Child will become the property of Notre Dame Academy. I hereby waive the right to inspect or approve the image or any finished materials that incorporate the image.

I understand and agree that no compensation will be provided, now or in the future, in connection with the use of My Child's image or My Child's original work.

I hereby release, discharge, and agree to indemnify and hold harmless Notre Dame Academy, the Archdiocese of Saint Paul and Minneapolis, and their agents, employees and assigns from any and all claims, demands, right, and causes of action of whatever kind that I or My Child have or may have or may arise by reason of this authorization and from the use of My Child's image and original work, including but not limited to, all claims for libel and invasion of privacy.

This consent regarding My Child's likeness and original work is valid until such time as I choose to rescind this authorization and consent. If I choose to rescind this authorization and consent, I agree that I will inform Notre Dame Academy in writing and that my rescission will not take effect until it is received by Notre Dame Academy. I understand and acknowledge that it may not be possible to recall any work or photos that have been published prior to receipt of my written rescission.

NOTRE DAME ACADEMY
DISCLOSURE, AUTHORIZATION AND CONSENT FOR SOCIAL MEDIA OR OTHER
ELECTRONIC COMMUNICATION INVOLVING MINORS

In order to ensure transparency and parental involvement, Notre Dame Academy has created this consent form so that parents and guardians may provide authorization for Notre Dame Academy leaders to electronically communicate with minors. Such communications must comply with applicable Notre Dame Academy policies, including restrictions on private communications with minors.

I grant permission for staff or other leaders of Notre Dame Academy to communicate with My Child electronically. I understand that such communications are for Notre Dame Academy purposes only and may involve group communications relating to Notre Dame Academy activities. Further, I understand and authorize that such electronic

communications may be made via text, email, telephone and cell phone, social media, digital networking, and other electronic means.

I acknowledge that to review or receive public communications shared via social media with My Child, I will need to have an account with the same social media platforms or become a fan or follower of the same social media. I also understand that communications may be accessible or viewable by others who are also fans or followers of the same social media.

This Disclosure, Authorizations, and Consent form is valid for one year.

If I choose to rescind this authorization and consent, I agree that I will inform Notre Dame Academy in writing and that this rescission will not take effect until it is received by Notre Dame Academy.