

FAITH LUTHERAN CHURCH

Board of Education

CALVARY LUTHERAN HIGH SCHOOL TUITION ASSISTANCE POLICY

CHURCH CONSTITUTION AND BYLAWS:

Saint Paul exhorts parents *to bring up their children in the nurturing and admonition of the Lord* (Ephesians 6:4). All parents of our church are encouraged to teach their children religion at home, to bring them to worship services, Sunday school and confirmation classes, and to send their children to Lutheran schools.

Article VI of the Faith Lutheran Church Constitution (*as of 11/20/2016*) states in material part that it shall be duty of all members to exercise faithful stewardship of God's many gifts. Additionally, Article VI of the Faith Lutheran Church Bylaws (*as of 11/20/2016*) tasks the Board of Education (Board), in part, with responsibility for Christian education programs as well as the development and implementation of policies and procedures that encourage regular church and Bible class attendance.

Toward that end, the Board has adopted the following policies relating to active membership and student effort for students attending Calvary Lutheran High School.

I. ACTIVE MEMBER POLICY:

The Faith Lutheran Church Board of Education (Board) wishes to stress the importance of a Lutheran education reinforced by attendance at our worship services and Sunday school. The Board adopts the following active member policy for all students who receive tuition assistance to attend Calvary Lutheran High School to respect the commitment that our congregation has made.

1. As approved in the annual church budget, funds for tuition assistance shall be paid for attendance to Calvary Lutheran High School.
2. Tuition assistance, in an amount determined by the Board, shall only be paid for communicant members of Faith Lutheran Church. The Board will consider special circumstances on a case-by-case basis.
3. The Board shall no less than annually, prior to June 1st, determine an exact dollar amount of tuition assistance to be provided to each student pursuant to this policy. It shall be the duty of the Board chairperson to provide notification of the Board's determination to the President of the Church Council and others as necessary to carry out the provision of tuition assistance as set forth in this policy.
4. Students who receive tuition assistance to attend Calvary Lutheran High School are expected to attend our worship services and Sunday School at least 50% of the Sundays.

5. Students visiting another Christian church may bring a church bulletin or signed visitors' card to show they attended a church other than ours. Bulletins and visitors' cards from other Christian churches may account for no more than 7 (seven) Sundays per year.
6. It shall be the duty of the Board to periodically review the attendance records of these students.
 - A. Attendance at church services shall be monitored by the signed pew registration forms and records as maintained by the Board. It is the responsibility of the parents and/or student to see that their names are recorded on the pew registration forms. The Board records shall be the official records.
 - B. Attendance will be reviewed periodically by the Board and Senior Pastor. In cases where the records indicate a concern, parent(s) will be notified by the Board.
 - C. The Board shall review each case individually, taking into consideration each family's dynamics including but not limited to work schedules, travel schedules, vacations, family illnesses, and single-parent family issues.
7. Any student who has not met the required 50% attendance policy will be discussed and upon no less than a 3/4 majority vote of the Board, the tuition assistance for that student may be withheld. At the Board's discretion, they may suspend the payment of tuition assistance for a period of at least one semester up to no more than one entire school year.

II. STUDENT EFFORT POLICY:

The Faith Lutheran Church Board of Education (Board) wishes to emphasize that the tuition assistance provided by the congregation is one of God's gifts and as such should be used faithfully and wisely in providing the children of the congregation with a Lutheran education at Calvary Lutheran High School.

1. Each student receiving tuition assistance from the congregation must exhibit and put forth a sincere effort at being successful in their academic career.
2. Indicators of a lack of sincere effort include, but are not limited to:
 - A. Absences. Extreme numbers of absences from school in an academic quarter that are not as a result of health issues or other reasons beyond the control of the student and/or parent(s).
 - B. Academic Failure. Failure to be promoted to the next grade level, for reasons other than health or other reasons beyond the control of the student or parent(s).
 - C. Unsatisfactory Reports. Reports, by the student's teacher(s), of exceedingly low levels of academic effort, as exhibited by an extreme lack of classroom participation and completion of assigned tasks and a failure to remedy such low levels of academic effort after being counseled by the student's teacher(s) and/or the Board.
 - D. Behavior. Reports, by the student's teacher(s) of poor behavior that rises to a level of interfering with the learning process and ability of that student and other students in the same classroom.
3. The Board shall inform the teachers of all students receiving tuition assistance of this policy and thereafter periodically inquire as to any instances of non-compliance.

4. Any student who does not comply with this policy will be discussed by the Board and each case will be reviewed individually. Upon a finding of non-compliance by the Board, the Board at its discretion may suspend the payment of tuition assistance for a period of the next semester up to no more than the remainder of the current school year.

III. NOTIFICATION AND APPEAL

1. The Chairperson of the Board shall communicate decisions to suspend tuition assistance as follows:
 - A. The parents of the student are to be notified that tuition assistance payments will cease.
 - B. The Church office and Treasurer are notified to withhold tuition assistance payment.
 - C. The school office of Calvary Lutheran High School shall be notified that tuition assistance for that student will not be paid by Faith Lutheran Church.
 - D. The senior pastor, board of elders, president of the congregation, and Church Council will be notified.
2. Parents wishing to appeal the Board's decision may be heard at one of its meetings. If the Board's decision is upheld, the parents may appeal to the Church Council, and then finally make an appeal at a meeting of the Voters' Assembly.
3. Families of students who have had tuition assistance payments suspended may, after expiration of the period of suspension of payments, request in writing to the Board that tuition assistance payments paid by the congregation resume.
 - A. In cases concerning active membership, as a minimum pre-requisite to the resumption of tuition assistance the parents and student(s) will need to show compliance with this policy during the period of suspension and beyond.
 - B. In cases concerning student effort, as a minimum pre-requisite to the resumption of tuition assistance the parents and student(s) will need to show compliance with this policy during the period of suspension and beyond, as verified, if need be, by the teachers and administration at Calvary Lutheran High School.