St. John's Evangelical Lutheran School

Parents' Handbook
2026-27

ST. JOHN'S HORNETS

805 W 5th St.
Neillsville, WI 54456

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CONTACT INFORMATION

Faculty and Staff of St. John's Lutheran School and Early Learning Center

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Ashley Leiterman	414-666-1116	Teacher, Grades 4-5, Music Director
Brandon Leiterman	920-615-5136	Teacher, Grades 2-3, 6-8 SALT, Band Dir.
Jenny Shadrick	715-897-0903	Teacher, Grades K-1
Megan Allard	715-937-7535	ELC Director, 4K Teacher
Donna Sternitzky	715-743-7859	3K Teacher
McKayla Schoen	715-937-4231	Toddler Teacher
Jen Glinski	715-937-8876	Infant Teacher
Judy Trunkel	715-743-2501	School Office
Monique Coleman	715-937-3369	School Cook
Pastor Tim Walsh	631-901-4430	
School email:	stjohns1886@gmail.com	
School website:	www.stjohnsneillsville.com/school	

INTRODUCTION

The main purpose of this handbook is to provide parents with a handy reference on matters pertaining to the overall program at St. John's Lutheran School. You are urged to familiarize yourself with the contents of this booklet and keep it available throughout the school year. **It is expected that every parent and teacher know the policies of this handbook.** There is also a handbook for the Early Learning Center that is applicable for parents of infants up to 4 year olds.

OUR SCHOOL

St. John's Lutheran School is owned and operated by the members of St. John's Evangelical Lutheran Church, a member of the Wisconsin Evangelical Lutheran Synod. Our school provides a Christ-centered education from 3-year-old preschool through eighth grade. Everything our school does is based on the doctrines laid out to us in the Bible. For more information on the WELS and what we will teach your children at St. John's, visit www.wels.net.

MISSION STATEMENT

St. John's Lutheran School exists to make disciples for Jesus by providing a Christ-centered education that prepares students for lives of Christian service.

PURPOSE

Our school has as its goal the same goal as St. John's Lutheran Church. Specifically, our goal is to do the Lord's work in winning and preserving souls for heaven. We are commanded to go into all the world to teach all people to "observe all things whatsoever I (Jesus) have commanded…" (Matthew 28:20). Therefore, St. John's Lutheran School in all it courses and sponsored activities has a two-fold purpose: first, to nurture children with a Christ-centered education in the truths of God's Word so they may be equipped to witness their faith to others; and second, to reach out with the Gospel to those in our community who are without a church home, or those who desire a Christian education for their children.

Vision

St. John's Lutheran School will…

- always be Christ-centered
- provide families with opportunities for spiritual, educational, and social growth
- develop and maintain a curriculum that challenges all students
- serve as an arm of outreach and strength to our congregation and community
- have a staff that models lifelong learning
- always have a long-term plan in place that is reviewed annually

Objectives

Vision #1: St. John's Lutheran School will always be Christ-centered

Objectives:

1. All subjects will be Bible-based and all outer displays will cultivate a Christian atmosphere.
2. All teachers' written classroom management plans will be law and gospel based.
3. Produce a weekly school newsletter that leads with a devotion or Biblical message.
4. Staff will lead a morning assembly with a religious message.
5. Students will worship as a school family at a weekly chapel service, be encouraged to attend church regularly, sing for church at St. John's or another WELS church throughout the year.

Vision #2: St. John's Lutheran School will provide families with opportunities for spiritual, educational, and social growth

Objectives:

1. The principal will address the congregation at least twice a year updating them about the school.
2. Plan regular family activities throughout the school year for students and their families with various purposes including a Christian Education week.
3. Meet three times a year as a parent organization (FSJ) with various presentations.
4. Familiarize parents with Christian secondary and post-secondary education.
5. Provide parenting resources, materials, and presentations to families throughout the year.
6. Conduct parent-teacher conferences twice yearly.

Vision #3: St. John's Lutheran School will develop and maintain a curriculum that challenges all students

Objectives:

1. Follow a yearly schedule to regularly review and maintain the curriculum.
2. Consult the Neillsville Public School curriculum and other standards (Common Core/National/State) when developing and reviewing curriculum.
3. Develop and revise technology standards for grades K-8.
4. Offer Algebra to eligible students.
5. Annually review student assessments to determine the need for speech, special education, or Title services offered by the public school.
6. Provide students with opportunities in grades 3K-8 to learn precious truths from God's Word in by memorizing Bible verses and utilizing a Hymnology curriculum.

Vision #4: St. John's Lutheran School will serve as an arm of outreach and strength to our congregation and community

Objectives:

1. School children will sing at St. John's throughout the year and at the other two WELS churches nearby each school year.
2. The teachers and principal will regularly encourage member families with school age children not enrolled to visit with the principal.
3. Have faculty members present at the annual Day Camp throughout the week.
4. Challenge school families to tell at least one person about the blessings of St. John's each year.
5. Maintain a quality early learning center for church and community members to make use of.
6. Promote the school and ELC through a user friendly and attractive website and regularly update the Facebook pages.
7. Regularly schedule events throughout the year that take place at school to get the community onto our campus.
8. Hold an orientation/open house yearly for the ELC and LES.

Vision #5: St. John's Lutheran School will have a staff that models lifelong learning

Objectives:

1. Each teacher will annually update/revise their Ministry Development Plan and review it with the principal.
2. The principal will conduct monthly visits to the classroom for walkthroughs/observation of the faculty and two longer observations throughout the school year.
3. Provide financial support for teachers to develop professionally.
4. Teachers will attend annual WELS conferences provided by the state and district.
5. Each teacher will belong to at least one professional organization.

Vision #6: St. John's Lutheran School will always have a long-term plan in place that is reviewed annually

Objectives:

1. Maintain accurate records of all accreditation work.
2. Obtain and maintain accredited status for 3K-8th grades with WELSSA and regularly follow a school improvement plan.
3. Involve many stakeholders in long term planning: faculty, staff, school board, parents, alumni, church members.
4. Hold meetings throughout the year to give parents a chance to discuss goals for the school.

STATEMENT OF NON-DISCRIMINATION

In accordance with federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, this institution is prohibited from discriminating on the basis of race, color, national origin, sex

(including gender identity and sexual orientation), disability, age, or reprisal or retaliation for prior civil rights activity.

Program information may be made available in languages other than English. Persons with disabilities who require alternative means of communication to obtain program information (e.g., Braille, large print, audiotape, American Sign Language), should contact the responsible state or local agency that administers the program or USDA's TARGET Center at (202) 720-2600 (voice and TTY) or contact USDA through the Federal Relay Service at (800) 877-8339.

To file a program discrimination complaint, a Complainant should complete a Form AD-3027, USDA Program Discrimination Complaint Form which can be obtained online at: https://www.usda.gov/sites/default/files/documents/USDA-OASCR%20P-Complaint-Form-0508-0002-508-11-28-17Fax2Mail.pdf, from any USDA office, by calling (866) 632-9992, or by writing a letter addressed to USDA. The letter must contain the complainant's name, address, telephone number, and a written description of the alleged discriminatory action in sufficient detail to inform the Assistant Secretary for Civil Rights (ASCR) about the nature and date of an alleged civil rights violation. The completed AD-3027 form or letter must be submitted to USDA by:

1. mail:
   U.S. Department of Agriculture
   Office of the Assistant Secretary for Civil Rights
   1400 Independence Avenue, SW
   Washington, D.C. 20250-9410; or
2. fax:
   (833) 256-1665 or (202) 690-7442; or
3. Email: program.intake@usda.gov

This institution is an equal opportunity provider.

ADMISSIONS POLICY

In keeping with the two-fold purpose of our school, to nurture the children of our congregation and to reach out to those in our community who wish a Christian education for their child, the order of admissions will be as follows: members of St. John's; sister congregation members; unchurched; other denominations.

A child attending 3K must be at least 3 by September 1. A child attending 4K must be at least 4 by September 1. A child attending Kindergarten must be at least 5 by September 1.

All children should be up-to-date on all immunizations before starting school or within 30 days of starting school. Also, before a child begins attending classes, all required registration forms must be completed, signed, and brought to school. This includes emergency contact information.

Since the purpose of our school is to train the children up in the Lord's teachings, students and parents should attend worship services regularly.

Students will also participate in religious instruction, including the church-required confirmation instruction in fifth, sixth, seventh and eighth grades.

Parents should pay all tuition and any other fees according to the established schedule. Parents and School Board will work together whenever there are any hardships in making payments. Parents will be required to review and sign our Admission Agreement documents before enrollment.

NON-MEMBER FAMILIES

There are certain things that are expected of non-member families that attend St. John's Lutheran School (this does **not** include members of Globe and Christie or Faith in Black River Falls).

Requirements

Religion Classes

Students from outside of our churches are still required to attend all of our religion classes, including Catechism classes in the upper grades. Our children are normally confirmed and become communicant members of our church at the end of their eighth-grade year. As confirmation approaches, our non-member students and their parents will decide if the student will become a confirmed member of the Wisconsin Evangelical Lutheran Synod and St. John's congregation or not.

During religion classes, differences between churches will probably come up. It is fine if a student wishes to have the differences explained more thoroughly, but students are also asked not to bring up differences between the churches just for the sake of argumentation.

Parents' Classes

If parents are not a member of a WELS church, they should be open to enrolling in the Adult Instruction class the first year of their child's enrollment so that they will know exactly what their child is being taught at St. John's. This class will be completed within one year to the satisfaction of our pastor.

Upon completion of the Adult Instruction class and if they accept the teachings of the WELS and desire to join, parents are invited to join St. John's congregation (becoming a member is NOT a requirement). New classes normally begin in September, and end shortly after Easter. Please communicate any problems with completing these classes to the school office.

Church Attendance

If you are a member of another church, we understand that you will want to attend your own church services. We do take "church attendance" on Monday mornings at school. Your church services do count as attending church. We do request that your child does attend our church services when his/her class sings. Our students sing approximately once a month. Our Christmas program is presented by the children of our congregation. We expect your child to take part in this service.

Parents' Responsibility

Since we base all of our teachings and beliefs upon the Word of God, we believe that God has given the ultimate and primary responsibility of bringing up the children in the nurture and admonition of the Lord to the parents of that child. Parents are to be responsible for both their child's "secular" education as well as their spiritual education. Because of this, parents should take a huge interest in their child's schooling. Teachers are here to help parents with this responsibility. Please see parent covenant on final page of this handbook.

In dealing with spiritual education, the teachers of St. John's cannot usurp the authority away from either our own St. John's members or from our tuition parents.

Any conflicting religious beliefs that cause problems for the students will be dealt with on a case by case basis.

PASTOR'S ROLE

St. John's Lutheran School is blessed with a pastor that is dedicated to God's Word and bringing God's Word to as many people as possible. Pastor Tim is extremely connected to our school and is excited

to get to know all of the families and students that attend. Most mornings Pastor is available while greeting students to talk to students or answer questions they may have. Pastor has also done counseling with students and staff when needed along with families who belong to our church and those who do not. No matter what you are going through, Pastor Tim is willing to talk to you and share the truths that are found in God's Word with you. If you have any questions about our church or God's Word or would just like to chat with Pastor Tim we strongly encourage you to reach out to him or stop by school to visit with him.

TUITION

Included in member and non-member tuition amounts is a technology fee of $50.00 that is used to continually improve classroom technology and ensure the use of a Chromebook for each student in Grades 4-8.

The School Board has also established an athletic fee of $50.00 which will be added to the tuition bill for those students (grades 3-8) who participate in any of the interscholastic sports programs offered at St. John's (this does not include the spring Track Meet). The purpose of this fee is to help defray some of the tournament costs incurred during the various sports seasons. This $50.00 covers all sports in which the student participates.

Tuition for the 2026-27 school year is as follows:

WELS Member Rate Gr. K-8: $1,200

Non-WELS Member Rates Gr. K-8: $2,400
2nd child tuition rate is 80%. 3rd child tuition rate is 60%. 4th or 5th child tuition rate is 60%.

3K/4K Tuition Payment Plan

3K-Children must be 3 by September 1. 4K-Children must be 4 by September 1.

Two days per week (3K only)-	$864/year
Three days per week (3K only)	$1,296/year
Four-five days per week (3K)	$1,755/year
4K	$,1620/year

Financial assistance is available; please contact the school office by the end of October if interested.

SCHOOL LUNCH

St. John's participates in the federally funded National School Lunch Program and School Breakfast Program. The prices for the 2026-27 school year are listed below:

Lunch - $3.00
Reduced Lunch - $0.40

Break-Time Milk - $0.45(Grades K-1)

Breakfast - $2.00
Reduced Breakfast - $0.30

Students in Grades K-1 who are eligible for free/reduced lunches will receive free milk at break time.

We have provisions for reduced and free meals to students who qualify. You have received applications for reduced and free meals. We urge you to participate if you can. You actually help support the lunch and breakfast programs by taking advantage of meals being offered because the government reimburses the school for those meals. Participants' names in the reduced and free lunch program are treated confidentially.

If a child chooses to bring food from home, the parents and child are responsible for the proper care of that food.

Unpaid Meal Charges: *Lunch accounts must be kept current. Parents will be notified in the middle of the month and at the end of the month if their lunch account balance is low, either by email, phone call, or a note sent home with the student. Children of families who are behind by more than 15 lunches will be served an alternate meal of a peanut butter & jelly sandwich, vegetables, fruit, and milk. If you are having trouble paying lunch money and feel that you may qualify for lower-cost meals, you are encouraged to fill out a free/reduced application at any time during the school year. Those applications are available from the school office. If you have a negative balance in your lunch account at the end of the school year, report cards and/or diplomas will not be handed out until the balance is paid.*

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written description of the alleged discriminatory action in sufficient detail to inform the Assistant Secretary for Civil Rights (ASCR) about the nature and date of an alleged civil rights violation. The completed AD-3027 form or letter must be submitted to USDA by:

1. **mail:**
   U.S. Department of Agriculture
   Office of the Assistant Secretary for Civil Rights
   1400 Independence Avenue, SW
   Washington, D.C. 20250-9410; or
2. **fax:**
   (833) 256-1665 or (202) 690-7442; or
3. **email:**
   Program.Intake@usda.gov

This institution is an equal opportunity provider.

CHURCH ATTENDANCE

God tells us in Hebrews 10:25, “Let us not give up meeting together…but let us encourage one another.” By this He tells us that we are to worship regularly (whenever we can) in His house. As Christian youth, the children of our school are expected to join in this blessed worship of our Lord.

As we expect growth in the academic development of our children, so too we should expect growth in their spiritual lives. In order for your children to grow spiritually, they need to hear the Word of God. Our Lord says, “Faith comes from hearing the message and the message is heard through the Word of Christ.” (Romans 10:17)

In Proverbs 4:22, our Lord tells us, “Bring up (your) children in the training and instruction of the Lord.” As Christian parents, your task is to encourage your children to worship attentively and to bring them to the feet of their Lord and Savior, Jesus Christ, at every possible occasion. This includes not only Sunday worship services, but also mid-week Lenten services, special services, as well as home devotions and the like.

We strongly encourage all parents to show their children the importance of worshiping their Lord at church with fellow believers. Model a Christian life for your children by joyfully saying, “I rejoiced with those who said to me, ‘Let us go to the house of the Lord.’”

SINGING FOR CHURCH SERVICES

Whenever your child’s class sings for a church service, your child is expected to be there. The children are asked to dress nicely for singing in church.

LENGTH OF SCHOOL DAYS

The school doors are open for the students to come in at 7:45; this is when official supervision of your child begins. If possible, we ask that your child not arrive before 7:45. If for some reason it becomes necessary for your child to be at school before this time, please let your child’s teacher know either by phone or note. 3K/4K students should be in their classroom and ready to go when 3K/4K begins at 8:00. K-8 students should be in their classroom and ready to go when school begins at 8:15.

For 3K/4K students, pick-up time is 11:15. If a child needs to ride the bus home from 3K/4K, they may be dismissed early to get on the bus, depending on pickup time.

For grades K-8, school dismisses at 3:05. Unless some other activity is occurring, all students should be out of the building ten minutes after their dismissal.

LENGTH OF SCHOOL YEAR

The school year will meet the length of school hours as set by the Wisconsin Department of Public Instruction (1050 hours for grades K-6, 1137 hours for grades 7-8).

SAFETY

For safety purposes, all families and visitors should enter through the main entrance during the school day. The doors will always remain locked during the day. Parents, when the doors are locked you will need to be buzzed in by the school office and asked to check in there.

We may put up cones on the street at the south entrance to the school during the school day to block unnecessary traffic. If you need to come to school during the day, please drive carefully and use the 6th Street entrance for both entering and exiting.

CHILDCARE

Childcare is available for children from 5:45 am to 5:45 pm. For Before and After School Care, parents are billed biweekly according to hours of attendance. Childcare takes place in the Early Learning Center. If your child is in need of childcare before or after school, please call the school office to schedule your time. Childcare is being offered to assist working parents. It's designed to give children activities that are loosely structured but are interesting and fun. Please see the Early Learning Center Handbook for more information.

FIELD TRIPS

At various times throughout the school year, classes will take field trips. Parents may be asked to furnish transportation to and from these events, and assist with supervision. Wisconsin Child Seat Safety Laws will be followed. For those young children who still require a car seat, the car seat is to be provided by the child's parent. The number of seat belts in a given vehicle will determine the number of children allowed to ride in that vehicle. Permission forms must be signed by a child's parent/guardian each time the child leaves the school property for a field trip.

ATTENDANCE/ABSENCES

Absence Policy

If your child will be absent from school, please notify the school by 8:00 am. If you are unable to contact the school, send a note with your child the following day explaining the absence. Please provide a written excuse from a doctor or clinic if your child is absent three or more days in a row.

All students are required to maintain a 90% attendance rate during the year. A student whose attendance rate falls below 90% will be required to make up class time lost by remaining after school in equal proportion to the time missed due to absences.

A student whose attendance is below 90% for the school year will be given an entrance exam to pass out of the present grade and go on to the next. The student must have a passing score on the test or they may be retained. All absences will be reviewed on a quarterly basis by the principal. Any student who demonstrates a chronic absentee rate may be dropped from enrollment.

Early Pick-Up or Release

Under normal circumstances, students should not be picked up early during school hours. If there is a day when it is necessary to have your child leave school early, please let your child's teacher or the office know as much in advance as possible. This will avoid disturbing the classroom as well as keeping the educational environment distraction free. Students who leave early will be marked absent for that portion of the day.

Tardy Policy

Children who are not in **their classroom** by 8:15 a.m. and following the classroom teacher's directions are marked tardy. Those arriving after 8:15 a.m. must enter the building through the main doors and check in at the school office before proceeding to the classroom. Parents are to provide a written excuse for each tardy. If an excuse is not submitted, a tardy slip will be sent home with the student. The slip should be signed and returned to school the following day. Writing an excuse for late arrival at school does not excuse being late. The excuse is needed to ensure student safety and complete communication between the school and home.

The first three tardies of each quarter will be excused through parental contact with the school office. The following procedure will be followed for students that accumulate more than three tardies:

- **Fourth Tardy** – The principal contacts parent(s) to develop a plan to ensure timely arrival at school. Contact to be made by phone and/or in writing.
- **Fifth Tardy** – Student will be required to serve a detention for this tardy and every tardy that follows. Parents will be notified in writing if a detention is to be served. A mandatory meeting with the parent(s), teacher and Principal will be required.
- **Sixth Tardy -** Student will be required to serve an extended detention for this tardy and every tardy that follows. Parents will be notified in writing if a detention is to be served. A mandatory meeting with the parent(s), teacher, Principal and a School Board representative will be required.
- **Seventh Tardy** – A mandatory meeting with the parent(s) and the School Board will be scheduled. The student cannot return to school until this meeting is held.

SCHOOL CLOSINGS

On days of inclement weather, St. John's will close when Neillsville Public School closes. For this information, listen to announcements on WCCN radio in Neillsville, WEAU-TV (NBC local channel), or WAXX 104.5 radio station out of Eau Claire. If you hear that Neillsville Public Schools are canceled, then St. John's is also canceled. If you haven't heard anything about the Public School, then we are having school. *If there is a two-hour delay, the 3K/4K will close but grades K-8 will still have school, two hours late.* There will not

be a separate announcement just for St. John's. Childcare will still be open at the normal hours; if not, parents will be notified.

BUSSES

The schedules for the busses are made up by the Public School. Although our yearly schedule follows the Public School for the most part, there will be days when we will have school when the Public School doesn't. On these days, the bus will still pick up and drop off students; times will differ slightly from the normal times. ***There will be no busing home for Grandparents' Day, Good Friday, and the last day of school.***

IMPORTANT: If your child rides the bus and there is a day when you will pick him/her up, WE MUST HAVE A NOTE OR A PHONE CALL FROM THE PARENT, especially for the younger students. We have had problems in the past when a child has said mom or dad was going to pick them up and the parents expected them to ride the bus. **IF WE DON'T HAVE A NOTE OR PHONE CALL, THEY WILL BE PUT ON THE BUS.**

BEHAVIOR ON THE BUS: We would expect that all children riding the bus treat the bus driver and fellow students with respect and follow all bus rules and procedures, which are set by the bus driver and the bus company. Riding the bus is a privilege, and repeated rule breaking and/or disrespect by a student may result in suspension from the bus or other consequences as agreed on by the bus company and St. John's School principal.

ASSAULT-HARASSMENT-BULLYING

Physical assault and battery (obvious willful attempt with force or violence to do harm to another), conduct without regard to the health and safety of others, severe verbal intimidation, harassing other students, or inciting violence are prohibited on the school grounds, at school activities or enroute to and from school on the bus.

Harassment can take many forms. It is unwanted behavior which interferes with your life. It limits and denies the rights of students to study, work, and play in the school setting. Harassment makes people feel bad. Everyone has a right to not be harassed and St. John's Lutheran School feels strongly that all students should feel safe at school.

1. Sexual Harassment is unwelcome behavior of a sexual nature. There are board of education policies, as well as state and federal laws, which prohibit sexual harassment. Some examples include:
    a. inappropriate gestures or touch
    b. sexual remarks, name calling, or spreading rumors
    c. sexual comments, about one's body
    d. drawing or displaying offensive pictures
2. Racial Harassment- Racial Harassment is unwanted comments regarding a person's ethnic make-up. Examples include ethnic name calling or making negative comments about a particular ethnic group.

3. Verbal Harassment- Verbal harassment is unwanted verbal comments which make a person feel bad or unsafe. Examples include teasing to cause embarrassment, or threatening to cause harm to the person, or teasing about a person's clothing or appearance.
4. Intimidation- Intimidation is unwanted threats to cause harm. Telling someone to watch their back or that someone else is going to beat them up are examples of intimidation. Another example is getting in someone's private space.

What You Can Do About Harassment

a. Say Stop: Tell the harasser you do not like his/her behavior and want it stopped. BE FIRM.
b. Tell someone: Talk to a teacher, staff member, pastor, or principal.
c. Keep records: If the harassment continues, write down what happens. Record dates, times, places, names of witnesses and other information that will verify what happened.
d. The school will contact parents of all parties involved in the complaint.

Any form of harassment is wrong. It will not be tolerated. Harassment is taken seriously, and all complaints are completely investigated. Students who choose to harass another student can expect consequences which may include:

<u>Possible Disciplinary Action</u>

*parental contact *verbal warning *student removal from class *loss of privilege *detention *suspension *expulsion *financial restitution *police referral *Social Services referral *meeting with principal, and/or board of education

DISCIPLINE AND ACADEMICS

Christian discipline is the training of the child to observe the will of God. As such, the training not only teaches the child what he or she is to do or not to do, it also expects the child to live in accordance with that training and it gives him/her the opportunity to do so. God has given the primary responsibility of disciplining and educating children directly to the parents. In Proverbs 22:6 we read, "Train a child in the way he should go, and when he is old, he will not turn from it." God also tells us, "Do not withhold discipline from a child" (Proverbs 23:13). We are also told in Ephesians 6:4, "Fathers, do not exasperate your children: instead, bring them up in the training and instruction of the Lord." Proper Christian discipline needs to be taught, both at school and more importantly at home. Everything our school does and the policies we set are based on the doctrines of the Bible.

Therefore, the School Board has established the following guidelines for the disciplinary training of our children:

- A dress code will be established and enforced.
- Student detention after school can be used at the discretion of the teacher, and only after the parents of the child have been notified of the after-school detention.
- Should the actions of any students merit suspension, the parents will be notified, and the parents and student will have an opportunity to defend the student's actions before the administration.
- Should it become necessary to expel a student, the faculty will request such action from the School Board. Both parents and child will be allowed to attend part of the School Board meeting concerning this issue.
- To be eligible to participate in extra-curricular activities (sports, handbells, etc.), students must be doing satisfactory work in the classroom according to their God-given abilities.

- When a problem is suspected, the teacher will contact the principal, and the teacher and/or principal will contact the parents. Appeals to any decision can be made to the School Board. Each teacher is responsible for the discipline in his/her room.
- Although teachers should not contact parents about every little thing, they should discuss the situation with the parents should ever the sign of a consistent problem surface or if a more extreme incident of misbehavior occurs. If an ongoing discipline situation does not improve after extensive effort from the parents and the teacher, the situation should be brought to the attention of the principal. In cases when a child is sent to the principal, the teacher and/or principal will contact the parent to notify them. Contact should be made as soon as possible.
- Each teacher should feel comfortable disciplining students not their own, for example, on the playground, after school, etc., when the lead teacher or responsible supervisor is not present.
- As a general rule, all physical contact with children should be avoided. Never under any circumstances should a teacher make any physical contact with a child in a discipline situation. Another general rule is that a teacher should not be behind closed doors with a student, especially in a disciplinary situation. When at all possible, a second adult should be present in situations when a teacher needs privacy in dealing with a student. Documentation should take place following these situations. Corporal punishment is never allowed.
- The messengers that God sends to point out the children's sin are the principal, pastor, teacher, aide, secretary or any other adult volunteer who is in the classroom or hallway. Those people do not only have a message of sin and the law of God, but they also have another follow-up message to share with the children too: God sent his Son to take our sin and its punishment upon himself. Our guilt has been placed on the cross of Jesus who has atoned for it with his own lifeblood. God's messengers point out the disease of sin so that they can also proclaim its cure: faith in Jesus Christ our Savior. If one rejects the first half of the message, they discard the second as well. So encourage your children to listen carefully to all rebukes from God's messengers, repent of all wrongs they've committed, and rejoice in the forgiveness which belongs to all of us in Jesus our Savior.

STUDENT DRESS

The way a student dresses and appears often reflects their attitudes. In a Christian, proper dress and good hygiene also show that we believe the body is the temple of the Holy Spirit.

With the above in mind, we have established the following dress code for the students of St. John's:

- Students are to appear for class neatly and cleanly dressed and well groomed.
- Some examples of unacceptable clothing are: excessively or inappropriately torn jeans, shorts—other than at specified times—short shirts, spandex or tight clothing—leggings may be worn but they should not be as tight as spandex and **must be worn with a dress code appropriate full length t-shirt, sweatshirt, sweater, dress, etc. that properly covers them**--tank tops, and T-shirts with hard rock groups, alcohol, tobacco or other unacceptable messages depicted on them. (This list may not include all unacceptable clothes; the final decision at school will be made by the principal, who will report his decision to the School Board.)
- Students whose appearance is distracting or who are not adhering to the dress code will have to correct their dress. Students in the middle and upper grades will call his/her parents for a change of clothes; appropriate clothing is required before attending class (this may constitute a tardy or

unexcused absence). The teachers of the lower grade students or the principal will contact parents when lower grade children come to class with unacceptable clothing.

- Shorts: Appropriate shorts (shorts that are at least half-way to the knees in length – some lee-way will be allowed for the younger grades) can be worn anytime during the months of September and October. The principal will inform the student body when they can start wearing shorts in the spring months of April and May. Parents should use discretion and good judgment and keep an eye on the weather. Days when students are able to wear shorts may be subject to change based on weather.
- Heelies: Any shoes with wheels are not allowed in school.
- Winter Clothing (see below)
  For reasons of school cleanliness, it is expected that in snowy and wet weather the students in grades K-3 will wear boots or overshoes to school and during outside recess times. Unless the weather is very cold, we will be going outside for recess-make sure your child is dressed appropriately! If your child does not have winter boots they will not be allowed to play in the snow. Children not dressed appropriately for outside may have to remain at their desks during recess time or work on something with their teacher during recess time; if this occurs, the parents may be notified and reminded of what the child needs for outside recess.
- Church: Since the way we dress may show our attitudes, students are encouraged to make an effort to dress up for all worship services. Going to church is a privilege which should be something special for all Christians. Students must wear nice clothes when we sing for church services.

RECESS EXCUSES

If during the course of the year you would like to have your child stay in for recess because of a cold or some other reason, please write a note for the teacher. If a note is not received, your child will be expected to go outside with the entire class. Teacher discretion concerning inclement weather will be exercised.

PHYSICAL EDUCATION

Physical Education is a class that is part of our overall curriculum. Each classroom will have its own set of guidelines for this class. All students will be expected to participate unless they have a valid written excuse. Proper clothes may be required, depending upon the unit and grade level of the child.

BAND

Our band program is created to allow students here at St. John's the opportunity to learn a musical instrument and use their God-given talents to serve the Lord.

Band lessons are available before and after school. We meet once a week for about twenty minutes. Band sign-up will be available at Orientation. We are still happy to accept students if you're unable to attend Orientation.

If you don't have an instrument, we have a growing number of different instruments available to rent; Mr. Leiterman also has information available on rental options through different music stores.

More information about lessons and instruments will be available on Orientation Day.

PIANO

The piano program exists to develop students' musical keyboard potential through quality piano instruction and to encourage students to use their God-given gifts of music in the classroom and in worship.

Piano lessons are offered during the school day and evening for students in grades K-8. Lessons will be given once a week. The monthly lesson fee is paid directly to the piano instructor, Mrs. Donna Sternitzky or Mrs. Elizabeth Zahl.

Piano is treated as an extra-curricular activity. Students need to be doing satisfactory work in the classroom to have lessons during the school day.

More information is available at the Orientation Day in August.

ATHLETICS

St. John's offers a wide selection of athletic programs for students in grades 3-8. The sports programs St. John's competes in interscholastically include:

- Flag Football
- Cross Country
- Soccer
- Basketball
- Volleyball
- Intramural Softball
- Track

Students need to be doing satisfactory work in the classroom in order to participate in the various sports programs.

Students are also allowed to participate in the various sports programs offered by the Public School.

The athletic program exists to promote Christian values and sportsmanship, and to provide an additional education which can be provided through physical competition. In doing so, the program supports the goals of our school: namely, the training of the child to live as a child of God in the world but not of the world.

Although we do try our best to win the games we play, the emphasis of our program is on fair play, cooperation, teamwork, effort, good attitudes, and participation. We ask the parents to help achieve this goal by helping their children understand that a team is not comprised of individuals but people with a common goal. We also ask that parents help the child to understand that giving your best effort is more important than the final score of the game. These are Christian views and attitudes we wish to foster in our athletes. We ask that you would also model these Christian principles by coming to our games and showing your support.

HEALTH

Concern for each child's body as a temple of the Holy Spirit prompts us to be vitally involved in the children's physical well-being. We will offer vision and hearing screenings ourselves, with the help of a nurse, and we will give recommendations based on the screening, but no parent should rely on this service alone as a complete safeguard of their child's health.

MEDICATION

State laws for medication in school are:

1. Medication must be in the original container from the pharmacy with the original label on it.
2. The bottle must not be expired.
3. A written doctor's order, **for prescription medications only,** must be on file in the school office before medication is given at school.
4. A written note from the parent for all medications, **over-the-counter and prescriptions,** must be on file in the school office stating that school staff has permission to give the medication to their child.
5. The medication must be kept locked (except some asthma inhalers).
6. Students with asthma may carry inhalers at school as long as the parent provides a written doctor's order and signed parent note stating the child should be allowed to carry their inhaler at school.
7. A student may carry their own epi-pen at school or school activities ONLY IF there is a doctor's order and a signed parent note stating the student may carry their epi-pen.

If your child is allergic to Tylenol or cough drops please notify the office.

Medications should not be sent to school with students for the safety of all students.

Medications at the school cannot be returned to students. Medications that are no longer needed at school must be picked up by a parent/legal guardian. Medications that are expired or not picked up within 30 days of being discontinued will be disposed of.

Parents are responsible for keeping track of when medications (including emergency medications) will run out at school or expire.

When possible, please give your child medication at home. If something needs to be taken 3 times per day, for example, antibiotics, it can be taken before school, after school, and at bedtime.

Students may bring cough drops to school if they keep them in their pocket and refrain from sharing them with other students.

If your child has…

1. an anaphylactic allergy requiring an epi-pen;
2. a serious seizure disorder requiring emergency medication;
3. insulin dependent diabetes;
4. any other medical condition that may require emergency care;

… please contact the school office. An "Emergency Plan" needs to be on file before the first day of school.

CHILD ABUSE

Abuse refers to acts such as excessive beatings or punishments that lead to serious physical injury. Neglect refers to a lack of action as failure to provide food, medical services, or emotional care.

St. John's Lutheran School is obligated by state law to report any suspected child abuse or neglect. This is NOT to punish the parents of an abused child, but rather to protect the child.

STUDENT RECORDS

In accordance with the Family Educational Rights and Privacy Act (FERPA), we follow all regulations regarding the right of parents to access student records. Details and the complete policy are available from the school office.

CHAPEL/MISSIONS

We will give your child an opportunity to give a special donation to a mission during the Wednesday Chapel service. The primary purpose of this program is to educate our children to respond to God's love by putting their faith into action through their offerings. Chapel missions for the 2026-27 school year will be going to St. John's Christie Spanish Outreach. Parents are always welcome to attend chapel.

STEWARDSHIP

ALL that we have is a gift from God! We are stewards or caretakers. May we lead our children to respect all things as God's property. With this attitude in mind, our neighbor's property, including the school, church, and playground will be taken care of so that they will give glory to God. May we also remember that all we have is a blessing from God when we support God's work with time, talent and money.

SCHOOL RESOURCE OFFICER (UNAVAILABLE AT THIS TIME)

During the 2020-21 school year St. John's partnered with Neillsville Public Schools and Granton Public Schools to share a School Resource Officer throughout the school year. Deputy Dylan Baxter is our assigned SRO. Deputy Dylan is available to meet with students and staff and even parents about a number of different issues that may come up. St. John's has currently used the SRO position as mainly a mentor/counselor position with individual students and as a resource to come into the classrooms to talk to students about meaningful issues. The SRO is also here to handle any major incidents that may come up (attendance, behavior, theft, etc.) that may be outside of the realm of school. We plan to make even more use of this position during the upcoming school year to better meet the needs of the families in our school and our students.

PROPERTY

School Property

Students are expected to respect and care for all property of St. John's including building facilities, desks, chalkboards, books, lavatories, etc. Any student damaging or defacing school property will be required to pay for the damage or loss. Willful destruction or defacement of school property at any time is just cause for disciplinary action and may result in dismissal. Official student grades and transcripts will be withheld until all costs from the said damages have been paid in full.

Student Property

St. John's assumes no responsibility for any loss to students' personal property or for any type of electronic device. These items will not be allowed in the classroom. The teacher will reserve the right to confiscate the item(s) and will return it only upon parental request in person.

Search and Seizure

School authorities may seize any contraband, substance, or object the possession of which is illegal, or any material or object that violates a school rule or poses a hazard to the safety and good order of the school. Students are not to bring these items to school or to any school-sponsored function.

1. Authority to Conduct a Search - The law allows school authorities to search students, their motor vehicles and personal property when they have reasonable suspicion that a particular student is in possession of something prohibited by school rules or by law.

2. General Inspection - School authorities reserve the right to make general inspections of desks for purposes including but not limited to safety, cleanliness, retrieval of school material, and maintenance. Such general inspections shall not include searching personal items stored in clothing, bag or purses, unless reasonable and specific suspicion exists.

3. Desk/Storage Area Inspections - All storage areas provided for student use on school premises remain the property of the school and are subject to inspection, access for maintenance, and search. No student shall impede access to any desk or storage area.

4. Personal Searches - A student's person and/or personal effects (e.g., purse, backpack, etc.) may be searched when school authorities have reasonable suspicion to believe that the student is in possession of illegal or unauthorized items.

Any student who refuses to submit to a reasonable search by school authorities will be subject to disciplinary action. School authorities may detain the student pending the notification and arrival of the student's parent/guardian and/or law officials as appropriate.

Theft

Committing an act of theft will result in immediate disciplinary action and can include dismissal from St. John's. Students found guilty of theft will also be required to pay for or replace the item(s) stolen. When appropriate, proper outside authorities will be contacted. Any student involved in theft will be denied participation in school activities for a certain period of time to be determined by proper school authorities.

COMPLAINTS--POLICY STATEMENT

At times there may be complaints made to teachers, principal, and School Board. These complaints may be about various things. These complaints should be handled according to the directives given us in God's Word (Matthew 18) and so will be received only if presented in this manner and in this spirit. Any and all complaints will be handled in the following way:

Receiving

1. We will receive a complaint only after the individual presenting the complaint has talked with the individual involved personally. If after talking with the individual involved personally the individual presenting the complaint feels it necessary, the complaint can be made to the Principal and School Board.
2. The complaint should be specific.
3. The complaint may be voiced or written out.

Handling

1. Complaints should be handled first, if at all possible, by the individual involved.
2. Secondly, complaints may be handled by the principal.
3. The School Board will be the final body for the hearing of complaints.
4. Serious accusations will be handled by the School Board. The School Board will also follow Scriptural principles when handling complaints.

Area to be Discussed

1. Complaints discussed should be school related.
2. Discussions should not be gossip or maligning people.

Teacher, Principal, and School Board Responsibilities Regarding Complaints

3. Teachers will receive complaints about their own classroom responsibilities.
4. Individuals making a complaint should meet with the teacher involved.
5. The Principal will receive complaints pertaining to the school.
6. The School Board will receive complaints if the individual, after following guidelines stated above, still feels it necessary.
7. The Church Council should direct complaints to the Principal or School Board.

The Individual Making the Complaint

1. The complaint should be specific.
2. The complaint should not be used to carry out some personal vendetta, etc.
3. Unsigned complaints and anonymous phone calls will not be acknowledged.

The Ultimate Goal

1. Complaints will be handled in a manner that furthers God's kingdom.
2. We as Christians want to solve these problems by working together for the good of the school and God's kingdom.

VOLUNTEERS

There are many ways in which the school can use volunteers. Some of these include: tutoring, playground supervision, reading to the students, coaching, being a referee, assisting with bulletin boards, or offering any expertise to the classroom you may have (i.e. artistic ability, sharing your hobbies, etc.). Please don't wait to be asked to help out. If you would like to volunteer, please contact the principal and offer your assistance. Both the school and you will gain much!

For the safety and protection of students, any adults who will be working with students (ex. tutoring, coaching, driving, etc.) will be required to have background checks. Thanks for your cooperation.

LOST AND FOUND

The school has a "Lost and Found" bench in the hallway and a box in the entryway. If your child finds something at school that doesn't belong to him/her, please have them give it to their teacher. If your child has lost something, have them check with their teacher. We will get rid of non-claimed items as need be. Parents should use discretion with the types of toys our students bring to school. It would be wise to leave all toys at home.

TELEPHONE USE

Normally, students are not to use the phones unless there is an emergency. (They can't use them to see if they can go over to a friend's house, etc. This should be set up before that day.) Parents can, of course, call the school at any time throughout the day, but we ask that you don't call between 8:15 and 9:15, since this time is set aside for devotion and religion class.

Electronic Devices/Smart Watches and Cell Phones

St. John's realizes that cell phone(technology) use is commonplace in today's society. However, as today's cell phones/watches have a great capacity to send and receive information in audio, video, and text form, they present opportunities that are detrimental in nature. The use of cell phones has the potential to increase opportunities for cheating and harassment. Invasion of privacy is also an issue because of the ability of the phones to send pictures and video. Finally, the use of cell phones by students in the event of an emergency has the potential to interfere with the official flow of information. At all grade levels where students use of technological devices is required, the school will provide devices for students. Because of the possible detrimental consequences, student use of electronic devices and cell phones is allowed according to the following guidelines:

1. Students are not allowed to use their cell phones during the school day. They should turn it off and turn it in to the teacher.
2. Students may ask their teacher to check the phone at a time that is agreed on by the teacher.
3. Devices are prohibited from being used in bathrooms and locker rooms at all times.
4. Devices may never be used in a manner that will cause disruption to the educational environment or invade the privacy of another individual.
5. The school district will not be responsible for loss, damage, or theft of any electronic device brought to school.
6. During school hours, the use of devices is not permitted on field trips or other activities without permission from the school-authorized supervisor.
7. During an emergency situation that occurs when under the school's authority, student use of such devices is not allowed without prior approval from the administration.
8. All content viewed and listened to on any device during school, on school grounds, in a school vehicle, or at a school function must be appropriate for school.
9. Students needing to contact their parents during school hours should report to the office to call.

Consequences for Violating the Device Policy:

✓ Refusal or disrespectful behavior when dealing with cell phones/devices will result in the principal assigning consequences.

✓ If personal electronic devices are used, seen, or misused during the school day, they will be confiscated and brought to the office.

Parent to Student Contact During the School Day:

1. Parents may contact their child during the school day with the understanding that the student's ability to check/use the device is limited.
2. To avoid any issues, it is recommended that emergency contacts with students during the school day be made by contacting the school office. In doing so, school staff can contact the student and put them in direct contact with family quickly regarding emergency situations.
3. Students are always able to contact home using school phones with the approval of school staff.
4. Students will also have access to their devices at the end of the day to get messages left for them during the regular school day in addition to agreements made with students and teachers.

ALUMINUM CANS

Money collected for recycling aluminum cans helps support some of our programs. Please place your cans in the bin in the parking lot. Thank you for your help!

SCRIP

Our school participates in the Scrip program through Kwik Trip. $50 gift cards are available in the school office. For more information, contact the office.

ASBESTOS FREE

St. John's Lutheran School has been inspected and found to be "Asbestos Free." Our Asbestos Management Plan is kept in our school office and is available for anyone to look through. Contact the principal if you so desire.

NEWSLETTER

Each week a school-wide newsletter will be sent out to parents by email, and hard copy if requested. In addition, a classroom newsletter will be sent from Mrs. Shadrick for the K-1 classroom. The school-wide newsletter will be emailed or sent home every Thursday. These newsletters are an attempt at better communication between home and school and to let parents know what is happening at school and in the classroom. **Please read these.**

REMIND

This year we will continue implementing a communication system called Remind. This will allow us to text or email parents in various groups to inform them of upcoming events happening at school or church.

SYCAMORE STUDENT INFORMATION SYSTEM

This system allows each parent to log in and check on items going on at school such as student grades, attendance, hot lunch account and also tuition account. You can pay lunch or tuition through this program if you wish. There is also an inbox feature that your child's teacher or the secretary can use to send you messages.

This program will only be effective if everyone is involved in using it. Please make it a priority early in the school year to familiarize yourself with the program so that you can stay up to date on what is happening at school.

CLASSROOM WEBPAGES

Each teacher is responsible for updating and informing the parents through a classroom webpage. Please check this out regularly to see what is going on in your child's classroom.

FRIENDS OF ST. JOHN'S (FSJ)

This organization exists to let the parents, teachers, and others from our congregation interested in our school exchange information regarding the operation of our Lutheran elementary school and early learning center. The organization also helps support the curriculum and extra-curricular program through various fund-raising events. There will be three scheduled meetings throughout the school year. All parents are considered members of FSJ. Any interested members from the congregation can come to any meeting or event that we have.

Expectations of Parents

Meetings: Parents are encouraged to attend the meetings when possible. Your input and ideas are important to us. We need ALL of our parents to get involved!

Committees: All parents are encouraged to serve on at least one activity committee. Sign-up sheets are available at Orientation Day in August. YOUR HELP IS BOTH NEEDED AND APPRECIATED!

Special Meals: Fall Dinner in October (Sunday), Pancake Breakfast in February (Sunday), Soup-Pie-and Ice Cream Supper during Lent (Wednesday evening).

Other Events: Parents are encouraged to attend our special fellowship get-togethers which we have throughout the year. Please don't pass up these opportunities for Christian fellowship. We need you there!

LUTHERAN HIGH SCHOOLS

We would like to encourage parents to speak with their children all through grade school about the possibility of attending our Synodical prep school, Luther Preparatory School (in Watertown), or area Lutheran high schools. We have three Lutheran high schools in our area – they are Northland Lutheran in Wausau, Luther High School in Onalaska (LaCrosse), and Cornerstone Lutheran High School in Eau Claire.

Through these trying years of high school, it may be important to have your child attend a school where all the students and teachers hold the same Scriptural truths as dear to them as do you and your child. I would suggest that you try to visit some of the above-mentioned campuses with your child and talk to other parents who have children at these schools. If you have any questions about this topic, please contact the pastor or principal. Above all, pray to God to help you decide if your child should attend one of our Lutheran high schools.

YOUR CHILD AS A PASTOR OR TEACHER

There is a special need in our churches for pastors and teachers. There are many of our students who would make excellent pastors or teachers. As your child goes through grade school and high school, talk to them about the gifts that the Lord has given to them. Talk to them about the possibility of becoming a pastor or teacher in our Synod. Our Synod is facing a shortage of both pastors and teachers. We need to have our children thinking about this type of life of service to the Lord. If you have any questions concerning this, please talk to your child's teacher, the principal, or the pastor.

PARENT-TEACHER COOPERATION

With all of the school's policies and procedures, we ask that the parents and teachers work together to uphold and support these policies. Only when parents and teachers work cooperatively together can a school function productively. Our faculty members and administration are always available to speak with you. If your child's teacher has established a classroom rule, we would ask that the parents would show support for that rule in front of the child; but if you don't agree with the rule, please come to the teacher or principal with your concern. We can't guarantee that we can change a rule, but we will listen to your concerns. Parent-Teacher cooperation will not only help make St. John's run much more smoothly, but it is also God-pleasing.

Although children learn a great deal in school, they learn most of how to treat themselves and others by their role models who are at home--their parents and guardians. These passages from God's Word remind and instruct those role models. Proverbs 22:6 says, "start children off on the way they should go, and when they are old they will not turn from it." Ephesians 6:1-4 says, "Children, obey your parents in the Lord, for this is right. 'Honor your father and mother'--which is the first commandment with a promise--'so that it may go well with you and that you may enjoy long life on the earth.' Fathers, do not exasperate your children; instead, bring them up in the training and instruction of the Lord" 2 Timothy 3:15-16 says, "and how from infancy you have known the Holy Scriptures, which are able to make you wise for salvation through faith in Christ Jesus. All Scripture is God-breathed and is useful for teaching, rebuking, correcting and training in righteousness."

The faculty and staff of St. John's Lutheran School thank you, the parents, for the trust you have placed in the church, the school, and the Lord for allowing our school to help you in the training of your children as children of the Lord. We thank God for giving us this opportunity to serve Him in training those with whom we hope to share our heavenly home. It is our prayer that the Lord's blessings on our efforts will, through these children, strengthen His church, and help us all to know Him better. We strive to strengthen the faith in these children, realizing that ***"TO GOD ALONE IS THE GLORY!"***

St. John's Lutheran School

COVENANT FOR SUCCESS

Student Commitment:

As a Student in St. John's Lutheran School I will:

- Follow all of the policies set by the school based on the doctrines found in the Bible
- Work to my fullest God given ability in all that I do
- Exhibit Christ-like behavior in all that I do
- Complete all homework assignments thoroughly throughout the entire year
- Seek out and find solutions without resorting to excuses
- Be seated in my desk and ready to begin learning everyday by 8:10am
- Wear dress code appropriate clothing and maintain a neat and clean appearance
- Be considerate, courteous, and Christ-like with other students and all people

Further, I understand that failure to adhere to these commitments may lead to my losing school privileges and may remove me from enrollment at St. John's Lutheran School.

Parent Commitment:

As a Parent/Guardian at St. John's Lutheran School I will:

- Support and encourage the Christian principles of St. John's Lutheran School
- Agree to all of the policies of the Parent's Handbook based on the doctrines found in the Bible
- Train and guide my child(ren) to grow in the ways of the Lord by:
  - Placing God's Word foremost in their lives and in their home (ie. family devotions, prayers, etc.)
  - Attending church regularly with my children
  - Encouraging my children to respect their parents and all in authority over them
  - Refraining from negative criticism of teachers or school procedures
  - Making sure that my children are prompt and regular in attendance to school
  - Encouraging my children to be considerate, courteous, and Christ-like with all people
- Support and work closely with teachers for the well-being of my children
- Lovingly take concerns with the school or teacher directly to the teacher involved

Further, I understand that failure to adhere to these commitments may lead to my child losing school privileges and may result in my child being removed from enrollment at St. John's Lutheran School.

Principal/ Teacher/ Staff Member Commitment:

As a member of the staff at St. John's Lutheran School I will:

- Place God's Word foremost in my life and attend church regularly
- Be a solid Christian role model for children and parents
- Always be loving and respectful of children and parents
- Profess the truths of God's Word in love to children and parents
- Refrain from negative criticism of parents and families in all situations
- Speak well of students and parents and demonstrate love at all times
- Practice Christian etiquette when problem solving with parents
- Be accessible to my students 24 hours a day 7 days a week
- Arrive at school prepared for the day when expected. Stay as long as required.

Further, I understand fully that failure to adhere to these commitments may result in the loss of my status as a member of the staff at St. John's Lutheran School.