



Parent and Student Handbook | 2026-2027
Policies and Procedures

REVISED July 2026

Holy Cross Academy

8874 Pardee Road | St. Louis, MO 63123
HCA Phone: 314-475-3436 | Fax: 314-270-8233
www.hca-stl.org

Head Principal: Melissa Hunter; mhunter@hca-stl.org

Head of Operations and Finance:

*Business Manager: Kelly Klosowski; kklosowski@hca-stl.org
Phone: 314-842-2013 ext. 201*

Middle School Campus at Annunciation

*Principal: Michael Faust; mfaust@hca-stl.org
Dean of Students: Noelle Trueman; ntrueman@hca-stl.org
Phone: 314-961-7712 Fax: 314-961-2157
Address: 16 West Glendale Rd. Webster Groves, MO 63119
Annunciation Pastor: Fr. Mike Esswein
Parish Office: 314-962-5955*

Intermediate School Campus at Our Lady of Providence

*Principal: Melissa Hunter; mhunter@hca-stl.org
Phone: 314-842-2073 Fax: 314-270-8233
Address: 8874 Pardee Rd. Crestwood, MO 63123
Our Lady of Providence Pastor: Fr. Mike Esswein
Parish Office: 314-843-3570*

Primary Campus at St. Michael the Archangel

*Principal: Angie Courtois; acourtois@hca-stl.org
Phone: 314-647-7159 Fax: 314-644-1433
Address: 7630 Sutherland Ave. Shrewsbury, MO 63119
St. Michael the Archangel Pastor: Fr. Charlie Ferrara
Parish Office: 314-647-5611*

Early Childhood Education Campus

*Director of Early Childhood: Katie Donnelly; kdonnelly@hca-stl.org
Phone: 314-832-4161 Fax: 314-352-6331
Address: 7748 Mackenzie Affton, MO 63123
Seven Holy Founders Pastor: Fr. Peter Fonseca
Parish Office: 314-638-3938*

Holy Cross Academy (HCA) is accredited by the Missouri Chapter of the National Federation of Nonpublic School State Accrediting Associations. Holy Cross Academy is open to students of any race, color, national, religion, and ethnic origin.

This Student/Parent Handbook contains established policies and procedures for the 2026-2027 school year. Since it is not possible for a handbook to address every situation that may arise during a school year, the school administration reserves the right to amend or revoke the policies and procedures in this handbook at any time as circumstances may require. When changes are made to the handbook, parents and students will be informed of the change in writing in a timely manner, and this will include a statement about when the change will take effect. Please note that the term “student” and “child” are used interchangeably throughout the handbook. Similarly, any reference to parents is intended to include legal guardians.

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Safe Environment Program

All volunteers and employees who work with children at Holy Cross Academy must be in full compliance with the Safe Environment Program (SEP). This includes attending a Protecting God's Children workshop and signing up for the Prevent & Protect program. These requirements are mandated by the United States Council of Catholic Bishops and are followed by every diocese in the country. The policies are the Church's attempt to ensure the suitability of all adults who work or volunteer around children. If you have any questions about your compliance, please contact the school secretary of your campus.

Foreword

For the Academy to function successfully, staff, parents, and students must work together in a spirit of mutual respect and trust. Fundamental to this spirit is common agreement regarding the standards, policies, and procedures flowing from the Archdiocesan Policy and Procedure Handbook under which the school operates.

While the Pastors are available to provide guidance to parish families, questions or concerns regarding school matters are most efficiently handled when the following order of contact is adhered to: Teacher, Principal/Director, and Pastor. The following policies are issued for your information and reference.

Mission Statement

The mission of Holy Cross Academy is to provide the highest-quality academic and faith formation program where each student develops spiritually, intellectually, and socially. Rooted in the Person of Jesus Christ and in the Catholic tradition, we strive to prepare our students to live a faith-filled life.

Core Values

Faith Formation

Catholicism is an evangelizing faith, nurtured and lived through prayer and deed. Catholic schools, in all that they do and for every member of the school community, are expected to be purposeful in providing opportunities for this formative process.

Academic Excellence

Every child in every Catholic school is to be given the opportunity to experience academic success. Resources and methodology are combined to provide students with a classroom environment that is challenging, yet nurturing.

Community

Catholic schools are communities of learners, ministers, and servants. Mindful of the task of developing within each community member a personal relationship with Christ, doctrinal instruction, meaningful liturgies, and service opportunities come together in the everyday life of the school community.

Social Justice

Catholic schools can never disregard the Church's special regard for the poor, ostracized,

and the weak. School curriculums will incorporate this mission into both service opportunities and academic instruction.

Stewardship

Only by helping students understand what true stewardship means-a voluntary giving of time, talent, and treasure-can a child grow into adulthood that fully grasps the meaning of “stewards of the earth and of each other.”

Board of Directors

Holy Cross Academy is governed using a four tiered system. The final authority is Archbishop Rozanski, the Pastors of the four supporting parishes, the Board of Directors which has limited jurisdiction, and the peer leadership of the Head of Operations and Finance and Head Principal. The Archbishop selects one pastor from the parishes to serve as the Designated Pastor. This Pastor works directly with the Head Principal and Head of Operations and Finance to ensure the effective management of the Academy. The Board of Directors consists of individuals from the parishes, as well as the greater St. Louis area, who are committed to the success of Catholic education and Holy Cross Academy. This board is an executive board that deals primarily with strategic planning, general policy making, and finances. Different from a school board, it does not deal with specific curriculum, instruction, or personnel issues. The board meets regularly and has limited jurisdiction in the area of finance.

Faculty and Staff

Information regarding administration, teachers and staff may be found on the Holy Cross Academy website at <http://www.holycross-stl.org/>. Holy Cross Academy personnel may be contacted through FACTS or by the email information found on the HCA website.

Holy Cross Parents Association

Holy Cross Parents Association (HCPA) is a partnership of parents working together to build a school community through social events for students, parents and staff. HCPA works with administration to plan events for various holidays and organize volunteers for events. Information regarding the HCPA and HCPA sponsored events may be found on the Holy Cross Academy website and social media. All parents and/or

guardians are encouraged to get involved with HCPA and attend and support HCPA meetings and events.

Admission/Registration K-8

The K-8 program uses FACTS enrollment and Facts Financial for enrollment and tuition collection. A non-refundable annual registration fee is due at time of enrollment.

New students will be required to complete a two step process for enrollment. Parents will complete an online application and shall speak with the respective campus principal. Once the application is accepted, parents will complete the second part of the registration by uploading required documents. A non-refundable annual registration fee will be required with registration.

Students transferring into HCA from another K-8 school must provide all academic and behavioral records prior to acceptance. Acceptance will be based upon the review of these records and a meeting between the campus principal, parents and student.

All current students will be required to re-enroll each spring and complete any additional paperwork. New immunizations and physicals are required for grades: K, 3rd, 6th, 8th.

Requirements for registration for K-8 students are as follows:

1. Birth certificate
2. Baptismal certificate
3. Health records with current immunization information
4. Copies of all records (health/academic/psychological, etc.) for all transferring students must be examined by the principal and, if necessary, discussed with the parents prior to final acceptance.

Please note that incoming kindergarten students must be five years old on or before August 1, in accordance with the state of MO and Archdiocesan guidelines.

A three-month probationary period is in place for all new students. If there are concerns regarding academic progress, behavior, attendance or social concerns during the three-month probationary period, the parents/guardian will be notified to schedule a meeting with the classroom teacher, campus principal, and other HCA staff that may be supporting the student.

Home Schooled Students

Prior to accepting a student who has been home-schooled, parents/guardians must provide evidence that the student has been receiving regular instruction.

The student's placement shall be determined by a review of submitted materials and student work samples. If the student's records are not sufficient to determine placement, the student will be given appropriate end-of grade assessments.

Simultaneous enrollment in Holy Cross Academy and participation in a home school program is not permitted.

Admission/Registration Reggio

The Reggio Program uses FACTS enrollment and FACTS Financial for enrollment and tuition collection. A non-refundable annual registration fee is due at the time of enrollment.

Eligibility Requirements

To enroll in the Reggio Program, students must:

1. Be four (4) years old on or before August 1 of the school year for which they are enrolling.
2. Be fully toilet trained before the first day of school. Students should be able to use the restroom independently, including communicating their needs, managing clothing, and practicing appropriate handwashing. Pull-ups or diapers are not permitted unless required as part of a documented medical or developmental accommodation.

Reggio students will be required to complete a two-step enrollment process. Parents will complete an online application and shall speak with the primary campus principal. Once the application is accepted, parents will complete the second part of the registration by uploading the required documents. A non-refundable annual registration fee will be required with registration.

Requirements for registration for Reggio students are as follows:

1. Birth certificate
2. Baptismal certificate
3. Health records with current immunization information
4. Copies of IEP plans or First Steps evaluations

A three-month probationary period is in place for all new students. If there are concerns regarding academic progress, behavior, attendance or social concerns during the three-month probationary period, the parents/guardian will be notified to schedule a meeting with the classroom teacher, campus principal, and other HCA staff that may be supporting the student.

Admission/Registration Early Childhood

The Early Childhood Education Campus (ECEC) program uses FACTS enrollment and Facts Financial for enrollment and tuition collection. A non-refundable annual registration fee is due at time of enrollment.

Registration for the ECEC program begins Feb. 1. Priority will be given to parishioners and HCA families. ECEC rates vary depending on the days attended and age of the child. Registration is a two step process. Parents will complete an initial application with a request for specific days of attendance and an indication of a school year calendar program (traditional program) or a year round program.

The Director will review the application and if space is available, the family will complete the second part of the FACTS application. If space is not available for the specific age group or classroom, the child will be added to a waiting list. When space is available the Director will contact the family.

Early Childhood Calendar Year

The traditional school calendar program follows the same calendar and days off as the K-8 program. The ECEC campus follows the Holy Cross Academy school calendar for early dismissal days, holiday breaks, professional development and other days determined to be closed. The summer program starts after Memorial Day and has additional calendar dates. ECEC families must re-enroll each February for continued enrollment through the summer and the following school year. If a family does not re-enroll in February, their child's enrollment will end on the last day of the traditional school year and not continue through the summer. The summer program begins in early June and continues through mid-August. Separate registration is required.

ECEC families must re-enroll each February for continued care through the summer and the following school year. New students will be admitted based on age and will have a 90 day probationary period with the ECEC. There are times and circumstances where a child may not return or continue at ECEC. These circumstances may include but are not limited to: behavioral concerns, child not potty trained for the age appropriate classroom, needed or requested accommodations that can't be made based on the

ECEC's daily staffing, class size, or IEP specifications. Parents must be willing to work with the ECEC faculty on referrals for outside evaluations, behavior plans and additional assistance to meet the needs of the child while in the ECEC setting.

Students who are currently receiving First Steps, behavioral therapy, speech therapy, have an IEP plan or health concerns, need to meet with the Director prior to the child starting at HCA. The Director may also request to talk with the child's current therapist, classroom teachers, SSD or to observe the child in another school setting prior to starting enrollment at HCA, to make sure the school is able to make the needed modifications and accommodations with our current staff and class sizes. All enrollment forms will be reviewed prior to final enrollment acceptance and classroom placement. When the number of applicants exceeds the number of available places, the following priority guidelines are applied for accepting new students:

1. Siblings of current students who are parishioners of the four supporting parishes.
2. Children without siblings in the school who are parishioners of the four supporting parishes.
3. Siblings of current students not registered in one of the four supporting parishes.
4. Children not registered in one of the four supporting parishes, but in another Catholic parish.
5. Children not registered at a Catholic parish.

Requirements for registration for Early Childhood students are as follows:

1. Current immunization and physical (Religious exceptions will not be accepted. See page 36 for more details.)
2. Copies of IEP plans or First Steps evaluations
3. Any custody records, when parents are separated or divorced
4. Allergy and Asthma action plans

Records may need to be examined by the Director, nurse and learning consultant and discussed with the parents prior to final acceptance.

Early Childhood Enrollment and Class Placement:

1. Early Childhood students will be placed in classrooms based on age and availability. July 31st, will be used as an age factor for creating school groupings.
2. Early Childhood enrollment and class placement is determined by the Director, with teacher recommendations.
3. Classroom sizes may vary from year to year due to enrollment and staffing.

Early Childhood Potty Training and Independence in Bathroom

Children enrolled in a 2 year old or young 3's classroom do not have to be potty trained. Families will supply diapers, wipes and other supplies as needed.

1. Early Childhood students entering a 3-5 year old classroom will need to be fully independent in the bathroom.
2. Bathroom independence includes but is not limited to: pulling up and down pants/skirts, wiping, flushing and making needs known to staff members. If a child displays inconsistent skills in the bathroom or has multiple accidents in a day or the course of a week, staff members will contact parents and discuss the child's needs.
3. 3-5 year old parents may be asked to make other care arrangements for their child until the potty training process is completed. Tuition will need to be paid during this time to hold a child's spot in the classroom.
4. Moving children to a 2 year old or young 3's classroom may not be available due to class size.

Children typically remain with the same teachers and classmates for the August - May period. However, children can be moved to another classroom if needed. Typical moves would be made in January, June or August. Parents would be notified if a change in class placement would need to occur. Parents may make a classroom change request and it will be considered by the Director.

Custody Arrangements

In cases in which the parents of the student are divorced or have shared custody, a copy of the portion of the divorce decree or custody agreements, which verifies custody assignments and financial arrangements for tuition payment, must be provided at the time of registration and updated throughout the year. Parents who have legal custody are entitled to receive communication, report cards, and to attend parent conferences.

Finances/Payment Plans/Student Fees

HCA works with FACTS Financial to collect monthly tuition fees and incidental billing. FACTS Financial charges a fee for the school year of \$55 per family. This fee is set by FACTS yearly.

Holy Cross Academy has an additional fee for students who are not registered parishioners in one of our four supporting parishes.

The Holy Cross Academy Board of Directors and the Finance Committee are involved in the setting of tuition and fees each year.

All families are expected to make tuition payments in one of two ways:

Full Payment - If the entire tuition amount is paid on or before July 1st for the upcoming school year, there is a 2% discount. Parents may view the tuition balance on their FACTS account. There is a \$25 FACTS service fee.

Monthly Payments - This method requires the family to enroll with a tuition collection service chosen by the school and that the payments will be collected through automatic bank drafts. Payment dates of either the 5th or the 20th of the month may be selected by the family. The tuition collection service may charge families a fee for the privilege of paying in monthly installments and this fee is non-refundable to a family in all circumstances (the Tuition Services Fee).

K-8 and Traditional Program Early Childhood school year families will be billed for ten (10) monthly installments (July - April) for the total amount due for all children enrolled at HCA. Only families with children enrolled in both the traditional and summer Early Childhood programs will pay in 12 monthly installments. The tuition for students enrolled after the first quarter will be prorated according to the number of school days they expect to be enrolled. Payment may be made in full upon enrollment or using the monthly payment plan; however, the number of monthly payments may be fewer than ten depending on the date of enrollment. Early Childhood Education Center tuition is based on the age of the child and total number of attendance days and dismissal times. Early Childhood fees are calculated on a monthly basis. If parents change the number of weekly attendance days, the monthly fee will be recalculated and updated on the next FACTS tuition payment.

Early Childhood Education Center students are not included in the K-8 multi-child discount. ECEC students may qualify for an HCA or parish scholarship. Financial assistance applications must be completed through the FACTS program.

Late payments - It is the responsibility of the family to inform the Business Manager of situations which arise which may affect their ability to meet their tuition payments or payment schedule.

- If full tuition is not made by the first day of classes, the family will be required to enroll in the monthly payment plan as outlined above.

Additional consequences for tuition delinquency will be:

- If tuition is delinquent at the close of the trimester, parents will not have access to view student report cards.
- If tuition payments are substantially delinquent at the close of the calendar year in December and the Business Manager has not been contacted, students will not be admitted beginning the first day in January.
- All tuition from the previous year must be paid in full by August 1st for the student to be readmitted for the next school year.
- If a student's account is delinquent, unless otherwise required by law, the student's records/transcripts will not be released to another school/high school until such time that the delinquency is resolved.

Families should be up to date on all financial obligations prior to re-enrolling in February for the next school year. Re-enrollment may be withheld if payment agreements haven't been arranged with the Business Manager.

Families withdrawing students prior to the first day of school shall be refunded the entire amount of tuition paid for that school year (minus any monies owed, if applicable). After the first day of school, tuition refunds shall be prorated based upon the number of school days the student was enrolled. No refunds of the Tuition Services or Registration Fee will be made.

Fees/Service Fees

The following fees are due on or before the date noted and are paid directly to the school:

Registration Fee: Fees are due with registration documents in the spring prior to the year for which the student will be attending Holy Cross Academy.

Chromebook Fee all 6th grade and new 7th and 8th graders: Chromebooks cost \$350, which can be paid in full or added to monthly tuition payments.

Fees will not be refunded due to student withdrawal.

School property, including Chromebooks, will not be issued to students for whom the Registration or Chromebook Fees have not been paid.

Lunch Fees: If a family carries an outstanding balance for more than 2 months, they will not be allowed to continue ordering lunch from the cafeteria or Pizza Friday, unless a payment plan has been arranged with the Business Manager.

After School Program-ASP

The After School Program is available for K-8 students at the Primary Campus until 5:00 pm, and the ECEC Campus from 3:00 pm until 6:00 pm daily. Families will need to fill out a registration form to enroll in the program. If your circumstances should change and you require aftercare during the year, please contact the campus secretary at which campus your student will attend ASP and every effort will be made to accommodate your family schedule. The fee for ASP will be announced at the start of each school year. The fee is charged for any portion of an hour. More information on this program is available through the Early Childhood and Primary school offices at each campus.

After School Program Payment Policies

Fees accrued for use of the After School Program will be posted to FACTS. Families are expected to make regular payments on their ASP fees. Payment schedules can be made with the Business Manager, if needed. All After School Program fees must be paid in full at the end of December and May. Contact the Business Manager to arrange a payment plan.

Families arriving after regular scheduled dismissal times (this includes Early Dismissal Times, ECEC Pick up Times, a regularly scheduled school day dismissal) or ASP closing times will be charged a \$20.00 late fee, per child and will be billed through FACTS. Pick-up time will be determined by the ASP clock. Families should make every effort to contact the ASP staff to inform them if they are running late.

If a family carries an outstanding balance for more than 2 months, they will not be allowed to continue using ASP unless a payment plan has been arranged with the Business Manager.

After School Classes and Clubs

Specialty classes and clubs may be offered to HCA students for an additional fee. Classes may vary from campus to campus depending on schedules and personnel. Parents will need to enroll their children and pay an additional fee for these classes. Fees and class size are determined by the class sponsor. HCA will send home registration forms and put class information on the website. Parents will need to be in contact with the teacher or independent company sponsoring the class in regards to supplies and class expectations.

Attendance

Absence

Students are considered absent whenever they are away from school during school hours except for school sponsored or school sanctioned cocurricular activities (e.g., field trips, enrichment, and remedial programs, annual Pro-Life March in Washington, DC, etc.). Students who must be excused for medical, dental, funeral, or other reasons during school hours are considered absent. For these types of absences, a written notice should be sent to the school in advance by a parent/guardian stating the time, length, and reasons for absence.

Chronic or excessive absences without substantial cause can be a factor in determining a student's continued enrollment in the school.

Appointments and vacations are discouraged during school hours. Because we wish to ensure the safety and responsibility of the children, please call school by 8:00 am to report that your child or children will be absent. Students will be marked accordingly for tardy, absent full day, absent half day, early out, or short absence. Students are considered absent whenever they are away from school during school hours except for school sponsored sanctioned co-curricular activities (e.g. field trips, enrichment, and remedial programs, etc.). Students who must be excused for medical, dental, funeral, or other reasons during school hours are considered absent. For these types of absences, a written notice to the classroom teacher or campus secretary (e-mail is acceptable) shall be sent to the school in advance by a parent/guardian stating the time, length, and reasons for absence. Make-up work and test scheduling are the responsibility of the student. Once present on school property, either before classes begin or during the school day prior to dismissal, students may not leave the school campus without a parent or guardian following the regular sign out procedure.

Chronic or excessive absences without substantial cause can be a factor in determining a student's continued enrollment in the school. When a student has accumulated excessive absences in a year, the parent will be asked to meet with the campus principal. School administration may require official documentation for excessive absences.

At the discretion of the administration, students may need to complete credit recovery via summer school at the parent's expense in order to be promoted to the next grade. This may be required if an individual student fails one or more subjects for the year or whose attendance rate falls below 85%.

Students may be retained in the current grade level if they have not mastered the concepts and skills sufficiently to be successful at the next grade level. Students may be

retained if an individual student fails 2 or more subjects for the year or whose attendance rate falls below 75%.

Details regarding specific absences:

Sickness - All tests and assignments that occur during the student's absence must be completed within three school days of returning to school. Extensions may be granted by the teacher or administration.

Appointments - (i.e. medical, dental, or other reasons) In the case of absence due to appointments and high school visits, it is the responsibility of the parent to notify the school office and teacher(s). It is also the responsibility of the student to obtain missed school work/assignments and to make up any missed tests.

Field Trips - Unless ill or excused for a verifiable and reasonable situation, students who do not attend scheduled school sponsored field trips are required to stay at home and will be marked absent on that day.

Truancy - A student is truant if he/she is absent from school for a day or portion of the day without the knowledge and/or consent of the parent/guardian and school officials. Students found to be truant will have a meeting with the Principal, Dean of Students or other Administration. Repeated truanancies could lead to withdrawal for cause.

Vacation - Holy Cross Academy respects the right of parents to remove children from school during the academic term for family vacations. However, teachers are not required to give a list of all assignments prior to the student's departure. All tests and assignments that occur during the student's absence must be completed in a time frame assigned by staff following the student's return to school. Students who are present part of a school day and then leave for vacation may be expected, prior to departure, to take any tests or turn in any assignments that were scheduled for that day.

Dual Enrollment- Dual enrollment is a method of providing courses and programs to a student that the school itself cannot provide due to staffing and/or finances. Missouri state law allows Catholic school students to be dually enrolled in public schools in order to participate in specialized programs or to receive special education or remedial reading and mathematics services.

Holy Cross Academy permits dual enrollment of its students only in other accredited schools.

As the primary education provider for K-8 students, Holy Cross Academy is responsible for instructing the student in the core curriculum. All core curriculum coursework and assignments will need to be completed by the student following the absentee policy.

When determining if dual enrollment is a viable option for meeting a student's educational needs, consideration should be given to the educational impact of the student's absence.

A student is not considered absent from Holy Cross Academy when in attendance at the other school. Whenever dual enrollment is established, a written plan is developed and placed in the student's cumulative file. This plan will include specific information regarding:

- The educational purpose the dual enrollment arrangement is intended to achieve
- The amount of time the student will be away from Holy Cross Academy
- The mechanism by which Holy Cross Academy will receive information from and provide information to the supplemental program, including attendance/absences
- Transportation to and from Holy Cross Academy
- A signed copy of the HCA Acknowledgement of Dual Enrollment Form

Student Release From School

Holy Cross Academy students are permitted to leave the school for reasons of illness only after the parent/guardian has been contacted by phone. Only contacted/authorized parents/guardians may pick up a child from school for early release. Parents/Guardians must utilize the sign out procedure when picking up students for early release.

Tardiness

A student is tardy when he/she arrives after the time fixed by school policy for the start of the school day. A child is marked tardy when they are not in the classroom at 8:00AM on the Primary Campus, 7:50 AM on the Intermediate Campus, and at 7:30AM at the Middle School. When a student is tardy, they must report to the office before entering the classroom. They will be checked in at the office through FACTS (K-5) and TeacherEase (6-8). Students are marked tardy for 30 minutes following the tardy time, and a short absence is for the first two hours after the students' campus day begins. After two hours, students are marked, "Absent Half Day." Early Childhood students are asked to arrive by 8:00AM. If arriving after 8:00AM students should be dropped off at the main door (#1).

Please note that 10 tardies in a quarter may result in a meeting with the Principal or Dean of Students for the parent and student. Principals reserve the right to develop school-based consequences for students with excessive tardies.

Communications

Branding and Logo Usage

Should you or your organization wish to reproduce the Holy Cross Academy logo for whatever reason, your request needs to be approved by the Head of Operations and Finance.

FACTS and TeacherEase

FACTS is a web-based system that enables Holy Cross Academy to communicate effectively with our families. The Family Portal has information including the monthly lunch menu, financial accounts, policy documents, and the school calendar. Each family has a username and password.

K-5 student grades and attendance records are available on FACTS. TeacherEase is used in grades 6-8 to communicate grades and class schedule information. If you have any questions regarding these platforms, please contact the respective campus secretary.

Communication Between Staff and Parents

The following guidelines have been created to promote the positive child-focused relationships needed to support student learning.

Applicability: This policy applies to all students and parents/guardians of students.

(Note: Holy Cross Academy has an existing policy applicable to communications from teachers and staff to parents/guardians).

1. Be respectful in communicating with Holy Cross Academy staff members.
2. For Non-Critical or Non-Urgent Matters: The priority of our teachers during the school day is to educate and be present for their students. Teachers also have other responsibilities at Holy Cross Academy. Responding to messages during the school day can distract from this priority and other responsibilities. We encourage you to message the teachers using the appropriate HCA email for teachers if you need to relay a message or concern. Please allow at least 24 hours for a teacher to respond to your message or concern.
3. For Critical or Urgent Matters: If your matter is urgent or critical and you need to speak or receive a message from a teacher as soon as possible, we encourage you to call the campus office where your student attends to get the message to your teacher.
4. In keeping with Archdiocesan policies, please do not text teachers or staff regarding school matters. All communications should go through FACTS, Brightwheel (Early Childhood), staff HCA email accounts, or other approved platforms.

Calendars

The calendar of events for the school year may be found on the HCA website and in the Family Portal in FACTS. Parents will be notified in a timely manner if and when major changes occur. It is a good idea to subscribe to this online calendar or check it frequently for minor changes.

Conferences and Parent/Guardian Meetings

Parent-teacher conferences for Early Childhood and K-8 students are held every fall in conjunction with receipt of the first report card. You will be notified of the exact time and date. In some instances, a teacher may require or invite a meeting with parent/guardian to discuss your student. Any parent desiring to meet with a teacher other than a scheduled conference time is encouraged to do so by making an appointment with the teacher. The Early Childhood will also have parent conferences in late spring.

School Meetings

At meetings to discuss student progress, parents or guardians of students may meet with their child's teacher. In some cases, other relevant faculty and staff may be needed to discuss the child's progress. In certain instances, it may benefit the student if credentialed support specialists such as therapists, counselors or other specialists attend such meetings. Parents or guardians desiring such credentialed support specialists attend such meetings should sign a consent form allowing Holy Cross Academy to meet with credentialed support specialists to discuss the progress of the child. Only approved individuals may attend scheduled meetings.

Deliveries to School

Items brought to school for students (lunches, textbooks, projects, etc.) are to be delivered to the office. No items are to be taken directly to the student's classroom.

Flowers, balloons or other items delivered to the school for students' birthdays, special events, etc. are also to be delivered to the office and will be given to the individual student at a time when learning will not be disrupted.

Communication-Media

Members of the media are to be present on Holy Cross Academy property only as invited guests, and are not allowed to interview students or school personnel on matters unrelated to the purpose for which they were invited. If you are contacted by a member of the media regarding any matter related to Holy Cross Academy, please inform the campus principal.

Electronic Devices

Internet and Electronic Communications Conduct

A safe environment for all members of the school community should be a hallmark of a Catholic school. This is accomplished, in part, by fostering a climate based on Gospel values that emphasize the dignity of and respect for all persons. Words, actions, or depictions which violate the privacy, safety, or good name of others are inconsistent with that goal. Whether occurring within or outside of school, when students jeopardize the safe environment or act contrary to those Gospel values they can be subject to disciplinary action by the school.

This policy applies to communications or depictions through e-mail, text messages, or web site postings, whether they occur through the school's equipment or connectivity resources or through private communications, which: (1) are of a sexual nature; (2) threaten, libel, slander, malign, disparage, harass or embarrass members of the school community or (3) in the principal's discretion, cause harm to the school, or the school community (collectively referred to as "Inappropriate Electronic Conduct").

Inappropriate Electronic Conduct shall be subject to the full range of disciplinary consequences, including withdrawal for cause.

HCA defines inappropriate electronic conduct as anything of a sexual nature; statements, video, or images that threaten, libel, slander, malign, disparage, harass or embarrass members of the HCA community, faculty, staff and administrators. In addition, inappropriate electronic conduct includes words and/or statements that can harm the school both internally and externally.

Holy Cross Academy students have access to computers and other electronic media in both the media lab and classroom settings. Each year, students and parents must review and sign the school's "Acceptable Use Policy". Student violations of this policy may result in termination of electronic media privileges and, if warranted by the violation, further disciplinary action.

Holy Cross Academy adheres to the current copyright laws governing printed material, videotape, computer software, music, multimedia presentations, and Internet web sites and resources. No unauthorized copies of copyrighted materials in any form should be made or used on equipment owned or borrowed or leased from the school. No students or others may use any form of unauthorized copies of copyrighted materials for any purpose within the school's instructional programs. "Fair use" of copyrighted materials are allowed for specific instructional purposes within the limits of the "fair use" limitations.

Personal Electronic Devices

During school hours, student electronic devices may not be seen, heard, or used while at school, on the bus, or at any school-sponsored activity unless approved by the administration. If there is a message you must get to your child, please contact the campus secretary and the message will be delivered to the student. In the event a student needs to reach a parent/guardian during the school day, the campus principal/secretary may authorize the use of the office telephone. Unless specifically granted permission, students should not have electronic devices such as cell phones, smart watches, portable gaming systems, etc. during the school day and/or at any school-sponsored activity. If these items are confiscated, parents must pick up the device from the school office.

Students attending after school clubs, ASP or school activities are encouraged to refrain from using personal electronic devices for non-school related activities. Devices can be used for school work when necessary. If a student is using a device, he or she may not take pictures or video of anyone (self included) nor watch videos. If the use of a device becomes disruptive or is not in keeping with the spirit of these guidelines during the after school programming, he or she may be banned from using a cellphone during ASP and parents/guardians will be notified.

Out of respect for the privacy of our students and families, we encourage parents to be considerate and thoughtful in publicly posting any videos, pictures or audio recordings of students at school events unless the student/parents has the express written permission from the school to do so. This includes but is not limited to online photo-sharing and posting videos to Youtube, Facebook, Snapchat, Instagram, Twitter (X), or similar applications. If a parent or student is intending to share content from a school activity on personal social media platforms that includes other students, such parent or student will make an effort to block or cover other student faces and images. Names of any other student or family will be omitted.

Additionally, in order to ensure the privacy of members of the school staff, students and parents are not to record a member of the school staff without the express permission of the staff member. As such, students and parents are prohibited from recording classroom lessons/discussions and are prohibited from photographing or videotaping teachers without the teacher's permission. Likewise, students and parents shall not publicly post any videos, pictures or audio recordings of staff members unless the student/parents have the express written permission from the school staff member. This includes but is not limited to online photo-sharing and posting videos to Youtube or similar applications.

Notwithstanding the above, any content or images shared by Holy Cross Academy social feeds, may be shared.

Electronic Readers or Tablets

Electronic Readers or individual tablets are not allowed to be used at school unless they are part of a student's learning profile and approved by the building administration. Holy Cross Academy is not responsible for electronic devices.

One to One Chromebook Program

All Middle School students participate in a one-to-one Chromebook program. The Chromebooks are parent funded and purchased through Holy Cross Academy. This purchase includes the Chromebook device loaded with a Google Management System designed for Holy Cross and a three-year warranty for normal use. Students are responsible for adhering to the Student-Parent Chromebook Use Agreement, which is updated each year and signed by the student and parent. Google Classroom is used in all Middle School classes. Internet safety is important. Each student has an HCA domain which is monitored by the administration and our Information Technology administrator.

Social Media

Holy Cross Academy currently uses our school website, Facebook, and Instagram to inform our various stakeholders about happenings on our campuses and in our parishes. We reserve the right to adopt other forms of social media in the future if we determine it/they enhance our ability to communicate with one another, our outside stakeholders and/or benefit Holy Cross Academy.

HCA reserves the right to remove comments on our social media site(s) that compromises the dignity of any community member. Words, actions, or depictions which violate the privacy, safety or good name of community members are completely inconsistent with our mission.

Curriculum

Core Curriculum

The Holy Cross Academy follows the Archdiocesan standards, which are available online at <http://www.holycross-stl.org/>.

Class Size/Teaching Assistants

The educational needs of the students will be the primary determination in all class size decisions. Recommendations at all grade levels will be made for classes where larger numbers may be appropriate. Our recommendations on class size and staffing are as follows: K-2 with a class size of 25 or below with an assistant available at 20 students; grades 3-5 with a class size of 28 or below with an assistant available at 25 students;

grades 6-8 with a class size of 30 or below. All other matters of class size will be handled with consultation of the parent(s) and administration. Early Childhood 2 year olds will have up to 16 children with 3 staff members, if under 12 students 2 staff members. Early Childhood 3 year class size is 16 students with 2 staff or 20 students with 3 staff. Early Childhood 4-5 year class size is up to 20 students with 2 staff, if over 20 students additional staff may be put in place.

Field Trips (K-8)

Field trips must have an evident educational purpose. The administration and faculty determine the appropriateness of school-sponsored field trips.

The written consent of parents/guardians must be obtained for every child participating in a field trip.

Field trips are privileges. Students can be denied participation if they fail to meet behavioral requirements. (See the Attendance section of this handbook if a student wishes to be excused from a field trip.) Parents may be asked to pay an additional field trip fee to cover the cost of programming.

Since students represent Holy Cross Academy on field trips, appropriate behavior is expected at all times. School uniforms are always worn on educational field trips unless exceptions are communicated by the teacher or moderator of the trip. The teacher oversees supervision during field trips. Any other adults accompanying the students are to assist the teacher with supervision of the students. The administration will approve the appropriate ratio after consulting with the moderator of the trip. No children are to be on field trips except those students in the designated class. The primary responsibility of every adult supervisor is to be actively involved with the activities of the students.

When feasible, a Holy Cross Academy shuttle or bus transportation by an insured carrier will be utilized.

If special circumstances indicate the use of private passenger vehicles, the following criteria are to be implemented:

- Drivers must have a valid, non-probationary driver's license and no physical disability that may impair the ability to drive safely.
- The vehicle should have a valid registration and meet state safety requirements.
- The vehicle must be insured for minimum limits of \$100,000 per person, \$300,000 per occurrence.

- Drivers should be experienced drivers and demonstrate the maturity necessary to provide for the safety of those they are transporting. Children weighing less than 40 pounds, regardless of age, are required to be secured in a child passenger restraint system appropriate for the child. Children who are four but less than eight years of age and who weigh at least 40 pounds but are less than four feet nine inches tall must be secured in a child passenger restraint system or booster seat appropriate for the child. Children who weigh at least 80 pounds or children taller than four feet nine inches must be secured by vehicle safety belt or booster seat appropriate for the child. (Missouri SB 872).
- Every person in the private vehicle must wear a seatbelt or use an appropriate passenger restraint system.
- Adults are not permitted to smoke in the vehicle.
- Drivers/parent volunteers must be in compliance with the “Protecting God’s Children” (Prevent and Protect STL) through the Archdiocese of St. Louis.

Volunteer drivers must provide the school with copies of a valid driver’s license, their vehicle registration, and proof of insurance coverage.

Grading for K-5th Grade Students

Holy Cross Academy utilizes Standards Based Grading (SBG) and Report Cards for our K-5 students. SBG provides a higher quality of feedback to more clearly communicate information to be used in directing learning and teaching. The student’s performance, measured in several ways to check for consistency and fluidity, is assessed using the criteria in the Performance Descriptors listed below. Teachers analyze students’ answers to determine their depth of understanding. They teach the students to self-reflect as well. The assessments are aligned with the curriculum at Holy Cross Academy.

K-5 PERFORMANCE DESCRIPTORS

PERFORMANCE DESCRIPTOR	EXPLANATION
MASTERY	The student CONSISTENTLY demonstrates an understanding of the learning goal and applies the information, concepts, and skills at an independent level .

ACHIEVING	The student USUALLY demonstrates understanding of the learning goal and applies the information, concepts, and skills at an independent level .
DEVELOPING	The student SOMETIMES demonstrates an understanding of the learning goal by applying the necessary information, concepts, and skills. The student needs teacher support in order to meet the learning goal.
INSUFFICIENT PROGRESS	The student INFREQUENTLY demonstrates understanding of the learning goal by applying the necessary information, concepts, and skills. The student needs reteaching and extra support in order to meet the learning goal.

K-5 LEARNER QUALITIES (Self-Directed Learner and Quality Producer, Respectful Citizen, Cooperative Learner) will be graded with an *O=Outstanding, S=Satisfactory, &/or NI=Needs Improvement*.

Grading for 6-8th Grade Students

Holy Cross Academy utilizes Traditional Grading and Report Cards for our Middle School students. Traditional grading prepares students for grading and assessment in the high school setting and beyond, measured by percentage points with a letter grade scale. As in SBG, student performance is measured in several ways, as teachers analyze students' depth of understanding and self-reflection in alignment with the curriculum at Holy Cross Academy.

6-8th Grade Grading Scale

A+	97-100	B	80-86	D	60-69
A	90-96	C+	77-79	F	Below 60
B+	87-89	C	70-76		

6-8th LEARNER QUALITIES (Self-Directed Learner, Quality Producer, Respectful and Responsible Citizen) may be incorporated into a class participation grade or assessed in report card comments.

Homework

Homework policy is given out to parents and students at the beginning of each year.

Promotion and Retention

Students are promoted to the next grade level upon satisfactory completion of the required academic work for the current grade level. This includes the achievement of all required skills and the completion of all necessary coursework to the satisfaction of the teacher and/or school principal.

A plan for students who have demonstrated insufficient progress will be made through summer programs or tutoring, and will be developed by the teacher, parents, school principal and learning consultant.

At the discretion of Holy Cross Academy, students may be retained in the current grade level if they have not demonstrated an ability to be successful at the next grade level.

To graduate from Holy Cross Academy, a student must have successfully completed the minimum academic and religious requirements of the school, maintain a satisfactory attendance record, and demonstrated satisfactory conduct.

Religion

Holy Cross Academy is a Catholic school community rooted in Jesus Christ. Our program educates and forms our students in the Catholic faith, Tradition and Church teachings. Our school exists to evangelize faith through each child's personal relationship with Jesus Christ, while fostering Catholic identity and infusing faith in every activity and curriculum.

Prayer, both informal and formal, is an integral part of the school day. Daily prayer includes Sacred Scripture, which reveals and communicates God's love and action in their daily lives. We pray each morning as a school community and then throughout the day in individual classrooms.

The Archdiocesan K-8 Theology of the Body program is part of the school's Religion curriculum. The Archdiocesan Safe Touch Program is implemented in grades K-8. A separate notification letter will be sent out regarding these programs. Kindergarten students will participate in the Catechesis of the Good Shepherd program at ECEC.

Standardized Testing

Three times a school year, NWEA is administered to grades K-8. Scores will be communicated to parents as appropriate.

Discipline

The Discipline section of this handbook is not intended to cover every student behavior that may require disciplinary action. In all matters of discipline, Holy Cross Academy administration shall be vested with the discretion to respond in an appropriate manner, commensurate to the facts presented. Certain severe behaviors may result in discipline that could result in in-school suspension, home suspension or dismissal from school (withdrawal for cause).

Suspension is the removal of a student from all classes for a specified period of time. At the discretion of school administration, suspensions may be served in-school or out-of-school. An in-school suspension is the removal of the student from all classes for a specified period of time but the student is allowed to be at the school campus separated from his or her peers. An out-of-school suspension means that a child may not return to school until the parents have a conference with the administration.

If suspended, school assignments will be provided by the appropriate teachers and must be completed upon return to the classroom. If suspension occurs during testing time, all tests, quizzes or exams must be completed in an agreeable time determined by the teacher.

Probation is the continued enrollment of a student, but with specified conditions. Before or after the suspension of a student, a probationary contract may be given that specifically outlines the need for improvement. This contract places the student on formal probation.

Withdrawal for cause is the permanent end of enrollment of a student from a school. In the Archdiocese of St. Louis, the pastor and administration of the school may specify that a student is withdrawn for cause.

As of the 2026-2027 school year, major conduct referrals are a part of a student's cumulative or permanent record file. Causes for major conduct referrals include, but are not limited to, suspension and withdrawal for cause. When a student disciplinary action results in the completion of a major conduct referral, the parent/guardian signed document will be placed in and become part of the student's cumulative file. The document will be maintained in accordance with school record retention policies. Access to cumulative records, including major conduct referrals, is limited to authorized school personnel and parents/guardians, and is released to others in the case of an official records request.

Academic Honesty

The consequences for a violation of the school's policy concerning academic honesty are

at the discretion of the faculty. These consequences could be a signature on the Responsibility Card or a demerit/detention at the middle school, or other action as deemed appropriate by the teacher and/or principal.

Academic dishonesty includes, but is not limited to, the passing or sharing of answers on quizzes, tests, or classroom assignments; verbal and/or electronic seeking, receiving, or transmitting of specific information about questions/answers on a test; the lending or copying of homework; use of cheat sheets or their possessions in the testing room; inappropriate use of AI; acts of plagiarism.

Alcohol/Drugs/Tobacco

The use and abuse of alcohol and other drugs poses a threat to the health of young people and creates an obstacle to their full development as Christian persons. In addition, under present federal and state laws, the possession and use of certain unprescribed drugs, including narcotics, depressants, stimulants, marijuana, and hallucinogenic drugs are illegal. The possession, use, or transfer of un-prescribed or illegal drugs, or the use, possession of, or being under the influence of alcohol on the school premises or at school sponsored functions are not permitted. Students violating this policy will be subject to suspension and/or withdrawal for cause from school. In addition, civil authorities may become involved.

All Holy Cross Academy buildings are Smoke Free facilities. Tobacco and vaping type products are prohibited on all school properties and at school sponsored events. There is no smoking, of any kind, permitted in the school buildings for anyone.

Classroom Behavior

Please refer to each campus' behavior plan for building specific procedures.

The following behaviors are considered severe at each campus:

- **Anything thrown** either inside the classroom or out of the classroom window.
- **Vulgar/obscene language or gestures**
- **Physical altercations**-i.e. Intentional tripping, pushing, shoving, or elbowing
- **Disrespect**-especially in language to any adult or fellow student.

Students who conduct themselves in such a manner as to have a detrimental and demoralizing effect on the student body may be suspended or dismissed from school (withdrawal for cause).

False Messages to School

The safety and security of our school community is of utmost importance. Any student

who contacts school (telephone, email, written notes, etc.) with false or threatening information deemed harmful to any individual member or group of the Holy Cross Academy community, or the community at large, will be subject to disciplinary actions deemed appropriate by the school administration.

Any of the aforementioned activities that result in legal violations will also be reported to the appropriate civil authorities.

Archdiocesan Guidelines on Harassment

Holy Cross Academy and all Catholic schools maintain a learning environment that is free from all forms of harassment. No students in the school should be subjected to any type of harassment. Catholic schools forbid harassment because it is not in keeping with the Gospel message of Jesus Christ and the standards of its programs.

Harassment is defined as any unwanted and unwelcome behavior that interferes with a student's performance or creates an intimidating, hostile, or offensive learning environment. Harassment includes, but is not limited to, conduct that is verbal, physical, visual, or of a sexual nature.

Holy Cross Academy investigates every harassment complaint. All investigations will be conducted in a sensitive manner and, to the extent feasible, confidentiality will be honored. The investigations and all actions taken will be shared only with those who have a need to know.

After being notified of an allegation of sexual harassment, the the campus principal and the Pastor will review the allegation with the appropriate authority and communication will be made, when appropriate, to those affected.

If the administration determines that a student has engaged in sexual or other forms of harassment, appropriate disciplinary action, up to and including suspension and withdrawal for cause, will be taken.

Hazing and Bullying

Holy Cross Academy prohibits all forms of hazing, bullying, and student intimidation. Students participating in or encouraging inappropriate contact will be subject to discipline. Such discipline may include, but is not limited to, suspension or withdrawal for cause from school. Students who have been subjected to hazing or bullying are instructed to promptly report such incidents to a school official.

Holy Cross Academy employees, sponsors, and volunteers shall not permit, condone, or tolerate any form of hazing or bullying or plan, direct, encourage, assist, engage or participate in any activity that involves hazing or bullying. Staff will report incidents of hazing or bullying to the building principal. The principal shall promptly investigate all

complaints of hazing and bullying and shall administer appropriate discipline to all individuals who violate the policy.

For purposes of this policy, hazing is defined as any activity, on or off school grounds, that a reasonable person believes would negatively impact the mental or physical health or safety of the student or put the student in a ridiculous, humiliating, stressful, or disconcerting position for the purposes of initiation, affiliation, admission, membership or maintenance of membership in any group, class, organization, or club including, but not limited to, a grade level, student organization, or a school-sponsored activity.

For purposes of this policy, bullying is defined as intimidation or harassment of a student or multiple students perpetuated by individuals or groups. Bullying includes, but is not limited to: physical actions, including violence, gestures, theft or damaging property; oral or written taunts including name-calling, put downs, extortion, or threats; or threats of retaliation for reporting such acts. Bullying may also include cyberbullying or cyber threats. Cyberbullying is sending or posting harmful or cruel text or images using the Internet or other digital communication devices. Cyber threats are online materials that threaten or raise concerns about violence against others, suicide, or self-harm.

As part of the Archdiocese and Holy Cross Academy's continued efforts to provide a safe and secure learning environment, parents or students may anonymously report a threat or bullying to the Tip & Bully Reporting Link, found on the Holy Cross Academy website under "Contact Us."

Violence (Weapons)

Catholic schools shall provide a safe learning environment for all members of the school community. The climate of Catholic schools shall reflect Gospel values including an emphasis on the dignity of all persons which is necessary for respect, the interdependence of all persons that is the basis of community, and the rights and responsibilities of all persons which are the foundation of justice.

Violence is inconsistent with the unity and peace which are essential to living the Catholic faith in community. Violence also inhibits human development and successful learning. Therefore, violence is not tolerated in Catholic schools. Violence is not tolerated at Holy Cross Academy.

Violence consists of words, gestures, and actions that result in or have the potential to result in hurt, fear, or injury. Violence includes threats of injury, harassment, assault, possession and/or use of a weapon, and theft or vandalism of property.

A weapon is anything used or intended to be used to threaten, intimidate, and/or harm persons. The possession or use of firearms, other weapons, or explosive devices on school/parish premises is not permitted.

All reported or observed instances of threatened or actual violence should be documented and addressed by the school administration in collaboration with the threat assessment team. Appropriate actions may include parent/guardian conferences, a behavioral risk assessment, mandatory counseling, suspension, withdrawal for cause, and referral to law enforcement depending on the severity of the incident.

Student Desks and Lockers

School officials may search a student's locker or desk. Desks and lockers are school property. The school reserves the right to check any desk or locker unannounced. The student is to use the desk or locker assigned to him/her by the homeroom teacher. No student is to enter any desk or locker other than his/her own except when getting homework for a student who is absent.

School administration may request that a student empty the contents of pockets, purse or backpack. If a student refuses, disciplinary action may be taken on the basis of that refusal.

The student is responsible for damage to his/her desk or locker and will be required to pay for the repairs.

Nothing is to be permanently affixed to the desk or locker. The school is not responsible for lost or stolen items. Keep money and valuables with you at all times.

Middle School Disciplinary Supplement

A supplementary disciplinary document for use at the Middle School will be provided to families before the start of the school year. This is intended to increase transparency in enforcement and consequences for faculty/staff, students, parents, and administrators.

Dress Code/Uniforms

Students are expected to dress and present an appearance consistent with standards of good taste and appropriate personal hygiene, for school and school events. Any dress or wearing of insignia which conveys the image of gang membership, supports the beliefs of hate groups, makes sexual innuendos, or promotes drugs, alcohol, or tobacco is inappropriate for school and is not allowed.

General Requirements

All students should be neat, clean and in full uniform. Students are required to be in uniform during after school programming. Parental communication is required for any exceptions.

It is the responsibility of the student, with the cooperation of the parents, to abide by the uniform policy. The final decision regarding the appropriateness of school attire is at the discretion of the administration.

Hair must be groomed, neatly kept, and of a natural color. It may not be styled in a way to cause a disruption of the school environment or student learning. This includes hair accessories. The final decision regarding the appropriateness of hair is at the discretion of the administration.

Students may not draw, write, or make markings on themselves or others while at school. This includes doodling on skin or writing messages, words, or images that are inappropriate, disrespectful, or contrary to the dignity of the person.

Smart watches, Fitbits, and similar devices with internet capabilities are NOT to be worn during the school day.

Uniform Requirements

General Information for Early Childhood and K-8 Students.

Mass Uniform Requirements:

- A white polo with the HCA logo is required for K-8 boys and 6-8 girls to be worn on Mass days with proper uniform bottoms. 5th grade girls have a choice of a jumper or skirt and those wearing a uniform skirt are also required to wear this polo for Mass.
- Logoed polos can be purchased at Just Me Apparel or white polo may be purchased at the store of your choice and embroidered at Initial Design.

ECEC Children:

- Shirt: Royal, yellow, or light blue screen printed t-shirt from Lipics Engagement
- Shorts, sweatpants or other elastic pants should be navy
- Navy fleece quarter zip, HCA hoodie, HCA sweatshirt
- HCA logoed tote bag from Lipics

ECEC girls can also wear:

- Tights: solid color: navy, white, black or gray
- Navy polo style dress with drop waist dress with or without HCA logo embroidered
- Jumper: Mayfair 18631B, with royal or light blue shirt under jumper
- Navy, light blue or white sweater
- Simple headbands, bows and hair chips that aren't distracting or make noise

All Campuses:

- Socks must be worn.
- Shoes: No shoes that will scuff the floors or leave black soles marks on floors.
- Shoes should have a closed toe and closed heel.
- CROCS, sandals, flip flops, or inappropriate heels are not allowed.
- Shoes with lights in heels should not be distracting.
- Girls Leggings: Ankle length black or navy; plain (no lace, buttons, etc. should only to be worn under skirt or jumper)
- Girls Tights: White, navy or black
- Undergarments should be natural in color and not noticeable.
- Skirts and jumpers should be at an appropriate length.
- Cargo style pants or pants with holes should not be worn to school.

3rd-8th Grade Gym Uniform:

- HCA dark gray screen printed t-shirt with navy shorts or sweatpants.
- Navy shorts should have a 4 inch or longer inseam with or without HCA logo
- Navy sweatpants with or without HCA logo
- Short running shorts are not permitted. Parents will be contacted if shorts are not appropriate length.
- Athletic shoes (tennis shoes or sneakers) are required on PE days. Students may not change into different shoes, nor participate in PE class in non-athletic shoes.

Primary and Intermediate Campus Daily Uniform:

- Polo Shirt: white or gray with or without logo
- Required 1 White Polo with logo for Mass days
(Logo on polo not required for K-4 girls due to jumper covering logo)
- Navy Docker style uniform pants or shorts
Navy shorts must have at least a 4 inch inseam
- HCA hoodie or quarter zip fleece, HCA embroidered or appliqué sweatshirt
- K-4th Girls: Jumper: Style Mayfair 18631B
- 5th Girls: Jumper: Style Mayfair 18631B or Plaid Skirt: Style Mayfair 868

Middle School Campus:

- Khaki Docker style uniform pants, with black, brown, or navy belt
- Khaki shorts must have at least a 4 inch inseam
- Polo Shirt: White or Navy with or without logo
- White Polo with logo for Mass days
- Navy quarter zip or fleece with HCA logo (no hoodies)
- Girls plaid skirt: Style Mayfair 868
- Gym uniform top permitted on days the student has gym class. Uniform bottoms must be worn during all classes other than gym.

8th Grade Additional Options:

- Specialized class quarter zip
- Class t-shirt can be worn on non Mass days
- Mass days students should wear white polo with logo

HCA reserves the right to adjust uniform options based on current trends or manufacturing style cuts for non-specific uniform attire.

Uniform Suppliers:

Supplier links can be found on the HCA website from the following companies: Just Me Apparel, Lipic Engagements (online orders only), and logo embroidery through Initial Design Shop in Webster Groves

[Out-of-Uniform Day/Birthday Guidelines](#)

There are various days during the school year (birthdays, holidays) when the students are allowed to dress out of uniform. We recognize the popularity of the current styles, but do realize these may not be appropriate for school (i.e. tight fitting tops and pants, short skirt lengths, strapless or spaghetti tops, cut off shorts, midriff-baring tops, tight-fitting yoga pants, or pajama pants).

- Jeans are allowed but may not have holes or no low rise styles.
- Shorts with at least a 4 inch inseam
- Tops/shirts should have sleeves and be able to be tucked in the jeans and slacks.

If the clothing worn by the student is considered inappropriate for school, parents will be contacted.

Birthdays may be celebrated on the particular day or a designated day arranged with the teacher. If it falls during the summer the student should celebrate it on the half-birthday. A student celebrating a birthday may have a dress down day and parents may bring in a special lunch for the birthday student. Birthday party invitations may be distributed in the classroom if all classmates are invited to attend.

Emergency Procedures

To assure the safety of each student in the event of an emergency, specific drills are held periodically to familiarize students and teachers with emergency procedures.

Emergency Information

At the beginning of each school year, parents are required to update all information in the FACTS system. In cases when parents cannot be reached when your child is ill, there will be a place for you to list the names of other contact people.

Please update this information throughout the year as needed. If there are any changes, please contact the school office.

If a disaster should occur while your child is attending school, report to the student pick up areas designated by special signs and sign out your child/children before taking them home.

Snow/Inclement Weather

Parents will be notified through FACTS, social media, and local news outlets if there is a change in the school schedule, including Snow Schedule, school cancellation, or emergency information. Parents should not opt out of text messages via FACTS.

If weather conditions indicate opening school at the regular time would be hazardous, but does not warrant the school being closed the entire day, a Snow Schedule will be announced. When the Snow Schedule is in effect, you will be notified of the time when doors open and when classes begin. There will be no supervision of students available before doors open. Consideration for those carpooling to multiple campuses will be taken into account. In the event, HCA announces a Snow Schedule, information regarding the bus availability will be included. If Holy Cross Academy is on the snow schedule no AM shuttle buses will be running. Afternoon buses will be determined by weather and communicated through FACTS messaging.

In the event that school needs to be canceled once classes are in session due to a non-weather emergency, you will be contacted via FACTS messaging and text alert.

Graduation

To graduate from Holy Cross Academy, a student must have successfully completed the minimum academic and religious requirements; maintained a satisfactory attendance record; demonstrated satisfactory conduct; and completed all financial obligations.

Payment in full must be made for all financial obligations to the school before the day of graduation. Within the 10 days prior to graduation, the local administration has the right to require a specific method of payment.

Child Abuse/Health

The faculty and staff of Holy Cross Academy are required by state law to report suspected cases of child abuse to the Missouri Division of Family Services.

Except at the direction of a caseworker from the Division of Family Services, no student should be questioned by law enforcement authorities or officials of other public agencies unless a school administrator is present. Every effort will be made to contact parents/guardians and provide them the opportunity to be present.

Mandated Reporters:

Mandated reporters are those who are required by law to report suspected child abuse. This includes but is not limited to Archdiocesan personnel who have responsibility for the care, custody and control of children, such as

- Principals/Directors, Teachers and other School Personnel
- Clergy and Religious
- Pastors and parish staff
- Agencies and Offices that serve children

Missouri law requires that a mandated reporter make the child abuse/neglect report himself/herself rather than delegating that responsibility to a supervisor. Questions regarding Archdiocesan Policy on the reporting of abuse may be directed to the Office of General Counsel, the Office of Child and Youth Protection or the Safe Environment Program Office. It is required that suspected child abuse be promptly reported for the safety and wellbeing of children.

Reporting Requirements

A person is required to report when he/she has reasonable cause to suspect that a child has been or may be subjected to abuse or neglect or when he/she observes a child being

subjected to conditions or circumstances which would reasonably result in abuse or neglect. The person who initially suspects/observes the abuse must make the report himself/herself, and cannot delegate this responsibility to someone else, including that person's supervisor. All adults in the Archdiocese, whether employed or as a volunteer, who have regular contact with children, are required to be in compliance with the Prevent and Protect program. This program teaches participants how to identify potential or actual abuse situations.

Investigation Process

Suspected child abuse or neglect should be promptly reported. Missouri law mandates that an internal investigation of suspected abuse cannot be undertaken until the suspected abuse is first reported to the DFS Hotline or Law Enforcement. The Archdiocese may then investigate the allegation after the hotline report has been made. This will be done in consultation with the DFS Hotline workers and/or Law Enforcement so as not to impede their investigation. The internal investigation is generally carried out by designated persons in the Office of General Counsel, the Office of Child and Youth Protection, the Safe Environment Program Office, the Vicar for Priests, and the Education Office as indicated. The Archdiocesan Review Board will generally be involved in the internal investigation process

Illness and Injury

Holy Cross Academy maintains an emergency form for each student indicating the parent/guardian wish for the handling of any physical/medical emergencies for their child. This form bears the signature of the parent/guardian and is updated yearly.

If a child has been ill with a fever, they will be required to stay home a minimum of one day prior to returning to school. They should only return to school if they have been fever free for 24 hours without fever reducing medication. Fever is defined as a temperature of over 100.4 degrees Fahrenheit. Early Childhood Education Center families should see additional health guidelines in the ECEC packet.

If a child is vomiting at school, they will be sent home for parents to monitor. Students may return to school when 24 hours have passed without vomiting.

Students with persistent coughing or having difficulty breathing will need to be picked up by a parent or guardian.

There may be additional guidance regarding health related concerns made available and issued by the school.

Administration of Medication at School

When possible, medication should be given at home. If a student requires medication during the school day, the following must be in place:

1. The direct order/consent of a licensed physician, licensed physician's assistant or nurse practitioner; signed and properly filed with the school. Only physicians, physician's assistants, and nurse practitioners have prescriptive rights. A parent/guardian cannot prescribe a medication for the school to administer to their child even non-prescription medication; nor may the parent/guardian authorize changes in the medication administration. (The current prescription label on the container may serve as a physician's order and physician's orders may be faxed or mailed to school.)
2. Written consent of the parent/guardian for school personnel to administer the medication.
3. The medication in the original container. This includes cough drops, ibuprofen, inhalers, epi-pens, diabetic medications, Tylenol etc.
4. Proper training of personnel on medication administration.

All medication sent to the school must be secured in a locked cabinet under the supervision of the administration. Students may not carry medication on their person, with the exception of life saving medication (such as epinephrine autoinjectors) when properly registered with the school. Life saving medication should be kept in a secure place, but not locked. A trained staff member must be assigned to administer medication. Proper documentation must be kept on every dose given.

Written orders from a physician should detail:

- The name of the student
- The name of the medication
- Dosage
- Time interval medication is to be administered. If the medication is given on an "as needed" basis, it is necessary to state how often the medication can be given.
- Diagnosis or reason for medication

The school may request from the parent the right to call the physician to clarify a medication order.

If there is any change in the dose or timing of the medication, the physician must submit the change in writing. This may be faxed or mailed to the school your child is attending. A parent may not give permission to administer medication differently from the physician's order.

Life-Threatening Medical Conditions

A student enrolled in a Catholic school who has a significant or potentially life threatening medical condition may require special consideration. Schools should take steps to obtain the information necessary to understand the condition, its

manifestations in the school setting, and any specific adjustments or plans for an emergency response which may be necessary in order to provide the student with a healthy and safe environment.

Parents of those students with life-threatening medical conditions must contact school administration prior to the first day of school to discuss the child's medical condition and emergency plan. If a student has a life-threatening medical condition requiring emergency medication to be given at school, it is mandatory for the parent to provide the emergency medicine with proper administration instructions to the school. The emergency medication must be provided to the school prior to the first day of school. Failure to do so will result in the child being withheld until the emergency medication is provided.

Head Lice

If it is suspected that a student has contracted head lice or nits, the school nurse/office staff will examine the student and all siblings to make a determination of whether the student has lice or nits. A communication will be sent to parents of the class the student(s) is in. The letter will contain information regarding the procedure for removal of head lice.

Students with head lice will be excluded from school until they have been properly treated. Before a student may be readmitted, the school nurse/office staff must check for any remaining nits or lice.

Early Childhood classrooms will send home rest mat covers and blankets to be laundered by families.

Physical Examinations and Immunizations

Early Childhood students must have a physical prior to starting school. Early Childhood parents should submit new immunizations to the school office as immunizations are received each year.

Updated immunizations and physical records must be submitted at the beginning of the following school years: kindergarten, third, sixth and eighth grades. In addition, all new students must submit these records prior to the start of school.

According to Missouri School Immunization Requirements, all students must present documentation of up-to-date immunization status, including month, day and year of each immunization before attending school. Failure to do so will result in the child being withheld from school until documentation of up to date immunizations is provided. For a complete list of school immunizations, please search "Missouri Immunization Requirements." Exceptions to this requirement will only be made in cases of medical

need only with documentation from a doctor. Religious exemptions will be reviewed by Holy Cross Academy administration and nurses on a case by case basis.

In accordance with Section 210.003.7, RSMo, the parent or guardian of a child(ren) enrolled at Holy Cross Academy may request notice of whether there are any children enrolled at our school with an immunization exemption on file. If you would like to request this information, please contact the administration and the information will be provided to you. Please note that the name or names of individual children or grades are confidential and will not be released. Information will be limited to whether or not there are children enrolled at our school with an immunization exemption on file.

Allergy Prevention and Response

Under state and federal law, Holy Cross Academy has the responsibility to provide a safe environment for students with life-threatening health conditions, including allergies and anaphylaxis, while striving to maximize inclusiveness to the greatest extent possible without sacrificing safety. All faculty and staff receive training concerning life-threatening allergies prior to the beginning of each school year.

In order to provide a safe environment to all of our students, food for celebrations/special events such as parties, holidays, and other school events that may include food will be purchased by the school. Parents will not send class snacks for parties or any other occasion.

Areas of the school may be designated Nut Safe Area, Nut Restricted Areas, etc., as medically necessary. These areas may include nut-free lunch room tables and nut-free classrooms.

Please refer to the "Holy Cross Academy's Guideline for the Allergy Prevention and Response" document for more detailed information. For a copy of this guideline, please contact the HCA school nurse.

Hearing and Vision Screenings

Students in ECEC, Kindergarten – 8th grade have the opportunity to be tested for vision and hearing only by request of parents or Learning Consultants.

Liturgies

Each K-8 student in the Holy Cross Academy system will participate in liturgies at a minimum of once per week. When attending Mass, students should be dressed according to the Mass attire outlined in the uniform section.

All-Academy Mass Days are for K-8 students and families to come together on one campus. Specific information regarding dates, locations, and procedures will be sent prior to each Mass. All parents are encouraged to attend and help us celebrate these special Masses.

Lunch

Students have the option of bringing their lunch every day or purchasing lunch from the Holy Cross Academy lunch program. All lunches will need to be preordered on FACTS during the prior month. Parents will be informed when preorders are open and when they are locked each month.

Early Childhood students enrolled in the 2 year old and young 3's program, who stay through lunch, will have lunch from the school cafeteria. These students may not bring lunch from home. The cost of lunch is included in tuition. Early Childhood students enrolled with the all inclusive rate, also have lunch included in their tuition, but families will need to order each month through FACTS.

All food and drink must be consumed in the cafeteria. If a student forgets a lunch at home, a turkey sandwich will be ordered through the cafeteria for the students. Families will be billed for the lunch.

Parties (in Classroom)

All classroom parties are planned with the input and consent of the homeroom teacher. Volunteers are expected to prepare for parties within the guidelines established by the school and the homeroom teacher. All food and drink is provided by Holy Cross Academy. Candy for games or goodie bags must be approved by the building administrator. All food, candy and drinks must be peanut and tree nut free. If there are other food allergies in the classroom, these allergies must also be considered when selecting food.

Sacraments

Holy Cross Academy students receive the sacraments of First Reconciliation and First Holy Communion while in the second grade and Confirmation in the eighth grade.

There are required parish based preparation meetings for all sacraments. Opportunities for Reconciliation are offered to students throughout the year.

School Supplies

A written list of needed school supplies per grade level is posted on the Holy Cross Academy website. Please label outerwear and personal belongings. Please check lost and found when items are missing. Any items left at the end of the year will be donated.

Early Childhood students will bring the following items if directed: rest mat, blanket, sunscreen, sweatless water bottle, hat for outside, and extra clothes. The 2's and young 3's room will need to provide diapering supplies, if still needed.

Security

All students and parents are to use the main entrance when arriving and leaving the buildings. The doors will be locked during school hours. For the safety of our students, faculty and staff, everyone is expected to stop by the school office to sign in.

Parents should not use keys, passcodes, or magnetic cards that were provided for extra curricular activities held after school hours to gain access to the building during school hours or to retrieve a child's school work after school hours.

In order to provide a safe environment, the carrying or possession of any type of firearm or other dangerous weapons on the premises of Holy Cross Academy is strictly prohibited. This prohibition expressly includes those persons licensed to carry concealed firearms.

Student Records

[Access to student records by parents](#)

Parents and guardians have the right to inspect and review the official active files of their children. Non-custodial parents will not be given access to copies of student records and staff will not be available to discuss the student's records, unless a court order providing otherwise is filed with the school. Copies of such orders must be included in the student's record.

Transfer of records

There will be no release of student records to other schools, institutions, agencies, or individuals without the prior written consent of a parent/guardian, or the former student if age 18 or older. Official records are not released to parents but are transferred directly from the school to the institution designated to receive them. If there are any unpaid balances on the students accounts records will not be sent until they have been paid in full.

Outside of major conduct referrals (see section: “Discipline”, or below), information and communication about disciplinary matters are not part of a student’s cumulative file. The principal is responsible for maintaining copies of this information and communication at least for the duration of the student’s enrollment at the school. Any release of this information requires a signed parent authorization.

As of the 2026-2027 school year, major conduct referrals are a part of a student’s cumulative or permanent record file. When a student disciplinary action results in the completion of a major conduct referral, the parent/guardian signed document will be placed in and become part of the student’s cumulative file. The document will be maintained in accordance with school record retention policies. Access to cumulative records, including major conduct referrals, is limited to authorized school personnel and parents/guardians, and is released to others in the case of an official records request.

Student’s records may be released without prior consent to the courts when subpoenaed.

Textbooks

All textbooks are the property of the school and are on loan to the student for the school year. The books must be returned in good order at the end of the year. Any books, including library books, lost or defaced, must be paid for by the parent/guardian. Notice of cost will be given at the end of the year and will be based upon replacement value.

Traffic Safety/Parking Lot Procedures/Bicycles

Please adhere to the arrival and dismissal policies as outlined by your child’s campus. These procedures will be distributed prior to the start of the new school year and may be found on HCA’s website.

Bicycles MUST be walked across the school grounds and parked in the school bike racks. Bicycles should be locked. The school cannot accept any responsibility for missing bicycles. Riding double on a bicycle is never permitted. For each child's safety, the school highly recommends that helmets be always worn while riding bikes.

Transfer Students

Holy Cross Academy will request a copy of the cumulative record from, or forward a copy of the cumulative record to, any parochial school in the Archdiocese of St. Louis. If transfers are being made to a public school outside of the Archdiocese, a copy of the student's cumulative record will be sent upon the request of the receiving school.

If a student is entering Holy Cross Academy from another school, please authorize the school from which the child is coming to release to us the child's cumulative academic and health records. A student transferring from a public or private school may be accepted into Holy Cross Academy after a thorough inquiry regarding the motivation for the request for admission. In addition, the standard requirements for admission to Holy Cross Academy would apply.

Students from public school districts directly affected by a mandatory Court order for integration may not be accepted into Catholic Schools.

Students may be accepted into Holy Cross Academy on a conditional basis, provided all standard admission criteria have been met and after a thorough review of the student's previous school records and all records relating to any special needs of the student. The conditions for acceptance will be communicated to the parents/guardians in writing.

Home-schooled students may be accepted only after evidence that the student has been receiving instruction provided by the parents/guardians.

Updated information regarding the admission of students from other countries may be obtained by contacting the Office of Catholic Education and Formation.

Tuition

Yearly tuition rates can be found on our school website.

Registering in an HCA Parish from Outside the Parish Boundaries

Families that transfer from an outside parish to a Holy Cross Academy parish will be charged the \$500 out-of-parish fee for each student for the first school year that they enroll their children in Holy Cross Academy. Following the first year of registration in one of the Holy Cross Academy parishes, the family will be eligible to have the \$500 out-of-parish fee eliminated.

Volunteers

There are many opportunities for parents/guardians to assist in the activities at Holy Cross Academy. All volunteers must be in compliance with the Prevent and Protect program. Information can be found on www.archstl.org.

Parent Witness Statement

One of the supreme gifts of marriage is bringing forth new life. God entrusts children to parents who have a primary right and duty to educate their children in the practice of their faith. Parents carry out this responsibility by creating a home full of love, forgiveness, respect, and fidelity. The family is the community in which, from childhood, one honors God and learns moral values.

In the rite of the sacrament of Baptism, parents receive the call from God to evangelize their children, as here summarized:

You have asked to have your child baptized. In doing so you are accepting the responsibility of training him/her in the practice of the faith. It will be your duty to bring him/her up to keep God's commandments as Christ taught us, by loving God and our neighbor...You will be the first teachers of your child in the ways of faith. May you be also the best teacher, bearing witness to the faith by what you say and do, in Christ Jesus our Lord.

No wonder, then, that the Church understands the home to be the domestic church. It is in the intimate environment of the family that parents are, by word and example, the first heralds of the faith with respect to their children. This environment is enhanced and deepened through the parish Eucharistic community that is the heart of the spiritual life for Christian families.

Catholic schools and parish religious education programs are in partnership with the family in proclaiming and witnessing to the person and life of Jesus Christ. They assist parents in fulfilling their responsibility as the primary religious educators of their children.

Aware, then, of the dignity of this holy parental call, and with reverent awe for that responsibility which is mine, I commit myself to be, in word and deed, the first and best teacher of my children in the faith.

As a parent or guardian, I will:

- Regularly participate in the Sunday Eucharist (if not Catholic, regularly participate in worship and prayer) with my family.
- Commit to speak more with my children about God and to include prayer in our daily home life.
- Participate in and cooperate with School or Parish School of Religion programs that enable me as a parent to take an active role in the religious education of my children, including sacramental preparation for Catholic children.
- Support the moral and social teachings of the Catholic Church to ensure consistency between home and school.
- Teach my children by word and example to have a love and concern for the needs of others.
- Meet my financial responsibilities in supporting the Catholic School or Parish School of Religion.



PARENT & STUDENT SIGNATURE PAGE

I have read the Parent-Student Handbook for Holy Cross Academy. I understand the importance of my role in making Holy Cross Academy a vibrant faith community. I understand its contents and agree to follow the policies for the school year as outlined by the Administration of Holy Cross Academy.

Family Name (Please Print)

Parent Signature

Date

Student Signature

Date

Parent and Student Handbook | 2026-2027

Policies and Procedures