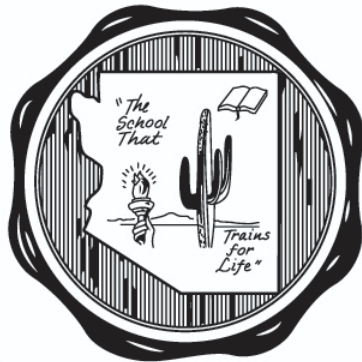


# STUDENT HANDBOOK

## 2022 - 2023

THUNDERBIRD ADVENTIST ACADEMY

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ADVENTIST EDUCATION SINCE 1920

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Accredited with the  
Western Association of Schools & Colleges  
Association of Seventh-day Adventist Colleges & Secondary Schools

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# INTRODUCTION

## MISSION STATEMENT

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*Our mission is for each student to EXCEL:*

- ▶ *Experience Jesus.*
- ▶ *Communicate clearly and think critically*
- ▶ *Embrace service and citizenship*
- ▶ *Live healthfully in body and mind*

## VISION & EXPECTED SCHOOLWIDE LEARNING RESULTS

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*Our vision is for our students and staff to “increase in wisdom and stature, and in favor with God and man.”*

**Biblical Inspiration:** *“And Jesus increased in wisdom and stature and in favor with God and man.” Luke 2:52*

### **Expected Schoolwide Learning Results**

**EX**perience Jesus by

- **Connecting** – by participating in Christian worship and developing relationships within the church, school, and community
- **Understanding** – core Biblical concepts and their practical application
- **Ministering** – to others through worship and community service
- **Equipping** – themselves to be lifelong leaders within the school, church, and community

Communicate clearly and think critically by

- Analyzing and evaluating – data and symbols
- Problem solving – using creative skills, reasoning, technology, core knowledge and models
- Communicating – through spoken/written word and other media, following guidelines of proper English and Christian ethics
- Creating – fully developed ideas, by the synthesis and application of ideas and information

Embrace service and citizenship by

- **Increasing** – appreciation for service in the community
- **Exhibiting** – positive, respectful actions and attitudes
- **Demonstrating** – diligent work ethic
- **Expressing** – respect for diverse points of view
- **Developing** – responsibility for self-development, by performing at personal best, choosing to do honest work and progressing towards self-goals for the future

Live healthfully in body and mind by

- **Participating** – in regular physical activity
- **Increasing** – standards of physical fitness
- **Choosing** – Healthy options of food and drink
- **Maintaining** – habits that promote health and avoiding self -destructive behavior
- **Recognizing** – the connection between the body and mind

## PHILOSOPHY & GOALS

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Thunderbird Adventist Academy embraces a philosophy that maintains education is a preparation for life – life in its present and eternal context, recognizing God as the source of all knowledge and wisdom. Thunderbird Adventist Academy believes in the uniqueness and value of the individual and is committed to challenging each student to:

- Experience a personal relationship with Christ that permeates every aspect of their life, and learn to share that relationship
- Understand the teachings of the Seventh-day Adventist Church, and identify their distinctive role within its mission
- Recognize God as their Creator, and care responsibly for their body
- Develop physical skills and an interest in achieving life-long optimal, vibrant health
- Experience successful social interaction through a positive self-worth based on their identity as a child of God
- Assume greater personal responsibility as members of a family unit and society
- Learn to communicate effectively by word and action
- Think critically in all aspects of academics and life

## HISTORY OF THUNDERBIRD ADVENTIST ACADEMY

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In 1900, the Seventh-day Adventist Church established an elementary school in Phoenix. After several years, it developed into an intermediate school. As the membership of the Arizona Conference of Seventh-day Adventists grew, the student enrollment of the school increased until the need for an academy was strongly felt. Originally named Arizona Academy, the school began in 1920 when six acres of land were purchased northeast of Phoenix. That summer, two dormitories were constructed, and classes were taught in the basements and first floors of these buildings.

In 1953, the Arizona Conference of Seventh-day Adventists purchased Thunderbird Army Air Base Number Two from the U.S. government. The school was relocated to the former airbase on nearly 800 acres of land and renamed Thunderbird Academy. Classes, students and staff housing, and all other activities were originally held in the barracks and hangars left behind by the army.

Over the years, property has been sold to finance various buildings and improvements. New classrooms, an administration building, dormitories, and a cafeteria were built in the 1970's, and most of the old army buildings were torn down. In 1973 the name was changed once again to Thunderbird Adventist Academy, to help clarify the school's identity.

## ADMISSION POLICIES

Thunderbird Adventist Academy has been established to educate the youth of the Seventh-day Adventist Church; however, any young person of high school level who desires a Christ-centered, character-building education is welcome. Students who enroll at Thunderbird Adventist Academy understand that they are to uphold the standards of the school and comply with its regulations, as laid out in this handbook.

### APPLICATION ELIGIBILITY

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Students registering for admission to Thunderbird Adventist Academy must provide the following documentation to the Registrar before the candidate is considered for entrance:

- their results from a national or state recognized standardized achievement test
- either their eighth grade English and math grades or their current GPA from an approved secondary school.

### THE APPLICATION PROCESS

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1. Applicants and their parents must:

- Read the Student Handbook and other policy materials
- Sign an agreement to uphold Thunderbird Adventist Academy policies
- Complete a financial plan that covers expenses for the year and have financial clearance from the previous school attended

2. Before the application is taken to the Admissions Committee, the registrar must receive:

- The student application form completely filled out and properly signed by parent and student
- One school report completely filled out and signed by a principal, math or English teacher, or school counselor (if homeschooled, need from two individuals non-related who have known the students long term)
- Two personal reference forms from individuals non-related who have known the student long term
- The applicant's standardized test scores
- The applicant's transcript from previous school(s) or completed homeschool forms
- The applicant's discipline and attendance records from previous school(s)
- Financial information forms

3. The Admissions Committee will review the applicant's file and make their decision. The applicant will be notified of the decision by mail or email.

4. If the applicant is accepted by the Admissions Committee, they will receive an official Acceptance letter and be referred to the Finance Department to complete their financial agreement. Students will not be permitted to attend school until finances have been arranged and the Registrar has been notified of financial clearance by the Finance Department.

**The application process requires some time and must be completed before a student moves into the dorm or attends classes.**

## REGISTRATION & LATE REGISTRATION

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Open registration for new students for the following school year begins at the start of the 4th quarter of the previous school year. Returning students will be given the opportunity to pre-register before that time. Students are expected to register on or before the day indicated on the school calendar in order to begin regular classes and work at the opening of the school year.

Those who must register more than two weeks late for either semester will be admitted at the discretion of the Academic Standards Committee. Courses and extracurricular activities may be limited for those enrolling late.

## DOCUMENTS REQUIRED ON OR BEFORE REGISTRATION

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All students must bring to registration and/or have on file at the Academy:

- a) A valid social security number for the business office (for work purposes)
- b) Birth certificate or passport,
- c) Current immunization certificate that complies with The State of Arizona Department of Health Immunization Requirements.
- d) Recent physical examination.

## ACCEPTANCE ON ACADEMIC PROBATION

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Thunderbird Adventist Academy provides a high school academic program that is designed for those students who are able to perform at a standard academic level or above. Students who have failing grades\* from prior schools or have a national standardized test score that falls below the 25th percentile can be admitted to Thunderbird Adventist Academy on an academic probation status. Students accepted on academic probation may have limited class loads and must attain regular standing during the first semester, with a formal review at nine weeks. Students who are not performing at a satisfactory level may be asked to withdraw from TAA.

\* Failing classes is defined as having an F in any non-elective or fine arts course.

## STUDENT PLEDGE

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Each student who applies for admission to Thunderbird Adventist Academy pledges to willingly observe all its regulations, maintain a positive attitude, and uphold the Christian principles upon which the school is founded, at all times, both on and off campus, while enrolled at TAA.

## NON-DISCRIMINATORY ACCEPTANCE POLICY

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Thunderbird Adventist Academy reserves the right to admit or deny admittance based on the information obtained during the admissions process. Students will not be denied entrance to Thunderbird Adventist Academy based on the guidelines of the Arizona Conference of Seventh-day Adventists non-discriminatory acceptance policy. People of all races, faiths, languages, etc. are welcome to attend Thunderbird Adventist Academy so long as adherence to the mission and policies set forth in this document are followed.

Thunderbird Adventist Academy is currently not equipped to meet the needs of students with significant behavioral or academic problems. Admission of students with an IEP or 504 plans will be reviewed individually to see if accommodations can be made.

## COURSE SEQUENCE

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The following courses by class, plus electives sufficient to equal at least 60 credits per year, are recommended in order to graduate in four years. Approval of the Academic Standards Committee must be obtained for a change in sequence and must be made by request before the start of the school year.

### Freshmen

English I  
Computer Applications  
Health  
Algebra I  
Physical Education  
Religion I  
Physical Science

### Calculus - College Credit

Religion IV  
Spanish II \*  
French II \*\*  
Anatomy and Physiology (A&P) \*  
Physics \*  
U.S. Government  
Economics  
Statistics

### Sophomores

English II  
Physical Education  
Religion II  
Biology  
World History  
Geometry

### Electives

Aviation Ground School  
Band  
Handbells  
Concert Choir  
Chorale  
Drama  
Photography  
Videography  
Physical Education  
Acrosport Gymnastics (WINGS)  
Certified Nurse Assistant (CNA)  
School Newspaper Production  
Weightlifting  
Yearbook Production  
Varsity Sports – 2.5 credits per sport, no JV credit

### Juniors

English III  
Spanish I \*  
French I \*\*  
Algebra II  
Religion III  
Chemistry \*  
U.S. History

### Seniors

English IV  
English IV - College Credit  
Pre-Calculus

\* College Preparatory Class

\*\* French I and II are offered in alternate years



## SCHOLASTIC CREDITS

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Credits are recorded in semester periods. Ten semester periods are equal to one Carnegie Unit; five semester periods equal one-half Carnegie Unit.

## STUDENT CLASS LOAD

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A student must carry a minimum of 25 credits throughout each semester except by permission of the Academic Standards Committee. Two music classes equal one academic class for class load purposes.

Students who wish to take more than 80 credits per year must petition the Academic Standards Committee. Should the request be granted, a grade point average of 2.5 must be maintained. The Registrar and/or the Academic Standards Committee reserve the right to make adjustments in a student's load based on grades, workload, and health.

## ADDING & DROPPING CLASSES

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Adding or transferring a class may occur during the first two weeks of each semester. A student may drop a class, without penalty, within the first two weeks of the semester. Classes dropped after the first two weeks of the semester will be given a Withdraw Pass (WP) or Withdraw Fail (WF). Any change to a student's class schedule must include permission from the student's parents/guardians and taken to the Registrar for approval.

Performance-oriented classes—such as choir, select choir, band, drama, publication classes, or gymnastics—**dropped after the first six weeks of the first semester will be given a grade of F. There is NO DROP option during the second semester for these performance-oriented classes.**

## ACCELERATED PROGRAM

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The general policy of Thunderbird Adventist Academy is to require four years of education at the secondary level for graduation. An exception may be made to accommodate outstanding academic ability as well as social, emotional and spiritual maturity. Unless otherwise approved, if a student chooses to attend summer school or carry more than a normal load during the regular school year, it is regarded as an enrichment of their education rather than as an accelerated program.

Permission to accelerate is requested through the Academic Standards Committee. The application must include the written consent of the parent(s) or guardian(s). To qualify a student must:

1. Make a written request to the Academic Standards Committee prior to the beginning of the second semester of the student's sophomore year. The request is to be accompanied by the written consent of the parent/guardian.
2. Have a cumulative GPA of at least 3.5.
3. Have a composite score at the 90<sup>th</sup> percentile on the Pacific Union Conference adopted standardized achievement test battery, the MAPs test.
4. Demonstrate satisfactory evidence of academic, emotional, and social readiness for acceleration to the school staff and to the parents.

If a student reaches an age of 20 years prior to graduation, the above requirements will be waived.

To remain in the accelerated program, the student must:

1. Continue to maintain a grade point average (GPA) of at least 3.5

2. Continue to demonstrate satisfactory evidence of academic, emotional, and social readiness
3. Meet the graduation requirements that apply to all graduating seniors.

**SCHOOL ELECTED OFFICE ELIGIBILITY**

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Thunderbird Adventist Academy emphasizes the development of leadership and offers opportunities for students to grow that skill. In order to be eligible for an elected office, students must have a minimum of 2.50 GPA. All school elected officers must maintain at least a 2.50 GPA to retain their offices. Moreover, their citizenship grade should be a B or higher. The rule applies to all school and dorm offices alike. The student’s status in meeting this criteria will be reviewed each semester.

**GRADUATION REQUIREMENTS**

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A minimum of 240 semester credits and a minimum MAPs test score of 230 in math and 220 in English Language skills, must be successfully completed to qualify for a standard diploma. A minimum of 270 semester credits and a minimum MAPs test score of 240 in math and 225 in english for the advanced diploma. Changes to these requirements may be announced by the Pacific Union Conference Board of Education, the Arizona Conference Board of Education, or the Arizona State Board of Education. Graduation requirements listed are the graduation requirements for the current school year.

Freshmen not completing the reading and math competency test at a satisfactory level may be required to enroll in appropriate remedial classes or seek additional tutoring.

**Most classes receive 10 credits per school year**

	<b>Standard Diploma</b>	<b>Advanced Diploma</b>
<b>Religion</b>	40 credits	40 credits
<b>English</b>	40 credits	40 credits
<b>Mathematics</b>	20 credits	40 credits
<b>Lab Science</b> (Biology, Chemistry, Physics, A&P)	20 credits (Biology required)	30 credits (Biology required)
<b>Modern Language</b>		20 credits
<b>History</b>	30 credits	30 credits
<b>Physical Education</b>	30 credits	30 credits
<b>Health</b>	5 credits	5 credits
<b>Computer Applications</b>	5 credits	5 credits
<b>Fine Arts</b>	5 credits	20 credits
<b>Electives</b>	45 credits	10 credits
<b>Total</b>	240 credits	270 credits
<b>Minimum MAPs Test Score</b>	230 Mathematics & 220 English	240 Mathematics & 225 English
<b>Community Service</b>	25 hours per year in attendance	25 hours per year in attendance

## GRADUATING WITH HONORS

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Students with a cumulative GPA of 3.5 – 3.74 through the first semester of their senior year will be graduated with honors. Those with a GPA of 3.75 or higher will be graduated with high honors.

## CLASS MEMBERSHIP

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The number of credits the student has earned determines class membership. Students who successfully complete the graduation requirements will be granted a high school diploma.

**SENIORS:** To be eligible to join and continue in the senior class the student must:

- Be in full-time attendance the first semester of the senior year or by permission from Academic Standards Committee
- Meet the school's graduation requirements
- Submit all credits from other schools to the Registrar's Office
- Remove all incompletes
- Complete all correspondence work and submit final grades to the Registrar's Office on or before May 1 of the senior year
- Exhibit satisfactory conduct and attendance in classes and work

**JUNIORS, SOPHOMORES, AND FRESHMEN:** To be eligible to join and continue in these classes the student must:

- Take enough class work to have earned at least 180, 120, or 60 credits by the end of the junior, sophomore, or freshman year, respectively,
- Have an official transcript of previous coursework on file in the registrar's office (including any correspondence courses).

## GRADES

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Letter Grade	Grade Point
A	4.00
A-	3.70
B+	3.30
B	3.00
B-	2.70
C+	2.30
C	2.00
C-	1.70
D+	1.30
D	1.00
D-	0.70
F	0.00
I	Incomplete
AU	Audit
WP	Withdraw Pass
WF	Withdraw Fail
P	Passing
NM	No Mark

## GRADE REPORTS

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The academic year is divided into two semesters. Only semester grades are recorded on the student's permanent transcript.

Current grades are available via Jupiter on a 24/7 basis.

- Quarterly reports indicate the current level of academic performance and may guide the student in completing the course requirements. These grades are not recorded on the permanent record nor do they affect the cumulative GPA
- Final grades are given at the end of each semester and are recorded on the student's transcript. It is from these grades that the student's cumulative GPA is figured

## INCOMPLETES

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A grade of incomplete (I) may be given when, for legitimate reasons such as illness or death in the immediate family or the student has been unable to satisfactorily complete the requirements of the course as determined by the instructor of the course. The instructor will establish a deadline for making up the incomplete, which may not exceed three weeks from the time the grade is given. It is the student's responsibility to make arrangements with the instructor to complete the course requirements. At the end of the three weeks, a grade will be computed on the completed work.

## POOR GRADES – ACADEMIC PROBATION

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**GENERAL ACADEMIC PROBATION:** Students receiving 2 Ds, or 1 F at the end of a quarter will be placed on General Academic Probation for the following quarter. Students on General Academic Probation will be required to complete an Academic Probation Contract and meet with the Registrar or Academic Vice-principal on a scheduled basis.

The goal of academic probation is to see improvement in the students' grades and the faculty of Thunderbird Adventist Academy is committed to the success of all students. If a student continues to fail multiple courses, he/she may be asked to withdraw from school.

## ELIGIBILITY & GRADE POLICY FOR INTERSCHOLASTIC SPORTS TEAMS

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Students who are interested in playing interscholastic sports must meet the following requirements:

- At the beginning of each school year, all students are eligible to play.
- The ineligibility list will be checked each Monday morning, beginning the 3rd full week of each semester.
- Any students with a current grade of F at the time of the Monday check will be on the ineligibility list for that week.
- Students on the ineligibility list are allowed to attend practices, but not play in games or travel to away games with the team.
- **Pay the applicable sports fee, which is non-refundable.**
- The student must maintain a good attendance record.
- All Canyon Athletic Association (CAA) eligibility policies apply for students.

Failure to meet any one of these conditions may result in the loss of the privilege of participating in the sports program for the remainder of the school year and, if deemed necessary by the administration, into the next year.

## TOUR POLICY

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Students may be restricted from attending various non-curricular trips. The following reasons:

- Financial issue – any student whose account is not current
- Citizenship issue – any student who is on citizenship probation in the semester of the tour

## CORRESPONDENCE COURSES & SUMMER SCHOOL

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Sometimes students get off the standard academic track for their grade. This can happen for any number of reasons including failure of a course or transfer from a school that has different classes. Thunderbird Adventist Academy does offer remediation or course work through some affiliates that have been chosen and vetted by the Academic Standards Committee. If a student needs to take coursework from any of these affiliates the following must be taken into account:

- The academic records on file with Thunderbird Adventist Academy must reflect the students need to take additional coursework through an affiliate.
- A request must be formally submitted to the Registrar before the coursework begins.

Thunderbird Adventist Academy reserves the right to not to accept correspondence, summer school, or other non-resident credit taken by any enrolled student if the above conditions are not met prior to a student

enrolling in a course. Courses taken from our affiliates may not be taken in place of regular courses offered by Thunderbird Adventist Academy unless approved due to an unavoidable conflict in a student's program. In such cases, the course will count as part of the regular class load.

Correspondence courses taken during the student's senior year must be completed by April 1<sup>st</sup>.

## HOMESCHOOL CREDITS

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Homeschooled students entering Thunderbird Adventist Academy as a freshman must provide information showing that they have completed the 8<sup>th</sup> grade level. Such information should be recorded on a transcript or a Course Verification Sheet (available from the registrar) and may also include standardized test scores, report cards, evidence of teacher lesson plans or a curriculum outline, portfolios with samples of student's work, list of textbooks used, materials used, etc.

Any homeschooled student entering at any other grade level must provide transcripts from an accredited homeschool program. Thunderbird Adventist Academy may request that the student take additional testing to determine grade equivalency at the parents' expense. Secondary grades from homeschools may be recorded as passing with no letter grade applied.

## FOREIGN LANGUAGE CREDIT BY EXAMINATION

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Students who are native speakers of, or who have had extensive exposure to, the foreign language(s) in the Thunderbird Adventist Academy curriculum may challenge those courses. **A \$50 fee will be charged for this examination.** Generally, the student will take a one-time examination and receive Pass/Fail credit. The student must pass the examination with a grade of 75% or better to receive credit. Students wishing to take this test must submit a petition through the Registrar.

## TESTING

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Thunderbird Adventist Academy uses NWEA MAPs Testing, a national standardized test where students are tested three times throughout the year. MAPs testing is required for each student enrolled during the year. Students who are enrolled but absent for these tests will be given time to make up these tests outside of normal testing times.

Thunderbird Adventist Academy is a designated Sunday Test Center for the SAT and ACT. Students wishing to continue on to college are encouraged to take tests at our facility according to the times and dates listed on the testing website. Information will also be supplied for all our eligible students from the school registrar. In addition, sophomores and juniors are required to take the PSAT in October. Juniors are encouraged to take the ACT and/or SAT in the spring. Seniors are encouraged to re-take either standardized test depending on how well they did on the tests during their junior year.

## COURSE OFFERINGS

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Core subjects are taught each year, but elective subjects are taught in years when the demand is sufficient to warrant offering the subject.

## AVIATION

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### Ground School

Prerequisite: Minimum GPA of 3.0, and instructor's approval      Length: ½ - 1 Semester - 2.5 to 5 credits

Grades: 10-12 (Elective)

This course prepares students for the Federal Aeronautical Administration (FAA) Private Pilot knowledge exam. It is open to any student who meets the prerequisites (not just flight students). Those who go on to take the FAA exam after the course must exhibit aeronautical knowledge sufficient to receive an endorsement from the instructor that they are prepared to take the exam. Books and supplies provided.

Course Fee: \$200

## COMPUTER TECHNOLOGY

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### Computer Applications

Prerequisite: none

Length: Year -10 credits

Grade: 9

This course is designed to bring students to a basic level of proficiency in applying computer technology in the educational setting. Emphasis will be placed on file-management and appropriate technology use in a network environment. Students will be introduced to fundamental computer concepts, beginning keyboarding skills, word-processing, multimedia presentations, Internet applications and spreadsheets. Special attention will be devoted to legal issues, copyright law, and safety. Application of technology in the workplace will be emphasized.

## ENGLISH

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### **English I – Freshman**

Prerequisite: None

Length: Year-10 credits

Grade: 9

This course covers, but is not limited to, the following four areas:

1. Reading – literature including fiction and non-fiction, short stories, poetry, drama and allegories.
2. Writing – practicing the writing process with an emphasis on grammar, semantics, and vocabulary through various genres, as well as proper MLA style.
3. Research/Analytical thinking – asking powerful questions, evaluating and selecting appropriate, reliable, and valid information, and organizing the results/data.
4. Presenting – Speaking, listening, debating, and discussing using resources including visual aids, media, and technology.

### **English II – Sophomore**

Prerequisite: English I - Freshman

Length: Year-10 credits

Grade: 10

Sophomore English is a course designed to immerse students in the rudiments of the English language through the study and discussion of lengthier and influential pieces of literature, the practice and composition of essays and textual analysis, and the process of crafting a research paper from the ground up. Students will also continue building skills in the language arts through writing creatively, vocabulary study, topical presentations, and grammar reviews.

### **English III – Junior**

Prerequisite: English II - Sophomore

Length: Year-10 credits

Grade: 11

Junior year English is a survey of American literature within a historical context. Selections from multiple genres highlight Colonial through Contemporary eras. Emphasis is given to developing critical thinking skills as students write formal and informal essays, conduct research, and discuss questions based on the selections.



### English IV – Senior

Prerequisite: English III - Junior

Length: Year-10 credits

Grade: 12

This course is a chronological survey of English literature that highlights major British authors in a variety of genres including short stories, novels, poetry, drama, biography, essays, and journals/letters/diaries. Students respond to literature through class discussions, cooperative learning group presentations, essay writing, and multimedia projects.

### English IV – Senior – Dual Credit

Prerequisites: English III - Junior, a grade of B+ or better in the previous semester, a minimum GPA of 3.0, and instructor's permission

Length: Year-10 credits

Grade: 12 (Elective)

This course is designed for the advanced high school student who is prepared for a college level writing class. Critical thinking and writing skills are emphasized, as well as participation in classroom discussion. Students will write several papers in a variety of formats, including a full-length research paper.

Students taking this course to fulfill the senior English requirement are expected to cover a greater volume of material than the regular English class and will receive 9 quarter units of college writing credit from La Sierra University (ENGL111, ENGL112, ENGL113). Students must maintain a grade of C or better to receive college credit.

## FINE ARTS

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### Band

Length: Year-10 credits

Prerequisite: Instrumental experience or by audition

Grades: 9-12 (Elective)

Students will gain an appreciation and a general knowledge of music through the challenge of playing an instrument. Students will learn the fundamentals of music and will be given the opportunity to perform. Students are advised to have their own instrument although some instruments may be available from the school on a limited basis. **Students in band are required to participate in all activities and performances.**

**Handbells**

Length: Year-10 credits

Prerequisite: Previous handbell or handchime experience, or by audition

Grades: 9-12 (Elective)

This class is designed to teach students an appreciation for music through performance on hand bells. Students will learn performance practices, technical aspects of hand bells, and music terminology through the study of music. **Handbell students are required to participate in all activities and performances. This is a yearlong class with no option to drop after the sixth week.**

**Concert Choir**

Length: Year-10 credits

Prerequisite: Audition

Grades: 9-12 (Elective)

Students will discover the world of music through hands-on experience in a choral ensemble. Musical terminology, rhythmic figures, and reading skills will be learned to further enhance this experience. **The concert choir is a performing group and students are required to participate in all activities and performances.**

**Chorale**

Length: Year-10 credits

Prerequisite: Present member of concert choir and audition

Grades: 9-12 (Elective)

This course is open to choir members. Sight-reading, basic vocal production, and singing are stressed in preparing for performances. This group is selected by audition. **All performances and traveling are obligatory once accepted into the course. This is a yearlong class with no option to drop after the sixth week.**

**Drama**

Length: TBD

Prerequisite: None

Grades: 9-12 (Elective)

This course introduces students to the theatrical arts. We emphasize creativity, collaboration, and perseverance. Areas covered in depth include: theater vocabulary, roles in the theater, movement, acting, the reading of plays, theater design and tech, and viewing theater performances. Students will be creating projects throughout the year

**Photography**

Length: Year – 5 credits

Prerequisite: None

Grades: 9-12 (Elective)

This course allows the student to learn how to use a camera, process film, and print black and white photographs. Aesthetics are considered in composition exercises and will serve as a topic in viewing films and in class discussions. Opportunities to exhibit work are presented.

**Videography**

Length: Year-5 credits

Prerequisite: None

Grades: 10-12 (Elective)

The class will give an overview of digital photography and image editing software. Among the topics covered: digital camera features, digital capture, manipulation, managing your digital images, and output. For the processing and enhancement of digital photographs, students will learn the basics of Photoshop.

Opportunities to exhibit work are presented. The videography portion of the class will introduce the student to video production in a professional setting (Good News TV). Students will learn how to handle the camera and other production responsibilities.

Required items for class: a digital camera with adjustable exposure and focus (ability to capture in "camera RAW" preferred), a flash drive, a \$65 lab fee, composition book and binder.

**FOREIGN LANGUAGES**

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**Spanish I**

Prerequisite: None

Length: Year-10 credits

Grades: 9-12 (Elective)

Students will discover the world of the Spanish through classroom learning and hands-on work. The functions, grammar, vocabulary of the language, as well as the culture of the Spanish will be learned to further enhance the experience. This course is an elective that fulfills the requirement of the college-preparatory diploma.

**Spanish II**

Prerequisite: Spanish I

Length: Year-10 credits

Grades: 10-12 (Elective)

Students will continue to develop listening, speaking, reading, and writing skills as they increase their knowledge of the Spanish language. Students will be given a thorough orientation and introduction to the fundamental differences between English and Spanish pronunciation, grammatical usage, and culture. The emphasis is on speaking, vocabulary building, and active classroom participation to practice the conversational patterns in Spanish.

**French I**

Prerequisite: None

Length: Year-10 credits

Grades: 9-12 (Elective)

Students will discover the world of the French through classroom learning, classroom conversations, and hands-on work. The functions, grammar, vocabulary of the language, as well as the culture of the French will be learned to further enhance the experience. This course is an elective that fulfills the requirement of the college-preparatory diploma.

**French II**

Prerequisite: French I

Length: Year-10 credits

Grades: 10-12 (Elective)

Students will continue to develop listening, speaking, reading and writing skills as they increase their knowledge of the French language. Students will be given a thorough orientation and introduction to the fundamental differences between English and French pronunciation, grammatical usage, and culture. The emphasis is on speaking, vocabulary building, and active classroom participation to practice the conversational patterns in French.

**HEALTH**

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**Health**

Length: Semester-5 credits

Prerequisite: None

Grades: 9-12

A comprehensive course emphasizing biblical principles, structure and function of the human body, nutrition, personal health, mental and emotional health, family and social health, diseases and disorders, drugs, safety and first aid, consumer health, environmental health, and health careers. Required of all students for graduation.

**Weightlifting**

Length: TBD

Prerequisite: None

Grades: 9-12 (Elective)

Students will learn about the major muscle groups in the human body as well as learn techniques to develop those muscles in terms of strength, flexibility, explosiveness, growth, etc.

## **MATHEMATICS**

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Students may take only one Science and one Math class per semester. Students may petition the Academic Standards committee for an exception to this requirement.

### **Algebra I**

Prerequisite: None

Length: Year-10 credits

Grade: 9

This course is a study of problem solving using abstract methods. Topics to be covered include integer operations, algebraic expressions, solving equations and inequalities, solving systems of equations and inequalities, quadratic functions, exponential functions, radicals, right triangles, rational expressions and functions, and polynomials.

### **Geometry**

Prerequisite: None

Length: Year-10 credits

Grade: 9-10

This course is based on Euclidean concepts of geometry. Topics to be covered include deductive and inductive reasoning, geometric figures, transformations, area and volume, congruent polygons, parallel lines, quadrilaterals, similarity, trigonometry, and circles.

### **Algebra II**

Prerequisite: Algebra I

Length: Year-10 credits

Grade: 11

This course completes the study of algebraic methods. Topics to be covered include linear functions, linear and nonlinear systems, combinations and permutations, quadratic functions, exponential functions, rational functions, trigonometry, polynomial functions, sequences and series, advanced probability, and statistics.

### **Pre-Calculus**

Prerequisite: Algebra II

Length: Year-10 credits

Grades: 11-12 (Elective)

This course prepares the student for high school or college level calculus. Topics covered include linear functions, polynomial functions, rational functions, exponential and logarithmic functions, trigonometry, analytical geometry, polar coordinates, sequences and series, systems of linear equations and linear inequalities, counting and probability, and data analysis.

## PHYSICAL EDUCATION

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### **Physical Education**

Length: Year-10 credits

Prerequisite: None

Grades: 9-10 (Required)

Grades: 11-12 (Elective)

The yearlong course will include instruction and practice in a variety of skill areas including classes in cardiovascular, muscular fitness, and major team sports. Students will learn the rules of the major team sports and how to officiate the games. Students will also be encouraged to develop tolerance for others, proper health principles, and a positive attitude.

### **Acrosport Gymnastics - TAA Wings Acrobatics**

Length: Year-10 credits

Prerequisite: Audition

Grades: 9-12 (Elective)

In this course students will learn and explore tumbling, stunting, large team acrobatics, and traditional acrobatics. Members of the class will be an integral part of an exhibition performance team. This is a yearlong, elective class with no option to drop after the sixth week.

## RELIGION

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### **Religion I – Freshman**

Length: Year-10 credits

Prerequisite: None

Grade: 9 (Required)

In this course, we seek not only to learn about Christ, but to know him personally. As we journey through the Bible, students will be equipped with tools that will allow them to begin their own personal journey with Christ. Through this course each student will develop a clearer image of who God is, in light of our unique Seventh-day Adventist beliefs.

### **Religion II – Sophomore**

Prerequisite: None

Length: Year-10 credits

Grade: 10 (Required)

The objective in this course is an understanding of how one can incorporate Christianity in their everyday life. The course is divided into five units: Hosea – How to have a heart like God; David – How to be a person after God's own heart; Christ – How to live every day with a heart like God; Acts – How to share God's love with others; Living in the waiting – How one should live in the world around us. The Bible is the textbook to this very practical approach to Christian living.

**Religion III – Junior**

Prerequisite: None

Length: Year-10 credits

Grade: 11 (Required)

A study of the books of Daniel, Revelation, and prophecies, what they meant in Bible times, and how they apply today. Christ will be the central focus of all our study and how He brings hope to hopeless people. Time will also be spent on studying Seventh-day Adventist beliefs.

**Religion IV – Senior**

Prerequisite: None

Length: Year-10 credits

Grade: 12 (Required)

This class is divided into three portions: the Life and Teachings of Jesus, Worldviews and Religion, and Marriage and Family. The first semester surveys the Synoptic gospels and how the Life and Teachings of Jesus relate to every human being. The third quarter studies world religions in the context of comparison to Seventh-day Adventist beliefs, with emphasis on strengthening and sharing of our unique faith. The fourth quarter is spent in the study of the principles of healthy relationship development within the context of marriage and the family.

Dual credit for this class can be obtained through La Sierra University, and will require additional work including research papers.

**SCIENCE**

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Students may take only one Science and one Math class per semester. Students may petition the Academic Standards committee for an exception to this requirement.

**Physical Science**

Length: Year-10 credits

Prerequisite: None

Grade: 9 (Required)

This freshman-level science course introduces the student to the basic principles of chemistry and physics. The student will participate in interactive demonstrations, laboratories, and projects.

**Biology**

Prerequisite: None

Length: Year-10 credits

Grade: 10 (Required)

A general laboratory course emphasizing the biological sciences, with particular importance placed on laboratory experimentation and scientific inquiry. The course is designed to present the basic concepts of biology through lecture, readings, and experimentation. Students will gain a strong foundation in cell structure and function, molecular biology, genetics, ecological principles, vertebrate anatomy and physiology, and plant structure.

**Chemistry**

Prerequisite: None

Length: Year-10 credits

Grades: 11-12 (Elective)

This course provides the college-bound high school student with a general first-year chemistry course. The content of this course will include the following: matter and energy, atomic structure, quantum theory, bonding, periodic table, mathematics of chemistry, equilibrium, acids and bases, applications of chemical properties, and laboratory activities as well as enriched objectives.

**Anatomy and Physiology (A&P)**

Prerequisite: None

Length: Year-10 credits

Grades: 11-12 (Elective)

This course is a comprehensive systematic study of the human body. The student will learn how the different parts or systems of the body are interrelated and interdependent and how the construction of the human body shows the presence of an ultimate Creator. The following topics will be studied: basic anatomical terms and mapping of the human body, a review of cellular structures and functions, a review of the four basic tissues of the human body, and a survey of the 11 major body systems with emphasis on organ structures and their related functions. Hands-on activities will also be provided.

**Anatomy and Physiology (A&P) – Dual Credit**

Prerequisite: A minimum grade of B+ in Chemistry and the instructor's permission

Length: Year-10 credits

Grades: 11-12 (Elective)

(See above course description)



### **Physics (GENERAL)**

Prerequisite: Minimum grade of B- or better in Algebra II, or consent of instructor

Length: Year-10 credits

Grade: 12 (Elective)

General Physics is a college preparatory class that studies the interaction between matter and energy. The course is an in-depth coverage of nine units in Newtonian Mechanics, Scientific Methods, Constant Velocity, Accelerated Motion, Newton's Three Laws of Motion, Forces in One and Two Dimensions, Gravitation, Rotational Motion, Conservation of Energy and Conservation of Momentum. It also covers the basics of electromagnetism, waves and sound, and light. Lab reports are required for every lab.

## **SOCIAL SCIENCES**

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### **World History**

Prerequisite: English I - Freshman

Length: Year-10 credits

Grade: 10

World History: World History is a year-long required survey course that explores the key events and global historical developments from ancient to modern times that have shaped the world we live in today. The scope of World History provides the latitude to range widely across all aspects of the human experience including economics, science, religion, philosophy, politics & law, military conflict, literature & the arts. The course highlights connections between our lives and those of other cultures around the world. Students use primary documents, artifacts and photographs to uncover patterns of behavior, identify historical trends and themes, explore historical movements and concepts, and test theories. Students refine their ability to read for comprehension and critical analysis, summarize and evaluate information, write clearly and convincingly, express facts and opinions orally, and use technology appropriately to present information. A short but thorough emphasis is placed on Christ's role in history and biblical prophecy.

### **U.S. History**

Prerequisite: English I – Freshman, World History

Length: Year-10 credits

Grade: 11

This course provides a one-year survey of American history from the Colonial Period to the present day, with an emphasis on the twentieth century. Using primary documents and current events students learn about the various political, social, religious, and economic developments that have influenced and continue to shape the United States. Essay writing and critical thinking are emphasized as integral ways of understanding how the past relates to the present and future. A short but thorough emphasis will be placed on Christ's role in history and biblical prophecy.

## **U.S. Government**

Prerequisite: English II – Sophomore, World History, U.S. History

Length: Semester-5 credits

Grade: 12

This course is a source of civic literacy and surveys the principles, philosophies, practices and institutions that comprise the United States system of government and law. Students are expected to apply knowledge gained in previous social studies courses to pursue deeper understanding of American government. Contemporary issues will frame conversations about the Constitution, the courts, the legislative and executive branches, federalism, and a review of major political philosophies around the world. Emphasis is also given to the dynamics of political decision-making and the degree to which citizens participate in political processes.

## **Economics**

Prerequisite: U.S. History, U.S. Government

Length: Semester-5 credits

Grade: 12

This course prepares students for the real world by exploring their role in an ever-changing global economy. Personal finance skills are emphasized, including investment, proper debt management, taxes, and budgeting and surviving in the real world. Further, students are exposed to the fundamental concepts of micro- and macro-economics and write critically about the evaluation of American economic decisions, basic supply and demand, and how to participate in the American capitalist system.

## **APPLIED ARTS**

### **Certified Nurse Assistant**

Length: Semester-5 credits

Prerequisite: successful completion of 10th grade and program admission interview

Grades 11-12 (Applied Arts Elective)

The Nursing Assistant program is an intensive semester long program consisting of 120 hours of instruction. Of this time, 80 hours will take place in the classroom and 40 hours will be spent gaining actual clinical experience caring for patients. At the completion of the program the student is eligible to take the Arizona CNA state board examination. The CNA certification provides an excellent basis for further education, and careers, in the field of healthcare.

**School Newspaper Production**

Length: Year-5 credits

Prerequisite: Permission of newspaper sponsor.

Grades: 10-12 (Applied Arts Elective)

This course presents the principles of journalism through the actual experience of producing the school newspaper. Students will take an active part in reporting, writing, editing, and designing.

**Yearbook Production**

Length: Year-10 credits

Prerequisite: Permission of yearbook sponsor

Grades: 9-12 (Applied Arts Elective)

This course presents the principles of journalism through the actual experience of producing the school yearbook. Each student will take an active part in reporting, writing, editing, designing, and preparing layouts, as well as taking and preparing appealing photos. This is a yearlong class with no option to drop after the sixth week.

## FINANCIAL INFORMATION

### BASIC FINANCIAL POLICIES

Thunderbird Adventist Academy reserves the right to change the rates charged at any time in order to meet government regulations and/or changing economic conditions. To keep the tuition costs as low as possible and to furnish the funds necessary for the school to meet its operating expense, the following policies have been adopted:

- The applicant's account and sibling accounts from previous years at Thunderbird Adventist Academy must be paid in their entirety before the student is permitted to enroll for the current school year.
- A student transferring from another school must make arrangements to pay the account at that school in full before being admitted to Thunderbird Adventist Academy.
- There must be a balanced financial plan for the current school year and the account must be kept current.
- Monthly payments are due on the 15th of each month.
- Monthly balances, or other approved financial agreements, must be paid within 60 days of the agreed date or the student may be suspended until payment is made.
- All accounts must be paid in full before taking semester or final examinations. Participation in graduation is not allowed unless the account has been settled.
- A student receiving academic credit will be expected to pay full tuition despite entering the course late or being absent for any reason during a portion of the course.
- Arizona resident parents are encouraged to enroll their child in the AZ Tax Credit or AAA (Academic Achievement Accessible Scholarship Foundation) upon enrolling at Thunderbird Adventist Academy.
- **Students with delinquent accounts (60 days or more) are prohibited from participating in extracurricular activities that require additional participation fees.**

### TUITION RATES AND FEES

<b>2022 - 2023 Tuition Rates</b>	<b>DAY Student</b>	<b>DORM Student</b>
Tuition - 10 Monthly Payments	\$1,080	\$1,920
Tuition - Annual Costs	\$10,800	\$19,200
Family Discount	Two children - 5% (\$540) Three children - 10% (\$1,080)	Two children - 5% (\$960) Three children - 10% (\$1,920)
Registration Fee (includes lab fees, class dues, library dues, etc.)	Before May 31 - \$700 After April 30 - \$850	Before May 31 - \$700 After April 30 - \$850
<b>Other Costs</b>		
Textbook/Chromebook Fee	\$250	\$250
Uniforms (approx. \$150)	Third Party Provider	Third Party Provider
PE Uniform	\$20	\$20
Music Uniform	\$100 - \$150	\$100 - \$150

Meals (cost per meal)	Included in Tuition	Included in Tuition
Athletic Sports (per sport)	\$150	\$150
Wings Acrobatics	\$250	\$250
CNA Program	\$800	\$800
Aviation Program		
Ground School	\$200	\$200
Per Flight Hour	\$100	\$100
<b>International Tuition Rates</b>		
Tuition - Annual Cost	\$12,800	\$21,200
I-20 Fee	\$500	\$500
Insurance	Parent Responsibility	Parent Responsibility

Items not included in the tuition package include:

- Application fee
- Class dues (dorm and village students)
- Refrigerator or microwave fee (dorm students)
- School supplies & workbooks
- Varsity sports participation & tournament fees
- Acro & music group uniforms
- Music instrument rental
- Private music lessons
- Lab Fees
- School photo package
- Vocational, art supplies
- Class shirt, sweater, or jacket
- Special transportation
- Club dues (non-dorm students)
- Chromebook/Textbook Fee
- Graduation announcements
- Graduation cap & gown
- ACT/SAT test fees
- Property damage
- Doctor's office visits
- Medical prescriptions

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#### ENTRANCE FEE

The yearly entrance fee covers certain student services, such as student accident insurance, Student Association dues, yearbook, MAPs testing, and some school-wide activities.

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#### CHROMEBOOK & TEXTBOOK FEE

The yearly \$250 Chromebook & Textbook fee covers the rental of a Chromebook, textbook license fees, and any textbook that is needed for that school year. Some English classes will require additional books for literary units that parents can choose to purchase on their own or borrow from a county library. Dual Credit courses may also require additional purchase of a textbook.

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#### CHARGES FOR TUITION, ROOM, AND FOOD

Thunderbird Adventist Academy has adopted a flat-rate fee for dorm students that addresses tuition, cafeteria, and dormitory costs.

## SCHEDULED CHARGES & STATEMENTS

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The flat-rate fee for the school year is divided into ten equal charges. The first month's charges are due on or before registration and the other nine billings are charged monthly, September through May. Billings, which will show that month's tuition and all credits/charges made to the student's account, are sent out at the beginning of each month.

All checks, drafts, or money orders should be made payable to Thunderbird Adventist Academy. The business office does accept Visa, MasterCard, Discover, and American Express payments, with an additional 3% service fee.

Thunderbird Adventist Academy reserves the right to ask for cash, money order, or bank checks if more than one check is returned unpaid by the bank during the school year. There will be a charge of \$30 for checks returned due to non-sufficient funds (NSF).

## MEDICAL CARE CHARGES

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There is limited medical care if the student becomes ill while in attendance. School insurance covers only school accidents. A copy of medical insurance and prescription cards (front and back) must be on file for student medical treatments when the student is ill and is taken to the doctor.

Co-payments are the responsibility of the student or parent at the time medical treatment is provided.

International students must have international health insurance coverage or sufficient funds available to pay for medical services.

## ACCIDENT INSURANCE COVERAGE

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Charges for student accident insurance are included in the entrance fee and covers students during all school activities. This is only accident insurance and does not cover illness or previous medical problems. Parent health insurance is primary and school accident insurance is secondary.

This insurance is in effect from the opening day of school, or students' first day of attendance, until the end of the school year or students last day of attendance.

## WORK POLICIES AND INFORMATION

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Thunderbird Adventist Academy work policies apply to all students (day and dormitory students).

Work experience is an integral part of the curriculum at Thunderbird Adventist Academy. Students who commit to a work position are expected to faithfully meet their work assignments. Communication and cooperation are essential for the success of this program.

The goals of Thunderbird Adventist Academy work program are for each student:

- To learn good work habits to equip him/her for success in life.
- To learn responsibility, consistency, and perseverance.
- To defray part of his/her expenses while at school.

Please see **Appendix I** for detailed work policies.

## FINANCIAL ASSISTANCE

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Financial assistance, which comes in a variety of forms, is granted to families and may be based on any of the following factors, including family income, number of children in the family, number of children in church school, student GPA, and funds available. An appointment should be arranged with the finance office to discuss a student's needs as early in the application process as possible. A copy of the current federal income tax forms or W-2s are required as part of the application process. Funds are limited. To be eligible for most of these options, students meet specific criteria and fill out application materials.

The following requirements must be met to be eligible for any of Thunderbird Adventist Academy's financial aid programs including scholarship assistance, church or summer work matching, and all other financial aid programs:

- Academic: The student must maintain at least a 2.0 GPA and may not be on two consecutive D, F, and I lists
- Attendance: The student must have fewer than 18 attendance points at all times
- School Citizenship: The student must maintain a positive citizenship record, and not be involved in any major discipline issues (Major discipline is any issue that is reviewed by the Administrative Council.)
- Work: The student must work at least 15 hours per month. If the student cannot work the minimum of 15 hours per month due to scheduling conflicts they may appeal to Administrative Council to lower this requirement
- Parental Commitment: The parent (or responsible party) must stay current with their monthly financial commitment to Thunderbird
- Financial aid recipients will be reviewed on a quarterly basis to assess qualifications.

## SCHOLARSHIP AND TUITION ASSISTANCE PROGRAMS

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### **2-Way Matching Scholarship**

The 2-way matching scholarship is available to qualifying students who attend Thunderbird Adventist Academy. Families must complete a Financial Aid Application and provide income and tax documents to apply for the discount. The 2-way match program is made up of matching funds coming from the student's home church and Thunderbird Adventist Academy. Family income, family size, dorm or village classification, and additional resources are factors considered. Funds are limited, so early application is important. This scholarship is limited to baptized members of the Arizona Conference. Students must apply at their home church.

### **Family Discount**

Family discounts apply when there is more than one student in attendance at Thunderbird Adventist Academy from the same immediate family. The appropriate discount will be credited at the end of the school year and will be based on the number of students still in attendance at that time.

- Two students in attendance - 5% discount per year
- Three or more students in attendance - 10% discount per year

### **Conference-Sponsored Summer Work Match**

The school will match a student's summer earnings up to \$1000 when a student works for a Seventh-day Adventist youth camp or other conference-sponsored summer work program, such as Literature Evangelism.

### **Summer Employment**

There are limited summer jobs on campus available to students who live in the community. A willing worker spending 8-12 weeks working will be able to earn a substantial amount toward school expenses. Dormitories are closed during the summer months. Students desiring summer work must make their own housing arrangements

### **Arizona Tax Credit**

Any Arizona resident can designate the Arizona Tax Credit to sponsor a student at a private school. There are restrictions on this scholarship such as a parent may not donate to their own child or swap with another parent. The Arizona State Income Tax Credit for youth in private Christian schools not only helps our students — it gives the donor a direct tax credit. Call the school for details.

### **Deadlines & Re-Qualifying**

Applications for Financial Aid, Tuition Discount, and Summer Work Match must be completed before August 1<sup>st</sup>. Otherwise, it is unlikely that the student will be able to complete enrollment by the start of school. All financial assistance, scholarship awards, and matching amounts require continued enrollment and re-qualification each year.



## GENERAL STUDENT INFORMATION

### STUDENT BEHAVIOR

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A student's behavior reflects their pride towards themselves, peers, and school. The purpose of rules and regulations is to promote respect for self and others, maintain general cooperation, and foster an open and friendly atmosphere and positive learning environment. All school rules and regulations apply at all school activities whether on or off campus and throughout the student's enrollment at Thunderbird. It is further understood that the conduct of the student off campus may affect the student's standing and/or attendance at Thunderbird Adventist Academy.

Thunderbird Adventist Academy is dedicated to the development of students who will exemplify a Christian lifestyle. Students, by choosing to enroll, agree to live within the parameters of the school's philosophy and policies as described in this bulletin, both on and off campus, during the time they are enrolled at Thunderbird. Students 18 years old or older waive the rights accorded to adults while enrolled. *Disciplinary action, when necessary, is designed to be REDEMPTIVE, remedial and corrective rather than punitive (PUC Ed. Code A23-136).*

Rules are a means of ensuring the best possible environment for education. The student behavior policy is based on the following four principles:

1. Any behavior that detracts from a teacher's ability to teach, or from a student's opportunity to learn, will not be tolerated.
2. All students have a right to attend school without threat to their health and safety.
3. All persons on campus should be treated with courtesy and respect.
4. The property of Thunderbird Adventist Academy and others should be respected.

As such, students are expected to:

- Show respect for the religious teachings of the Seventh-day Adventist Church which includes following a lifestyle that promotes vitality and health.
- Speak and behave in a way that is consistent with Christian principles.
- Develop qualities of tolerance, courtesy, and unselfish service.
- Practice honesty and integrity.
- Treat all administration, faculty and staff respectfully and cooperatively.
- Treat all school property—whether the school's or an individual's—respectfully.
- Treat all classmates with respect and dignity.
- Dress in a manner that incorporates standards of health, modesty, appropriateness, and attractiveness.
- Adhere to the policies and philosophy of Thunderbird Adventist Academy.

Citizenship Grading Policy – All demerits listed in the handbook are referring to those listed here in the citizenship section along with the appropriate consequences.

**A or B = 0-4 Demerits** (A = 0-2 Demerits, B = 3-4 Demerits)

Warning (meeting with vice-principal, possible community service, written assignment or contract)

**C = 5-8 Demerits**

On or off campus suspension and/or on campus community service (type and length determined by administration), and possibly any combination of Level I consequences, disciplinary probation contract, liability for damages.

**D = 9-12 Demerits**

On or off campus suspension and/or on campus community service (type and length determined by administration), possibly any combination of Level II consequences disciplinary probation contract that could include counseling or community service, liability for damages, failing grade, loss of office, ineligible to participate in extracurricular activities for a determined length of time and possible withdrawal or expulsion.

**F = 13+ Demerits**

Student is asked to withdraw from school or is expelled, possibly earning a failing grade. Poor performance in Citizenship may result in loss of privileges and could make students ineligible to run for elected offices or jeopardize the status of an officer. Finally, students with unsatisfactory Citizenship may be denied recommendations from faculty and staff to colleges and universities.

Poor performance in Citizenship may result in loss of privileges and could make students ineligible to run for elected offices or jeopardize the status of an officer. Finally, students with unsatisfactory Citizenship may be denied recommendations from faculty and staff to colleges and universities.

*“In addition, a student may be expelled when the principal, appropriate school committee, or school board, considering the totality of circumstances, include the history of parental or guardian conduct, determines: 1) that a parent or guardian’s misconduct is serious enough to constitute a threat to the safety and/or welfare of students, a substantial disruption of the school environment, and/or a serious violation of a generally accepted practice or tenet of the Seventh-day Adventist Church; and 2) the parent or guardian is not amenable to improving behavior” (PUC Ed. Code A23-152).*

## DISCIPLINE

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*Disciplinary action, when necessary, is designed to be REDEMPTIVE, remedial and corrective rather than punitive (PUC Ed. Code A23-136).*

In order to provide clear rules and guidelines for student conduct and expectations for consistent and timely discipline, Thunderbird Adventist Academy has established standards of consequences that range from verbal warning to expulsion from school. Demerit points are applied when repeated attempts have been made to resolve a discipline issue or if the offense is deemed more serious in nature and can be assigned by school administration. Demerits will affect the citizenship grade as listed above. The administrative committee deals with major offenses. This list is a guide and is not intended to be exhaustive or prescriptive:

**Level I - 1-4 demerits** - In addition to demerits, consequences may include one or more of the following: some form of community service activity, written assignment, or contract.

Level I infractions are generally minor violations that are usually first-time offenses and are considered warnings. Examples of Level I infractions include but are not limited to:

- Dress Code Violations
- Use of cell phone in class
- Classroom behavior detrimental to the teaching environment
- Student vehicle policy violation
- Public display of affection (will also result in social)
- Talking back to or disrespecting a teacher
- Use of profanity
- Attendance policy issues - truancy

**Level II - 5-8 demerits** - In addition to demerits, consequences will include one or more of the following: any combination of Level I consequences, on or off campus suspension, on campus community service, disciplinary probation contract, or liability for damages

Level II infractions are generally major violations of TAA's rules, regulations, and policies. Examples of Level II infractions include but are not limited to:

- Multiple of flagrant Level I infractions
- Major classroom disruption
- Willful disrespect toward a student or teacher
- Insubordination
- Attendance policy issues - truancy
- Plagiarism or cheating
- Possession of or involvement with pornographic material
- Language, gestures, or behavior that is vulgar or obscene
- Fighting, hostile action, hazing, or any willful act that may cause injury
- Theft and/or vandalism

- Inappropriate electronic posting/digital communication or involvement on social media of anything that defames students, school personnel or entities as deemed inappropriate by TAA administration

**Level III - 9-12 demerits** - In addition to demerits, consequences will include one or more of the following: any combination of Level II consequences, suspension, disciplinary probation contract, loss of office, ineligible to participate in extracurricular activities and possible withdrawal or expulsion.

### **13+ demerits will result in the student being asked to withdraw from school**

Level III infractions are serious violations of TAA's rules, regulations, and policies. Examples of possible Level III violations include but are not limited to:

- More than 18 unexcused absences for classes that meet 5 days a week
- Multiple, flagrant and serious Level II infractions
- Immoral or scandalous conduct (any speech, writing) on or off campus at any school function at any time
- Defiance of authority and/or school policies of a serious nature
- Theft or destruction of another's property
- Possession/use of any weapon, including but not limited to knives, firearms, etc.
- Possessing, furnishing, using, distributing, selling, purchasing, transporting, or being under the influence of any controlled substance or intoxicant (including alcohol, nicotine, etc.) on or near school property or at any school function
- Direct involvement as principal or accessory in any malicious mischief; or any crime where student arrest or arraignment takes place
- Any inappropriate sexual activity, excessive physical contact, or other activities with sexual overtone or sexually explicit acts
- Any sexual or aggravated assault on or near school property, at any school function on or off-campus
- Serious harassment (verbal, written, electronic, sexual, physical, etc.), hazing or any willful act that may cause injury (mental or physical) to another person
- Cheating, plagiarism or academic dishonesty (2nd or 3rd offense)
- Cheating or plagiarism on final exam, AP exam, or placement test
- Construction and use of websites or social media sites that defame students, school personnel, or other entities as deemed inappropriate by TAA administration

**Special Note:** *in some cases, more than one category of discipline may apply. In an effort to increase the potential for a timely and honest resolution of a discipline situation, students who exhibit truthfulness and integrity in the discipline process may receive a reduction in the discipline response.*

### **Suspension/Expulsion**

Discipline matters deemed severe enough to warrant action by the school's Administrative Council are serious and may begin a process that would lead to the student's dismissal. Moreover, there may be

circumstances where progressive discipline is not appropriate and immediate removal may be necessary.

Students placed on suspension shall not participate in any school-related or school sponsored activities. They will be subject, but not limited to the following -

- Dorm bound (for dorm students at TAA)
- In-school suspension
- Off-campus suspension (may not come on campus for any reason during this time. This restriction indicates that a student must make a major change in actions or attitude, and that the next time any major discipline occurs, he/she will be asked to withdraw from Thunderbird Adventist Academy).
- Expulsion (The student may not return to campus without specific permission from Administration).

The Administrative Council determines the length of suspension when a student is suspended by the deans or the school administration. The Administration reserves the right to refuse or accept application for readmission after the student has satisfactorily completed the dismissal period.

### **Redemption**

Each student will start each school year with **zero demerit points**. Demerit points will accumulate throughout the school year that could possibly result in more serious consequences if a student continues to accumulate demerits. If a student goes six weeks while school is in session without receiving further demerits following an incident, the total number of demerit points will be cut in half by the administration. If a student continues another nine weeks without any demerits, the number will be cut in half again, and continue to be cut in half until the number reaches zero.

### **Appeals of Decisions**

At Thunderbird Adventist Academy, faculty, staff, and administration generally make policies and decisions. Academic policies are generated by the Academic Standards Committee; administrative policies by the Administrative Council. The Administrative Council determines discipline for infractions. There are times when parents or a student may feel these decisions are unfair. In such cases, they have the right to appeal decisions. In the case of a decision made by an individual teacher, the decision may be appealed in person to the principal or vice-principal. In the case of policies or judgments rendered by a committee, an appeal may be made in person to the chairman of the committee or in writing to the committee as a whole. In the event that the conflict isn't resolved on these levels, the issue may be appealed to the Thunderbird Adventist Academy School Board.

### **ENTRY TO ACADEMY AND STUDENT PROPERTY**

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Thunderbird Adventist Academy reserves the right of entry into dormitory rooms, student lockers, or other school-owned property for the purpose of inspecting, cleaning, repairing, or enforcing school regulations. In addition, TAA reserves the right of entry into student's personal property such as cell phones and backpacks for the purpose of enforcing school regulations.

## TECHNOLOGY & NETWORK POLICIES

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Thunderbird Adventist Academy offers students access to the school network for electronic mail (email) and the Internet. Students are to use the Internet in structured educational settings at TAA. The intent is to make Internet access available to further educational goals and objectives. It is expected that users will comply with the Thunderbird standards and will honor the agreement signed. Students are responsible for good behavior on school computer networks just as they are in the classroom or school campus. The benefits to students from access to the Internet, in the form of information resources and opportunities for collaboration, exceeds any disadvantages, but the use is a **privilege** dependent on proper use of, and respect for, that privilege.

Thunderbird Adventist Academy exercises the right to monitor and restrict both the amount of time online and the sites visited. Random safety checks of on-campus computers owned by students may be performed. Students who refuse to cooperate will lose network access and may also incur other disciplinary or legal action.

The following list gives examples of unacceptable behavior:

- Causing damage to computers, computer systems, or computer networks whether through hacking or attempting to hack or sending of malicious code.
- Any contact with or distribution of material that contains sexual content or activity.
- Using devices to inflict harm on others through harassing, insulting, or attacking others.
- Distributing contact information about yourself or any other person or trespassing in another person's folders, works, or files.
- Sending or displaying offensive messages or pictures (including graphic violence or 1st-person killing games)
- Recording any classroom activity, or out-of-class meeting with a staff member, without the express permission of Thunderbird Adventist Academy personnel

### **Computer Passwords**

The deans, administration, and/or computer personnel may require students to share their passwords for random safety checks of on-campus computers owned by students. Violations will result in a loss of access and may also result in other disciplinary or legal action.

## TECHNOLOGY & CHROMEBOOK TERMS OF USE POLICY

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The mission of the Chromebook 1:1 program at Thunderbird Adventist Academy is to create a collaborative learning environment for learners and to support cross-curricular technology engagement. This environment will enable and support students, parent-teachers, and Advisory Teachers to implement transformative uses of technology while enhancing students' engagement with content and promoting the development of self-directed and lifelong learners. Chromebooks will help students transition from consumers of information to creative producers and owners of knowledge.

Thunderbird Adventist Academy Technology is an important component in education at Thunderbird Adventist Academy (TAA), but access to TAA's IT resources (network, Office 365, e-mail, etc.) is a

privilege, not a right. Technology has become an increasingly important component in helping our students develop a skill set that will help them function in future responsibilities. The academy's Acceptable Use Policy (AUP) is therefore set up to help guide students into appropriate use of technology both in and out of the classroom.

Because technology is constantly evolving our AUP is a living document that may undergo changes as situations, technologies, and the methods our students use evolve. TAA reserves the right to modify this document to address changes that develop over time.

### **Acceptable Use Policy**

All students, and all electronic devices, which can be defined as any device that contains a microprocessor or microchips, including but not limited to computers, tablets, cell phones, cameras, iPods and other music playing devices, etc. whether student-owned or school-owned, are subject to the following acceptable use policies and procedures. These policies and procedures govern student use of electronic devices while at school and while on school-sponsored trips and events. All electronic devices are covered by this policy at all times and in all places.

### **Use of Computer Resources**

The technology, network, and Internet resources provided by the school for the use of its students are expressly for the purpose of advancing the educational mission of the school. Students should refrain from downloading or accessing videos, music, games, and other multimedia elements unless these elements are directly related to instruction as directed by and under the supervision of TAA faculty. Technology resources should not be used for personal, non-academic purposes. The Academy reserves the right to access, intercept, retrieve, and/or read the entire content of any electronic message, document, telephonic, telefax (FAX) or voice mail communication transmitted to/from or stored in any TAA computer to the maximum extent permitted by law, including communications and computer data that have been deleted by users.

NOTE: The term "TAA computer" also applies to any off-campus storage device or company which the Academy uses for electronic storage.

### **Use of Personal Electronic Devices**

Students' use of personal electronic devices on campus or school-sponsored activities is governed by the school's acceptable use policy. Students have a responsibility to know and follow school guidelines regarding what is appropriate and permissible in this area. The school reserves the right to confiscate and examine the contents of students' personal communication devices. When such a request is made, students who refuse to surrender personal devices or fail to make the information accessible may be subject to further discipline, up to and including expulsion.

All personal student electronic devices must be registered with the IT Department. The IT Department will collect identifiable information from each device and the students will fill out an application for use.

### **Use of Personal Electronic Devices in Classrooms**

Student use of electronic devices in the classroom is only allowed by expressed permission of the teacher and only for specific assignment or project under the assigning teacher's direct supervision.

## User Responsibilities

- Students assume personal responsibility for the use of their network user account and are responsible for maintaining the security of the account. Students are prohibited from disclosing their network user password and from otherwise making the Academy's computer or network resources available to unauthorized individuals, including family and friends.
- Students' possession or collection of passwords, personal identification numbers, private digital certificates, or other secure identification information belonging to other users is prohibited. Use of another user account is prohibited.
- Students will not deliberately use the computer to annoy or harass others with unacceptable language, images, or threats. Students shall not deliberately access any unacceptable, obscene, or objectionable information, Internet sites, language, or images. If such information is accessed, students must notify a faculty/staff member immediately. The Academy cannot completely prevent students from accessing inappropriate materials and specifically denies any responsibility for students accessing any inappropriate, offensive, illegal, or obscene materials.
- Use of the Internet should be primarily for academic purposes as directed by faculty/staff members. Students shall not reveal personal information about themselves. Students shall not arrange meetings with anyone met online. Students shall not enter any Internet "chat rooms" unless authorized by faculty/staff. Any inappropriate use of the Internet should be reported to a faculty/staff member.
- Transmission of any material in violation of federal or state regulation is prohibited. Students shall not violate copyright laws or plagiarize the work of another. TAA shall not be liable for students' inappropriate use of electronic communication resources, violations of copyright restrictions or other laws, students' mistakes or negligence, or costs incurred by students.
- Use of any Academy electronic device or network for commercial or political purposes, is a violation of these terms and conditions of use.
- Students are prohibited from installing, storing, or using unlicensed or illegal copies of software on TAA electronic devices. Transmission of such software over the Academy's network is prohibited. Only the IT department is authorized to install or uninstall software on the TAA electronic devices.
- Students may use only the computing resources for which they are authorized and only for the purposes specified.
- The introduction of data or programs which in some way endangers computing resources or the information of other users, (e.g. a computer worm, virus, or other destructive code), or which infringes upon the rights of other Academy users, (e.g. inappropriate, obscene, pornographic, bigoted, or abusive materials) is prohibited.
- Students may not attempt to circumvent security systems or to exploit or probe for security holes in any TAA network or system, nor may students attempt any such activity against



other systems accessed through the Academy's electronic devices. Execution or compilation of programs designed to breach system security is prohibited.

- If students' personal electronic devices are encrypted and the Academy deems it necessary to inspect the devices, students must make all data available in an unencrypted format.
- The printing facilities of TAA should be used sparingly. Unnecessary printing may result in the loss of printing privileges.
- Vandalism will result in cancellation of system privileges and other disciplinary measures in compliance with TAA policy and the discipline code. Vandalism includes any malicious attempt to access, copy, use, harm, or destroy data of another user, of the system, or of any of the agencies or other networks that are connected to the Internet, and as the intentional damaging or destruction of Academy-owned hardware or software.
- All hardware, software, peripheral equipment, data files, cabling, and programs are the property of the Academy.
- Access to TAA's electronic devices and network is a privilege, not a right. Students shall be required to acknowledge receipt of these policies. Students will be required to comply with these guidelines.
- These procedures, guidelines, and/or policies are subject to modification at any time.

### **Social Networks**

Social networking sites provide many positive opportunities for communication and connectivity. In keeping with the mission of TAA, students are encouraged to use the social networking sites for the development and maintenance of healthy relationships. Students should refrain from making derogatory, defaming, threatening or profane comments against fellow students, faculty/staff, and school. Students found to be posting such comments are subject to disciplinary action.

### **Consequences of Violations**

Any use of TAA's computer resources which violates the Academy's policies and procedures involving the use of computers and networks may result in disciplinary actions, including, but not limited to, the Academy removing data and programs that are found to be inappropriate, terminating the computer privileges of the violating user, suspension, or expulsion. Administration will determine when a policy or procedure has been violated and appropriate consequences.

In addition to violating TAA policy, certain computer misconduct may be prohibited under state and/or federal law and may, therefore, be subject to criminal penalties. Such misconduct includes knowingly gaining unauthorized access to a computer system, illegally gaining access to data, causing a computer to malfunction, or interrupting the operation of a computer without the effective consent of the owner. Violators of such misconduct may be reported to appropriate law enforcement.

## No Guarantees

TAA makes no guarantees of any kind, whether expressed or implied, for the service it is providing. TAA specifically denies any responsibility for the accuracy or quality of information obtained through its services.

## Modifications

TAA reserves the right to make any modifications to this policy document as the need arises. Any modifications to this document will be posted on the school's website at [www.thunderbirdacademy.org](http://www.thunderbirdacademy.org).

## Chromebook Checkout Procedure:

- Parents and students must read, agree, and sign the **Chromebook Use and Digital Citizenship Agreement**. Note: It is the school's intention that each student will be assigned the same Chromebook for the duration of their enrollment at Thunderbird Adventist Academy.
- Students must provide a protective case in which to carry their Chromebooks from place to place. Note: Cases can be of any type that will provide reasonable protection for the device-sleeve type that inserts into a backpack or backpack with padded compartment are fine. The Chromebook has a 11.6 inch monitor. Cases that fit the device snugly are preferred.
- Students will be given a charging cable to accompany their chromebook.
- Chromebooks will be collected at the end of the school year for maintenance, cleaning, and software installations. Every attempt will be made for students to retain their original Chromebook each year that they attend the school. All Chromebooks are the property of Thunderbird Adventist Academy and are subject to the same guidelines as other school property. Failure to turn in a Chromebook and charger will result in the student being charged the full replacement cost of these items.
- Students must check in Chromebooks at the end of the year where their condition will be evaluated.

## Chromebook Care

Students are responsible for the general care of the Chromebook they have been issued by the school. Chromebooks that are broken or fail to work properly must be returned to the Office as soon as possible. School owned Chromebooks should never be taken to an outside computer service for any type of repairs or maintenance.

- **General Precautions:**
  - No food or drink should be near a Chromebook
  - Cords, cables and removable storage devices must be inserted and removed carefully with Chromebooks.
  - Chromebooks should not be stored near pets or where baby brothers or sisters can reach and damage.
  - Never leave Chromebooks unattended.

- Never leave Chromebooks inside a car where high temperatures can damage them or they can be easily stolen.
- Take care when Chromebooks are plugged in so the cord does not trip someone or cause the tip to break off inside the charging port.
- Do not personalize Chromebooks-no writing, drawing, stickers, labels, etc. unless placed there by the school.
- Do not use or install any software or operating systems. Virus protection and updates are built in and require no actions on students' part.
- **Moving Chromebooks around**
  - Always transport or store Chromebooks inside their cases. Although cases are reinforced to help protect the Chromebooks, they are not guaranteed to prevent damage. Students must care for and protect their devices.
  - Never carry Chromebooks while the screen is open.
  - Never lift or move Chromebooks by the screen.
- **Screen Care**
  - Heavy objects should not be placed on top of Chromebooks.
  - Do not store Chromebooks with the screen open.
  - Do not place anything in the protective case that will press against the cover.
  - Make sure there is nothing on the keyboard before closing the lid (like pens, pencils, etc).
  - Clean screens with soft, dry microfiber cloth or anti-static cloth-no cleaning solvents.
- **Library Tags**
  - All Chromebooks will be labeled with a TAA check-out sticker.
  - Do not remove or damage library stickers or any other sticker on the back of Chromebooks.

## Using Chromebooks At School

Students are expected to bring a fully charged Chromebook to class each day.

- **Charging Chromebooks**
  - Chromebooks must be brought to school with a full charge.
  - Students should charge their Chromebooks at home every evening.
  - Chromebooks should keep their charge for the entire day but just to be safe, chargers may be brought to school.
- **Sound**
  - Sound must be muted at all times unless permission is obtained from the class teacher.
  - Headphones may be used at the discretion of the teachers.
  - Students must provide their own headphones.
- **Printing**
  - Students will be encouraged to digitally publish and share their work with their teachers and peers

- Students cannot easily print directly from their Chromebooks. However, files can be shared or emailed to a computer for printing. Printers are available on site if students cannot accomplish this at home.
- Students may set up their home printers with the Google Cloud Print solution to print from their Chromebooks at home. Information about Google Cloud Print can be obtained here: <http://www.google.com/cloudprint/learn>
- **Logging into A Chromebook**
  - Students will log into their Chromebooks using the school issued TAA Email account credentials.
  - Students should never share their account passwords with others.
- **Managing and Saving Digital Work**
  - Student work will be stored in the TAA Drive - Google Cloud and can be accessed from any computer with an Internet connection.
  - Some files may be stored on the Chromebook's hard drive.
  - Students will be instructed on using some Google applications offline.
  - The school is not responsible for the loss of any student work.

## Chromebook Use Outside of School

- Students are encouraged to use their Chromebooks at home and other locations outside of school.
- A WIFI connection is required for the majority of Chromebook use.
- Students are bound by the TAA Acceptable Use policy, Chromebook agreement and all other guidelines in this document whenever they use their Chromebooks.
- Content Filter
  - The school utilizes an Internet content filter that is in compliance with the federally mandated Children's Internet Protection Act (CIPA). All Chromebooks, regardless of physical location (in or out of school), will have all Internet activity protected and monitored by the TAA. If a website is blocked in school, then it will be blocked out of school. All school devices are monitored and filtered 24/7. Any attempts to access inappropriate content will result in disciplinary action.
  - **9th-12th grade students have the added option of file sharing and email services that extend beyond the TAA environment. NOTE: Parents will need to opt student in for this experience.**

## Software

- Google Apps for Education
  - Chromebooks seamlessly integrate with all of Google productivity and collaboration online tools including Google docs for word processing, spreadsheets, presentation, drawings and forms.
  - Web based applications and tools will also be available.

## No Expectation of Privacy

*Students have no expectation of confidentiality or privacy with respect to any usage of a Chromebook, regardless of whether that use is for TAA-related or personal purposes, other than as specifically*

*provided by law. The School may, without prior notice or consent, log, supervise, access, view, monitor and record use of student Chromebooks at any time for any reason related to the operation of the school using installed monitoring software. By using a Chromebook, students agree to such access, monitoring, and recording of their use.*

### **Cost of Repairs**

Parents will be held responsible for damage to their student's Chromebook including, but not limited to: broken screens, cracked plastic pieces, inoperability, etc. Should the cost to repair exceed the cost of purchasing a new device, the student will pay for full replacement value (approx. \$350). Lost items such as cases (\$37) and charging cable (\$49) will be charged the actual replacement cost.

### **Optional Insurance (subject to change)**

Some items may be covered by your homeowners/renters policy. Please check with your insurance agent.

### **Appropriate Uses and Digital Citizenship**

TAA-issued Chromebooks should be used for educational purposes and students are to adhere to the TAA Digital Citizenship Agreement at all times. Please read and sign the [Chromebook Use and Digital Citizenship Agreement \(pages 5 & 6\)](#).

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## **ILLEGAL SUBSTANCES & DRUG TESTING**

Students enrolled at Thunderbird Adventist Academy pledge to have nothing to do with any illegal substance – including alcohol, drugs, or drug paraphernalia. Students who have in their possession, or who use or distribute illegal drugs, drug paraphernalia or alcohol, on or off campus, may be given the option of withdrawing or being expelled from Thunderbird Adventist Academy. Possession and/or use of illegal substances will be reported to law enforcement agencies.

By enrolling at Thunderbird Adventist Academy, students and their parents agree to the student's drug and/or alcohol screening and testing as the school deems necessary.

Per Arizona law, it is illegal to possess, use, or sell marijuana or narcotic drugs within 300 feet of school property.

### **Drug Testing**

Students enrolled at Thunderbird Adventist Academy may be tested for drug or alcohol use when there is suspicion that the student has violated the drug and alcohol policy. The school will cover the cost of the test and will escort the student to the lab for testing. If the test results indicate drug or alcohol use, the parent/guardian will cover the cost. If a student tests positive for alcohol or illegal substance(s), he/she will face disciplinary action, which may include suspension or expulsion.

If a parent/guardian wishes to contest the results, he/she may request that the student be re-tested at the parent's expense. If the student tests positive a second time, the student may be given the option of withdrawing or being expelled from school for the remainder of the school year.

## **Intervention**

Adolescents who experiment with drugs or alcohol run a risk of addiction that is 50% higher than addiction stemming from experimentation at an adult age.

Students who test positive for drugs or alcohol, or who possess or use drugs, and who wish to re-enroll at Thunderbird Adventist Academy, will be required to complete a substance abuse intervention program performed by trained professionals selected by the parent/guardian and student. Results of this evaluation must be submitted to the academy in writing. The student and his/her parent or guardian must agree to any counseling and/or treatment suggested by the evaluation.

In addition, the student will be tested for illegal substances by Thunderbird Adventist Academy prior to re-application and re-acceptance, and if re-enrolled, will be re-tested at regular intervals and randomly. The evaluation, treatment, counseling, and tests shall be at the expense of the student's family. Should the student test positive at any time, he/she will be denied re-acceptance or be asked to withdraw from Thunderbird Adventist Academy.

Compliance with these conditions will encourage the Admissions Committee to consider a re-application more favorably, but in no way represent a guarantee of re-acceptance. Re-acceptance is at the sole discretion of Thunderbird Adventist Academy's administration and administration council, and will take into consideration the student's total program.

## **DAMAGE TO SCHOOL PROPERTY**

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The student must pay the cost of damages made to school property. If promptly reported, only actual cost will be charged. If it is necessary to locate the offender, a fine will be assessed in addition to repair costs.

## **UNAUTHORIZED ENTRIES**

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Unauthorized walking on a roof or illegally entering a building will be subject to a \$100 fine or cost of repair for any damage, whichever is greater, and disciplinary action. Heavier fines are assessed for tampering with fire or safety equipment, for illegally climbing the water tower, or illegally entering the swimming pool area. Students entering areas unauthorized or tampering with fire/safety equipment will be subject to disciplinary action and may be subject to additional fines.

## **HARASSMENT**

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Thunderbird Adventist Academy is committed to providing a school environment free from harassment for all students. Incidents of harassment should be reported according to the following procedures so that school authorities may take appropriate action. Students who harass others are subject to discipline up to and including expulsion.

**Definition of Harassment:** Harassment, intimidation or bullying means any repeated intentional written, verbal, or physical act, when the intentional written, verbal, or physical act:

- Physically or emotionally harms a student or damages the student's property; or
- Has the effect of substantially interfering with the student's education; or
- Is so severe, persistent, or pervasive that it creates an intimidating or threatening educational environment.

Harassment can also be unwelcome sexual advances or requests and other conduct that is offensive. It can be spoken, written—including texting, email, blog, or any Internet social media—or physical behavior. It includes offensive pictures, graffiti, jokes, and gestures. Sexual harassment also occurs if submission to offensive sexual conduct is made a condition of academic status, progress, benefits, honors, or activities, it is sexual harassment.

**Reporting Procedures:** Students who have experienced harassment shall report the incident to: the principal, any vice-principal, dean, any faculty member, or the conference superintendent of education as soon as possible.

**Investigation Procedures:** Prompt action will be taken to investigate and insure the safety of all. Academy administration will interview the complainant and the alleged harasser. The alleged harasser may file a written statement in response to the complaint. Additional witnesses may be interviewed as deemed appropriate. All written findings and conclusions will be reported to the Thunderbird Adventist Academy Administrative Council who will determine discipline which may include expulsion. Arizona Conference Office of Education will handle any investigation that includes a complaint against a staff member of the academy.

## CHEATING POLICY

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Cheating is a form of dishonesty that will not be tolerated. Cheating may include, but is not limited to:

- Copying homework or assignments
- Using notes of any kind during a quiz or exam when not given teacher permission to do so
- Communicating with another student through any means during quizzes or exams
- Claiming papers from another student as your own
- Plagiarizing any printed material (using printed material without proper documentation.)

Cheating will result in one or all of the following repercussions, depending on the severity and situation:

### **First Offense**

- Teacher-student consultation
- A zero for the assignment
- Conference with an administrator, and
- Notification to parents

## **Second Offense (the above plus . . .)**

- Review of conduct by the Administration for further disciplinary action with recommendation that the student be suspended from school

## **Third Offense**

- The student will be asked to withdraw from Thunderbird Adventist Academy

## **STUDENT DRESS CODE**

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The underlying goal of the Thunderbird Adventist Academy dress code is to create a culture for learning. Research shows that when students wear uniforms, they often perform at higher academic levels and display better behavior. The dress code is intended to inspire a professional identity that is both modern and modest. These guidelines are meant to avoid distractions and help promote good decorum in the classroom, and are not published as a moral standard of right or wrong.

The staff has the final word on dress code issues. It is possible that some outfits may be technically in code, but not appropriate; for example: when students wear recreational attire during school hours.

### **Overall Guidelines**

- 1. Clothing worn at Thunderbird should not only be neat, clean, and modest, but also in good condition.**
- 2. Clothing should be in harmony with Christian principles.**
- 3. The Dress Code applies to both day and dormitory students while on campus and at school events.** Students and parents can expect that this dress code will be enforced on campus, when traveling in school transportation to or from school, at school functions or at off-campus functions. All students are welcome to attend weekend service and activities but are required to honor the published and/or announced school dress guidelines.

In each instance the student must correct their attire prior to being allowed back in the classroom. Because it is the student's choice to be in violation of dress code, teachers will not provide make-up work or make-up teaching for students who are out of class due to dress code violations.

### **At ALL TIMES on Campus**

- Jewelry must be simple and safe for the appropriate activities. Spacers are not allowed. The jewelry policy is in effect at all school-sponsored events on and off campus.
- Tattoos should not be visible on any part of the body while on campus or at school-sponsored activities.
- Clothes should not have holes.
- Undergarments should not be visible, including underneath clothing.
- Clothes should not advertise or refer to alcohol, cigarettes, or drugs; or have slogans or pictures that are offensive or suggestive.



- Hair must be neat, well groomed, and of natural color.
- Hats and hoods are not to be worn in classrooms, the cafeteria, the chapel, or at religious services.

### **Classroom Attire**

All students are required to follow the classroom attire dress code while on campus during the academic day, whether in class or working.\*

#### **All Students:**

- **Shirts:** Polo or Oxford shirts with the Thunderbird Adventist Academy logo are to be worn during the academic day\*. No bare midriffs.
- **Pants:** Navy or tan/khaki color are to be worn during the academic day\*. Pants must fit at the student's natural waist and be the appropriate size for the student. Jeans, leggings, stretch pants, and sweatpants do not meet the classroom attire dress code.
- **Shorts:** Navy or tan/khaki color Bermuda shorts may be worn during the academic day\*.
- **Outerwear:** Only Thunderbird Adventist Academy logo outerwear may be worn in the classroom during the academic day\*. A Thunderbird Adventist Academy logo Polo or Oxford shirt must be worn under the outerwear.
- **Shoes:** Shoes are to be worn at all times. Sandals with back straps are permitted. Flip flops, sport slides and house slippers are not school attire.
- **Game days:** Students may wear game-day t-shirts purchased from the athletic department and uniform bottoms on designated days. Athletes may wear their jersey tops and uniform bottoms on the first and last home games of the year.
- **Casual Friday:** Students may wear appropriate blue jeans\*\* or uniform pants and officially sanctioned Thunderbird shirts (polos, t-shirts, etc.) and TAA outerwear.

#### **Ladies:**

- **Skirts:** Adams plaid skirt (from the Dennis Uniform Store or Educational Outfitters) is the official uniform skirt. Skirts must fit the student's natural waist and reach the top of the knee.

\* The academic day is defined as the time a student steps onto campus until the end of school-wide classroom instruction.

\*\* Appropriate jeans are defined as jeans that fit comfortably and are not too tight or too loose, and do not have holes or slashes or cuts.

### **Non-Classroom/Recreational Attire**

Non-Classroom/Recreational attire rules apply to all students on campus during non-academic day hours.

- Sweatshirts and t-shirts with appropriate advertising may be worn
- Shorts must have a 6-inch inseam
- Soffe shorts with Spandex underneath may be worn in the gym (for gymnastics and volleyball) only
- Pants and jeans should not have holes or slashes and should not be skin-tight
- One-piece swimwear for ladies or tankinis that cover the midriff and back are acceptable
- Trunk style swimwear for men
- Flip flops and sport slides are permitted during recreational time

### **Work Attire**

Classroom attire guidelines apply while at work unless the work departments require specific dress and shoe guidelines.

### **Special Occasion Dress Policy**

Dress guidelines apply for banquets, graduation, and other special events. The administration reserves the right to make the final decision regarding appropriateness of attire.

Ladies choosing to wear dresses must ensure the dress reaches the top of the knee, includes a modest neckline in the front and back with no open midriff.

## WEAPONS POLICY

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It is an offense to possess or use a dangerous instrument or weapon on school property, school vehicles, or at any school function or activity. Violations will result in:

- Confiscation of the instrument or weapon
- Notification of authorities
- Notification of parents
- Suspension from school
- Possible expulsion

Examples of weapons not allowed include, but are not limited to: guns of any kind, either handguns or rifles (whether toy, air, CO2, paintball, pellet, or bullet); crossbows, slingshots, throwing weapons, fighting weaponry, and knives.

## CLOSED CAMPUS

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Thunderbird Adventist Academy has a closed campus, which is the property enclosed by Smith Circle plus the academy church and athletic facility. Students are not permitted to leave campus during the school day without approval from parents and administration. No dormitory student shall leave campus at any time without permission from the dormitory dean. While faculty housing is on campus, students are not permitted to go there during the school day.

Community students are to remain on campus from the time they arrive at school until they are ready to go home for the day. A student needing to leave campus must first make arrangements with the school office to check out and then check back in when the student returns to the campus community. Village students are subject to school rules and expectations at all times.

Non-dorm students on campus past 7:30 p.m. or after a school-sponsored event, will wait for their parents in the student center. After 7:30 p.m., parents will pick up their students by the curbside between the administration building and the humanities building. After the 1<sup>st</sup> quarter hour, parents/guardians who do not pick up their children on time will be charged at the rate of \$1 per minute.

## SOCIAL CONDUCT

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Thunderbird Adventist Academy adheres to a “hands-off” social policy, meaning that students should refrain from affectionate physical contact with one another. This “hands-off” policy allows for greater consistency in avoiding inappropriate sexual conduct. These social guidelines will be enforced while students are on campus, or on any school-sponsored activity on or off-campus, and apply to interactions between students whether they are dating or not.

Students must abide by the following:

- When sitting on the lawn or benches with the opposite sex, one of the two individuals should always be sitting, rather than reclining or lying down

- Students are not to recline with their heads in each other's laps
- Students will be asked to separate and go to their respective dormitories at the conclusion of a school program or function, including evening recreation
- Students are not to be in any unsupervised area
- If students violate the above policy, they will be placed on "social holiday," which is a holiday or break from each other with no communication. On a first offense students will be placed on social for one week from the moment of the incident; to be confirmed by ADCO. For a second offense (or subsequent offenses) students will be placed on social from the moment of the incident and it will be recommended to ADCO for discipline and possible suspension.

## SPIRITUAL LIFE

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By design and practice, Thunderbird Adventist Academy is a Christian school and has for its definite purpose the development of spiritual ideals. All students are welcome provided they show due respect for the Bible and maintain a reverent attitude during spiritual activities.

The Sabbath is observed from sundown Friday to sundown Saturday. The sanctity of this day requires conduct characterized by dignity and respect. Only that music which is appropriate to the Sabbath should be played or sung. Secular materials and activities should be laid aside and the mind and conversation directed to themes suited to the sacred spirit of the day.

Dormitory students are required to regularly attend dorm worships, vespers, Sabbath school, church services, and other spiritual activities, including Faculty Family period and chapels. Village or community students are required to attend Faculty Family period and chapels that occur during normal school hours, and are encouraged and invited to attend other religious activities and programs.

Involvement in spiritual activities is encouraged of all of our students. A variety of opportunities for involvement are provided, such as:

- Outreach activities
- Mission trips – domestic and out of the country
- Student-led ministry and service projects
- Sabbath services and programming of religious activities

## CELL PHONES

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Due to problems and distractions caused by cell phones, including smart watches, the areas where they can be kept and used are limited. Unless a teacher specifically grants permission for a specific activity students are not permitted to use cell phones in the classrooms, library, chapel, computer room or gymnasium **during class time**, fine arts events (concerts, plays, etc.), and religious services. Cell phones should be kept in the student's locker, dorm room, or backpack and are **NOT TO BE SEEN OR HEARD** in the classroom which would include charging said device.

1. First Offense: The student is sent by the staff member to the administrative office to turn in their device. Prior to returning to class the student will sign the Electronic Device Infraction Log in the registrar's office acknowledging an electronic device infraction has occurred. Students may collect their electronic device at the end of the day. Parents will be notified of the infraction.
2. Second Offense: The student is sent by the staff member to the administrative office to turn in their device. Prior to returning to class the student will sign the Electronic Device Infraction Log in the registrar's office acknowledging an electronic device infraction has occurred. Students may collect their electronic devices at the end of the day. Parents will be notified of the infraction. Students will be required to attend the next applicable period of detention. (Refer to detention policy on pg. 28)
3. Third Offense: Further violations will be considered insubordination and will result in further discipline at school administration's discretion.

## MEDIA & ENTERTAINMENT

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Music is a gift from God. It can also be used in many ways that damage lives. For this reason, Christian standards should be used in the selection of music brought to the school. Only music, which in the judgment of the faculty upholds the standards and ideals of Thunderbird Adventist Academy, will be permitted.

Personal media devices including but limited to speakers and other Bluetooth enabled electronics are not to be used during school hours, work hours, or religious services. Violation of this policy will result in confiscation of the device following the above stated cell phone policy.

Earphone & earbud usage will align with the cell phone policy.

## VEHICLES ON CAMPUS

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Licensed drivers may request permission from the administration to drive a vehicle on-campus. The following regulations must be followed to maintain the privilege:

- All vehicles driven by students must be registered in the office. Registration is to include parental consent, car license number, a copy of student's driver's license, and proof of insurance meeting state requirements.
- Abide by all state traffic laws. Students are to drive at a slow, safe speed. No squealing of tires, fast corners, crooked parking, honking the horn and/or blocking off the flow of traffic will be allowed.
- Student cars must be parked in assigned parking spaces during school hours. The vehicle must be locked and left unattended from the time the village student arrives on campus until he/she leaves for the day. Village/Community students are to park only in the Admin building parking lot in their assigned space.
- Students are not permitted to ride motorcycles on the campus or athletic fields.
- No dormitory student is allowed to ride in or on a village student vehicle.
- Music played from your vehicle must not be heard outside of the car.

- Infractions involving violation of vehicle rules may result in the student being asked to submit his/her vehicle keys to the academy office upon arrival on campus or asked to discontinue bringing the vehicle. Any additional infractions may result in further disciplinary action.
- Due to insurance regulations, this form must be filled out and filed in the school office before permission is given to drive a vehicle on campus. The vehicle is to be used only for driving to and from school unless special permission is given by the parent for medical/dental appointments. Thunderbird Adventist Academy DOES NOT INSURE OR GUARANTEE STUDENT VEHICLE COVERAGES.
- Each driver will receive an assigned parking spot and a parking placard for his/her vehicle that must be on display at all times the vehicle is parked on campus. The number on the parking placard will coincide with the number on the driver's assigned parking space.

**The Administration reserves the right to enter and search a student vehicle at any time.**

## CAMPUS VISITORS

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Parents and other visitors are welcome on the campus. Such visits should not detract from the student's work or study program. At no time should a student leave campus without first obtaining permission from a dormitory dean for dormitory students, or from an administrator for community students. Parents are asked to make arrangements with a dean or administrator prior to taking a student or students off campus.

During school hours all visitors are to report to the main office. After hours all visitors are required to report to a dormitory dean or administrator when they arrive on campus, and are further asked to limit their time on campus to recreation and other activity periods, and religious services. Visitors should not expect to be on campus during class time or for an entire weekend without making prior arrangements. A visitor's pass is required of those visiting a classroom.

Thunderbird students should not be seated in, transported in, or around a visitor's vehicle unless a dormitory dean or other member of the administration has given prior permission. All visitors are expected to cooperate in upholding the standards and regulations of the school, including the social conduct policy.

Guests are asked to respect the privacy of dormitory students. All visitors should have permission from the dean before entering the dormitory room areas. Guests of the opposite gender will be asked to visit with students in the dormitory lobbies only. No guest is allowed in a dorm room with a student with the door closed. No guest should plan to stay overnight unless arrangements have been made in advance with the dean.

A former student not in good and regular standing when they terminated enrollment at Thunderbird must receive permission from the administration prior to each visit to the campus.

Elementary or middle school students are not allowed on campus unless accompanied by their parents/guardians.

Dorm visitors are subject to the following regulations:

- Only staff adults may stay overnight in the dorm, except for special circumstances or events
- Only current Thunderbird students may stay overnight in the dorm
- Under age (elementary) students may not stay in the dorm unless accompanied by parents and/or under specific circumstances (Academy Day for example)
- Visitors must pay \$30 per night. This fee does not include meals

#### CAFETERIA INFORMATION

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The cafeteria serves a lacto-ovo-vegetarian diet consisting of three meals (two on Sunday) a day for dormitory residents. The cafeteria staff does their best to accommodate special dietary needs. Dorm students are not charged separately for meals because it is part of the dorm & lodging fee. Lunch for day students is included in the tuition.

## VILLAGE STUDENT INFORMATION

Students that live with their parents, guardians, grandparents, aunts, or uncles within reasonable driving distance may register as a non-resident (or village) student. Village students are invited and encouraged to participate in all academy activities and functions. All school policies apply to village students. Even though they do not live on campus, village students need to be familiar with the dorm policies in addition to those in this policy book. In addition, the following policies specifically apply to village students:

Village students:

- Must make arrangements with the respective Dean in advance for overnight stays in the dormitory. An overnight charge may apply.
- May, and are encouraged to, attend weekend services at the academy.
- Must participate in services and scheduled activities when present on campus.
- Must comply with the dress code and other regulations that apply to dormitory students.

## DORMITORY STUDENT INFORMATION

**See the Dormitory Handbook**



## ATTENDANCE POLICIES

Thunderbird Adventist Academy believes that students should exercise self-discipline and responsible behavior. One of the ways this is demonstrated is through regular, punctual classroom attendance. Students who attend classes regularly get better grades – since this is when and where the educational experience is provided. In addition, Thunderbird is frequently asked to provide recommendations for former students. The attendance record is often requested. Class attendance records can be the open door for future opportunities.

Attendance is the responsibility of the student and parents/guardians working in conjunction with the school. Both parents and students need to monitor the student's attendance record on Jupiter. If there is a record that needs to be corrected, the student may ask for a correction within one week of the date of attendance in question by filling out a tardy/absence resolution sheet and having it signed by the appropriate teacher(s). Once signed, the form should then be submitted to the Office.

State law requires Thunderbird to maintain regular attendance and punctuality records. **According to the Arizona Conference Department of Education, if a student misses more than 10% of class time in a semester due to unexcused absences, or a total of 15% time missed due to combined excused and unexcused absences, they will not receive credit for that class for that semester.** School related absences do not count towards any absence percentages. **Please note:** A student under the age of 16 may be cited as truant and reported to the courts if their unexcused absences totals more than 10% or 18 days of the school year (A.R.S. 15-802; A.R.S. 15-803).

### ATTENDANCE POINT SCALE FOR UNEXCUSED ABSENCES

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#### Points per tardy - 1

#### Points per absence - 3

Students will be subject to disciplinary action for accumulated absences/tardies as follows:

- 6 points - Parent notification
- 12 points - Parent notification, student meets with Registrar or Academic VP to create an attendance contract.
- 24 points - Parent notification, removal from class if failing (no credit), loss of leadership roles (class, dorm, SA, NHS officer) for the remainder of the school year. If the student is not failing, they may remain in the class with the understanding that any additional unexcused absences will result in automatic dismissal from that class. If the student has accumulated 24 points in multiple classes, the Administrative Committee will determine if the student is eligible for continued enrollment at Thunderbird.

**15% Rule:** Any student who is absent from a class for more than 15 percent of the periods in a semester for any reason (excused or unexcused), except for school-related activities, will not receive credit in that class. Where special circumstances exist (e.g. prolonged illness), a student may petition the Administrative Committee for reinstatement to the class.

All attendance consequences are subject to change at the discretion of the Academic Standards Committee and nature of absences (prolonged illness, prior arrangement, etc.).

Class :	15% of class time/semester
40 min	14 absences
50 min	11 absences
80 min	7 absences
100 min	6 absences

(will be updated based on 2022-23 class schedule)

## TERMS TO KNOW

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1. **Excused Absence** is an absence due to illness, a medical appointment, a court appearance, a funeral in the immediate family, or any other **emergency** approved by the Administrative Committee to miss a class or work appointment.  
Consequences: The student will be allowed to make up school work according to the specific time frame of individual instructors as outlined in the class syllabus. These absences will count towards the 15% of missed class time.
2. **School Event** is an absence or tardy to a class or work assignment due to a school related activity.  
Consequences: The student is able to make up all classwork, and does not count towards any absence percentages.
3. **Pre-Arranged Absence** is an absence of classes or work assignment due to a planned family or religious outing/trip that has been pre-approved by the Administrative Committee. A pre-arranged absence sheet must be submitted to the Administrative Committee prior to the requested dates or it will be considered an unexcused absence.  
Consequences: General class work, tests and quizzes can be completed, however, learning experiences such as discussions, group projects, and laboratory experiments are difficult to make up. Teachers are not expected to provide the missing work ahead of the pre-arranged absence. These absences will count towards the 15% of missed class time.
4. **Unexcused Absence** is an absence where the student has not attended class without having received permission from the Administrative Committee and does not qualify for any of the above categories. This also counts for students who do not attend field trips, class trips and whole school events such as Community Service Days. These events are not optional and are counted as part of the instructional time.  
Consequences: The student **cannot** make up the missed work. These absences will count towards the 15% of missed class time, possibly causing the student to not earn credit for a class.

5. **Excused Tardy** is when a student is late to the next class or work appointment due to a meeting with another staff member.  
Consequences: The student must obtain a tardy slip from the staff member they are meeting with and present it to the teacher for whose class they are tardy.
6. **Unexcused Tardy** is when a student arrives at class after the scheduled class start time. If a student arrives to class 10 minutes or more after the start time, this will be considered an absence for the class and will be recorded as such by the teacher.
7. **Chapel/Faculty Family/Class Meeting Absences and Tardies** – Since this worship period is core to the mission of Thunderbird and short in length, being late to the worship period is counted the same as being absent.
8. **Community Service Days are required school days.** – Community service is an integral part of our citizenship and Christian calling; therefore, all community service days count as school days.

#### WHAT TO DO WHEN A STUDENT IS . . .

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##### **Late to class**

If a student is late 1<sup>st</sup> period, the transporting adult must sign the student in at the office to sign the student in. If the student drove to school, they also sign in at the office, but it will not be excused without a call or note from a parent/guardian. Rare tardies due to transportation problems or accidents on the freeway may be excused. Repeated 1<sup>st</sup> period tardies will not be excused.

If a student is late for another class period because they were meeting with a staff member, the staff member must communicate with the teacher of the class impacted. Tardy passes are not issued for students who are late due to changing clothes after PE class.

##### **Sick**

A parent/guardian or dean should notify the school office by 9:00 a.m. that their child is sick. They may contact the office by email at [info@thunderbirdacademy.org](mailto:info@thunderbirdacademy.org) or by phone at 480-948-3300. Although the absences are excused, the student will still need to meet with each teacher to get any assignments, readings and notes that were missed while the student was gone. This absence will count towards the 15% of missed instructional time.

Should a student become sick during the day, they should go to the dean (dorm students) or the office (village students) to be put on sick list. Sick village students will wait in the office until a parent/guardian can come and sign them out at the front office.

##### **Gone from class for a doctor's appointment**

As much as possible, doctor's appointments should be scheduled during the long weekend leaves. Parents or guardians should notify the office of the appointment with the date and time or submit a written notice from the doctor's office. Students should meet their parent/guardian in the office and have them sign the student out. A doctor's appointment is considered an excused absence and

students will be able to make up assignments. This absence will count towards the 15% of the missed instructional time.

**Gone on a school-sponsored event (not a field trip or sports game)**

Students should go to the school office and ask for a “Request for Permission to Leave” Form. It is their responsibility to complete this form with signatures of the teachers of the classes and work the student will be missing. They should also obtain the signature of their parent(s) and their work supervisor. This form must be submitted to the office by the Monday prior to the dates the student will be missing class. The Administrative Committee will meet on Tuesday afternoon to approve/deny each request. The Committee will consider if they have financial clearance, if they are on D, F & I list and if their absences will negatively affect their grades. If the student’s previous attendance record has been poor, this may also persuade the committee to deny their petition to be absent. Students will be responsible to collect all homework and missing materials from their teachers. This absence does not count towards any absence percentages.

**Gone on a family event**

Students should go to the school office and ask for a “Request for Permission to Leave” Form. It is their responsibility to complete this form with signatures of the teachers of the classes and work they will be missing. They should also obtain the signature of their parents and their work supervisor. This form must be submitted to the office by the Monday prior to the dates the student will be missing class. If it is not received prior to the requested dates, it will not be approved and will be considered an unexcused absence. The Administrative Committee will meet on Tuesday afternoon to acknowledge each request. Since this type of absence does count towards the 10% of missed instructional time, parents should take into consideration all of the issues when scheduling an event that requires a student to miss school.

## GENERAL INFORMATION

### ASBESTOS MANAGEMENT

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An approved inspection and management plan for asbestos-containing building materials, as required by the federal government, is on file in the school office and is available for review upon reasonable notice.

## APPENDIX I – WORK POLICIES

The work coordinator reserves the right to assign all work positions. Work positions are intended to be permanent and are in effect for the entire school year. However, the work coordinator reserves the right to change student jobs to alternate areas as need dictates. Students who wish to change to a different job during the year must follow the guidelines for changing their work position. (See "Job Changes" below.)

Job positions will be determined as quickly as possible after students are enrolled. Because preferred jobs fill quickly, the earlier students apply, the more work choices available to them. Student preferences for work are considered, but the work coordinator cannot promise everyone his/her first choice of job position. Students are encouraged to contact the work supervisor to request a specific position. Making a request through a supervisor does not guarantee that a student will receive the requested job, and Thunderbird Adventist Academy cannot guarantee on-campus employment for every student who might desire it. Students who are cooperative, industrious, teachable, and dependable will receive priority job placement.

To be eligible to work, a student must:

- Be at least 14 years old
- Have a Social Security card on file with the business office (or proof of having applied for one)
- Complete the federal I-9 and W-4 forms
- Complete the work agreement
- Present a copy of their valid US Visa and I-20 form (International students only)

### **Work expectations**

Students are expected to perform assigned duties in cooperation with their work supervisors, who will assist student workers in developing work skills and a work ethic that will help them be successful both now and in the future.

Students will sign a contract with each department for which they work. This contract will include the student's daily work schedule and basic expectations.

### **Job Termination**

Supervisors may fire students for the same reasons they would be fired when working in the community, including but not limited to:

- Failing to report for work (unexcused absences), being late for work, or failing to clock in
- Demonstrating unwillingness, in action or attitude, to cooperate with their supervisor
- Failing to satisfactorily perform the duties assigned

A student can be fired immediately in the event of gross negligence and/or insubordination. If a student is fired from a work assignment, he/she may be given a three-day work suspension. A second firing (or failure to meet work suspension requirements) may earn suspension from school, pending a conference with the student, a parent/guardian, the principal, the work coordinator, and the work

supervisor. As employment is necessary for the receipt of financial aid, the student's financial plan may also be jeopardized.

### **Job Changes**

In special circumstances where it is determined that a different job position would be beneficial—such as personality/atmosphere clashes, extended illness, or academic difficulties—the work coordinator may approve a change of jobs. The coordinator will consider this change only if students have an existing positive work ethic report from their supervisor. No job changes will be considered for workers who perform their duties poorly.

Students may also apply for a transfer when other jobs become available. The work coordinator and supervisor will consider a student's job performance and work attendance prior to authorizing any job change.

Students must give at least two weeks' notice before quitting a job or they will be subject to disciplinary action and may not qualify for further employment.

Students who are terminated from their jobs due to their own poor work habits or disciplinary problems may not be given other Academy sponsored employment.

As one of the student's daily appointments, work attendance is mandatory. Three unexcused work absences (three unexcused tardy equal one absence) will result in termination.

For a work absence to be excused the student must:

- Personally notify their work supervisor prior to the start of the work shift
- Have a valid reason for a tardy or absence

Students are expected to meet their work obligations and to make arrangements with their work supervisor when they must be absent. Failure to make prior arrangements will result in an unexcused absence. Tardy and absences from work will be recorded on the student's attendance record. Work absences greater than 10 percent of the hours of employment assigned per semester may result in termination.

Student labor earnings are to help defray expenses at Thunderbird Adventist Academy. All earnings for on-campus labor must be applied to the student's account and cannot be paid in cash unless the parent has paid for the school year in advance. In this case, the parent may request to have the student labor credit handled as a check withdrawal by the student. The current campus wage complies with federal and state minimum wage laws

### **Student Worker Discipline**

The following steps will be taken when a student habitually performs unsatisfactorily at work:

Level 1—The work supervisor will talk with the student. This is considered a verbal warning and notification will be sent to the work coordinator and to the parent/guardian.

Level 2—A conference is held with the student, work supervisor and work coordinator. This includes a telephone call to the parent/guardian and documentation of expectations for the student.

Level 3—A written notification of possible termination is given to the student, with a copy sent to the parents.

Level 4—Termination of employment. The student may be subject to disciplinary action by the Administration.

### **Student Worker Grievance**

If a student feels that he/she has been treated unfairly the following steps must be taken prior to reassignment. These procedures are intended to provide a fair and orderly means for addressing and resolving complaints by students. In every case, a good faith attempt will be made to resolve the complaint at its source, i.e., between the student worker and the student's immediate supervisor.

1. The student will speak with the supervisor and attempt to find a resolution to the problem. (The student may request the assistance of a faculty advocate)
2. If the matter is not successfully resolved, the student may file a formal written complaint with the work coordinator.
3. The work coordinator and the student will meet with the supervisor and attempt resolution
4. If resolution is not possible the student may request permission to transfer to another available position. Every effort will be made to meet the student's request. Reassignment will be based in part on job availability.

### **Available work opportunities**

- Administrative offices
- Dormitories—Boys or Girls
  - Resident Assistant
  - Front Desk
- Food service
- Maintenance/grounds
- Teachers' offices as lab assistants, graders, janitors, etc.

School sponsored off campus employment may be available in the future through special arrangements. Dormitory students wishing to work off campus must have parental approval and receive administrative approval. Students may not skip classes for work and may not work on the Sabbath or miss required school activities. The Principal must meet with the work supervisor prior to making a work agreement.