FIRST BAPTIST ACADEMY LIONS



PARENT/STUDENT HANDBOOK

SCHOOL YEAR 2026-2027

Life, Learning, and Leadership

Dear Parents, Guardians, and Students,

Welcome to the upcoming academic year at First Baptist Academy. Whether you are returning to our campus or joining our school family for the very first time, we are profoundly grateful that God has directed your path to our community. Every new school year brings a sense of anticipation, renewed energy, and a collective commitment to spiritual and academic growth.

As we embark on this journey together, it is essential that we anchor ourselves in the core purpose of our institution. This handbook is designed not merely as a compilation of rules and logistical guidelines, but as a roadmap for how we live out our shared values on a daily basis. At the heart of everything we do is a foundational calling that guides our faculty, administration, and staff:

OUR MISSION
Partnering with parents to develop students with Christian character and a biblical worldview, equipping them for life, learning and leadership.

This mission underscores our deep conviction that parents are a child's primary educators. Our role is to stand alongside you—supporting, encouraging, and reinforcing the biblical truths and moral foundations you establish at home. Together, we strive to build a vibrant learning environment where academic excellence is inseparable from spiritual maturity.

Throughout this year, we will challenge our students to pursue academic excellence in their **learning**, to model Christ-like integrity in their daily **life**, and to influence the culture around them through intentional **leadership**. We believe that by instilling a comprehensive biblical worldview, we are preparing our students not just for the next grade level, but to impact the world for the Kingdom of God.

Please take the time to review this handbook carefully as a family. Familiarizing yourselves with these standards ensures that we remain unified in spirit, clear in our expectations, and mutual in our accountability.

Thank you for your trust, your prayers, and your dedication to this vital partnership. We look forward to seeing how God will move in the hearts and minds of our students this year.

In His Service,

Dr. Ryan Dupeé
Head of School
First Baptist Academy

PURPOSES AND USES OF THIS HANDBOOK

The purpose of the Parent/Student Handbook is to provide parents, students, and employees a basic presentation of the mission, philosophy, policies, and practices of First Baptist Academy. The Handbook provides students and their parents a set of guidelines for citizenship and behavior in and around FBA. In cases of disagreement about a particular interpretation, the Administrators will render decisions that align with the Mission and Vision of FBA. The most current and reliable version of the handbook is always on the family portal of FACTS. Although changes are most often made during the summer months between academic years, the administration reserves the right to update, change, or initiate policy at any time.

INTRODUCTION

First Baptist Academy strives to disciple students toward responsible roles in Christ's kingdom. Students are taught that they are image-bearers of God and His representatives to their fellow man and to the creation with which they have been entrusted.

Therefore, First Baptist Academy exists as a culture and community dedicated to God's kingdom. We trust students will learn to do their best, pursue excellence, and develop their interests, God given abilities and gifts. We also desire that students learn to obey God's instruction, to live a life worthy of the calling of Christ, and to share His life with others. To achieve the spiritual, academic, and professional environment, certain policies will be based on Biblical standards, best practice, or preference. We trust that our guidelines will help maintain a positive and orderly environment for our students.

MISSION STATEMENT

Our Mission is "Partnering with parents to develop students with Christian character and a biblical worldview, equipping them for life, learning and leadership."

VISION

The Vision of First Baptist Academy is to be an academic organization promoting the excellency of Christ through excellent academics and Biblical mentoring to prepare students to promote Christ from Naples to the Nations.

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PARENT STATEMENT OF PARTNERSHIP

Seeking to enter a partnership with First Baptist Academy and First Naples Church, parents understand attendance at First Baptist Academy is a privilege and not a right. Parents' primary reason for selecting FBA is to provide a Christ-centered, academically rigorous education. Parents agree to support school personnel, programs, policies, philosophies, disciplines, and activities in a cooperative and positive manner.

FBA Parents are expected to:

- Comply with all school rules and policies
- Accept and support the authority and decisions of school administration, faculty, and staff
- Support the school in a positive manner on campus, off campus, on social media, at school events, on field trips, or on other public forums
- Dress appropriately and modestly on campus, off campus, at school events, or on field trips
- Refrain from drinking alcohol, smoking, vaping, or using any other kind of drug paraphernalia on campus, at school-related events, or on field trips
- Speak appropriately and respectfully, refraining from using profanity or vulgar language on campus, at any school-related event, or on field trips. This also includes when interacting with faculty, staff, or administration in person or in writing
- Refrain from bullying and harassing other students, families, faculty, staff, and administration at any time, in person or in writing
- Refrain from addressing or correcting other students or families

PHILOSOPHY OF CHRISTIAN EDUCATION

The educational philosophy of First Baptist Academy is based on a God-centered view of truth and man as presented in the Bible. FBA applies the principles of “Kingdom Education” (Dr. Glen Shultz) in its educational philosophy. FBA exists to facilitate the Christian home seeking to disciple children through the truth of God’s word and emphasizing Creation, Fall, Redemption, and Reconciliation of humanity. Kingdom Education functions within the following statements:

1. The education of children and youth is the primary responsibility of parents (Deut.6:4-9; 11:18-21; Psa. 78:1-7; Psa. 127:3; Prov. 22:6; Mal. 2:13-16; Eph. 6:4).
2. The education of children and youth is a 24 hour-a-day, 7 days-per-week process that continues from birth to maturity (Deut. 6:7; 11:19; Prov. 22:6).
3. The education of children and youth must have as its primary goals the salvation of and discipleship of the next generation (Psa. 78:6-7; Matt. 28:19-20).
4. The education of children and youth must be based on God’s Word as absolute truth (Matt. 24:35; Psa. 119).
5. The education of children and youth must hold Christ as preeminent in all of life (Col. 2:3; 6-10).
6. The education of children and youth must not hinder the spiritual and moral development of the next generation (Matt.18:6; 19:13-14; Mk. 10:13-16; Lk. 18:15-17).
7. The education of children and youth, when delegated to others by parents, must be done so with utmost care to ensure that all teachers follow these principles (Ex.18:21; I Sam. 1:27-28; 3:1-10).
8. The education of children and youth results in the formation of a biblical belief system or worldview (Lk. 6:40).
9. The education of children and youth must lead to true wisdom by connecting all knowledge to a worldview frame of reference (Rom. 1:20; Psa. 19:1; Prov. 4:5,7;3:19; 9:10; Psa. 104:24; 136:5; Jere. 10:12; Rom. 11:33; Luke 11:52; Col. 2:3; I Cor. 8:1; 13:8; Rom. 1:28).
10. The education of children and youth must have a view of the future that includes the eternal perspective (Col. 3:1-2; Matt. 6:19-20; 2 Tim. 4:6-8; Acts 20:24; Heb.11:13; Col. 3:23-24).

INTENDED STUDENT OUTCOMES

With our mission and core values in mind the following Student Outcomes serve as our model for every graduate of FBA.

For Life

1. Has a personal intimate relationship with Jesus Christ as Lord and Savior. (Matthew 10:32)
2. Lives with a life purpose to glorify God by living a generous, sacrificial lifestyle of discipleship. (Habakkuk 2:14)
3. Is actively involved in a local church community, serving God and others. (Hebrews 10:25)
4. Identifies the Bible, God's Word, as truth and the final authority for all of life. (Hebrews 4:12)
5. Possesses apologetic skills and a biblical worldview in defense of their faith. (I Peter 3:15)
6. Understands and utilizes biblical and good practice principles for managing and resolving conflicts in relationships.

For Learning

1. Has a knowledge and understanding of people, events and movements in history and world cultures. (Romans 15:4)
2. Appreciates literature and the fine arts as a means of expressing both beliefs and values. (Matthew 12:37)
3. Utilizes technology as a means of finding, analyzing and evaluating information. (Proverbs 18:15)
4. Is committed to lifelong learning. (Proverbs 1:5)
5. Values intellectual inquiry and are engaged in the exchange of ideas as a means of problem solving. (1 Thessalonians 5:21)
6. Is culturally competent in the academic disciplines of language arts, science, and math. (Titus 2:1)

For Leadership

1. Can articulate and defend their biblical worldview while having a basic understanding of other worldviews. (Colossians 2:8)
2. Has the skills to question, solve problems, and make wise decisions. (James 1:5)
3. Understands and defends the worth of every human being as created in God's image. (Genesis 1:26)
4. Respects and relates appropriately with integrity to the people with whom they interact. (Philippians 2:3,4)
5. Enjoys multiple opportunities to identify and obtain leadership skills and abilities.
6. Embraces character, competence, and communication as critical leadership attributes.

STATEMENT OF FAITH

As stated in the Admission Policy of First Baptist Academy, parents and/or guardians must understand that these doctrinal positions will be taught in our Bible classes and in our Chapel.

The Scriptures
We affirm that the Holy Bible is the inspired, inerrant Word of God and the basis for our beliefs. Through the providence of God, the Word of God has been protected and preserved, and is the only infallible and authoritative rule of faith and practice (II Timothy 3:16-17; II Peter 1:20-21).

God
We believe that there is only one true, living, sovereign, holy and eternally existent God. He exists in three co-equal persons: Father, Son, and Holy Spirit, each being a distinct person with a distinct function, but all of one essence and all possessing the same nature, perfection and attributes. The Triune God is the creator and sustainer of all things, the source of all truth, and is worthy of worship, confidence and obedience (Deuteronomy 6:4-5; Genesis 1:31).

Jesus Christ
We believe that Jesus Christ is God. In His incarnation, He was conceived by the Holy Spirit, born of a virgin, lived an exemplary, sinless life, performed miracles, shed His blood on the cross to pay the debt for our sins, was buried, bodily resurrected, ascended to the right hand of the Father, and will return literally, visibly, and personally in glory and power (John 1:1-3, 14; Matthew 1:18-25, Philippians 2:5-9; Colossians 1:15; I Corinthians 15:1-8; Acts 1:11).

Holy Spirit
We believe that the Holy Spirit is God, co-equal and co-existent with the Father and the Son. He convicts of sin and lostness and then brings about regeneration and sanctification. The Holy Spirit lives within every believer and desires to infill us and empowers us to live a godly life. He gives special spiritual gifts to each believer to be used for His purposes and edify His Body (John 14:16-19; 16:7-15; I Corinthians 6:19-20; Romans 8:9, 11; Titus 3:5; I Corinthians 12).

Man
We believe that in the beginning, God created man in His image, in order to have fellowship with Him, and man is not in any sense the product of evolution (Genesis 1:27, 31).

Sin
We believe that Adam and Eve, the first humans, sinned by disobedience to God. This act resulted in the fall of all mankind and creation. All people since then have likewise sinned and lost their ability to live in fellowship with God. Every person's sin incurs both physical and spiritual death unless there is forgiveness and salvation by the grace of God through Jesus Christ. All are in need of a new nature, which then allows us to have relationship and fellowship with God (Genesis 3:1-24; Isaiah 59:2; Romans 3:10-23; 5:12-21; 6:23, II Corinthians 5:17).

Salvation
We believe that the salvation of lost and sinful people is a free gift of God's grace, apart from human works, based solely upon Christ's vicarious and atoning death and glorious resurrection. It is affected by the regenerating work of the Holy Spirit, and received only through repentance and faith in the person and finished work of Jesus Christ on the cross, and His resurrection from the dead. We must individually receive and confess Him as Lord of our lives in order to receive this free gift of salvation (Ephesians 2:8-10;Romans 10:9-13; Acts 20:21).

The Church
We believe that the Church is the Body of Christ and the Family of God. It is comprised of saved and baptized believers who regularly meet together and commit themselves to the purposes of our church: worship, evangelism, discipleship, fellowship, and service(Matthew 16:18; I Corinthians 12:12-24; Hebrews 10:25).
Evangelism and Missions
We believe that it is the responsibility and privilege of every Christian to proclaim the Good News of Jesus Christ, and to seek to make growing disciples in Southwest Florida and beyond. Our commission is to give to, pray for, and be as involved as possible in home and foreign missions (Matthew 28:18-20; Acts 1:8).

The Home
We believe that God has given parents the responsibility to bring up their children in the nurture and admonition of the Lord (Eph. 6:4, Prov.22:6). We believe that a consistent and whole education occurs when the home, church, and schoolwork closely together and are in agreement in purpose, character, and biblical worldview (Ephesians 6:4; Proverbs 22:6).

LIFESTYLE STATEMENT

First Baptist Academy is a religious institution providing an education in a distinct Christian environment, and it believes that its biblical role is to work in conjunction with the home to mold students to be Christlike. On those occasions in which the atmosphere or conduct within a particular home is counter to or in opposition to the biblical lifestyle the school teaches, the school reserves the right, within its sole discretion, to refuse admission of an applicant or to discontinue enrollment of a student. This includes, but is not necessarily limited to, living in, condoning, or supporting sexual immorality; practicing homosexual lifestyle or alternative gender identity; promoting such practices; or otherwise having the inability to support the moral principles of the school (Leviticus 20:13a, Romans 1:27, Matthew 19:4-6).



GENERAL INFORMATION

FBA Admissions Policy
We admit students of any race, color, or ethnic origin to all the rights, privileges, programs, and activities generally accorded or made available to other students at the school. We do not discriminate on the basis of race or ethnic background in administration, educational policies, financial aid, athletic, or other school-administered programs.

Students entering PK3, K4, and Kindergarten must be three, four, or five years old by September 1 of that school year. PK Handbook can be accessed here: PK Handbook

Admission cannot be granted until all necessary records have been submitted to the school office and a personal student/family interview with school administration has been completed.

Admissions testing may be required for students entering Preschool through Twelfth grade at the administration's discretion prior to admission. At least one parent/guardian must be a born-again Christian who knows the Lord Jesus Christ as Savior and can give a clear Christian testimony. The parent/guardian should faithfully attend, financially support and minister in a local church whose fundamental beliefs are in agreement with the Statement of Faith of FBA. The parent/guardian must accept without verbal or mental reservations both the Statement of Faith and the Educational Philosophy and Objectives of this school and be committed to upholding them. All admissions appointments will be made on a probationary basis and continued enrollment at the Academy will be contingent upon demonstration of student adherence to our Guiding Principles.

Athletics

FBA is a member of the Florida High School Athletic Association (FHSAA), and offers a competitive sports program generally available to students in grades 6-12. FBA will determine which sports will be offered for each year. Participation is voluntary and involves practice and game. While all students are encouraged to try-out for an athletic team, team member selection may be limited and will be decided by the Director of Athletic Ministries based on the student's attitude, skill level, and dedication. Therefore, all students trying out for a particular sport are not guaranteed a spot on the team. An Athletic Clearance is required for all students prior to participation in any team activity and/or tryouts. A student must be academically eligible in order to participate on a team.

At any time during a season, the Director of Athletic Ministries and school administration may remove a student from a team due to unacceptable behavior (in school or after school) or failure to participate in team practices. Athletic Policies can be found in the Athletic Handbook, sent out from the Athletic department each year.

Campus Visitation

Anyone visiting the Academy must sign in/out at the front desk/security kiosk in the FBA Main Office, at Door 15. A visitor's badge will be provided and must be worn on campus. Prior to leaving the campus, the badge should be returned to the FBA Main Office. Full cooperation with these policies will reduce classroom disruption and insure safety and security for students. Parents and guests must provide a government issued ID in order to obtain a visitor's badge.

Closed Campus

FBA is a closed campus and students that do not attend FBA may not be on campus without proper authorization. To obtain authorization to visit the campus, students who do not attend FBA must secure permission from the appropriate school principal, at least 24 hours prior to his/her planned visit. Student visitors on campus must wear a visitor badge and are limited by the principal as to the areas on campus they may visit. Visiting students must respect the school dress guidelines and dress appropriately for their visit. All FBA students must remain on campus during the academic day unless prior administrative approval has been granted.

Chapel

Chapel is a time of praise and worship for faculty and students. The chapel message will normally be brought by one of our school or church staff members. Occasionally, we will ask Christian laymen from our community, missionaries, or guest pastors to speak in chapel. Parents are welcome. Chapel is an integral part of the curriculum and attendance is required. Students in Grades 9-12 who have "off campus" privileges on chapel days must still be in attendance for Chapel.

Chapel and Assembly Student Conduct Expectations

Students are expected to be respectful and attentive during all school gatherings, including chapels, assemblies, student performances, guest speaker presentations, and other school-sponsored events. These are not only important experiences, but also valuable opportunities to practice appropriate behavior in formal and public settings. Distractions, whether intentional or unintentional, can disrupt the experience of others and show a lack of consideration for those leading or participating in the event. Common distractions include:

- Talking or whispering during presentations or performances
- Sleeping or disengaging visibly (head down, closed eyes, inattentive posture)
- Leaving the space unnecessarily or without permission
- Making distracting noises or movements (tapping, rustling bags, etc)

These behaviors not only prevent the individual from fully participating, but they also show a lack of respect for the speakers, performers, or community members who have invested time and effort into the school gathering.

Child Abuse/Protection Policy

If there is any known or suspected abuse or neglect by any adult of a child attending FBA, the teacher, the principal, the school administration, and the School Committee has a duty to report the knowledge or suspicion to the appropriate state agency. This is the case whether the suspected abuse or neglect occurs on or off the school premises. The State of Florida requires FBA to report allegations of suspected child abuse to the proper governmental authority when there is a reasonable suspicion or reasonable basis for believing that physical or emotional abuse, sexual abuse and exploitation, inadequate supervision, or other forms of abuse have occurred.

Church Relationship

The school is a ministry of First Naples Church and will reflect its spirit, doctrines, and goals. Strong emphasis will be given toward working in harmony with the other ministries of the church. The School Committee and school administration are responsible and accountable to the Lead Pastor, appropriate ministerial staff, and ultimately to the church body.

Delivery of Items to Students

Parents that need to deliver forgotten items to their children are asked to bring those items to the reception desk in the Main Office. The school will not accept delivery of items for students from anyone other than those designated on the Emergency Contact list in FACTS. We do not accept food delivery from any food delivery service (ex: GrubHub, Uber Eats, etc.), nor are students permitted to meet the delivery service at the door. All food delivered from a food delivery service will be thrown away.

Discipline

We are committed to supporting the four guiding principles of Respect, Responsibility, Cooperation, and Christ-Likeness. These are based on God's Word, and upheld as the standards for conduct at FBA. Romans 12:1, 2 express the need for transformation of the mind in order for genuine character change to occur in the life of the individual. The goal of discipline is not self-determined character change, but Christ-empowered character change. (Please see page 24 for more information on discipline procedures and standards).

Dress Code Enforcement

Parents will be called and asked to bring the student appropriate dress, or to pick up the student when the student is out of compliance with the school dress code.
Dress Code Guidelines can be found on page 31.

Drug Testing

FBA is a drug-free campus. FBA Administration reserves the right to mandate a drug test (nicotine, alcohol, or illegal substances) to any student receiving disciplinary consequences that merit 10 demerits or more. The test will be at the parent's expense.

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Electronic Media and Technology

ALL forms of technology including, but not limited to email, texting, X, Instagram, Snapchat, TikTok, or any current or future social media site or system must be used in an appropriate and responsible manner by all students enrolled at FBA. The social media policy is a 24/7 mandate, if a student is enrolled at FBA. Any posts, texts, or communication that, in the determination of the school administration, reflects any of the following, is a violation of this policy and discipline will begin with at least an In-school Suspension.

- Using profane, inappropriate language, racial slurs, slang, abbreviations, or innuendos. This includes posting song lyrics, or any other media determined inappropriate by school administration. This includes "liking" or sharing posts containing the above content.
- Posting, texting, or sending inappropriate images, pictures, graphics, or other visual illustrations reflecting an offensive item, post, suggestion, gesture, or any other act deemed to be inappropriate by school administration. This includes "liking" posts containing the above content.
- Posting, texting, or communicating negative statements or images that divide and promote disharmony regarding FBA faculty, staff, coaches, administration, students, the school in general, school policies, decisions made by school personnel, and any other individual deemed to be associated with the school. Students and parents do NOT have permission to create social media postings that include teachers, staff, or facilities during the school day without permission from administration.
- Recording inside of restrooms or private spaces, or recording verbal or physical altercations between other students with or without the intent to post the images or video.

Consequences

- 1st Offense—A one day In-School Suspension plus 5 demerits and will require that the offending post or photo be removed from the site immediately.
- 2nd Offense—A two day In-School Suspension plus an additional 10 demerits and will require that the offending post, photo or other be removed from the site immediately. The student will be required to take down, leave, and disconnect from access to ALL social media sites for a period determined by school administration.

Note: Social media posts that contain sexual innuendo, racial slurs, or threats of bodily harm (including weaponry or gang-related signs) will not be tolerated. Students will receive an **automatic three-day Out-of-School Suspension for posting or liking any such content.** FBA Administration reserves the right to terminate the privilege of being a student because of content on their social media platforms.

Home School Extension (HSE) and Athletic Participant (AP) families have committed to the same goals and philosophy of representation of FBA. Therefore, when HSE and AP students violate their responsibility to FBA with their social media use, FBA will incorporate consequences as to the student's involvement in extra-curricular activities. Examples include but are not limited to suspensions or removal from athletic teams or fine arts productions.

First Baptist Academy values the role of parents and realizes that parents must be a model of using social media in a constructive manner to reflect Christ both to their children and the Naples community. Parents who choose to post negative statements about the school, administration, teachers, staff, coaches, or other parents and/or students, or opposing teams and coaches should expect a conversation with school administration concerning an ongoing partnership with FBA.

Field Trips

Teachers arrange for classes to take field trips to various locations for educational purposes. Field trips must be approved through the school administration. Parents may be asked to act as chaperones. Only approved FBA drivers will be permitted to drive FBA vehicles.

Financial Aid

Financial Aid is awarded on the basis of financial need. Each year, FACTS Grant and Aid, an independent outside source, will begin accepting Financial Aid applications for the upcoming school year. FACTS reviews these applications, which require the parent's most current tax return information, in order to establish the level of need. The amount of financial aid is available only as budgeted funds allow and is available only to those students entering the Upper School (6-12).

First Baptist Academy also participates in the Florida Department of Education's Private School Scholarship. Applicants interested in pursuing this scholarship may review the requirements and find further information regarding the scholarship at https://www.stepupforstudents.org/scholarships/private-school/. If awarded a scholarship, please share your letter of eligibility (6-8 weeks from date of completed application) with the FBA Admissions Department.

Fundraising Projects

FBA may select certain fundraising projects to supplement the school's regular budget. Most of the activities are coordinated through Teachers and Parents Together ("TAPT"). While participation in any of our fundraising programs is voluntary, parents are asked to help as much as they can. Fundraisers for individual clubs and classes must be approved through the school administration.

Inclement Weather

Inclement weather may dictate the closing of school either prior to or during the school day. The Academy will close any time there is a public school (Collier County) closing due to hurricanes or other weather emergencies. Notification will be given through the local radio and television stations, FBA's website www.fbalions.org, FACTS Parent Alert, and FBA's social media channels. In the event of a long-term school closing due to weather, FBA reserves the right to return separate from Collier County as conditions allow. FBA uses the ThorGuard system to protect our students and staff from impending lightning strikes or possible heat alerts, which may affect outdoor activities. In the event of an alert during carline, parents will receive a Parent Alert via text with instructions on where and how to pick up their child(ren) safely.

Lockers

Students in grades 6-12 are assigned a locker. Lockers must be kept clean at all times. Any locker that is willfully damaged by a student will be repaired and the cost of repair will be billed to the student. Lockers are the property of the school, and the administration reserves the right to inspect lockers and locker contents at any time. Only school issued locks may be used in any area of the school.

Lost & Found

Lost and found items will be collected and held in designated locations around campus. Unclaimed items will be donated once per quarter to a local charity.

Lunches

The Academy offers a lunch program through SAGE dining, which is included in the cost of tuition. Please note, no outside food delivery services will be accepted. Food may be dropped off by a parent/guardian.

Parking/Traffic Information

Due to the amount of traffic that must enter and exit the school campus, it is essential that all drivers obey speed limits and designated traffic patterns. The paved parking area is properly marked for traffic flow, and parking areas are clearly designated. Delivery and pick-up of students should always occur in the designated zones. Use of handicapped spaces is reserved for properly identified vehicles at all times.

High school students may drive to school only after securing a parking permit and signing the Student Vehicle Parking Authorization Form. Loitering in the parking lot will not be acceptable. If necessary, students will be assigned to a study hall. Reckless or careless driving will not be tolerated. Students are not allowed to go to their car during school hours without permission. No loud music will be permitted in the vehicle while on school property or at school activities. Any violation may result in a suspension of driving privileges.

Bicycle and Scooter Transportation

Students may ride non-electric bicycles and scooters to school with prior written permission from parents/guardians and completion of the required permission slip. All riders must wear properly fitted helmets at all times and follow traffic safety rules while traveling to and from school. Bicycles and scooters must be stored only in designated areas on school grounds, and students are responsible for ensuring their equipment is in good working condition with functioning brakes. The school is not responsible for lost, stolen, or damaged bikes/scooters, and permission may be revoked if safety requirements are not followed. Students and parents must have an emergency transportation plan in place for inclement weather or unsafe conditions.

Private Property

First Baptist Academy reserves the right to search any campus property, including but not limited to, classrooms, offices, lockers and personal property that is on campus. Vehicles, driven to school by FBA students, are also subject to search at the discretion of the administration. Drug-sniffing dogs are permitted to be on campus at any time, with or without advance notice.

Ride Sharing (Uber, Lyft, etc) Policy

It is important that arrangements be made to pick students up at dismissal times. Ride sharing platforms such as Uber and Lyft do allow for teen accounts ages 14 and up, which are created with parent permission/authorization within the application. If a student in grades 9-12 needs to use a ride sharing service, written parent permission must be on file at First Baptist Academy in the upper school office using the Rideshare Permission Form. This must be submitted prior to utilizing the service. You can access the form here: Rideshare Permission Form.

School Office

During the school year, office hours are from 8:00 a.m. to 3:30 p.m. Monday through Friday. When coming to the school for any reason, visitors should check in at the FBA Main Office. Parents and guests must provide a government issued ID for scanning and screening in order to obtain a visitor's badge, which must be worn visibly at all times.

Parents should not call the office with routine messages for students. Any special transportation arrangements must be made prior to the day of pickup and require written permission.

Parents should contact teachers and members of the Administration via email during school hours. Parents may also call the office and leave a message for a teacher to return their call. Any communication received from parents will receive a response within one business day.

Security

The FBA campus operates on a soft lockdown each school day, with one point of entry. All access doors are locked. Students or parents/guests inside the building must not open a locked door and give anyone permission to enter the building. School administration or their designee reserves the right to inspect or search lockers, backpacks, purses, student automobiles, and student computer files. Security video equipment is in operation throughout the building. School administration reserves the right to request law enforcement personnel or approved security personnel to search lockers, backpacks, purses, student automobiles, and student computer files.

Student Arrival/Dismissal

Students must not be dropped off at school before 7:30 a.m.

The school is not responsible for students after 3:30 p.m. unless they are participating in an official school activity or event. No student will be supervised after 3:30; therefore, all students are expected to be off campus by that time.

FBA Staff members have additional responsibilities following afternoon carline supervision, and FBA does not provide aftercare. In recognition of our parent-school partnership, all students are expected to be picked up no later than 3:30. A late fee, as determined by FBA staff at the time of pick up, will be assessed for every 15 minutes or portion thereof that a parent, legal guardian, or designee is late picking up the child. The late fee will be $15 per 15 minutes beginning at 3:31 PM on full days and 12:31 PM (ES, MS, HS) on half days.

Student ID badges, Grades 6-12

In order to maintain a safe and secure learning environment, all students in grades 6–12 are required to wear their school-issued ID badges each day while on campus. ID badges help us quickly identify students, staff, and visitors, ensuring the safety of our school community and fostering a sense of belonging and accountability.

Students must wear their ID badge visibly on a lanyard **above the waist**, on a break-away lanyard, at all times during the school day. ID badges should not be altered, defaced, or decorated. Students will be given a lanyard and ID to start the school year, but may select their own, school-appropriate lanyard to wear. It must be break-away, and administration has the final say regarding the appropriate nature of any lanyard.

Students must have an ID badge ON to enter school in the morning. If they do not, a temporary ID will be issued at the door (bracelet for the day).

- If it is forgotten, the temporary ID will suffice for the day. This may result in loss of minor privileges throughout the school day.
- If it is lost completely, the student will need to get a replacement. Replacement badges will be printed daily as needed. The cost of the replacement badge/lanyard is $3.00. The charge will be placed on the FACTS account. Failure to pay ID badge replacement fees can result in students not being able to attend extracurricular activities including homecoming, prom, field trips and sporting events.
- If a badge has been altered or has more than normal wear and tear, the student will be responsible for the cost of the ID badge.

Failure to wear an ID badge, or repeated reminders to put an ID badge on, may result in disciplinary action, including, but not limited to, demerits and detention.

Student Use of Cell Phones and Listening Devices

Student cell phones, headphones/AirPods, smartwatches, wearable technology with recording capabilities (ex. Meta Glasses), or any personal electronic device must be off and stored in their backpack throughout the duration of the school day. If students need to communicate with home, they should come to the office to call home. Students must have the permission of school administration prior to using a cell phone or listening device during the school day. Anytime a student is using their device or has their device out of their backpack without permission, it will be confiscated and turned into the MS or HS Office. Any device that is confiscated must be picked up by the student's parent or guardian. It will not be returned to the student. *If a student violates this policy and has their device confiscated, it will result in demerits and a Saturday detention each time.*

Teacher Qualifications

We employ teachers who know Jesus Christ personally and are active in a local Bible-believing church. All K-12 full-time teachers have, as a minimum, a four-year degree from reputable institutions of higher learning and have obtained teaching certification from the Association of Christian Schools International (ACSI). Teachers will be evaluated on a regular basis by the administration in order to ensure accountability and instructional excellence.

T.A.P.T. (Teachers and Parents Together)

T.A.P.T. is the acronym for the parent association (Teachers and Parents Together). T.A.P.T. is dedicated to improving the relationships between parents and teachers as well as improving both school facilities and environment.

Time Allocation Policy

First Baptist Academy allots at least 900 net instructional hours. These hours reflect instructional time and support student learning and graduation requirements. There will be no change in the schedule unless prior approval is given by the Administration.

COMMUNICATION WITH PARENTS

Email

All faculty and staff of FBA are assigned an email address, which is accessible to parents through FACTS.

FACTS

FACTS is a web-based program that provides real-time management of student data within a user-friendly environment. An important feature in FACTS is parent/guardian access.

Each family will be issued a username and password, which will allow access to FACTS to get up-to-date information such as grades, attendance, and more.

Parent/Teacher Conferences

The ultimate responsibility for the successful "training up" of any student rests with the parents. Should there be any reason to suspect that a student is struggling academically or behaviorally, parents are encouraged to arrange for a parent/teacher conference. All conferences should be arranged through the appropriate school office. School-wide conferences will be held at the end of the first quarter

Elementary Weekly Communication Folder and Newsletters

Each week, elementary teachers will send home a folder with graded work, flyers, and any other information from FBA or the teacher. Teachers will also send a newsletter home via email each week.

Report Card
The report card will be available electronically at the close of each quarterly grading period. Any account that is delinquent, for any reason, may result in report cards or transcripts being held.

Use of Facilities Policy
Notwithstanding any other school policy, student restrooms, locker rooms, and showers that are designated for one biological sex shall only be used by members of that biological sex. Biological sex means the biological condition of being male or female as determined at birth based on physical differences, or when necessary, at the chromosomal level. In any other school facilities or settings where a student may be in a state of undress in the presence of other students (that is, changing costumes during school theatrical productions and so on), school personnel shall provide separate, private areas designated for use by students according to their biological sex.

Volunteers
Please refer to the volunteer section of the FBA Insider webpage for all information regarding volunteering.

FIRST BAPTIST ACADEMY
LIONS

Conflict Resolution Policy

At First Baptist Academy, we believe that conflict, while difficult, provides a unique opportunity to demonstrate the grace and restorative power of the Gospel. Our approach is rooted in the "Matthew 18 Principle," which emphasizes directness, humility, and the preservation of the "unity of the Spirit through the bond of peace" (Ephesians 4:3).
To ensure that issues are handled with integrity and respect for the roles God has placed within our school, we ask all parents to follow the biblical "Chain of Communication" outlined below.

Phase 1: Direct Communication (The Matthew 18 Principle)

"If your brother or sister sins, go and point out their fault, just between the two of you." (Matthew 18:15)
Many concerns—regarding grades, discipline incidents, or playing time decisions—stem from misunderstandings or a lack of information.

1. **Contact the Source:** The first point of contact must always be the **Teacher or Sponsor** directly involved.
2. **The 24-Hour Rule:** For emotional situations (especially after a game or a difficult classroom interaction), we ask parents to wait 24 hours before sending an email or requesting a meeting. This allows for prayerful reflection.
3. **The Goal:** The objective of this meeting is not "to win," but to gain clarity and seek a resolution that benefits the student or provides clarification.

Phase 2: Administrative Mediation

"But if they will not listen, take one or two others along..." (Matthew 18:16)
If a resolution cannot be reached after a direct meeting with the staff member, the matter should be brought to the appropriate administrator.

- **Athletic/Extracurricular Issues:** Contact the **Director of Athletic Ministries.**
- **Academic/Classroom Issues:** Contact the **Principal.**

The administrator's role is to act as a mediator, ensuring that school policy is followed and that both the parent and the staff member are heard in a fair, Christ-like environment.

Phase 3: Head of School Oversight

If the conflict remains unresolved after meeting with the Principal or Director of Athletic Ministries, the parent may request a formal review by the **Head of School**.
The Head of School will review the previous steps taken, interview the parties involved, and provide a final administrative decision based on the school's mission and policies outlined in the handbook.

Core Principles for Conflict

To maintain a healthy school culture, we ask all parties to commit to the following:

Principle	Biblical Reference	Application
No Gossip	Proverbs 16:28	Speak *to* the person, not *about* them to other parents.
Quick Action	Matthew 5:23-24	Address concerns promptly rather than letting bitterness grow.
Grace-First	Colossians 4:6	Let your conversations be "seasoned with salt," assuming the best of intentions.
Submission	Hebrews 13:17	Respect the authority and professional expertise of the staff.

Note:

- Issues involving student safety, illegal activity, or clear moral failure should be reported to the Administration immediately.
- All concerns and claims will be addressed in a manner that demonstrates trust by being directed to the party involved. Therefore, FBA will speak to parents about concerns but will not be addressing “Anonymous” inquiries.



HEALTH INFORMATION

Emergencies/Accidents

A registered nurse is available on campus each school day from 8:00am-3:00pm. When students are ill or injured, their parents will be notified as soon as possible. Should we not be able to contact the parent in case of a severe problem, the student will be taken to an emergency room.

Immunizations

Florida law requires that every child entering a public or nonpublic school in Florida show proof of proper immunization certification (DH 680) or exemption prior to admittance. The state law does allow a parent to make an independent vaccination decision for themselves and their children, but only through an official letter of exemption (Exemption forms may be obtained through the Collier County Health Department).

Florida law also requires that all students entering Florida schools for the first time, including Pre-K, have a health examination (physical) performed by a United States physician within the past 12 months as required (DH 3040).

Each child attending FBA must present an immunization form (DH3040) and a physical form (DH680) prior to admittance. Students will be prohibited from attending class for non-compliance.

Injuries/Illness

All reported minor injuries will be referred to the Nurse's office and an incident form will be filled out as deemed necessary. Any student experiencing illness will be admitted to the clinic for evaluation of his/her symptoms. Parents will be notified if the student is unable to remain in school. Students will remain under the supervision of the nurse until the parent arrives.

Students who have a fever or who have been vomiting within the past 24 hours should not come to school. Students who develop a fever or who are vomiting at school will be sent home. Children must have a temperature below 100 degrees for 24 hours without the use of fever reducing medications before returning to school. If your child has an illness that the doctor says is contagious, please be considerate of the other students and keep your child at home until he/she is feeling better and is no longer contagious. It is the responsibility of the parents to inform the school if the child is out with a contagious disease or has been exposed to a contagious disease.

Medication

When it is necessary for students to take any medication, a Request for Medication Administration Form (found on the FBA website) must be completed and returned. Without this form on file, regardless of the type, no medication (over-the-counter or prescription) will be administered by a school employee; however, if a parent wishes to come to school he/she may administer the medication. The medication must be in its original container and include type of medication, dosage, time of administration and the duration to be administered. The medication will be stored in the Nurse's office and the student will be permitted to go to the Clinic at the times the medication must be given. Students are not permitted to keep medicine, including over-the-counter medications, such as Tylenol or Motrin, in their possession while on campus; the only exception to this guideline would be emergency medication, and this must be accompanied by a doctor's note.

ACADEMICS

Academic Honor Rolls

Elementary

All A's

All A's and B's

High School

Summa Cum Laude: 3.90 or higher weighted GPA

Magna Cum Laude: 3.70 or higher weighted GPA

Cum Laude: 3.50 GPA or higher weighted GPA

Academic Probation

This is a period of time set aside to help a student meet the academic standards of the academy. Any student who is found, by the administration, to be deficient academically may be placed on probation. A student who receives an F in any class or whose composite grade point average falls below a 2.0 at the end of a marking period will be placed on probation. Meetings between the parents and the principal are a vital component of the action plan to help the student improve. When a student achieves a C average at the end of a marking period, he/she will be restored to normal academic status. If, at the end of the school year, the student has not achieved an overall C average, he/she may be required to enlist tutorial services, enroll in a summer program at the expense of the parent/guardian, be retained, or be withdrawn from the school.

Academic Integrity

Cheating will be taken very seriously at the Academy. Students found plagiarizing or cheating will receive a zero for the work and will be subject to other disciplinary consequences, including 10 or more demerits. Academic Integrity contracts are in place for several high school subject areas that require a substantial amount of original, written work.

Students should not copy from any source, including generative AI, Gemini, and ChatGPT, without prior approval and adequate documentation. Students should not submit AI-generated work ***as their original work***. Students found plagiarizing or cheating must redo the assignment independently and will be subject to other disciplinary consequences including but not limited to demerits and grade penalties. As part of this policy, completing work for another student or giving another student your work to copy would be considered cheating.

Academic AI Policy: Responsible Innovation & Integrity

Artificial Intelligence (AI) tools (such as ChatGPT, Gemini, and graphic generators) are powerful resources for learning, brainstorming, and research. However, AI should be used to **enhance** your education, not replace your own critical thinking and effort.

The "Green Light" Rule: Teacher Oversight & Permission

AI tools may not be used for any school assignment unless a teacher has explicitly granted permission, which will come with guidelines and procedures clearly outlined and communicated.

- **Classroom Guidelines:** Teachers will clearly state if an assignment is **AI-Allowed** (and to what extent) or **AI-Free**. If you are unsure, the default rule is always **AI-Free**.
- **Mandatory Disclosure:** If a teacher permits AI use, you must cite the tool you used and briefly explain *how* you used it (e.g., "Brainstormed essay topics using ChatGPT").

Academic Integrity and Cheating
Using AI to complete your work without authorization or passing off AI-generated content as your own is considered **plagiarism and academic cheating**.
What Counts as Cheating?

- Submitting an AI-generated essay, paragraph, or any assignment (Ex: Google slides, presentation, report) as your own work.
- Using AI to find answers during quizzes, tests, or exams.
- Copying and pasting AI text and making minor word changes (paraphrasing) to bypass detection from Turnitin.com

Consequences
Violations of this AI policy will be treated under the school's standard Academic Dishonesty Policy. Consequences may include: a grade of zero on the assignment, a mandatory parent-teacher conference, referral to the administration for further disciplinary action.

Academic Progress
Parents have 24/7 access to FACTS, an on-line grade book. Instructions for accessing your child's grades are given at the start of the academic year. Parents are strongly encouraged to regularly (at least once a week) monitor their child's academic progress.

Midterm and Final Exams and Exam Exemption Policy
Students in Grades 9 – 10 will take all exams.

Students in Grade 11 may opt out of **two** exams per semester, provided he/she has an A (minimum of 90% for both quarters) and miss 6 or fewer days in that course. Students may not opt out of the same courses in both semesters (AP and Dual Credit classes are not included in this policy).

Students in Grade 12 who carry an A (minimum of 90% for both quarters) and missing 6 or fewer days do not have to take the semester exam in that course (AP and Dual Credit classes are not included in this policy).

Juniors and Seniors may take 2 additional days for official college visits only for a total of 8 days each semester and may still exempt. College visits are only granted with official college documentation that must be turned into the office.

All potential exemptions must be approved by the parent, teacher, and administration.

Exams will be taken during the class period/time they are scheduled. Students may NOT move exams earlier in the exam window or later. Please plan accordingly when planning vacations and absences from school. Midterm exams are December 16-18. Final Exams for seniors are May 10-11. Final exams for grades 9-11 are May 17-19.

Grade Calculation
Weightings and categories may vary by subject and course; please consult the individual course syllabus for details. See the current HS Academic Course Catalog for High School grading scales and GPA information.

Grade Promotion Lower School

The elementary years are foundational to a child's academic, spiritual, social, and emotional growth. At our school, we believe a strong foundation is essential for long-term success and are committed to partnering with parents throughout the retention process.

Classroom teachers will identify students who are not meeting grade-level expectations and notify the principal by the first school day following February 1. Parents will be informed promptly through conferences, progress reports, report cards, and/or written communication if retention is being considered.

After reviewing the student's progress, interventions, and overall readiness, the principal will make the final decision regarding grade placement (retention or promotion), with prayerful consideration and in partnership with the family, always seeking what is in the best interest of the child.

Grade Promotion Upper School

If a student fails any two (2) academic subjects for the year, he/she may not be promoted to the next grade level for Upper School.

HOMEWORK

The purpose of homework is (1) to reinforce what has been taught; (2) to let the teacher know if he/she has successfully communicated the material to their students; (3) to enable the student to make sure he/she has a good understanding of what was covered in class by working independently; (4) to help the student practice being responsible for doing work assigned and doing it on time and (5) to apply skills and knowledge learned in the lesson. Repeated failure to complete homework will result in significant grade reductions, disciplinary action and notification of parents. Homework is not a part of the grade in the Lower School, but is expected to be completed for the reasons listed above and teacher feedback will be given or reviewed in class.

Our teachers desire to assist the parents/guardians in the training of their children and appreciate any helpful communication that may provide valuable insight into your student. Each teacher has an email address for your convenience. Please be understanding of a teacher's schedule in expecting a response.

Late Work Policy, Upper School

At First Baptist Academy, we believe that developing responsibility and accountability is a vital part of academic and spiritual growth. Meeting deadlines is not only essential for academic success but also helps prepare students for the expectations of future education, careers, and life commitments. This policy is not meant to punish students, but to: promote accountability and time management, encourage communication and ownership or responsibilities, foster habits that reflect discipline and integrity in all areas of life, reflect biblical values of diligence: *"Whatever you do, work at it with all your heart, as working for the Lord..." (Colossians 3:23).*

Assignments, projects, homework, classwork are expected to be turned in on time. When submitted late (in grades 6-12), the following deductions will apply. ***Please note***: AP and Dual Credit classes may have late policies that differ from the below, as these are considered college-level courses. In addition, long term assignments and other specific assignments could differ from the policy below.

- **10 points will be deducted per day** the assignment is late. A day is defined as a day when the student would have the class.
- Work submitted **more than 2 class periods late will not be accepted** and will result in a zero.
- Students with repeated missing work could be referred to "Lunch Bunch" to receive time to complete missing assignments.

Example: If an assignment is due Period 1 on Monday, students would lose 10 points if it is turned in on Tuesday (the next period 1 class), and would lose 20 points if it is turned in on Thursday (the next Period 1 class). After Thursday, it would not be accepted.

Report Cards

Parents have the ability to check their child's progress by utilizing the on-line grade system through FACTS. Report Cards will be available electronically at the close of each quarterly grading period.

High School credit course semester grades represent earned credit and will be recorded on transcripts.

Standardized Testing

Grade Level	Tests Administered
Grades K-5	MAP Testing in Math and Reading will be administered in the Fall (August), Winter (January), and Spring (April).
Grades 6-8	MAP Testing in Math, Language and Reading will be administered in the Fall (August), Winter (January), and Spring (April).
Grade 9	MAP Testing in Math, Language and Reading will be administered in the Fall (August), Winter (January), and Spring (April). Pre-ACT will be administered in the Spring
Grade 10	MAP Testing in Math, Language and Reading will be administered in the Fall (August), Winter (January), and Spring (April). PSAT will be administered in the Fall Pre-ACT will be administered in the Spring
Grade 11	PSAT will be administered in the Fall. District ACT will be offered in the Spring if available
Grade 12	District ACT will be offered in the Spring if available

Textbooks

Most textbooks will be provided by the school. All textbooks are expected to be returned in good condition with only normal wear and tear. There will be a fee for any books that are lost or returned in unusable condition. Parents will be notified of any books that must be provided.

ATTENDANCE

Parents are responsible to make sure that their students are in school. Family vacations should be planned for times when school is not in session and medical and dental appointments whenever possible should be scheduled for times other than school hours. The following is the Academy's standard classification of absences and tardies:

Excessive Unexcused Tardies – When a student is late to school:
To ensure that all students understand the importance of punctuality, we have established the following consequences for **Lower School** for being **late to school.**

1st, 2nd, and 3rd Tardy	Email from Lower School Assistant Principal after the 3rd tardy
4th Tardy	Parent meeting with the Lower School Assistant Principal to create an attendance and punctuality plan
6th Tardy	Parent meeting with the Lower School Principal to discuss adherence to the punctuality plan.
Subsequent Tardies	One hour after school detention for the student

To ensure that all students understand the importance of punctuality, we have established the following consequences for **Upper School** for being **late to school or tardy to any period.**

1st and 2nd Tardy	Verbal warning
3rd, 4th , and 5th Tardy	Half Hour After School Detention, after fifth tardy student will be put on an attendance contract and a meeting with parents
6th, 7th, and 8th Tardy	Hour After School Detention
Subsequent Tardies	Saturday School – Progressive disciplinary action, which may include in-school suspension, loss of privileges such as removal of off campus lunch for seniors, attending sporting events or fine arts performances, review of attendance contract, or further consequences as deemed necessary by the administration

Tardies and absences are accumulated by semester.

Students are not allowed to miss detention **or Saturday School** for athletic or arts practices or other extra-curricular activities.

Excessive Absences
The Florida Mandatory attendance law requires all students to attend school. Students at private schools are not exempt from this law.

Promotion to the next grade level may be jeopardized should a student miss **18 or more days during the school year**. Students who take a High School credit course, who miss more than 9 days within a semester of a given class, may not receive credit for that particular course. Exceptions may be granted by the credit denial committee.

Students who are truant from school may be suspended and reported to the local authorities.

Missing more than 4 periods of school on a Monday or 2 periods on a Tuesday-Friday is considered a half-day absence. Students must be at school for at least four (4) full periods on a Monday or two (2) periods on a Tuesday-Friday to participate in extracurricular activities.

Absence

Students who miss one or more classes will be granted an absence once an email or phone call is received from the parent. Please email attendance@fbalions.org or call 239.597.2233 and press 1. Any work missed during an absence may be made up without penalty. This must be done within a reasonable time period to be determined by the teacher or administration.

Late Arrivals/Early Dismissals

School begins at 8:00 a.m. on Monday-Thursday and 8:45 a.m. on Friday. HR and Morning Announcements are considered part of the first period of the day, and students will be marked late if they come during that time. A student who arrives to school late must check-in at the FBA Main Office/Security Kiosk in the FBA Main Office. If a student is at school for any portion of the school day he/she should be prepared to take any test or quiz scheduled for that day. Any student who is consistently late is subject to administrative discipline.

Students must be in attendance a minimum of four (4) full periods on a Monday and 2 full periods on a Tuesday-Friday in order to be allowed to participate in extracurricular activities. Where attendance is counted by class periods, as it is in high school, a student who is more than 10 minutes late on a Monday/a day with all 8 class periods or 20 minutes late on a Tuesday-Friday/a day with 4 class periods may be counted as absent.

A student who requires an early dismissal must provide a note from his/her parent/guardian. For their protection, we require students to be signed out at the main office. Teachers will not release a student from class unless instructed to do so by the office.

Additionally, FBA expects students to be present for the entire school day. Seniors receive the privilege of going to lunch off campus on designated days. This privilege is for seniors only. ***Students dismissed from class for any reason other than medical appointments (or other extenuating circumstances) will be dismissed for the day***. Students who have medical appointments will be permitted back to class with a valid doctor's note. Otherwise, students will not be permitted to return to school. More specifically, students are not allowed to dismiss for any reason other than a doctor's appointment and return to school. Dismissal from class to eat lunch off campus will not be permitted unless you dismiss your child for the day.

DISCIPLINE

The standards for conduct at FBA are rooted in God's Word and expressed through our four guiding principles: **Respect, Responsibility, Cooperation, and Christ-Likeness**. As Romans 12:1–2 teaches, genuine character transformation begins with a renewed mind. Therefore, the ultimate goal of our discipline is not self-determined behavior change, but Christ-empowered heart change.

To achieve this, we practice "shepherding the heart." Because Proverbs reminds us that all actions flow from the heart, we use a combination of heart-focused guidance and appropriate consequences to help students truly learn, and grow from their mistakes.

In addition to the Four Guiding Principles, all students at FBA are expected to follow the Student Behavior Standards listed below.

Student Behavior Standards-"The FBA Way":

- Students will be on time for class.
- Students will be fully prepared for each class.
- Students will remain attentive and on task.
- Students will maintain a clean and orderly work space.
- Students will follow classroom procedures as outlined by the teacher.
- Students will respect property and people.

It is the desire and goal of each staff member to make each child responsible for his/her learning and behavior.

- Discipline always begins with building a positive relationship with each student. Therefore, the child should know he/she is loved and respected as an individual.
- Discipline should be handled at the classroom level whenever possible.
- The teacher should counsel each student regarding inappropriate conduct.
- If the student does not respond to the efforts of the classroom teacher, the administrator will counsel with the student.
- Inappropriate behavior is defined as willful disobedience, defiance of authority and/or disrespect shown to other people [student(s), teacher(s), parent(s)/guardian(s), or staff member(s)] while involved in a school activity.
- It may be that the teacher and/or principal will request a conference with the parent(s)/guardian(s) to seek their help in dealing with the student's misbehavior.
- All discipline is issued in compliance with the process outlined within policy, but at the discretion of the administration.
- The following are possible interventions that will be implemented:
    - Warnings, such as eye contact, speaking to the student for inappropriate behavior, etc.
    - Phone call home.
    - Teachers and administration will assign appropriate consequences for inappropriate behavior.
    - Repeated infractions can result in suspension or expulsion.
    - All information will be recorded in FACTS

Guidelines:

Level I – Minor Infractions
Behavior typically related to student immaturity; handled at the classroom level unless repeated.
Lower School – Reflection form and entered in FACTS
Upper School - Each infraction = 2 Demerits

Infraction	Description
Classroom disruption	Talking out of turn, off-task behavior, excessive noise, distracting others
Dress code violations (1 demerit)	Noncompliance with FBA dress standards; student sent out of class until corrected.
Unauthorized use of devices	Includes any personal technology phones, smartwatches, headphones/earbuds, non-school issued devices, or school iPads/Chromebooks when not permitted (also includes personal technology being out of the student's backpack)
In hallway without pass (physical or Securly Pass)	Wandering without permission during class time
Interrupting another class	Entering or disturbing a class you are not assigned to
Going into another's locker	Tampering with or opening someone else's locker
Unprepared for class	Missing materials or supplies
Failure to Follow a Reasonable Request	Failure to comply with a basic, reasonable request

Level II – Major Infractions
Related to student character; handled by administration, teachers can enter demerits when witnessing infraction in classroom settings.
Lower School – Referral in FACTS and handled by Lower School administration – Possible consequences are 1-2 days In-School Suspension or Lunch/Recess Detention(s).
Upper School - Each infraction = 5 or more Demerits

Infraction	Description
Disrespect	Talking back, rolling eyes, sarcastic tone, refusal to comply respectfully
PDA (Personal Display of Affection)	Hugging, hand-holding, or other inappropriate contact
Lying	Providing false information to staff or covering up behavior
Inappropriate language or gestures	Profanity, crude jokes, or suggestive signs
Inappropriate play or teasing	Roughhousing, name-calling, horseplay
Skipping class(es)	Missing class without permission or excuse
Security Violation	Opening doors or gates for another student, adult, or exiting out of an unauthorized door/entrance. This includes when going in between the HS and Athletic Center. As a reminder, FBA is a ONE POINT of entry campus after 7:55 AM and until 3:05 PM.
Habitual Tardiness	Excessive tardies to school or class
Repeated violations of ID badge Policy	Student does not follow the request to properly display Student ID badge (Upper School Only)

Level III – Serious Infractions
Behaviors that seriously violate community standards; immediate administrative action required.
Lower School – Referral in FACTS, in school suspension or out of school suspension.
Upper School Each infraction = 10 or more Demerits
*Additional consequences may include suspension, expulsion, or behavior contract.

Infraction	**Description**
Truancy / Leaving school grounds	Leaving campus or skipping an entire school day without permission
Lying and Cheating	Copying homework, plagiarism, or dishonesty on assessments, including providing work you completed to another student to "copy"
Disrespect to authority	Open defiance, shouting, or refusal to obey staff member
Destruction of property	Intentional damage to school or others' belongings
Stealing	Taking items that do not belong to you
Direct disobedience	Willful refusal to follow instructions
Possession/use of weapons	Any dangerous item including pocket knives, pepper spray or simulated weapons
Causing/threatening injury	Physical altercations/attacks, verbal threats of harm
Habitual lying	Pattern of dishonesty over multiple incidents
Bullying or harassment	Verbal, physical, or digital intimidation or cruelty
Racial Slur	A derogatory word, phrase, or picture used to demean or insult someone based on their race or ethnicity

Upper School Demerit Consequence Guide

Total Demerits	**Consequence**
10 Demerits	***Half Hour AFTER SCHOOL detention*** *additional half hour after school detention assigned for each additional 2 demerits earned up to 20
20 Demerits	***1-HOUR AFTER SCHOOL detention*** *additional 1- hour AS detention assigned for every additional 2 demerits earned up to 30 *at 25 demerits, Parent/Family meeting and Behavior contract put into place.
30 Demerits	Saturday School – This will include a $25 fee charged to the FACTS account *additional Saturday School assigned for every additional 2 demerits earned up to 40
40 Demerits	In School Suspension or Out of School Suspension (at least 1 day) *Second Parent/Family Meeting and review of Behavior contract.
50 Demerits	Out-of-school suspension and/or expulsion review

Note: Administration reserves the right to adjust consequences based on the nature, frequency, and severity of infractions. For example, some individual discipline incidents may require a student to serve on a Saturday school or an immediate in-school or out of school suspension.

Bullying

Bullying is strictly prohibited at First Baptist Academy. It will not be tolerated during the school day or at any school-sponsored activities, whether on or off campus.

Bullying and intimidation contradict the teachings of Jesus Christ. They destroy respect for the dignity of every person as God's image-bearer and undermine the loving, Christ-centered atmosphere of our school. Every student deserves a safe and caring environment in which to learn and grow.

Important Distinction: Bullying is unacceptable, but not all unacceptable behavior is bullying. A single mean or unkind act does not automatically constitute bullying.

Bullying vs. Being Mean: Key Differences with Examples

- **Being Mean** is typically a one-time or occasional unkind action, often impulsive, driven by a bad mood, frustration, or poor judgment. It may hurt someone's feelings but lacks a pattern of targeting or power imbalance. *Examples*:
    - A student snaps at a classmate, "That's a dumb idea," during group work one day.
    - Two friends argue and one says something hurtful in the heat of the moment.
    - A student makes a rude comment about someone's outfit once.
- **Bullying** involves a repeated pattern of intentional behavior meant to intimidate, frighten, exclude, or harm another person. It often includes an imbalance of power (physical, social, or emotional) and creates ongoing distress. *Examples*:
    - A student repeatedly trips or shoves the same classmate in the hallway over several days or weeks.
    - A group consistently excludes one student from activities, spreads rumors about them, and mocks them daily.
    - One student repeatedly sends threatening messages or damages another student's belongings over time.

FBA students, parents, guardians, and faculty do not define bullying. The Administration reserves the sole authority to determine whether conduct meets the definition of bullying based on the criteria below.

Definition of Bullying

Bullying occurs when a person or group intentionally and repeatedly intimidates, frightens, excludes, or hurts another through a pattern of behaviors. The following actions, when ongoing, may constitute bullying:

- **Physical aggression** (pushing, hitting, tripping, etc.)
- **Verbal abuse** (name-calling, mocking, threatening, or degrading comments)
- **Intentional exclusion** from activities or social groups
- **Setting up humiliating experiences** (public embarrassment or pranks intended to shame)
- **Damaging or taking** a person's property without permission
- **Threatening gestures, actions, or words**

Factors the Administration Considers

Before classifying behavior as bullying, the following will be evaluated:

- **Location**: FBA primarily addresses bullying that occurs on campus or at FBA-sponsored events. If we become aware of off-campus bullying that affects the school environment, we will contact the parents of the students involved.
- **Intentionality**: Teasing or rough play is not the same as bullying. Bullying requires deliberate intent to cause harm or discomfort.
- **Repeated Occurrences**: Bullying is typically a repeated pattern rather than an isolated incident.

FBA is committed to upholding a biblical standard of love, respect, and dignity for all. Students who engage in bullying will face disciplinary action in accordance with the school's code of conduct, with the goal of repentance, restoration, and growth in Christ-like character.

Parents are encouraged to partner with the school by teaching these principles at home and promptly reporting any concerning behaviors to school administration. Together, we can cultivate a school culture that honors God and reflects His love for every student.

Student/Parent Pledge (Grades PK-12):
Upon yearly enrollment parents and students sign a Student/Parent Pledge. Your signature indicates your support and compliance with all rules and regulations outlined yearly in the Parent/Student handbook. FBA students are expected to represent FBA in a positive manner, on and off school grounds. Failure to do so may result in suspension and/or expulsion.

Suspension:
A student may be suspended at any time by the administration if such action is warranted. This occurs only in serious cases of misbehavior or with repeated similar incidents. At the discretion of the administration, the student may be asked to serve suspension at home. Students on suspension (in school or out of school) are not permitted to participate in extracurricular activities on the day of their suspension(s).

In School Suspension (ISS):
A student is isolated from classmates and assigned class work by the teacher, to be completed under supervision of the principal or designee. Prior to serving an ISS, a parent would be contacted and informed of the action. A meeting or series of meetings with the school's Campus Pastor may be scheduled, at the discretion of the administration. Three suspensions in a calendar year (ISS or OSS) may result in the student's expulsion or withdrawal from FBA.

Out of School Suspension (OSS):
The student will remain at home to complete assigned class work under the supervision of the parent. Prior to serving an OSS, a parent would be contacted and informed of the action. Prior to returning to the classroom the parent, student and principal must meet. A meeting or series of meetings with the school's Assistant Principal, Principal and Campus Pastor may be scheduled, at the discretion of the administration. Three suspensions in a calendar year (ISS or OSS) may result in the student's expulsion or withdrawal from FBA.

Note: Suspensions are treated the same as an absence in regards to making up work.

Behavioral Probation:
This is a period of time set aside to help a student meet the behavioral standards of the school. Any student, who experiences an abnormal or inordinate number of incident reports or who, in the opinion of the administration, would benefit from a specific system of accountability may be placed on behavioral probation for a period of up to one semester. Any new student who has been suspended or expelled from their previous school shall be automatically placed on behavioral probation. Students on behavioral probation for the coming term will have a conference with the Assistant Principal and parents at the beginning of the school year. If after the first semester of the new school year, the student's behavior shows significant improvement he/she will be restored to normal student status. If little or no improvement is seen the student may be dismissed from school.

Expulsion:
A student may be dismissed from school at any time he is found out of harmony with the rules and policies of the school. Decisions in these matters are the full responsibility of the administration. Students expelled or asked to withdraw will not be eligible for re-admission until a plan of restoration has been agreed upon. Expelled students or those asked to withdraw may not be on school property and may not attend school-sponsored, extra-curricular events.

Weapons Policy:
Students possessing weapons either on or off campus are subject to immediate expulsion. Any dangerous item including pocket knives, pepper spray or simulated weapons are also considered weapons.

Alcohol and Controlled Substance:
Policy related to school use: Any student who sells, possesses, distributes, uses, aids in the use of, or is under the influence of illegal drugs (including look-alikes), controlled substances (unless lawfully prescribed), associated paraphernalia, or alcoholic beverages during school hours, while on school property (including vehicles) or at a school sponsored event is subject to disciplinary action. Possession is considered to exist if a student a) is aware of the presence of alcohol or a controlled substance, b) is in the proximity of or has access to the alcohol or controlled substance and c) fails to completely remove himself/herself from the premises. The student will be suspended until the administration makes a decision regarding the student's future relationship with the school. Legal authorities may be contacted when warranted by circumstances.

Policy related to non-school use:
Any student who sells, possesses, distributes, uses, aids in the use of, or is under the influence of illegal drugs (including look-alikes), controlled substances (unless lawfully prescribed), associated paraphernalia, or alcoholic beverages outside of school hours and school activities is subject to school-imposed consequences. Possession is considered to exist if a student a) is aware of the presence of alcohol or a controlled substance, b) is in the proximity of or has access to the alcohol or controlled substance and c) fails to completely remove himself/herself from the premises. Disciplinary action will be determined by the administration. Legal authorities may be contacted when warranted by circumstances.

Sexual Immorality:
When it is determined that a student has been involved in an act of inappropriate sexual behavior/activity, he or she will automatically be suspended from school with a total number of days to be determined by school administration.

Pregnancy:
When a pregnancy results from sexual immorality, neither the female nor male student responsible for the pregnancy will be permitted to attend on campus classes at FBA.

Parent Notification of Off-Campus Incidents Involving Law Enforcement
At First Baptist Academy, we are committed to partnering with parents to cultivate Christlike character and ensure the safety and well-being of our entire school community. In the event that a student is involved in an off-campus incident that results in contact with law enforcement, it is essential that the school be informed in a timely manner.

> **Policy Statement:**
> Parents/guardians are required to notify school administration within 24 hours if their student is involved in any off-campus incident where police or other law enforcement agencies are engaged—whether as a witness, victim, or subject of investigation, criminal citation, Baker Act, arrest, or detention.

Purpose of Notification to the School:

- To ensure the safety and appropriate support of all students involved
- To allow school leadership to assess whether any part of the incident may impact school life or community standards
- To provide pastoral care, counseling, or additional resources to students and families as needed

Administrative Review:
Upon receiving notification, the school administration will review the details to determine whether any further action is required under school policy. This may include, but is not limited to:

- Temporary adjustment of on-campus privileges
- Behavioral agreements or monitoring
- Coordination with external agencies, if necessary

Confidentiality:
All information shared with school personnel will be handled with discretion and confidentiality, in accordance with privacy laws and best practices for student care.

Non-Compliance:
Failure to notify the school of a law enforcement-related incident may result in disciplinary action, up to and including suspension or dismissal from First Baptist Academy, if the situation is later deemed to have implications for campus safety or the school's moral expectations.



First Baptist Academy
Lower School Dress Code Guidelines
2026-2027

First Baptist Academy Lower School bases its dress code upon two criteria:

1. Biblical standards of modesty (I Timothy 2:9, Romans 12:1)
2. The desire for a neat, clean and attractive appearance. Students should dress in a way that would not detract from the Academy's mission statement

Acceptable Dress for Boys	Acceptable Dress for Girls
• FBA- branded (current logo) polo tops. School colors are maroon, gray, white, and black. All outerwear including jackets, sweaters, and hoodies must be FBA branded (current logo) • Male students have a choice of wearing nonathletic shorts, pants or jeans. Non-athletic shorts and pants must be of school uniform style and material in khaki color only. The length of shorts should reflect modesty and good taste and should be at least to the fingertips. Only khaki colored pants and shorts are acceptable. No other color pants/shorts. • The belt line must be at the waistline. • **Footwear:** tennis shoes, dress shoes. All shoes must have a closed toe and have a back. Flip flops, slides, sandals and crocs are not allowed. It is recommended that socks be worn with all shoes.	• FBA- branded (current logo) polos tops. School colors are maroon, gray, white, and black. All outerwear including jackets, sweaters, and hoodies must be FBA branded (current logo) • Female students have a choice of wearing non-athletic shorts, or pants. Non-athletic shorts, shorts, skorts, and pants must be of school uniform style and material in khaki color only. Only khaki-colored pants, shorts, and skorts are acceptable. • The length of shorts shall reflect modesty and good taste and be at least to the fingertips. • Shirts/tops must hang below the top of the pants. No bare skin should be exposed at the waist or abdomen area including when arms are raised. • The belt line must be at the waistline. Skorts may not be rolled at the waist. • **Footwear:** tennis shoes, dress shoes. All shoes must have a closed toe and have a back. Flip flops, slides, sandals and crocs are not allowed. It is recommended that socks be worn with all shoes.
FBA Spirit Days/Friday Dress Guidelines Athletic pants, sweatpants, and athletic shorts in any color are allowed to be worn. Tops MUST be FBA spirit wear only; FBA T-shirts are acceptable on Fridays and may be in non-school colors. The length of shorts must meet the above requirements. Old school logo will be acceptable on t-shirts on Fridays.	

Guidelines for Uniform Dress (K-5)

- **Earrings are not acceptable for boys.**
- Hairstyles with extreme cuts or unnatural colors are not allowed.
- Boys' hair is to be neatly groomed at all times. Extremes in hair length, style, or color are not acceptable. The administration will determine extremes.
- Girls' skorts and jumpers must be of modest length, as determined by the administration.
- Hairstyles with extreme cuts or unnatural colors are not allowed.
- Girls' hair is to be neatly groomed at all times. Extremes in hairstyle or color are not acceptable. The administration will determine extremes.
- Wearing makeup in elementary school is discouraged.

Chapel Day Uniform

- Boys: Maroon polo shirt with logo and khaki shorts or pants
- Girls: K5-2nd Peter Pan blouse and plaid jumper | 3-5 Plaid skirt and white polo shirt with logo.

Cold Weather Guidelines

- All sweatshirts, hoodies, and sweaters must be from Jonathan Reed Uniforms or BSN and be FBA branded or solid school colors; gray, white, black, maroon.
- Long sleeve solid color shirts under FBA short sleeve polo uniform shirts may be worn.
- Girls may only wear leggings under skirts in cold weather.
- If boys or girls are wearing pants, they should be uniform style throughout the year.

Dress Code for School Outings, Field Trips, and Other School Functions

- Students are to wear apparel that conforms to the school's standards.
- Shorts, dresses, and skirts (with shorts underneath) should be modest in length. A good rule of thumb is close to fingertip length. Shorts should be worn under dresses and skirts.
- Shirts/sweatshirts should not be worn at such length that they cover shorts (the result of short shorts).
- Shorts, skirts, jeans, etc., should not have tears.
- Leggings are permitted for PK-2nd girls with untucked shirts that fall to the thigh, providing modesty and coverage.
    - ★ Friday Spirit Dress-Down Days
        - ➢ Top - FBA/First Naples themed (t-shirts, sweatshirts, etc.)
        - ➢ Bottoms of choice that conform to the above school standards.
    - ★ Field Trips
        - ➢ Students going on field trips will wear a field trip t-shirt with FBA uniform bottoms, shorts, skirts, or pants.

Dress Code Enforcement

Parents may be called and asked to bring the student-appropriate uniform dress or pick up the student when a student is out of compliance with the school uniform or dress code.

First Baptist Academy
Grades 6-8 Dress Code Guidelines
2026-2027

First Baptist Academy Upper School bases its dress code upon two criteria:

1. Biblical standards of modesty (I Timothy 2:9, Romans 12:1)
2. The desire for a neat, clean, and attractive appearance. Students should dress in a way that would not detract from the Academy's mission statement

Acceptable Dress for Gentleman	Acceptable Dress for Ladies
● FBA- branded (current logo) polo tops. School colors are maroon, gray, white, and black. All outerwear including jackets, sweaters, and hoodies must be FBA branded (current logo). ● Male students have a choice of wearing non-athletic shorts, pants or jeans. Non-athletic shorts and pants must be of school uniform style and material (chino style) **in khaki color only or blue jeans (pants).** The length of shorts should reflect modesty and good taste and should be at least to the fingertips. ***Only blue jeans (pants) or khaki colored, chino style pants and shorts are acceptable. No other color pants/shorts. No jean shorts are permitted.*** ● The belt line must be at the waistline. Underwear must not be exposed at any time. Distressed jeans are acceptable, but no skin can be shown at any time. ● **Footwear:** tennis shoes, dress shoes. All shoes must be closed toe and have a back. Flip flops, slides, sandals and crocs are not allowed.	● FBA- branded (current logo) polos tops. School colors are maroon, gray, white, and black. All outerwear including jackets, sweaters, and hoodies must be FBA branded (current logo). ● Female students have a choice of wearing non-athletic shorts, pants or jeans. Non-athletic shorts, shorts and pants must be of school uniform style and material (chino style) **in khaki color only or blue jeans (pants)**. ***Only blue jeans (pants) or khaki colored, chino style pants and shorts are acceptable. No skorts or skirts, linen pants, or any other color pants. No jean shorts are permitted.*** ● The length of shorts shall reflect modesty and good taste and be at least to the fingertips. ● Shirts/tops must hang below the top of the pants. No bare skin should be exposed at the waist or abdomen area including when arms are raised. ● The belt line must be at the waistline. Underwear must not be exposed at any time. Shorts may not be rolled at the waist. Distressed jeans are acceptable, but no skin can be shown at any time. ● **Footwear:** tennis shoes, dress shoes. All shoes must be closed toe and have a back. Flip flops, slides, sandals and crocs are not allowed.
FBA Spirit Days/Friday Dress Guidelines Athletic pants, sweatpants, and athletic shorts in any color are allowed to be worn. Tops MUST be FBA spirit wear only; FBA T-shirts are acceptable on Fridays, and may be in non-school colors. The length of shorts must follow the above requirements. Old school logo will be acceptable on t-shirts on Fridays.	

Unacceptable Dress for Ladies and Gentlemen

- Athletic pants/shorts, sweatpants, warm-ups or other PE clothes, including designer brands made of terry cloth or velour, shorts/pants in any color other than khaki (chino style) or blue jeans are not permitted except on designated FBA Spirit Days/Fridays, and must be appropriately fitting when worn.
- No skorts or skirts are permitted
- Clothing may not have any rips, holes or tears and may not fit too tightly or too loosely.
- Clothing with the old FBA logo may only be worn on Fridays
- Spandex (i.e. Lululemon, Under Armor, Athleta), leggings/jeggings, ski pants, yoga pants, flare pants or similar "clinging" clothing is not permitted on any day.
- Shirts may be worn untucked with no midriff exposure throughout the normal range of motion.
- Tank tops, off the shoulder blouses/hoodies, backless shirts, spaghetti straps, low cut, scoop or V-neck tops, sheer see-through tops/bottoms or halter tops are not permitted
- T-shirts are not permitted except on FBA Spirit Days/Fridays
- Hats and hoods worn on the head are not permitted at any time, even on designated dress down days. FBA branded hoodies are the only acceptable hoodies.

Standards for ALL FBA students:

- Clothing must be modest at all times while on campus and at school events held off campus.
- Hairstyles with extreme cuts or unnatural colors are not allowed. Boys' hair is to be neatly groomed at all times. Extremes in hair length, style, or color are not acceptable. Extremes will be determined by the administration.
- Girls only may wear earrings.

Parents will be called and asked to bring the student appropriate clothing items, or to pick up the student when he / she has not complied with the above guidelines. Violations may result in consequences.

First Baptist Academy
Grades 9-12 Dress Code Guidelines
2026-2027

First Baptist Academy Upper School bases its dress code upon two criteria:

1. Biblical standards of modesty (I Timothy 2:9, Romans 12:1)
2. The desire for a neat, clean and attractive appearance. Students should dress in a way that would not detract from the Academy's mission statement

Acceptable Dress for Gentleman	Acceptable Dress for Ladies
● FBA- branded (current logo) tops in school colors (FBA polo, FBA quarter zip, FBA crew neck sweatshirt or hoodie). School colors are maroon, gray, white and black. All outerwear including jackets, hoodies and sweatshirts must be FBA branded (current logo). ● Male students have a choice of wearing non-athletic shorts, pants or jeans. Non-athletic shorts and pants must be of school uniform style and material (chino style) **in khaki color only or blue jeans (pants).** The length of shorts should reflect modesty and good taste and should be at least to the fingertips. ***Only blue jeans (pants) or khaki colored, chino style pants and shorts are acceptable. No other color pants/shorts. No jean shorts are permitted.*** ● The belt line must be at the waistline. Underwear must not be exposed at any time. Distressed jeans are acceptable, but no skin can be shown at any time. ● **Footwear:** tennis shoes, dress shoes. All shoes must be closed toe and have a back. Flip flops, slides, sandals and crocs are not allowed.	● FBA- branded (current logo) tops in school colors (FBA polo, FBA quarter zip, FBA crew neck sweatshirt or hoodie). School colors are maroon, gray, white and black. All outerwear including jackets, hoodies and sweatshirts must be FBA branded (current logo). ● Female students have a choice of wearing non-athletic shorts, pants or jeans. Non-athletic shorts, shorts and pants must be of school uniform style and material (chino style) **in khaki color only or blue jeans (pants)**. ***Only blue jeans (pants) or khaki colored, chino style pants and shorts are acceptable. No skorts or skirts, linen pants, or any other color pants/shorts. No jean shorts are permitted.*** ● The length of shorts shall reflect modesty and good taste and be at least to the fingertips. ● Shirts/tops must hang below the top of the pants. No bare skin should be exposed at the waist or abdomen area. ● The belt line must be at the waistline. Underwear must not be exposed at any time. Distressed jeans are acceptable, but no skin can be shown at any time. ● **Footwear:** tennis shoes, dress shoes. All shoes must be closed toe and have a back. Flip flops, slides, sandals and crocs are not allowed.
FBA Spirit Days/Friday Dress Guidelines Athletic pants, sweatpants, and athletic shorts in any color are allowed to be worn. Tops MUST be FBA spirit wear only; FBA T-shirts are acceptable on Fridays, and may be in non-school colors. The length of shorts must follow the above requirements. Old school logo will be acceptable on t-shirts on Fridays.	

Unacceptable Dress for Ladies and Gentlemen
● Athletic pants/shorts, sweatpants, warm-ups or other PE clothes, including designer brands made of terry cloth or velour, shorts/pants in any color other than khaki (chino style) or blue jeans are not permitted except on designated ● FBA Spirit Days/Fridays, and must be appropriately fitting when worn. ● Clothing may not have any rips, holes or tears and may not fit too tightly or too loosely. ● Clothing with the old FBA logo may only be worn on Fridays ● No skorts or skirts are permitted ● Spandex (i.e. Lululemon, Under Armor, Athleta), leggings/jeggings, pajama pants, yoga pants, flare pants or similar "clinging" clothing is not permitted on any day. ● Shirts may be worn untucked with no midriff exposure throughout the normal range of motion. ● Tank tops, off the shoulder blouses/hoodies, backless shirts, spaghetti straps, low cut, scoop or V-neck tops, sheer see-through tops/bottoms or halter tops are not permitted. Hoodies and shirts must not be altered around the neck. ● T-shirts are not permitted except on FBA Spirit Days/Fridays ● Hats and hoods worn on the head are not permitted at any time, even on designated dress down days. FBA branded hoodies are the only acceptable hoodies.

Standards for ALL FBA students:

- Clothing must be modest at all times while on campus and at school events held off campus.
- Hairstyles with extreme cuts or unnatural colors are not allowed. Boys' hair is to be neatly groomed at all times. Extremes in hair length, style, or color are not acceptable. Extremes will be determined by the administration.
- Girls may wear earrings and small stud nose piercings. Boys may wear stud earrings (one in each ear) only.

Parents will be called and asked to bring the student appropriate clothing items, or to pick up the student when he / she has not complied with the above guidelines. Violations may result in consequences.