

Master Partnership Agreement

THE BOARD OF TRUSTEES OF FORT MCMURRAY PUBLIC SCHOOL DISTRICT
NO. 2833 AND
FORT MCMURRAY CHRISTIAN SCHOOL SOCIETY

11/28/2018

MASTER PARTNERSHIP AGREEMENT

This agreement made as of the 28th day of November, 2018

BETWEEN:

THE

BOARD OF

TRUSTEES

OF

FORT MCMURRAY PUBLIC SCHOOL DISTRICT NO. 2833

(the "Board")

And

FORT MCMURRAY CHRISTIAN SCHOOL SOCIETY

(the "Society")

WHEREAS the Society and the Board in 2006 agreed to partner together to establish and maintain an alternative school program at Fort McMurray Christian School (FMCS) that is based upon principles and values of the Christian faith and which is in accordance with the Board's policies and the School Act;

AND WHEREAS the Society recognizes and supports the commitment of the Board to provide a system of public education that offers a wide range of educational opportunities for all students with the involvement of parents and the community;

AND WHEREAS the Society has requested that the Board establish and maintain an alternative program based on a life directed by the bible bearing God's image to the world, and in accordance with school Board policy, practices, and procedures and the School Act hereinafter referred to as "FMCS Alternative Program";

AND WHEREAS the Board recognizes and supports the commitment of the Society in ensuring the availability and integrity of a program of studies for students whose parents desire an educational setting which operates in accordance with the Vision, Mission, Basis and Purpose, Statement of Faith, Educational Vision, core values, and ethical standards of the Society as set out in the following documents:

- Schedule "A" – Fort McMurray Christian School Alternative Program Educational Vision;

AND WHEREAS the FMCS Vision Statement, FMCS Mission Statement and Statements of the FMCS Society are the foundation upon which the FMCS Alternative Program shall be offered;

AND WHEREAS the agreement that follows below seeks to outline the parameters of the ongoing partner relationship between the Board and the Society. Considering that all of the situations this partnership will face cannot be fully predicted or planned, the parties enter this agreement in a spirit of trust and a desire for this relationship to be mutually beneficial. Both parties will endeavor to work together with integrity;

NOW THEREFORE in consideration of the premises and of the mutual covenants and conditions herein contained, and for other good and valuable consideration, the receipt and sufficiency of which the parties acknowledge, the parties hereto covenant and agree as follows:

Contents

- 1. Definitions 3
- 2. FMCS Alternative Program..... 3
- 3. Admissions..... 5
- 4. Employment of FMCS Alternative Program Staff..... 6
- 5. Hiring of FMCS Alternative Program Staff..... 7
- 6. School Council 7
- 7. FMCS Alternative Program Quality 7
- 8. Funding 8
- 9. Transportation..... 8
- 10. Building/Facility 8
- 11. Term, Termination, and Amendment 8
- 12. Disclosure of Liabilities and Indemnity 9
- 13. General 9
- 14. Entire Agreement 10
- 15. Waiver..... 10
- 16. Governing Law 10
- 17. Modification..... 10
- 18. Assignment 10
- 19. Enurement 10
- 20. Severability 10
- 21. Preamble, Recitals and Headings 11
- 22. Further Assurances..... 11
- 23. Counterparts 11
- 24. Mediation 11
- 25. Term of Agreement..... 12
- SCHEDULE "A"..... 13

1. Definitions

1.1. "Society Executive" shall mean the Directors of the Society duly elected in accordance with the Bylaws of the Society.

2. FMCS Alternative Program

2.1. In accordance with section 21 of the School Act R.S.A., 2000, c. S-3, and the Alternative Program policies and administrative procedures of the Board, and subject to the terms of this Agreement, the Board shall establish an ECDP to Grade Nine (9) program of studies, with the support of the Society, in Fort McMurray, Alberta. As and when considered appropriate by the Board and the Society, such program shall be extended to include, grades Ten (10) to Twelve (12). Such program shall, in any of these instances, be called the Fort McMurray Christian School Alternative Program "FMCS Alternative Program".

2.2. To the extent permitted by law and school board policy, the Board commits to providing a program of studies to students whose parents desire an educational setting that operates in accordance with the principles outlined in the attached Schedules. The FMCS Alternative Program will be under the governance of the Board.

2.3. The Board, in conjunction with the Society, will offer an integrated Christian education program using a Teaching Philosophy which integrates the Christian perspective into every aspect of study as part of the FMCS Alternative Program as outlined in this Agreement.

2.4. The ongoing consultative role of the Society in ensuring that the FMCS Educational Vision Statement, FMCS Mission Statement, and Statements of the FMCS are adhered to, as outlined in the attached Schedules, is recognized and supported by the Board as an important and legitimate role, compatible with the Board's policies and the School Act.

2.5. The Principal(s) of the FMCS Alternative Program will work with the Society Executive, the School Council, and the Board to ensure the integrity of the FMCS Vision Statement, FMCS Mission Statement, and Statements of the FMCS and to uphold the Schedules as they appear in this Agreement.

2.6. The Board will consult with the Society and school council when determining the annual calendar, with the minimum number of hours per year established according to Board policy, and agrees to accommodate Biblical and Christian specific events and holidays, including Christmas and Easter holiday breaks as has historically been practiced at FMCS.

2.7. The Board will support and maintain FMCS extra-curricular activities in such activities including but not limited to sports, fine arts and faith based opportunities. The parties recognize that the future needs of students in the FMCS Alternative Program may change and will strive to accommodate new or additional activities recommended by the Society to be in the best interests of the students attending at the FMCS Alternative Program. Extra-curricular activities shall be consistent with the principles outlined in the attached schedule(s).

2.8. The Board affirms that providing support for students with resource, health and mental health needs is a key component of the FMCS Alternative Program, and will provide the similar resources as staff and services as other schools. If, in the opinion of the Society Executive, additional resource staff and/or services are needed, the Board acknowledges that the Society may supplement resource staffing and/or services at its own expense.

2.9. Role of the Society. The Board acknowledges the important role of the Society Executive in helping ensure that the integrity and intent of the FMCS Alternative Program are maintained. The Society Executive will exercise leadership in its role in the following ways. The Society Executive will:

2.9.1. Provide input to the Principal(s) regarding the school's policies, in harmony with the School Act and Alberta Education's policies, Fort McMurray Public School District (FMPSD) policies and administrative procedures, and in accordance with the Society's policies as approved by the Society Executive. Notwithstanding the Board's policies, the Society will work and collaborate with the Board to determine and establish all policies for the FMCS Alternative Program that relates to:

2.9.1.1. The Fort McMurray Christian School mission/purpose and focus;

2.9.1.2. Student admission requirements;

2.9.2. Have significant input into the recruitment selection and hiring of the Principal(s). Provide ongoing counsel and advice to the Principal(s).

2.9.3. Advance the cause of Christian education in the community and promote it in general through association with Society Members, parents, school staff, the Board, and organizations such as the Prairie Centre for Christian Education, Christian Schools International, the Christian Educators Association, and support of local Christian churches.

2.9.4. Develop a process for monitoring the implementation of the FMCS Vision Statement, FMCS Mission Statement, and Statements of the FMCS and provide recommendations to the Principal(s), the Board and the Society Members.

2.9.7. Provide assistance to the Principal(s) on implementing the FMCS Alternative Program Student Admission Policy and procedures.

2.9.8. Develop strategies to ensure regular communication between FMCS staff, parents, the Board, FMPSD staff and Society Members in order to foster a tangible example of this partnership agreement.

2.9.9. Devise ways and means for obtaining Society funds necessary to carry out its obligations for the operation and support of the FMCS Alternative Program, and determine how these funds shall be distributed. The Society maintains the right to establish, administer, and collect fees for, but not limited to, program expansion and related salaries, supplemental instructional staffing, and all costs and programs that relate to the FMCS Vision Statement, FMCS Mission Statement, and Statements of the FMCS.

2.9.10. Hold bonds, securities and monies, land, and other assets (buildings) or borrow monies with or without securities and raise monies for carrying out the objectives of the Society.

2.9.11. Appoint out of its own number, with or without the addition of other Society Members, such Committees as it deems advisable for the performance of its duties. The appointment of committees shall be made annually by the Society Executive.

2.9.12. Participate with the Board, FMPSD staff and the Principal(s) in the review of the operation and success of the Alternative Program. Reviews may be requested by either party.

2.9.13. In general, exercise all such powers and do all such acts and things as are requisite to promote the purposes of the Society.

3. Admissions

3.1. The FMCS Alternative Program will be accessible to all students, subject to the criteria identified in the Enrollment Request Form as contained within the Fort McMurray Christian School Alternative Program Educational Vision attached hereto as Schedule "A". Further terms applicable to the admission of students, in general, include the following.

3.1.1. The FMCS Alternative Program will endeavor to accommodate students and families that meet the admission criteria, however enrolment in the FMCS Alternative Program will be limited based on the facilities, along with financial and staffing resources available to both the Board and Society in operating the school.

3.1.2. As partners in education, the funding, planning, and delivery of school programming will be consistent with that of other schools in the District. For reference purposes only, the current budgeted class sizes are:

Budgeted Class Sizes	2018-19 (Students per class)
ECDP	21.73
ECS	21.2
Div 1	21.2
Div 2	26.5
Div 3	28.62
Div 4	29

3.2. Parents of students enrolling in the school agree to support the Fort McMurray Christian School Alternative Program Educational Vision attached hereto as Schedule "A" and give signature by at least one parent/Legal Guardian to acknowledge that agreement.

4. Employment of FMCS Alternative Program Staff

4.1. It is essential that staff including principal(s), teachers, educational assistants and non-teaching administrative staff are in agreement with the philosophical and biblical based underpinnings of the Society's shared beliefs, as set out in the Fort McMurray Christian School Alternative Program Educational Vision attached hereto as Schedule "A". Recognizing that these beliefs are essential to the FMCS Alternative Program, the religious beliefs and moral convictions of all FMCS Alternative Program staff must be consistent with those set out in the attached Schedules.

4.2. All FMCS Alternative Program staff may become Members of the Society.

4.3. Notwithstanding any other provision of this Agreement, the terms and conditions of employment of all personnel of the FMCS Alternative Program shall be subject to the terms of any applicable collective agreements.

4.4. The Board will staff the FMCS Alternative Program in accordance with Board practice relating to staffing ratios throughout the District in cooperation and consultation with the Society.

4.5. If the Society Executive determines that additional resource staffing is needed for the FMCS Alternative Program, the Board acknowledges that the Society may supplement resource staffing at its own expense. The additional resource staff will be employees of the Board, but the additional funding for them will be provided by the Society. Collaborations in this matter between the Board and the Society will take place each year within the Board's normal planning/budgeting cycle.

4.6. The Society has the right to make recommendations for including additional teaching staff, resource staff, non-instructional staff, and other employees as deemed necessary by the Society, and any such staff will be paid for out of Society funds collected from Society Members. These positions may include, but will not be limited to, teachers, paraprofessionals, non-teaching assistants, additional non-teaching administrators. All additional resource staffing will be reviewed annually and written communication to the Board as to all pertinent details on positions included in this additional resource staffing.

4.7. Any certified teaching staff added by the Society as per clause 4.6 will become employees of the Board and, therefore, must be subject to the ATA Collective Agreement, be supported by the Board, and possess a criminal record check.

4.8. Principals and teaching/administrative staff of the FMCS Alternative Program will continue to have access to Christian education professional development and association with the Christian Educators Association, or its successors. Teaching/Administrative staff of the FMCS Alternative Program will be permitted to attend faith based teachers conventions, such as The Prairie Center for Christian Education (PCCE) and the Association of Christian Schools International (ACSI) Teachers Conventions. Access to the professional development mentioned in this clause will be optional and within the contractual time defined in the applicable staff member collective agreement(s). Costs to attend these events will be paid for by the Society.

5. Hiring of FMCS Alternative Program Staff

5.1. When the appointment of a new Principal(s) is necessary, the Board recognizes the FMCS Alternative Program Educational Vision (Schedule “A”) is central to our success and focus. In the process of the appointment of a new Principal(s), Society Executive will provide significant input into the decision. The input of the Society will focus primarily on the candidates demonstrated abilities and alignment with the Society Mission, Vision, and Values as defined in Schedule “A”.

5.2. All staff of the FMCS Alternative Program will be expected to support the Educational Vision (Schedule "A") and demonstrate a continuing commitment to implement and carry out the goals and strategies for this Educational Vision.

5.3. All current and future staff hired for the FMCS Alternative Program are encouraged to maintain Society Membership.

5.4. If during their term of employment in the FMCS Alternative Program a principal, teacher, educational assistant or non-teaching administrative staff member fails to conduct themselves in accordance with principles set out in the attached Schedules, then the Board will review the suitability of the placement.

6. School Council

6.1. As required by the School Act and related regulations, the FMCS Alternative Program shall establish a School Council each school year. The School Council may be a sub-committee of the Society Executive.

7. FMCS Alternative Program Quality

7.1. The Society Executive shall, on an ongoing basis, recommend and present for approval, the Biblical centered curriculum and content of the FMCS Alternative Program.

7.2. The Society Executive and the Principal(s) of the FMCS Alternative Program shall work with the Board respecting the Biblical centered curriculum and content of the FMCS Alternative Program and how it will be integrated into the Alberta Curriculum and school life.

7.3. The Principal will ensure that the Board and the Society Executive are kept informed on how the FMCS Vision Statement, FMCS Mission Statement and Statements of the Society are reflected in the delivery of the educational program of the FMCS Alternative Program and daily implementation of these values in the classroom.

7.4. The vision and philosophy of the FMCS Alternative Program set out in the FMCS Educational Vision (Schedule “A”) forms the core of understanding all aspects related to FMCS. If change is desired which may involve material alterations to the fundamental principles of the FMCS Alternative Program, such changes would require the consent of the Board and the Society.

8. Funding

8.1. Funds received from Alberta Education will be allocated to the FMCS Alternative Program on the same basis as for other Fort McMurray Public Schools and programs.

8.2. The Board shall collect such fees as may be collected of students in accordance with the School Act or the Board's practice and policy. These fees may include technology fees, instructional supplies and materials fees.

9. Transportation

9.1. Transportation to the FMCS Alternative Program (school of choice) is the sole responsibility of the Parents/Legal Guardians of the students. Where possible, the students may be transported to the school of choice within the existing transportation system according to the “choice” category of FMPSD Administrative Procedure 560 – Student Transportation Services. Where opportunity exists, the Board and the Society may collaborate in development and funding of transportation options.

9.2. If any legislative change allows for funding to assist the FMCS Alternative Program with transportation costs, the Board will inform, consult with, and assist the Society in obtaining government funding for transportation to the FMCS Alternative Program.

10. Building/Facility

10.1. The Board and the Society will review facility needs and requirements in alignment with the relevant enrollment data and future forecast and goals on an annual basis.

11. Term, Termination, and Amendment

11.1. This Agreement shall be binding upon signing. It will remain in effect from year to year unless terminated in accordance with this Article.

11.2. The Board may terminate this Agreement without notice if the Society becomes insolvent, is assigned into or petitioned into bankruptcy, voluntarily declares bankruptcy or is struck from the corporate register or otherwise fails to exist as a corporate entity.

11.3. Either party may request a review of this document upon written request to the other party.

11.4. Either party may terminate this Agreement without cause and for any reason upon providing at least eighteen months written notice, provided that this notice is given by January 1 to be effective at the end of the following school year.

11.5. Upon termination of this Agreement, the Board will endeavor to provide its best reasonable efforts in assisting the Society to return FMCS to independent school status.

11.5.1. Facilitate the unimpeded and timely transition of data, and records, that are normally transferred with the enrollment of former students in a new district or private school.

11.6. Upon termination of this Agreement, the Society will endeavor to provide its best reasonable efforts in assisting the Board to end the operation of the FMCS Alternative Program. This includes a commitment to disengage in a civil manner respecting the choices of individuals, within the confines of legislation and regulation, collective agreements, policy and administrative procedures.

12. Disclosure of Liabilities and Indemnity

12.1. The Society covenants, represents and warrants as follows and acknowledges that the Board is relying upon such covenants, representations and warranties in connection with the making of this Agreement:

12.1.1. There are no actions, suits or proceedings pending or threatened against or affecting the Society, at law or in equity, or before or by any federal, provincial, municipal or other governmental department, commission, board, bureau, agency or instrumentality, domestic or foreign which action, suit or proceeding involves the possibility of any judgment against or liability of the Society. The Society is not aware of any existing ground on which any such action, suit or proceeding might be commenced with any reasonable likelihood of success;

12.1.2. The Society has been duly incorporated and organized and is validly subsisting in all respects and in good standing under the laws of the Province of Alberta;

12.1.3. All necessary corporate action and proceedings have been taken by the Society to allow it to enter into this Agreement;

12.1.4. The execution and delivery of this Agreement by the Society and the performance of its obligations in this Agreement do not conflict with or constitute a breach of the constating documents, Bylaws or resolutions of the Society or the provisions of any applicable law, statute, rule or regulation in the Province of Alberta or of Canada;

12.1.5. No approval, authorization, consent, permit or other action by, or filing with, any governmental body or authority or any regulatory agency, body or tribunal having its jurisdiction is required in connection with the execution and delivery by the Society of the Agreement and the performance of its obligations in this Agreement.

13. General

13.1. Any notices to be given hereunder shall be in writing to the other party and shall be delivered personally or by prepaid registered mail or facsimile/email and in any case it shall be deemed to be given only when received. The address of the parties hereto shall respectively be:

Board of Trustees
Fort McMurray Public School Division to the attention of: Superintendent of Schools (or designate)
Fort McMurray Public School Division
231 Hardin Street, Fort McMurray

Chairperson of the Society Executive
Fort McMurray Christian School Society
107 Brett Drive
Fort McMurray, Alberta
T9K 1V1

14. Entire Agreement

14.1. There are no representations, warranties, agreements or understandings between the parties hereto other than those expressly contained herein and the Schedules attached hereto, and this Agreement contains all the terms and conditions agreed on by the parties hereto.

15. Waiver

15.1. A waiver of any breach of a provision hereof shall not be binding upon a party unless the waiver is in writing and the waiver shall not affect such party's right with respect to any other or future breach.

16. Governing Law

16.1. This Agreement shall be construed and the relations between the parties determined in accordance with the laws of Alberta, and the courts of the Province of Alberta shall have exclusive jurisdiction with respect to all matters relating to or arising out of this Agreement.

17. Modification

17.1. No waiver or modification of any of the terms of this Agreement shall be valid unless in writing and signed by both parties.

18. Assignment

18.1. This Agreement may not be assigned by the Society without the prior written consent of the Board.

18.2. This Agreement may not be assigned by the Board without the prior written consent of the Society.

19. Enurement

19.1. This Agreement shall enure to the benefit of and be binding upon the parties hereto and their respective successors and assigns.

20. Severability

20.1. If any provision or part of this Agreement is determined to be prohibited by, or invalid under, or unenforceable under, any applicable law, then such provision or portion of it will be ineffective to the extent of such prohibition or invalidity only, without invalidating the remaining provisions of this Agreement.

21. Preamble, Recitals and Headings

21.1. The preamble, recitals and headings in this Agreement are part of the Agreement and may be used to interpret this Agreement.

22. Further Assurances

22.1. Each of the parties covenants to do all such further acts, and execute and deliver all such further documents or instruments as may be reasonably necessary to give full effect to this Agreement.

23. Counterparts

23.1. This Agreement may be signed in counterpart.

24. Mediation

24.1. In the event of a dispute or disagreement between the parties as it relates to the application or interpretation of this Agreement or any aspect of the operation of FMCS or the FMCS Alternative School Program, the parties shall, prior to resorting to Court action, attempt to mediate any disagreement between them.

24.2. The mediation shall be conducted with the assistance of a mediator satisfactory to both parties who is independent of both parties, and who shall act fairly and impartially.

24.3. The party wishing to pursue the disagreement shall, within 7 days of the disagreement arising, propose the name of a mediator who is independent of the party. The other party shall, if it does not accept the proposed nominee, advise the proposing party within five 5 days and shall propose the name of a mediator who shall be independent of the party. If that nominee is not acceptable then the parties shall proceed to step 24.4.

24.4. Failing agreement upon a mediator, the parties shall meet and each shall nominate three persons independent of the party, and not previously proposed as a mediator by either party, on separate, identical, pieces of white paper, to be provided by the Corporate Secretary of the Board. Each paper shall have only a single name. The Corporate Secretary of the Board shall collect the papers and shall place the papers in a container in identical condition, folded once, and one of those names shall be selected by a draw conducted by the Corporate Secretary.

24.5. The mediator selected by the draw shall be the mediator. if that mediator is unable or unwilling to act another draw will be undertaken in accordance with step 24.4, but the party whose nominee was drawn but is unwilling or unable to act will be entitled to nominate another person in his or her place prior to the further draw being conducted. Step 24.4 will be repeated until a mediator who is able and willing to act is selected.

24.6. The mediator shall determine the process to be used in the mediation, provided that the time within which the mediation is to occur is expedited to the degree reasonably possible, while allowing the parties adequate time to prepare.

24.7. The parties shall bear the costs of the mediator equally, but otherwise shall bear their own costs.

24.8. The representations, materials, admissions, and recommendations made, submitted, or arising from, or in the course of, or for the purpose of the mediation shall be without prejudice to either party, and no reference to such matters, or anything related to, or ancillary to the mediation, except that mediation was attempted, shall or maybe made in any forum if the matter is not resolved at mediation and if any further process in any forum, is pursued by either party, whether related to the same subject matter or not.

24.9. The parties will engage in not less than 8 full hours of meetings with the mediator before either may terminate its participation in the mediation process. Meeting time between the mediator and either of the parties shall be counted toward the 8 hours.


24.10. The recommendations of the mediator, if any, shall be made in writing to the parties, within 3 days of the end of the mediation process, however arising, and shall not be binding on the parties unless mutually agreed to be so, in writing.

24.11. The mediator may provide for any additional steps, or procedures, not set out herein that are reasonably necessary for the effective performance of the functions of the mediator.

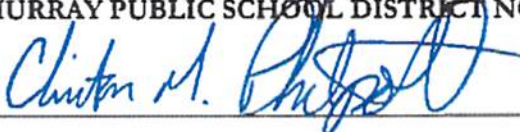
25. Term of Agreement

25.1 This Partnership Agreement shall be binding and remain in effect from the first day of the month following ratification by the Society and the Board. This agreement shall be binding and will continue year to year thereafter unless notice has been given by either party.

IN WITNESS WHEREOF the parties hereto have executed these presents on the day and year first above written.

Signature  _____

For the **BOARD OF TRUSTEES**
FORT MCMURRAY PUBLIC SCHOOL DISTRICT NO. 2833

Signature  _____

For the **FORT MCMURRAY CHRISTIAN SCHOOL SOCIETY**

SCHEDULE "A"

Mission and Vision Statement

FORT MCMURRAY CHRISTIAN SCHOOL ALTERNATIVE PROGRAM EDUCATIONAL VISION

Vision Statement:

The Fort McMurray Christian School Alternative Program (FMCS) is committed to achieving academic excellence offering an alternative program from a Christian perspective.

Mission Statement:

Our students will develop a good working knowledge of values and principles and engage in the study of the Bible. FMCS will assist students in developing academically, socially, physically and spiritually to encourage the development of a Christian personality, with the disposition to act in accordance with Christian principles and values. FMCS will strive to create an overall atmosphere with a positive learning environment where academic achievement is evidenced by meeting or exceeding provincial achievement test averages.

- To provide students with an education based on the Bible, the Christian perspective is integrated into every aspect of study.
- To acknowledge the Lordship of Christ and to develop the students' understanding of their own relationship to God as well as their relationship to others and creation.
- To provide an education which allows children to reach their potential academically, spiritually, emotionally, socially and physically.
- To direct students in development of Christ-like character.
- To prepare students to be of service in the community

FMCS seeks to:

- Develop and deliver a Christian program to meet the goals of FMCS.
- Identify, monitor and track progress and student achievement.
- Provide instruction to assist students to gain knowledge of Christian values and principles according to the Bible.
- Allow student participation and observation of Biblical celebrations and holidays to the extent permitted under the School Act or other relevant legislation for the Province of Alberta
- Challenge students through instruction and activities to learn Christian values and principles according to the Bible and integrate that knowledge and its relevance in to the approved Province of Alberta curriculum.

- Deliver programming based on the Province of Alberta curriculum, research and outcome based instruction, assessment, benchmarks and sound pedagogical criteria.

Student Development:

FMCS seeks to be a caring, encouraging school community committed to developing excellence in all areas of students' lives by:

- Promoting high academic standards within the potential of the individual;
- Encouraging Christian attitudes, respect for others, caring, sharing and forbearance;
- Meeting or exceeding the academic requirements of the Alberta curriculum;
- Teaching and encouraging the use of good study habits and helping students to assume responsibility for their own academic and spiritual progress;
- Helping students acquire the tools to understand the Christian personality and to act in accordance with Christian principles and values;
 - Developing competency in the use of technology;
 - Ensuring students have the tools necessary to succeed in higher education;
 - Providing students the opportunity for daily prayer and worship, along with observing Biblical holidays to the extent permitted under the laws of the Province of Alberta, Board policy, practice and procedures and relevant collective agreements;

Statement of Christian Faith, Biblical Foundations

The Alternative Program will explore the following Christian beliefs: The world belongs to God! This includes the following principles related to Christian faith and the role of education:

- **Scriptures:** The Bible is the God-breathed Word of Truth, fully reliable in leading us to know God and have life in Jesus Christ. Its infallibility tells of God's mighty acts, reveals His will and His plan of salvation.
- **Creation:** In the beginning God - Father, Son and Spirit - called this world into being out of nothing and gave it shape and order. God continues to direct all that happens in His world.
- **Sin:** Our disobedience to God has broken the relationship. Looking for life without God, we find only death, leaving us blind to our place in the world and to the meaning of life.
- **Redemption:** Jesus Christ, the eternal Word made flesh, conquered sin through His death and resurrection. Being both God and man, Jesus is the only mediator between God and His people. He alone paid the debt of sin; there is no other Saviour. It is in Jesus Christ, through the work of the Holy Spirit, that all areas of

life, including education, are redeemed and restored. Therefore, it is only in Jesus Christ that we are able to discover the meaning and purpose of life.

- True knowledge of God, of a Christian's self and of all of creation, is made possible only by a true faith in Jesus Christ, and finds its source in the Word of God, through the direction of the Holy Spirit.
- A Christian's purpose is to acknowledge that the rule of Jesus Christ covers the whole universe, including the world, and recognize that to follow the Lord is to serve Him in all aspects of life, including the field of education.

Distinguishing Features of Fort McMurray Christian School Alternative Program

- On the foundation of the Bible we affirm the following distinguishing features of Fort McMurray Christian School Alternative Program: the curriculum, the students, the staff, the atmosphere, teaching about the Christian community, along with daily prayer and worship. Recognizing the distinctiveness of each of these features, Fort McMurray Christian School Alternative Program seeks to grow in its understanding of how to fully express ourselves as Christ's followers and then to walk in that understanding in each of these areas.
- The Curriculum: Recognizing that the primary task of the Christian School Alternative Program is to guide students into a deeper understanding about God and our faith in him, Fort McMurray Christian School Alternative Program will provide a curriculum based on the guidelines that Biblical principles are relevant to all areas of study, and that faith directed learning leads to purposeful response.
- Students: Each student is unique. FMCS provides an educational program which deepens students understanding about curriculum and Christian faith. In the process of educating the whole child, we endeavor to embrace students as they are in their development, and encourage them to develop to their full potential using the gifts with which they have.
- Staff: Professional educators and support staff are entrusted by parents with the responsibility of instructing and nurturing students in alignment with our Educational Vision (Schedule "A"). Staff reflects the professional code of conduct. Staff are responsible for incorporating instruction of curriculum and incorporating discussion and understanding of Christian values and principles according to Scripture.
- Atmosphere: The School's staff will use opportunities to show students where Christians would praise and honor God and believe the Spirit is working among them. The decor of the hallways and the classrooms reflect FMCS focus.
- The Christian Community partners with Fort McMurray Public School District to: Support the Fort McMurray Christian School Alternative Program
- Prayer and Worship: The staff will provide opportunity for students to see and participate in Christian prayer and worship.

Dress Code

Fort McMurray Christian School Alternative Program Dress Code Policy

The goal of the FMCS Dress Code is to help create an atmosphere, which is conducive to education. This means that students come to school prepared to work effectively with their classmates. They should appear well groomed and in properly fitted clothing that is appropriate to the situation and should dress modestly. The code does not attempt to embrace every conceivable situation in the realm of dress, but is meant to provide a reasonable standard for parents, faculty and students.

Principles

- To dress modestly, and live not for ourselves but for others. Modesty refers not only to avoiding that which is sensual but also to avoiding that which calls attention to oneself.
- Clothing should be appropriate for promoting the goal of academic excellence. It should therefore be comfortable for the wearer and appropriate for their daily activities. Clothing should not be a distraction for others.
- Parents, students and teachers will easily interpret a good dress code.

Student Code

- All aspects of dress should be neat, clean, and modest. Styles of hair, clothing, makeup and jewelry should be such as are age-appropriate and generally acceptable. No offensive printing or offensive pictures are allowed.
- Tops must fit properly with a modest, well-fitting neckline. Sheer material must have proper undergarments. Tube tops and spaghetti straps, or bare midriffs are not allowed as outerwear.
- Pants should fit so that undergarments or bare skin are not evident.
- Dresses, skirts and shorts must be no shorter than the point reached by the extended fingers when one's arm is at one's side.
- Students are required to have two pairs of shoes; inside shoes for the classroom and gym and outside shoes/boots for outside recess breaks.
- Outdoor coats and hats are not to be worn inside the building during the school day. Students are to wear suitable clothing for the weather.

Exceptions

- Students may be asked to dress more formally for certain public events such as field trips, concerts, ministry groups, game day for sports teams, etc.

- Students are permitted to dress more casually for sporting events, retreats, etc.
- Students are encouraged to dress appropriately for School Spirit days (Hawaiian Day, Western Day, etc.)

Accountability

- Parents are to ensure that their children understand and abide by the Dress Code.
- Teachers, who are to check during attendance that students are dressed properly, have the right to warn students who are not following the Dress Code (or the spirit of the Code). They are to take appropriate disciplinary measures including, informing the principal of those who are not following the Dress Code, and in the case of serious offenses, removing students from the classroom until appropriate clothing is provided. Students wearing clothes deemed unacceptable will be asked to phone home for a change of clothes.
- The Principal will ensure that this policy is distributed to parents, students and teachers and take appropriate disciplinary measures for repeat offenders.

Fort McMurray Christian School Alternative Program Enrollment Request Form

For all FMCS Parents:

To: Fort McMurray Public School District No. 2833

We are in support of the Educational Vision attached hereto as Schedule "A" objectives, standards of conduct, dress code, religious beliefs and the principles of this alternative program, we covenant and agree to have our child/children taught at Fort McMurray Christian School Alternative Program according to these principles.

If at any time we can no longer work together in a spirit of unity and under the guidelines of the Educational Vision, and all reasonable avenues of communication are exhausted, we will withdraw our child/children from Fort McMurray Christian School Alternative Program.

Father's Signature (or Legal Guardian) _____

Date

Mother's Signature (or Legal Guardian) _____

Date