

# **2025-2026 Parent and Student Handbook**

KEMPER ACADEMY  
***RAMS***

#### NOTICE OF NONDISCRIMINATORY POLICY

Kemper Academy admits students of any gender, race, color, religion, national and ethnic origin to all the rights, privileges, programs, and activities generally accorded or made available to students at the school. It does not discriminate based on race, color, religion, national origin, sex, sexual orientation or group affiliation, age, disability or veteran status in administration of its educational policies, admissions policies, scholarship and loan programs, and athletic and other school administered programs.

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## INTRODUCTION

The purpose of this handbook is to provide a general overview of the policies and operating procedures of Kemper Academy. We understand that we cannot address every scenario that could occur within a given school year. To that end, situational discretion is left to the Head of School and Board of Directors where applicable. Policies and procedures may be amended at any point during the school year. We encourage you to read and become familiar with the contents of this handbook. If you have questions about the policies and procedures included in this document, please feel free to call or visit the school.

## ADMINISTRATION

Mrs. Mary Ellen Waters, Head of School  
mewaters@kemperacademy.com

Mr. Colt Kilpatrick, Athletic Director  
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## BOARD OF DIRECTORS

Please see our website for an updated list of all current Board of Directors.

## FACULTY & STAFF

Please see our website for an updated list of all current Faculty and Staff.

## ATTENDANCE POLICIES

### ABSENCES

When a student is absent, the parent should send a signed and dated note stating why the student was absent. If a note is not sent, the parent of the student may be called. It is the responsibility of the student to contact the teachers of missed classes to obtain assignments. If a student is present the day an assignment is made or a test is announced and absent on the day the assignment is due or the test is given, he/she will be expected to turn in the assignment or take the test on his/her day of return. If a student is absent the day an assignment is made or a test is announced, the student has up to 3 days to make up the assignment or take the test. Consideration will be given for extended absences. Teachers may give students additional time to complete assignments and take tests if they feel that it is in the best interest of the student.

Students may not miss more than 20 class days progress a grade level in Elementary School or to receive credit for a class in Middle School/High School. This means that a student who misses more than twenty (20) absences per year (or more than ten (10) excused or non-excused absences for .5 credit class) will not be promoted to the next grade level in the Elementary School or will not receive credit for a particular class in Middle School/High School. Please note that absentees are recorded on a class-by-class basis in the Middle School/High School.

Students that are absent for an extended amount of time (up to two weeks) due to severe illness, quarantine or surgery will receive two (2) absences in each class missed. Students will be expected to obtain and complete their assignments during the extended absence.

Absences due to school-sponsored events are excluded from the absentee policy.

A student will not be allowed to participate in any extracurricular activity unless they have been present four (4) periods prior to the activity. Exceptions to this policy may be made for a doctor or dental excuse or death in the immediate family.

With the permission of the Head of School, juniors and seniors may be allowed up to four (4) days for college visits. These days must be approved in advance.

All absences will be documented and recorded on the report cards.

### TARDINESS

School begins each morning at 7:55 for Elementary students. If a student arrives after this time, he/she is considered tardy for school. A student must sign-in through the office and receive an Admission Notice to enter class.

For Middle School and High School students, a bell schedule is provided at the start of the school year. If a student is not present in his/her class when the bell rings for the first period of the day, he/she is considered tardy. If a student arrives in his/her next class more than five (5) minutes after the dismissal bell for the prior class, a student is also considered tardy. Students will receive 30 minutes of before or after-school detention if tardy more than 3 days in nine weeks. Students will receive 60 minutes of before or after-school detention if tardy more than 6 days in a nine-weeks.

Parents may be called when a student is tardy. All tardies will be documented and recorded on the report cards. Three (3) tardies is considered one (1) absence.

## LEAVING SCHOOL

All requests for leaving school should be submitted to the office no later than 9am. Requests for leaving early, along with the reason, should be in writing, dated, and signed by the parent. However, verbal approval by a parent or guardian may be accepted by administration in certain situations.

Parents or guardians who need to check their child out of school during the instructional day must do so prior to 2:00pm. Due to increased end-of-day responsibilities and school activity, the front office is unable to accommodate early dismissals after this time. We ask that all early check-outs be planned to avoid disruption to the school day and ensure a smooth dismissal process.

No student will be able to leave during the school day and return to school later that day without express permission from the parent/guardian and administration.

The student is responsible for obtaining missed assignments, and the assignments are due the following day. Failure to complete assignments will result in a zero ("0") for the assignments not completed.

Juniors and Seniors maintaining a >75 average in each class may sign-out of school after their final class of the day. Grades will be reviewed each 9 weeks. If the privilege to sign out of school is revoked, the privilege will only be reinstated after a review of grades during the next 9 weeks.

## ILLNESS

While we want to have each student present every day, there are times when children are physically unable to attend school. Children should be checked each morning before leaving for school. Any student not feeling well should remain at home. If a student becomes sick while at school, he/she should report to the Head of School's office or to the teacher and have his/her parents called to pick them up. Students should be fever free for at least 24 hours without the aid of fever reducing medication.

## DISMISSAL

Students in Grades 6 - 12 will be dismissed at 3:00 PM. At the end of each class, students are to leave their desks and the area around it clean and orderly. Teachers will ensure that this is done. Leaving the campus after dismissal should be done in an orderly manner and care should be taken as there may be small children in and around the parking lot. Speeding and reckless behavior will not be tolerated.

## PERFECT ATTENDANCE POLICY

A student must attend school during the entire school hours for a full school year to have Perfect Attendance. The only exception to the policy is a school-sponsored trip or school-sponsored outing.

## FINAL EXAM EXEMPTION POLICY

Only seniors may be exempted from a final exam (or semester exam for a .5 credit course) if they have a 90 average or above. Exemption is determined on a class-by-class basis. Any student receiving a major infraction may not be exempt from semester or final exams.

## APPEARANCE

Parents and students are asked to choose clothing that should not interfere or distract from the learning process and to be groomed in a manner that is within the following guidelines. Please adhere to the following dress code guidelines for **ALL GRADES**.

### GROOMING

- Boys' hair should be well groomed. Hair should not cover the eyes, a portion of the ears should be exposed, and hair should not extend below a shirt collar. No ponytails or other extreme haircuts/designs.
- Boys must be clean-shaven (No mustache or beard).
- Only girls will be allowed to have earrings. No other facial &/or body-piercing jewelry will be allowed.
- No visible tattoos are allowed

### DRESS CODE

- Shoes must be always worn
- No hats or caps or hoodies inside school buildings or school facilities or worn backwards at any time
- No undergarments should show at any time
- No leggings without shirts of modest length
- No baggy pants that fall below the waistline (or where waistband generally should be)
- Tops and T-shirts:
  - no low-cut necklines
  - shoulder straps must be at least 3" wide
  - no tube or crop tops and tops must fit under arm
  - any top worn as undershirt must also meet dress code
  - shirts cannot have logos that are suggestive, sexual, profane, or that promote alcohol, drugs or tobacco
- Shorts, skirts, dresses, split skirts, and long shirts with leggings must be no more than 3" above the knee
- No cutoffs or rolled up shorts
- Pants should not have any holes above mid-thigh



# ACADEMICS

## ACCREDITATION

Kemper Academy is accredited by the Midsouth Association of Independent Schools (MAIS) and Cognia.

## CLASSIFICATION OF STUDENTS

Promotion in Grades 1 - 5 depends upon making passing grades in at least four of the following subjects: Mathematics, Reading, English, and Science. Promotion in Grade 6 – 8 depends upon making passing grades in all five subjects. If the student is not reading on grade level in first or second grade, promotion of that student will be at the discretion of the teacher. The teacher will not be held liable for students promoted against his or her recommendation. Any student that has not been academically promoted for two years will no longer be eligible for enrollment at Kemper Academy.

Students in Grades 9 -12 will be classified according to the number of units earned. A minimum of three (3) units must be earned to be classified as a ninth-grade student. A minimum of eight (8) units must be earned to be classified as a tenth-grade student and at least thirteen (13) units of credit to be classified as an eleventh-grade student. To be classified as a senior, a student must have earned a minimum of eighteen (18) units.

## COURSES OFFERED

The following is a list of subjects and classes offered. All classes may not be offered each year.

### *Social Studies:*

Geography (1/2 unit) (C)  
Mississippi History (C)  
World History (C)  
American History (C)  
American Government (1/2 unit) (C)  
Economics (1/2 unit) (C)  
Psychology

### *English:*

English I (C)  
English II (C)  
English III (C)  
English IV (C)  
Creative Writing  
Speech

### *Fine Arts:*

Art Appreciation  
Theatre Appreciation  
Music Appreciation

### *Foreign Languages:*

Spanish I & II (Adv)

(C) – Core Class

(Adv) – Advanced Class

### *Mathematics:*

Pre-Algebra  
Algebra I (C) & II  
Geometry (C)  
Advanced Math (Adv)  
Integrated Math  
Consumer Math

### *Science:*

General Biology (C)  
Advanced Biology (Adv)  
Anatomy & Physiology I & II (Adv)  
Chemistry I & II (Adv)  
Health (1/2 unit) (C)  
Physical Science  
Environmental Science  
STEM Science  
Engineering Essentials  
Fundamentals of Engineering

### *Business and Computer:*

Keyboarding/Computer Science  
General Business

## CORRESPONDENCE COURSES

All correspondence courses and summer school courses must be approved by the Head of School or Counselor. Only two correspondence courses may be taken and counted toward graduation. These courses cannot include subjects offered during the academic year. Correspondence courses should be completed two weeks before graduation. Courses taken for credit recovery are exempt from this policy.

## CLASS TRANSFER POLICY

Students in Grades 9 – 12 will have 10 school days from the first day of school to alter their class schedule and transfer classes. Change requests are subject to course availability, graduation requirements, as well as administration and parent approval.

## ACADEMIC GRADING SYSTEM

100-90	A	4.0
89-80	B	3.0
79-70	C	2.0
69-65	D	1.0
Below 65	F	0.0

## EXTRACURRICULAR ELIGIBILITY

Extracurricular activities are defined as any activity outside the classroom including organized participation in games and/or practices that go along with these activities. Kemper Academy's extracurricular activities are governed by the MAIS Athletics and Activities Commission. All students are required to follow the rules and regulations set forth in the MAIS AAC Handbook available on the MAIS website.

In addition to the minimum standards set forth in the MAIS AAC Handbook, the following rules apply to all students who participate in extra-curricular activities at Kemper Academy:

- Students must pass five (5) subjects at the beginning of school to be eligible for any extra-curricular activity. This means that all grades from summer school and/or correspondence courses must be in the school office by the first day of school to determine eligibility.
- Students must continue to pass five (5) subjects at the end of each nine weeks to maintain athletic eligibility.
- Students may be reinstated at the Head of School's discretion if ALL grades are above a 70 when progress reports are released during the 9 weeks grading period.
- Students who are ineligible first semester may become eligible second semester by passing five subjects at the end of the first semester.

## HONOR ROLL STUDENT

To be recognized as an Honor Roll student in Grades 1 - 12, one must make no lower than a B (or 80 average) in any subject for each year.

To be recognized as an All-A student in Grades 1 – 12, one must make no lower than an A (or 90 average) in any subject for each year.

## TRANSFER STUDENTS

All students transferring to Kemper Academy will be required to take an entrance exam for accurate grade level placement as deemed necessary by the Head of School.

Kemper Academy's application process is published on the school's website. All new students must complete the application process and submit all documents before interim admission is granted. Permanent admission requires an official transcript, cumulative folder, and any other official records to be sent directly to the school. Failure to receive such records within a reasonable time will necessitate immediate withdrawal from school.

If the school does not receive official records within two weeks after the first day of registration, the responsibility of obtaining these records falls to the parent(s).

No new students will be admitted after January 31<sup>st</sup> of said school year unless moving more than 60 miles from home.

Seniors must be enrolled before September 1<sup>st</sup> of the said school year. If moving more than 60 miles from their previous home, a senior student must be registered before the beginning of the 2<sup>nd</sup> semester.

## PROGRESS REPORTS AND REPORT CARDS

Progress reports and nine-week report cards are issued for the purpose of keeping students and parents informed on students' progress. Both progress reports and nine-week reports cards will be emailed to the parents for review. Progress reports will be emailed to the parent during the third or fourth week of each nine weeks. A nine-week report card will be emailed the week after the grading period has ended. A printed copy of either document is available from the school office.

If an unsatisfactory progress report or report card is received, it is recommended that a conference be arranged with the appropriate teacher(s) to discuss your child's classroom performance.

Report cards may not be obtained during the year if tuition and fees are not current.

## PARENT-TEACHER CONFERENCES

Parent-teacher conferences can be most helpful with student progress. The administration and faculty strongly encourage these conferences.

Conference with teachers in Grades 6-12 may be made during the teacher's conference time or after school. Preschool and Elementary conferences must be after school since our preschool and elementary grades are self-contained and the teacher must always be with his/her students. The appointment must be made in advance so that all information may be documented.

We ask that you do not call or text teachers at home as the teacher will not have the necessary documentation to have a successful parent-teacher conference. Following a parent-teacher conference, we ask that a parent contact the Head of School with further problems.

## GRADUATION REQUIREMENTS

### GENERAL INFORMATION

1. A minimum of twenty-five (25) credits are required for graduation in May of 2026.
2. Students may pursue one of two courses of study:
  - a. College Preparatory Curriculum - a program of study that meets the requirement for entering the Mississippi University system
  - b. General Curriculum - a program of study that would qualify them for enrollment in the Community Colleges of the state.
3. Course requirements for these curriculums are detailed below.
4. All students in Grades 9 - 12 are required to take a minimum of six (6) courses each year. In Grades 11 and 12, one dual enrollment class may be counted as one of the required six courses.

### GENERAL CURRICULUM PROGRAM OF STUDY - GRADUATION REQUIREMENTS

English	4 Units
Mathematics	4 Units (One must be Algebra I)
Science	4 Units (One must be a Biological Lab-based Science)
Social Studies	4 Units (Must include American History, Government, Mississippi History)
Electives	9 Units (Must include 1/2 credit in Computer Science/Applications)

### COLLEGE PREPARATORY PROGRAM OF STUDY - GRADUATION REQUIREMENTS

English	4 Units
Mathematics	4 Units (Includes Algebra I and II, Geometry, and an additional unit of comparable rigor and content)
Science	4 Units (Includes Biology (Advanced if offered) and any three (3) units of comparable rigor and content)
Social Studies	4 Units (Includes World History, American History, World Geography, Government, Economic, and Mississippi Studies)
Arts	1 Unit (Visual or Performing Arts course)
Foreign Language	1 Unit
Electives	7 Units (Must include at least 1/2 Unit in Computer Science/Applications)

Because college requirements vary, students should contact the college for exact requirements for admission. More information can be found on [www.mississippi.edu/admissions](http://www.mississippi.edu/admissions).

## QUALIFICATIONS FOR ADVANCED CLASSES AND GRADUATION HONORS

As part of the College Preparatory Program of Study, students in Grades 9 through 12 are eligible to take Advanced Courses (courses designed with increased rigor and content) as part of their graduation requirements. Advanced classes will include:

- Advanced Biology
- Advanced Math
- Anatomy and Physiology I
- Anatomy and Physiology II
- Chemistry I
- Chemistry II
- Foreign Languages as applicable

Students taking Advanced Courses will receive an additional 5 points added to their yearly average. Additional courses may be added as applicable.

To be considered for Valedictorian and Salutatorian, the following criteria must be met:

1. Student must have been enrolled at Kemper Academy for 4 semesters prior to graduation. This means you must be enrolled at Kemper Academy for your Junior and Senior years.
2. Students must have completed all courses as outlined above in the College Preparatory Program of Study.
3. Student with the highest numerical average for all credited classes will be named the Valedictorian.
4. Student with the second highest numerical average for all credited classes will be named Salutatorian.
5. Less than a .50 difference in the numerical average will result in a tie for Valedictorian or Salutatorian as applicable.
6. Non-academic credits or dual enrollment credits will not factor into a student's numerical average.

To be considered an Honor Graduate, the student must maintain an overall GPA >3.5 regardless of graduation track or courses taken.

## STUDENT CODE OF CONDUCT

A Kemper Academy student is expected to respect Kemper Academy and the authority of the school including administrators, faculty, and staff.

A Kemper Academy student is responsible for following and adhering to the rules and policies of Kemper Academy as they pertain to student conduct and student life.

A Kemper Academy student is expected to respect the property of other students, staff, and personnel. No student is to bother another person's property or enter another person's bags, lockers, etc. without permission.

A Kemper Academy student is responsible for his or her own property and is expected to take care of his or her belongings. The school takes no responsibility for the loss of the or damage to personal property.

A Kemper Academy student is expected to respect school property, including the building, furnishings, grounds, equipment, and textbooks. Misuse, damage, or loss caused by a student is subject to fine or replacement of damaged property. Additionally, the student is subject to suspension or expulsion.

## CLASSROOM POLICIES

The following are the Standard Classroom Policies. In addition, teachers may have special rules and requests not listed below. Students are bound by both the following rules and by any teacher's special rules.

- Students are to be in the classroom and prepared to begin when the tardy bell rings.
- Students are to have all necessary materials for class: textbook(s), workbook, notebook, paper, pencils/pens, etc.
- Students are to be attentive and participate actively in all class activities assigned by the teacher.
- Students are to refrain from talking out without permission and from talking to others during instruction, study periods, or tests.
- Students are to refrain from disrupting class with noise making, forced laughter, etc.
- All items on a teacher's desk, bookcases, or tables are considered personal items; students are not to touch or read papers, computer screens, grade books, etc.
- Students are to avoid any action that is distracting to the learning process, especially harassing other students, taking books or other property of another, poking or kicking others, pushing desks, passing notes, etc.
- Students are to avoid any language or inappropriate behavior in the classroom, including vulgar, obscene, suggestive, insulting expressions, overt demonstrations of disapproval. Additionally, students are not to argue about tests, grades, and/or punishments during the class, but rather they should see the teacher after class to resolve such difficulties.
- Students should always knock before entering a classroom when a class is in session. Respectful and mannerly behavior is always expected.

## DISCIPLINE PROCEDURES

Rules are necessary for an orderly environment. A misbehaving student is robbing others of their right to receive the full value of an independent school education their parents/ guardians are paying for. The following rules and regulations apply during school hours, on school property, and at school sponsored events taking place either at Kemper Academy or at another school. The following material is included to assist you in understanding the level of conduct expected from our students and the consequences to be expected for failing to follow the procedures included in this document.

### METHODS OF DISCIPLINE

The following discipline techniques will be utilized at Kemper Academy. The type of discipline administered will be based on the frequency and the severity of the infraction.

1. Counseling and Verbal Warning - The student will have a conference with the appropriate school official concerning the student's conduct issues.
2. Corporal Punishment - Corporal punishment will be administered at the discretion of a teacher, Head of School, or designated representative in the presence of a witness. If a student must be disciplined by a paddling, that student shall receive no more than 3 licks. A student shall only receive one paddling per day. If a student requires disciplinary action for the second time, his or her parent(s) must be called. Paddling must be performed in the office and must either be witnessed by the Head of School or administered by the Head of School and witnessed by another staff member. A discipline report must be completed by the teacher, Head of School, or designated representative.
3. If a parent has indicated that their child may not be punished by Corporal Punishment, and a teacher deems that corporal punishment is necessary, the student will be suspended for the remainder of the day and the parent will be required to pick up the child from school immediately.
4. Detention (Middle School and High School Students only) – Students may receive before school or after school detention for certain infractions such as repeated tardiness. Detention will be no shorter than 30 minutes and no longer than 60 minutes depending on the severity of the infraction.
5. In School or Out of School Suspension - Students may be suspended from 1-5 days by the Head of School or designated representative. Suspensions must be full school days. Most suspensions will be handled as In School Suspensions. However, depending on the severity of the infraction, the suspension may be an Out of School Suspension. Students will not be able to participate in any extracurricular activities during the day or evening and will not be allowed on the Kemper Academy campus or in attendance at any school function or activity, on or off campus, through the duration of the suspension. This would include sports, field trips, club activities, etc.
6. Students will receive applied academic zeros for all work including classwork, homework, tests, and exams. For tests assigned prior to student suspension, the student must take the test on the day the test is assigned even if that is on the day the student has been readmitted to school.
7. Expulsion - A student will be expelled for the remainder of the school year.

## EXAMPLES OF MINOR INFRACTIONS

- Any type of conduct considered to be disruptive to the educational environment - may become a major infraction depending upon the frequency or severity of the conduct
- Misbehavior in the halls
- Misbehavior in cafeteria
- Failure to bring proper supplies to class
- Unacceptable or inappropriate physical contact - may become a major infraction based upon the situation.
- Unacceptable or inappropriate language - may become a major infraction depending upon type and severity of the language.
- Loitering in the restrooms or in any unassigned area
- Violation of cell phone policy

## EXAMPLES OF MAJOR INFRACTIONS

- Possession or use of tobacco and/or vaping products on campus
- Misconduct at school functions
- Disrespect for school officials both on and off campus
- Fighting (defined as an exchange of blows with the intent to harm)
- Cheating
- Leaving school without permission
- Skipping class
- Unauthorized entering of school structures before, during or after school hours

## PENALTIES FOR MINOR AND MAJOR INFRACTIONS

All infractions (minor and major) must be documented in a student's electronic file. Two (2) verbal counseling conversations will result in one (1) minor infraction.

- 2<sup>nd</sup> Minor Infraction – Corporal punishment or 1 day suspension
- 1<sup>st</sup> Major Infraction – 3 days suspension
- 2<sup>nd</sup> Major Infraction – 5 days suspension
- 3<sup>rd</sup> Major Infraction – Expulsion



## BEHAVIORS REQUIRING IMMEDIATE SUSPENSION/EXPULSION

- Fighting – 3 days suspension and possible expulsion
- Possession of Gun, Knife or other perceived weapon – 3 days suspension and possible expulsion
- Violation of Computer/Internet Policy – 1 day suspension
- Vandalism or Destruction (School or student property) – Expulsion and cost of repair or replacement
- Stealing from school or student – Suspension and cost of replacement; severity may warrant expulsion
- Use or Possession of Alcohol/Illegal drugs - 3 days suspension and possible expulsion
- Threats to students or faculty – Minimum 3 days suspension
- Severe Technology Infractions – Minimum 3 days suspension
- Arrest outside of school – Immediate suspension; severity may warrant expulsion

Other serious disciplinary matters not listed above may result in suspension or expulsion at the discretion of the Head of School, designated representative or Board of Directors. Acts which violate the law may be reported to the proper authorities.

## DISCIPLINE PLAN

Kemper Academy's discipline plan will consist of the following elements:

1. An electronic file recording each student's infractions of the school's rules of conduct shall be maintained by the teacher, Head of School, or designated representative in the school's SIS.
2. Some verbal consultations will be handled by each individual teacher. However, minor infractions must be referred to the Head of School, or designated representative.
3. Teachers are encouraged to reach out to the identified point of contact for discipline issues to discuss repetitive verbal consultations.
4. Minor and major infractions will be immediately referred to the Head of School, or designated representative. The identified point of contact for discipline issues will be contacted with resulting disciplinary actions.
5. All teachers may refer students to Head of School, or designated representative, for conduct infractions in the halls, cafeteria, restrooms and other public areas.

## DRUG TESTING POLICY AND PROCEDURES

The Board of Directors of Kemper Academy is committed to providing a safe and healthy learning environment. To help deter drug use among students, the following drug testing policy has been adopted:

- Who Will Be Tested: All students in Grades 9–12 will be tested annually. Additional testing may occur based on:
  - Random selection
  - Reasonable suspicion by school officials
  - Parental request
- Testing Procedures: Testing will be conducted at an appropriate certified facility. Kemper Academy may transport students, or parents may transport them within a designated time frame.
- Substances Tested: Tests will screen for controlled substances, including but not limited to:
  - Amphetamines
  - Cocaine
  - Marijuana
  - Opiates
  - PCP
- Confidentiality: Test results will be disclosed only to the Head of School and the student's parent or legal guardian.
- Positive Test Results:
  - An initial positive test will result in a one-week suspension.
  - The student must provide a clean drug test from a certified facility to return to school.
  - Upon return, the student will be tested every 30 days at the parent's expense for the remainder of the school year.
  - A second positive test will result in immediate expulsion.
- Extracurricular Participation: Students testing positive will be suspended from all extracurricular activities for at least 30 days and must test negative before being reinstated.
- Search Policy: The school reserves the right to search student lockers and vehicles on campus at any time using any appropriate means.

If you have questions about this policy, please contact the Head of School during school hours to discuss further.

## CELL PHONE AND PERSONAL ELECTRONIC DEVICE POLICY

This Cell Phone and Electronics Device Policy has been developed to keep students and staff safe during the school day and encourage communication skills. Your support of this policy as a parent/guardian with your student(s) is a requirement of enrollment at Kemper Academy. Personal items of value such as cell phones, smart watches, iPads and iPods are the responsibility of the student. Students are discouraged from bringing these items into school. If items are lost or stolen the school is not responsible for search, replacement or reimbursement.

There is only one situation where any electronic device may be turned on during the school day: If the device is being used in the classroom for instructional purposes with specific permission from the teaching staff, the device may be turned on.

Common concerns include:

- Disruption to the educational environment and learning process which includes academic integrity, cheating, sexting, harassment, confidentiality.
- Theft or loss of cell phones and electronic devices.
- Misuse of phones/electronic devices (possessing, viewing, sending or sharing video or audio information having sexual, violent, or threatening content on school grounds or school events shall be prohibited and may result in disciplinary action).
- Taking any unauthorized pictures of other students, teachers or staff.
- Right of privacy of students, staff and visitors.

Rules governing student use of cell phones or other electronic devices on campus are as follows:

- Cell phones/electronic devices must be turned off (not just on vibrate or silent) and turned into the school office during the school day between 8:00 AM and 3:00 PM.
- All other electronic devices must be kept out of sight during the school day for example in a backpack, handbag, locked locker, etc. If an electronic device is being used during the school day, or a student has an electronic device out where it can be seen by staff; the device will be confiscated.
- Possession of another student's phone or electronic device may constitute theft and will be disciplined accordingly.

Violation of the school's Cell Phone and Electronic Device Policy will result in a minor infraction. The second violation of the policy will result in a major infraction.

Students who need to make a phone call during instructional time must come to the office and get permission from the office staff. Students are permitted to bring cell phones/personal electronic devices to school if they respect the guidelines for having them at school. Students may not turn on electronic devices including cell phones until they are off school grounds after school.

## INTERNET AND COMPUTER ACCEPTABLE USE POLICY

Kemper Academy provides many technology resources for students to use. The following outlines appropriate use and prohibited activities when using technology resources. Every student is expected to follow all guidelines stated below, as well as any additional guidelines given orally by faculty/staff, and to always demonstrate good citizenship and ethical behavior.

A Kemper Academy student must understand that all school network and email accounts are owned by the school and are not private. Kemper Academy has the right to access any information at any time. The right to have a cell phone or other electronic device at the school is a privilege and not an entitlement.

### GOVERNMENT LAWS

Computers should be used in conformity with laws of the United States and the State of Mississippi. Violations include, but are not limited to, the following:

- Criminal Acts – These include, but are not limited to, “hacking” or attempting to access computer systems without authorization, harassing email, cyberstalking, child pornography, vandalism, and / or unauthorized tampering with computer systems.
- Libel Laws – Publicly defaming people through the published material on the internet, email, text messaging, etc.
- Copyright Violations – Copying, selling or distributing copyrighted material without the express written permission of the author or publisher (users should assume that all materials available on the Internet are protected by copyright), engaging in plagiarism (using other’s word or ideas as your own).

### NETIQUETTE AND PERSONAL USE

- I understand that passwords are private. I will not allow other to use my account name or password or try to use that of others.
- I will be polite and use appropriate language in my email messages, online postings, and other digital communication with others. I will not use profanity, vulgarities or any other inappropriate language as determined by school administrators.
- I will use email and other means of communications (e.g. blogs, wikis, chat, instant messaging, discussion boards, cell phones, etc.) responsibly. I will not use computers, cell phones, personal digital device or the Internet to intentionally access, transmit, copy, or create material that violates the school’s code of conduct such as messages that are pornographic, threatening, rude or send or post hate or harassing mail, make discriminatory or derogatory emails about others, or engage in bullying, harassment, or other antisocial behaviors either at school or at home.
- I understand that I am representing Kemper Academy in all my online activities. I understand that I will be held responsible for how I represent myself and my school on the Internet.
- I understand that masquerading, spoofing, or pretending to be someone else is forbidden. This includes, but is not limited to, sending out e-mail, creating accounts, or posting messages or other online content (e.g. text, images, audio or video) in someone else’s name as a joke.
- I understand that I should not reveal my personal information, address, or phone number, nor will I release that information about any other student, faculty or staff.
- I will use school computer resources responsibly. I will not retrieve, save or display hate-based offensive or sexually explicit material using any of Kemper Academy’s computers resources. I understand that I am to notify an adult immediately if by accident I encounter materials which violate appropriate use.
- I will use Kemper Academy’s technology resources productively and responsibly for school- related purposes. I will not use any technology resource in such a way that would disrupt the activities of other users. I understand that school computer resources are for academic activities only – not for games, etc.
- I will not attempt to bypass security settings or Internet filters or interfere with the operation of the network by installing illegal software, shareware, or freeware on school computers.
- I understand that vandalism is prohibited. This includes but is not limited to modifying or destroying equipment, programs, files, or settings on any computer or other technology resource.

- I will respect the intellectual property of other users and information providers. Work by any user is valuable, and work of other students or teachers may not be copied or changed. I will obey copyright guidelines. I will not plagiarize or use other's work without proper citation and permission.
- I will not use or access files, software, or other resources owned by others without the owner's permission. I will use only those school network directories that are designed for my use or for the purpose designated by my teacher.
- Student work is NOT to be saved on the individual computer's hard drive. Information needed must be saved to the student's personal network drive administered by the school or a flash drive.
- I will follow all guidelines set forth by the school and/or my teacher when publishing schoolwork online (e.g. to a website, blog, wiki, discussion board, podcasting or video server).
- I understand the Internet is a source for information that is both true and false; and that the school is not responsible for inaccurate information obtained from the internet.
- I understand that Kemper Academy administrators will deem what conduct is inappropriate for use if such conduct is not specified in this agreement.
- I agree to abide by all internet safety guidelines that are provided by the school and to complete all assignments related to internet safety.

## CONSEQUENCES FOR VIOLATION OF THIS AGREEMENT

Students should understand and abide by the above policies. Should violation(s) occur, students should understand that consequences could include suspension of computer privileges, school disciplinary action including suspension or expulsion, and/or referral to law enforcement.

Parents/guardians should understand that computer access is provided for educational purposes in keeping with the academic goals of Kemper Academy, and that student use for any other purpose is inappropriate. It is impossible for Kemper Academy to restrict access to all controversial materials, and the school is not responsible for materials acquired on the school network or internet-based services provided by other companies, institutions or websites, regardless of whether they have been approved by Kemper Academy for student use or otherwise. Student's computer activities at home should be supervised as they can affect the academic environment at school.

## GENERAL POLICIES AND INFORMATION

### ASBESTOS

Our school has asbestos floor tile in the Music and STEM Lab, Chemistry Lab, and High School teacher's lounge. This presents no problems to our students if it is not disturbed. The asbestos is inspected yearly by a certified asbestos inspector in accordance with our asbestos management plan. Additionally, Kemper Academy officials conduct and document intermittent assessments.

### BITING POLICY

Biting is not expected behavior for children 3 years of age and up. While some children communicate through this behavior, biting is harmful to other children and to our teachers. Our goal is to help identify what is causing the biting and resolve these issues. If the issue cannot be resolved, this policy serves to protect the children that are bitten. If a biting incident occurs, the parents of the child biting and the parents of the child who was bitten will be contacted. Names of the children are not shared with either parent.

When biting occurs:

For the child that was bitten, first aid is given to the bite. The area is cleaned with soap and water. If the skin is broken, the bite is covered with a bandage. Parents are notified.

For the child that bites, the teacher will firmly tell the child not to bite and will be taken to see the Head of School. Parents are notified.

After the third time that a child has inflicted a bite on another child, the child will no longer be able to attend Kemper Academy for the remainder of the school year. The child may apply for admission for the following school year.

### CARE OF BUILDINGS

It is the policy of the school to require anyone who defaces or destroys school property to restore or replace the damaged item. Students will be expelled immediately. Depending on the severity of the vandalism, criminal charges may be filed against perpetrators. It is our calling to instill a sense of pride in the school's facilities to avoid these repercussions and maintain an enjoyable educational environment that is conducive to learning.

Anyone wishing to hold a program or activity on the campus must first receive permission through the school administration to ensure no conflict with school activities. Persons authorized to use the facilities will be responsible for the care and the cleanup of the area used.

No students are to utilize school facilities (including but not limited to the gymnasium, football/softball/baseball fields, hitting facility, and field house) unless they have an assigned activity there. Adult supervision is always required. No one is to walk on the gymnasium playing floor with street shoes, boots, etc.

### FIELD TRIPS

Field trips enrich and expand the curriculum and increase children's knowledge in a particular subject area and expand children's awareness of their own community. Students in Kindergarten through 12<sup>th</sup> grade may attend field trips. Field trips are arranged and planned by a teacher or group of teachers. Parents will receive field trip permission forms permitting or not permitting their child to attend an organized field trip. If a child is required by law to be in a child safety/booster seat, the parent must provide the seat for the child to use while riding the school van.

We understand that many of our parents want to experience field trips with their children. To that end, parents will be allowed to attend field trips when the teacher or group of teachers decide that it is possible.

Please understand that, at times, the field trip is simply not open to parents due to the nature of the field trip and rules/regulations imposed by the field trip location. For example, if a child is attending a play, limited seating may be available by the theatre, and we simply cannot accommodate parent chaperones.

If your child has a documented medical condition, a parent/guardian is permitted to attend all field trips as deemed necessary by the parent/guardian.

## FIRST AID

First-Aid is available to all students. Any student with any on-going medical problems (such as diabetes, allergies, etc.) should report these to the office at the beginning of school. Prescription medications needed during the school day may be kept in the school office and given to the student with written permission from a parent/guardian.

## HARASSMENT AND BULLYING POLICY

Harassment is ongoing verbal and/or physical attacks against a person. It includes intimidation in all forms, and it is done with intent to disrupt physically and/or emotionally. This can be done by an individual or by a group gathered to harass someone. Harassment can be physical, racial, verbal, or sexual.

Harassment is an unwelcome and repeating behavior; it will not be allowed to continue. Furthermore, some forms of harassment are illegal. Additional information may be found in the Kemper Academy Employee Handbook. Harassment and/or bullying offences will be treated as a major infraction.

Examples of physical harassment:

- Hitting, punching, jostling, pushing or spitting
- Frightening others by threatening such actions against them
- Hiding, damaging, or destroying the property of students or faculty

Examples of non-physical harassment:

- Name-calling or putting others down
- Making suggestive comments
- Making degrading comments about another's race, culture, gender, religious, or social background
- Spreading rumors about students, adults, or their families
- Posting, texting, or sending derogatory statements via digital or social media, e.g. email, Facebook, Instagram, Twitter, Snapchat, other internet blogs, cell phones, etc

## PARKING OF VEHICLES

All vehicles should be parked in front of the high school building. Furthermore, all vehicles should face the football field to aid in the event of an evacuation. The road behind the lunchroom is a service entrance and must be kept clear. Students should not return to their vehicle once parked in the morning without permission from the Head of School or designated representative.

## PREGNANCY POLICY

If a student becomes pregnant while attending Kemper Academy, Administration must be notified immediately. The student must keep school administration informed of any complications or problems that they are having that may impact their classroom attendance.

Once a student has reached the 6<sup>th</sup> month of pregnancy (third trimester), she will be allowed to continue her education outside the classroom if she continues to complete assignments in a timely manner. The student will not be allowed to participate in any academic or athletic activities at Kemper Academy. If a student has completed all classwork and obtained grades necessary to graduate, she will receive her diploma but will not be allowed to participate in graduation ceremonies.

## PREVENTION OF SCHOOL VIOLENCE ACT

If a student is found in possession of any weapon during school hours or at a school activity, school officials are required to notify law enforcement officials.

A parent may be found guilty of a misdemeanor and be fined (up to \$1,000) and/or imprisoned for up to six months for knowingly allowing a child to have, own, or carry a concealed weapon to school. Other information concerning this can be obtained from the school office.

## SOCIAL MEDIA POLICY FOR PARENTS

Inappropriate behavior or actions by parents or guardians posted on any social network site that portrays Kemper Academy, any student of Kemper Academy, or any staff member of Kemper Academy in a manner that may cause harm or distress, including bullying, threats, harassment, defamation, or similar actions is prohibited. Parents or guardians who commit any of these violations may be banned from KA events and programs. A second violation may result in their child(ren) being suspended or expelled.

## SOCIAL MEDIA POLICY FOR STUDENTS

Students who engage in inappropriate behavior on personal websites, blogs, or profile directories such as Facebook, Snapchat, Twitter, Instagram, TikTok, etc. that cause harm and stress, including bullying, threat, harassment, defamation, or similar actions will be subject to penalties which may include suspension or expulsion. Any communication to or about any other member of the school community will be subject to the school's regulations and code of conduct. In addition, if administration believes that information on a website, or in an email or text message, is obscene or constitutes a threat, defamation, or other illegal activity, whether directed at Kemper Academy, faculty, staff, students, or other, administration may be compelled to contact the appropriate authorities.



## SPORTSMANSHIP

Spectators of a program or fans of an athletic contest have an important role in displaying courteous behavior and good sportsmanship. As a group, we must respect players, coaches, and fans of opposing teams and never confront them at any time. Kemper Academy fans should never interact with an official/umpire before, during, or after a contest. MSAIS rules simply put game officials "off-limits". It is discourteous to cheer against or degrade game officials, opposing players, teams, coaches, and fans. We attend games and events to support our teams - not to belittle opponents and yell at officials.

Any fan ejected from a contest shall be expected to be barred from all MSAIS events until the individual has fulfilled sanctions and conditions imposed by the MSAIS. A common sanction for an ejected fan is a fine generally ranging from \$300 to \$1000. Additionally, Kemper Academy will be fined within the same monetary range. In the event Kemper Academy is fined due to a fan ejection, he/she will be responsible for paying the school's fine as well as his/her own. If the fine is not paid by the fan, the amount will be considered indebtedness to the school.

## TEXTBOOKS AND TECHNOLOGIES

All textbooks and school-issued devices including graphing calculators, iPads, and computers are the property of Kemper Academy and must be returned at the end of the school year. Some devices such as graphing calculators and iPads must be returned at the end of each day. Students are responsible for maintaining the condition of their books and school-issued devices. Furthermore, families are financially responsible for lost or damaged books and devices.

## TRANSPORTATION

Per Mississippi state law, all children under 4 years must be secured in a child safety seat. Children between 4 and 7 years old and less than 65 lbs. or 57 in. tall are required to use a child safety/booster seat appropriate for their height/weight. When riding in school vans, all children meeting the criteria above must have a parent-supplied booster seat. This applies to our morning and afternoon van routes, field trips, and other extra-curricular activities. Regardless of age, any student riding a school van is required to always wear a seat belt.

## VISITORS

Parents are most welcome to visit Kemper Academy at any time. However, to limit interruptions and distractions to teacher and learning and to maximize safety for all, we ask anyone wishing to visit the school campus, building, or classroom to check-in at the front office upon arrival. At no time should a parent go directly to a teacher's classroom. Additionally, for the safety of all our students, we ask that parents/guardians do not remain in the school parking lot once they have dropped off their child.

When checking students in and out during the day as well as dropping off party items, gifts and other belongings, please check-in at the school office. Certain situations, such as class parties or teacher appreciation week, may require that our parents visit classrooms during the instructional day. We ask that you check-in the school office so that accommodations can be made.



**KEMPER ACADEMY**

# 2025-2026 ACADEMIC CALENDAR

## Color Key

- Faculty Days
- Student Orientation/Open House
- Semester Start Dates
- Exam Dates
- Holidays/School Closed
- Nine Week End Dates
- Senior Final Exams
- Elementary Last Day

## IMPORTANT DATES

### HOLIDAYS (School Closed)

Sept. 1 Labor Day  
 Oct. 13-14 Fall Break  
 Nov. 24-28 Thanksgiving Break  
 Dec. 18 - Jan. 6 Winter Break  
 Jan. 19 MLK, Jr. Day  
 Feb. 16 Presidents Day  
 Mar. 9-13 Spring Break  
 Apr. 3-6 Easter Break

### ORIENTATION & OPEN HOUSE

Aug. 8 Student Orientation  
 Middle School 8AM  
 High School 10AM  
 Aug 8. Open House 6PM

### ALL STUDENTS

Aug. 11 First Day of 1<sup>st</sup> Semester  
 Jan. 6 First Day of 2<sup>nd</sup> Semester

### SENIORS

Apr. 30 Senior Final Exams

### ELEMENTARY

May 15 Last Day - Second Semester

### FACULTY

Aug. 5-7 Faculty In-Service  
 Jan. 5 Faculty In-Service

### HALF DAYS

May 18-20

## AUGUST 2025

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31						

## OCTOBER 2025

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## DECEMBER 2025

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## FEBRUARY 2026

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## APRIL 2026

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## SEPTEMBER 2025

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## NOVEMBER 2025

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## JANUARY 2026

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## MARCH 2026

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## MAY 2026

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