

Heritage Christian School Bylaws

PREAMBLE

Believing that it is our duty and privilege as Christian parents to provide Christian education for our children and believing that this can best be accomplished by concerted action, we do, hereby, under the guidance and direction of the Holy Spirit, make and adopt the following articles for an orderly functioning of this school.

FINAL AUTHORITY FOR MATTERS OF BELIEF AND CONDUCT

Our Statement of Faith does not exhaust the extent of our beliefs. The Bible itself, as the inspired and infallible Word of God that speaks with final authority concerning truth, morality, and the proper conduct of mankind, is the sole and final source of all that we believe.

For purposes of Heritage Christian School's faith, doctrine, practice, policy, and discipline, the Board of Trustees is Heritage Christian School's final interpretive authority on the Bible's meaning and application.

NAME

This organization incorporated under the laws of Pennsylvania shall be known as the Heritage Christian School of West Perry.

PURPOSES AND OBJECTIVES

Heritage Christian School of West Perry exists to provide professing Christian parents in the evangelical community a sound academic education, within the framework of the biblical view of God and the world, for their school age children.

Our Association specifically organized to establish a private Christian school with the following purposes and objectives:

- To educate the whole student spiritually, emotionally, intellectually, physically and socially. (Ephesians 6:4; 1 Corinthians 3:16-17)
- To provide within our means the most biblically sound curriculum, which also adheres to high academic standards. (2 Timothy 3:15)

- To consider that the spiritual and character training is equally as important as the academic learning.
(Acts 2:38-39; Matthew 18:6; Psalm 101:6; 1 Timothy 4:8)
- To give the student a sense of how God and His word relates to his life and to lead him to committing his life to serving the Lord.
(Mark 10:13-14; Romans 12:1; 2 Timothy 3:16)
- To instill in each student the desire to serve others and to respect their rights and differences. (Romans 12:6-7; 9-11)
- To encourage students to be a light in this world and to lead others to Christ. (Matthew 5:14-16)
- To have the students respect and use their God-given gifts to their fullest potential.
(James 1:17; 1 Corinthians 12:12-31; Romans 12:6-8)
- To provide opportunities to learn self-discipline and to realize that if he does not learn self-control others will need to control him.
(2 Timothy 1:7; Deuteronomy 21:18-20; Proverbs 25:28; Galatians 5:22-23)
- To instill in each child respect for God's Word in that he will read and memorize it daily and to encourage close communion with God through prayer. (Proverbs 8:32-33; James 1:22-25; Psalm 119:11; Matthew 6:5-15; 1 Thessalonians 5:17)
- To teach respect towards all authority realizing that a child will respect God and His Word only to the degree that he learns to respect earthly authority. (Philippians 2:3; 1 Peter 2:17)
- To have as an aim that a child will develop independence in his work and study habits and to do so with perseverance and cooperation.
(Galatians 6:9; 2 Timothy 2:15)
- To develop in each child an understanding of how to think and how to apply himself. (2 Timothy 1:7; Philippians 4:8)

- To cause each child to appreciate and desire wholesome activities and interests. (Philippians 4:8-9)
- To teach respect for such things as our bodies, our environment, our freedoms, our ancestral heritage, etc. (1 Corinthians 6:19-20; Genesis 1:28-31; 1 Corinthians 7:21; Jeremiah 34:8; Psalm 33:11-12; Colossians 1:12; 1 Thessalonians 5:18)
- To learn the art of daring to be different, if being different means being right. (Matthew 10: 28, 32, 39)
- To teach students that they should emulate those who are living a godly example such as parents, teachers, pastor, friends, etc. (2 Thessalonians 3:7,9; Proverbs 13:20-21)
- To instill in the child that attitude of instant and complete obedience since that is the attitude God has so clearly taught us in the Scriptures. (Ephesians 6:1,5-7; 2 Corinthians 2:9)

STATEMENT OF FAITH

The basis of our Association is the Word of God and through its authority we offer the following as our statement of faith:

- We believe in the divine and infallible inspiration of the Scriptures. (2 Peter 1:21; 2 Tim. 3:16)
- We believe in the triune God existing in three persons: Father, Son, and Holy Spirit. (Gal. 4:6; Matt. 3:16-27; Eph. 4:4-6; 2 Cor. 13:14)
- We believe in the deity, virgin birth, and sinless life of our Lord Jesus Christ. (John 1:1, 14; 10:30; Luke 1:34-35; Heb. 4:15)
- We believe in Christ's atoning death through His shed blood for our sins, and that He arose from the grave and ascended to the right hand of God where He makes intercession for us. (Rom. 3:24-25; 5:8-9; 1 Cor. 15:3-4; Acts 1:9-11; Eph. 1:20; Heb. 4:14-16)

- We believe in the sinful nature of all men and his condemnation but that he can have salvation by grace through faith in the work of Jesus Christ. (Rom. 3:23; 6:23; Eph. 2:8-9)
- We believe that the salvation of man and his faith is wrought by the Holy Spirit, and that the Holy Spirit enables us to live a godly life and secures our atonement. (Titus 3:5; John 3:5; Eph. 5:18; Rom. 8:2; Eph. 1:13-14)
- We believe in the resurrection of all men; the saved shall receive the resurrection of life, and the lost shall receive the resurrection of damnation. (Luke 14:14; John 5:28-29; Rev. 20:11-15)
- We believe in the return of our Lord Jesus Christ and the rapture of believers. (Acts 1:11; John 14:2-3; 1 Cor. 15:51-53; 1 Thess. 4:13-17)

LIFESTYLE STANDARDS

- We believe in the dignity of every human who is made in the image and likeness of God. An individual's biological sex, either male or female, is sovereignly and irreversibly appointed by God and is an irreversible aspect of his or her nature. Human sexuality is regulated by Scripture which declares that marriage is the union between one biological man and one biological woman and that sexual intimacy is reserved for marriage only. Therefore, any sexual expressions outside of that realm (sex before marriage, homosexuality, adultery, fornication, etc.) are immoral and against God's design. We also are to abstain from the promotion and advocacy of the aforementioned activities. (Gen.1:1, 26, 27; 2:18-25; Ps. 51:5; Jer. 17:9; John 3:3-7; Rom. 1:21-32; 3:10-12; 5:12; 1 Thes. 4:3; Eph. 2:1-10; 1 John 1:8-10; Col. 3:18-21; Rom. 13:1-7)

STATEMENT OF MARRIAGE AND HUMAN SEXUALITY

Introduction

- We believe that all matters of faith and conduct must be evaluated on the basis of the Bible, the Word of God, which is our inspired, infallible, and inerrant guide. (2Timothy 3:16-17). Since the Bible speaks to the nature of human beings and their sexuality, it is imperative that we correctly understand and articulate what the Bible teaches on these matters.
- We believe God has ordained and created marriage to exist between one man and one woman, with absolute marital fidelity. The Bible sets forth specific home and family values, which include the distinct roles of husbands and wives, fathers and mothers, and children. It is our firm conviction that we uphold the dignity of each individual as we embrace the unchanging and longstanding principles of scriptural truth.

Our Religious Beliefs

- **Marriage** – Heritage Christian School defines marriage as the permanent, exclusive, comprehensive, and conjugal “one flesh” union of one man and one woman, intrinsically ordered to procreation and biological family, and in furtherance of the moral, spiritual, and public good of binding father, mother, and child. (Genesis 1:27-28; Genesis 2:18-24; Matthew 19:4-9; Mark 10:5-9; Ephesians 5:31-33)
- **Sexual Immorality** – Heritage Christian School believes that sexual acts outside marriage are prohibited as sinful. Consequently, we at Heritage Christian School, as disciples of Christ, must resist and refrain from any and all sexual acts outside marriage – including but not limited to co-habitation, adultery, fornication, incest, pornography, prostitution, same-sex sexual acts, or any form of sexual abuse. (Exodus 20:14; Matthew 15:19; Matthew 5:27-28; Matthew 15:19; Romans 1:26-27; 1 Corinthians 6:9-13; 1 Thessalonians 4:3; Hebrews 13:4; Galatians 5:19; Ephesians 4:17-19; Colossians 3:5)

- **Sexual Identity** – Heritage Christian School believes that God created mankind in His image: male(man) and female(woman), sexually different but with equal personal dignity. We at Heritage Christian School, must affirm our biological sex and refrain from any and all attempts to physically change, alter, or disagree with our created predominant biological sex. Therefore, all people must use the bathroom intended for their biological sex. (Genesis 1:26-28; Romans 1:26-32; 1 Corinthians 6:9-11)
- **Sexual Orientation** – Heritage Christian School believes that God created and ordered human sexuality for the permanent, exclusive, comprehensive, and conjugal “one flesh” union of man and woman. Therefore, at Heritage Christian School, we affirm the sexual complementarity of man and woman and resist the temptations to same-sex sexual attractions and refrain from any and all same-sex sexual acts or conduct. (Genesis 1:27; Genesis 2:24; Matthew 19:4-6; Mark 10:5-9; Romans 1:26-27; 1 Corinthians 6:9-11; Ephesians 5:25-27; Revelation 19:7-9; Revelation 21:2)
- **Sexual Redemption** – Heritage Christian School believes that all have sinned and fall short of the glory of God and therefore redemption, forgiveness, and spiritual cleansing is available for all sins. We must welcome and treat with respect, compassion, and sensitivity all who experience same-sex attractions or confess sexually immoral acts but are committed to resisting sexual temptation, refraining from sexual immorality, and conforming their behavior to the Heritage Christian School Statement on Marriage and Human Sexuality. (Matthew 11:28-30; Romans 3:23; Ephesians 2:1-10; 1 Corinthians 10-13; Hebrews 2:17-18; Hebrews 4:14-16; 1 John 1:9)
- **Celibacy** – Heritage Christian School believes that Holy Scripture grants two life-enhancing options for human sexual behavior: (1) the conjugal “one flesh” marital union of one man and one woman, and (2) celibacy. Either is a gift from God, given as He wills for His glory and the good of those who receive and rejoice in His gift to them. Celibacy and faithful singleness is to be celebrated and affirmed. (Genesis 1:27-28; 2:18, 21-24; Isaiah 54:1; 56:3-5; Matthew 19:4-6; Mark 10:5-8; Hebrews 13:4; 1 Corinthians 7:1-8; Matthew 19:12; 1 Corinthians 12:12-13; Romans 12:10; 1 Timothy 5:1-2)

DOCTRINE OF SEPARATION

We believe that every Christian is to keep himself unspotted from the world, and in so doing must deny various practices, sinful habits and worldly influences; and that through us a proper scriptural standard must be raised as a testimony to the lost and to a weaker Christian.

(James 1:27; 1 Peter 2:11; Romans 6:11-13; Romans 14:13)

We also believe that we must stand against and separate from ungodly and apostate philosophies such as Liberalism, Modernism, Ecumenism, Apostasy, New Age thinking, Humanism or the occult. (2 Corinthians 6:14-7:1; 1 Thessalonians 1:9-10; 2 Timothy 3:1-5) Therefore, no member will be admitted to the Association who adheres to any of the above philosophies. If specific questions arise concerning any of the above or similar philosophies, the school board will have the authority to make judgments on these matters.

PARENTS' ATTITUDES AND INVOLVEMENTS

Section 1- The objectives of Christian education can best be realized when parents know and are obedient to the Lord.

Section 2 – Parents are expected to:

- Live according to the Lifestyle Standards as stated in the Statement of Faith.
- Attend and be involved in a local church.
(Hebrews 10:24-25; 1 John 1:17)
- Pray for the work of the school.
(James 5:16; Mark 11:25; Philippians 4:6; Colossians 4:2)
- Be prompt in paying the cost of tuition.
- Cooperate fully with the faculty in the exercise of just discipline.
(1 Timothy 6:2; 1 Thessalonians 5:13)

- Attend faithfully Parent-Teachers' Fellowship.
- Assist in school maintenance and improvement projects. (Philippians 2:4)
- Share in promoting the aims and objectives of the school. (Philippians 2:4; 19-21)
- Abstain from divisive speech and activity. (Philippians 2:2-3)

MEMBERSHIP

Section 1- All Association Members must sign and adhere to the school's Statement of Faith. All Parents/Guardians that have completed the Application process and have been approved are considered members of Heritage Christian School.

Heritage Christian School admits students on the basis of an application, an interview, and approval from the School Board. We would expect that students enrolling in the school would be from Christian families, who support the stated values of the school. These families should be actively participating in a Bible-believing church. Parents must sign all forms stating our beliefs, objectives, doctrines, bylaws, or procedures and must agree to support those in authority and must not be involved in stirring up strife or division.

Students may be refused admission if the parents are not in agreement with any of the school's beliefs, objectives, doctrines, bylaws, or procedures, or if the child does not desire to attend the school.

Application Procedure: Parents of any student applying for admission must receive a packet of information containing: application, bylaws, and handbook.

After submitting a completed application, applicants must have an interview with members of the School Board.

After the interview, the application must be approved by the board.

Section 2 Others (at least 18 years of age) who do not have children enrolled in the school, may be admitted to membership on an annual basis. They must fill out a membership application and follow the procedure as stated in section 1 of Membership.

They contribute \$25.00 or more to the school each year.

Members who do not have children enrolled in the school shall never constitute more than 25% of the total membership.

Non-parent members must re-enroll for membership each year.

Section 3 – The school administrator and teachers are automatically members of the association.

Section 4 – Any Association member may be dismissed from membership if they are not living according to the Lifestyle Standards as stated in the Statement of Faith. Members that do not follow the school policies or cause dissension may also be dismissed from membership. Before such dismissal would take place, at least two board members would meet with the member to try to resolve the matter. If that fails, the board may recommend dismissal to the association. Dismissal would take place upon majority vote, as outlined in section 4 of Association Meetings, of those present at an association meeting

ASSOCIATION MEETINGS

Section 1- The annual meetings of the Association shall be held on the date and time and at the place designated by the Board by written notice of such meeting. Said meeting shall be held for the reception of reports, consideration and approval of budgets, election of Board members and such other business as would usually come before such a meeting.

Section 2- Special business meetings of the Association shall be called by the president upon majority vote of the Board or upon the written request of one-fourth of the members of the Association.

Section 3- Written notice of all meetings of the Association shall be given by email to all members at least two weeks prior to the meeting. The agenda and all motions or recommendations will be sent out two weeks prior to all association meetings. Notice of special meetings shall state the purpose for which the meeting is called.

Section 4- At least 50% of the Board members and 25% of the total Individual members of the Association shall constitute a quorum.

Section 5- At least two additional meetings shall be held annually by the Association for programs of general interest and, if necessary, for the consideration of business.

VOTING

Section 1- All members in good standing are eligible to vote at association meetings.

Section 2- All elections are to be held by secret ballot.

Section 3- All major decisions, as determined by the Board or Board president, shall be made by secret ballot.

Section 4- The general membership may request a secret ballot on any vote by a 50% majority of those present at the meeting.

Section 5- Association members may vote in the election of Board members by absentee ballot if they are unable to attend the annual meeting. Ballots shall be given to the Board president prior to the annual meeting.

BOARD

Section 1- SIZE.

The size of the Board shall be recommended by the existing Board, subject to association approval.

Section 2- COMPOSITION.

Excluding the administrator and teacher representative, no more than 25% of the Board shall be members who do not have children enrolled in the school. Whenever possible, the Board should have at least three churches represented, and no more than 50% of the elected Board members from any one church. There will also be one CLC Elder elected representative. He will be a non-voting member.

Section 3- TERMS.

Board members shall normally be elected for three-year rotating terms. Term length may be adjusted at the time of election to keep a balanced number of people going on or off the Board at any one time. Board members may serve only two consecutive terms. After one year's absence they would again be eligible for election.

Section 4- QUALIFICATIONS.

All Board members must be members of the Association.

The qualifications for church leadership listed in 1 Timothy 3:1-13 and Titus 1:5-9 will be the general guidelines by which individuals will be considered for Board membership.

All Board members must be regular worshipers and supporters of a Bible-believing church and be able to subscribe without reservation to Statement of Faith contained herein. They must be supportive of the school bylaws.

Before someone's name may be approved for nomination for Board member, they shall have responded affirmatively to the following questions:

- Have you publicly confessed Christ as personal Savior and experienced the new birth set forth in John 3:3 and Titus 3:5?
- Are you able to subscribe without reservation to the school's Statement of Faith?
- Are you in agreement with the school policies as outlined in the Handbook, and supportive of the school bylaws?

- Are you endeavoring to live a surrendered and prayerful Christian life, especially as regards loyal obedience to the moral precepts taught in the Word of God for believers in 1 John 2:15-17, James 4:4 and Titus 2:11-15, including:
 - Separation from the world?
 - Freedom from membership in oath-bound religious or social secret organizations? (2 Corinthians 6:14, 7:1)
 - A moral conduct beyond reproach, as described in Scripture, including areas such as sexual purity, substance abuse, moral entertainment, scriptural family, etc.? (Romans 8:12-13, 12:1-2; 13:14;14:21; Galatians 5:16-25; Ephesians 4:22-24; Colossians 3:1-11; 1 Peter 1:14-16; 1 John 3:5-9)
 - Lifestyle Conduct

Section 5- ELECTION.

All Board members shall be elected at the annual meeting by majority vote. All nominations must go through the normal nominating process, detailed in these bylaws under “Nominating Committee.”

Section 6- NON-ELECTED MEMBERS.

The administrator is automatically a non-voting member of the Board. An optional non-voting teacher representative may be appointed to the Board by the rest of the Board, if that teacher has been with the school for at least one year.

Section 7- VACANCIES.

Vacancies in the Board caused by reasons other than from termination of a regular term of office shall be filled from the membership of the Association by a majority vote of the remaining members of the Board at the next regular meeting of the Board or at a special meeting of the Board, called for that purpose. The member thus chosen shall serve until the Association can elect a new member through the normal nominating and election process.

Section 8- DISMISSAL.

Board members may be dismissed from the Board by 2/3 vote of the full Board or 2/3 vote of a regular or special Association business meeting for any of the following reasons:

- Continuously failing to attend meetings.
- Attitudes or way of life indicate a variance with the qualifications required in Voting, Section 4.
- A member becomes a hindrance to the work of the school or Board due to any other reason.

Section 9- OFFICERS AND THEIR DUTIES.

The officers shall include at least a President, Vice President, Secretary, and Treasurer, as well as any other officers as it may deem necessary or proper. The Board shall elect its own officers. The officers of the Board shall be the officers of the association.

PRESIDENT. The President shall preside at all meetings of the Association and of the Board. He shall perform the duties and exercise the powers usually appertaining to the office of the president as well as those duties and powers which are, from time to time, delegated to him by the Board.

VICE PRESIDENT. In the absence or incapacity of the president, his duties shall devolve upon the vice president.

SECRETARY. The secretary shall have the responsibility to see that the minutes of all meetings of the Association and of the Board are properly recorded and maintained. He shall conduct all correspondence and shall give notice of all meetings as required by this constitution.

TREASURER. The treasurer shall be responsible to oversee all funds and securities of the Association. Further, he shall be responsible to ensure that those designated to maintain the records and to account for the funds are doing so in accord with Board procedures. He shall make a financial report at each annual meeting of the Association and at each regular meeting of the Board. The treasurer shall serve on the Finance Committee. The books of the treasurer shall be open at all times to the inspection of the Board and the Association membership.

Section 10- MEETINGS.

The Board shall determine the time of its regular meetings, but shall meet at least once a month.

Special meetings of the Board may be called at any time by the president.

A quorum of at least four members present shall be necessary to conduct business.

Any Association member may attend Board meetings as an observer. Items wished to be discussed must be presented to the president at least one day prior to the meeting.

Section 11- DUTIES.

The Board shall be responsible for the operation of the school in accordance with the Constitution and Bylaws of the Association, including the hiring of administrator, staff, and teachers.

The Association has the authority to overrule the Board in any matter by a 2/3-majority vote at any regular or specially called Association meeting.

The Board shall appoint all standing committees named in these bylaws and any others that may be deemed advisable at any time by the Board. The Board shall also appoint a chairman to each committee.

The Board shall have responsibility for general policymaking and be responsible for the maintenance of all school property and equipment.

The Board shall keep a careful record of all holdings, receipts, and expenditures for the fiscal year and give a financial report to the members at the annual meeting. Copies of the annual report shall be available to any interested parties upon request.

Section 12- FISCAL YEAR.

The fiscal year shall end June 30.

Section 13- LIABILITY.

No member or officer of the Board shall be personally liable to monetary damages as such for any action taken, or any failure to take actions, unless:

- The Board member had breached or failed to perform the duties of his office under Section 8363 (relating to standard care and justifiable reliance) of the Pennsylvania Directors Liability Act of 1986; and

The breach or failure to perform constitute self-dealing, willful misconduct or recklessness.

STAFF

Section 1 – All staff members (administrator, teachers, aides, and others, whether paid or unpaid) shall be persons who agree with and will abide by the school bylaws and handbook (James 1:8-22; Philippians 2:2-3). Each shall give evidence of having experienced the new birth (1 John 4:15; Romans 12:2; 2 Corinthians 5:17; John 3:3, 5-7) and of being in satisfactory relationship with God and his/her Christian brothers and sisters (Matthew 5:22-25). All staff shall be appointed for such a time and under such conditions as the School Board may determine. Dismissal of any staff person would also be as the School Board may determine.

Section 2 – The administrator shall be appointed by the Board. The administrator must meet the same qualifications as Board members. The duties of the administrator shall be as determined by the Board.

Section 3 – Teachers shall be recommended to the Board by the administrator. All prospective teachers must have two personal interviews, one with the administrator, then with the Board, prior to their approval. All teachers must then be approved and appointed by the Board. Teaching and administrative staff should not only be able to defend Christian education but also be able to champion it. Their educational background and teaching must be of such a nature that they can be used effectively in the program of the school. (2 Thessalonians 1:11-12; 2 Timothy 2:24; James 3:17)

Section 4 – All prospective aides or other staff members shall meet with the administrator or Board for approval prior to beginning their duties. Unpaid aides and staff may be appointed by the administrator; all paid aides and staff must be approved by the Board after recommendation of the administrator.

STANDING COMMITTEES

All persons appointed to committees shall be Association members. Committee members and chairmen shall be appointed by the Board.

Section 1- NOMINATING COMMITTEE.

Shall consist of three persons appointed by the Board sufficiently in advance of the annual meeting to adequately accomplish their duties.

Shall be responsible to prepare a slate of nominees to be presented at the annual association meeting for the election of the Board members.

Association members may submit names for nominating to the committee up to six weeks prior to the annual meeting. Members may nominate themselves.

All nominees must be approved by the Board before they are contacted.

The committee shall evaluate all persons nominated as to their eligibility and willingness to serve.

The slate of nominees shall be mailed to all Association members at least a week prior to the annual meeting.

Section 2 – FINANCE COMMITTEE.

This committee shall study financial expenses and income to make recommendations to the Board as requested by the Board. He/she shall prepare an annual budget. The treasurer shall be a member of the committee.

Section 3 – CURRICULUM COMMITTEE.

This committee shall be responsible to review curriculum and teaching materials used in the school and make recommendations to the Board.

Section 4 – OTHER COMMITTEES.

Additional committees may be appointed by the Board as needed. (e.g., Fundraising, Newsletter, Program, Legislative, Future Goals, Social, etc.)

NON-PROFIT ORGANIZATION

No part of the net earnings of the Association shall benefit its members, board members, officers, or other private persons, except that the Association shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the activities of the purposes and objectives set forth in Article II. No substantial part of the activities of the Association shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the association shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office. No other provision of these articles are permitted. The Association may not participate in any activities that are not permitted by...

- Federal Income Tax Exemption under section 501 (c)(3) of the Internal Revenue Code of 1954 (or the corresponding provision of any future United States Internal Revenue Law) or
- Section 170 (c)(2) of the Internal Revenue Code of 1954 (or the corresponding provision of any future United States Internal Revenue Law) which outlines deductible contributions.

NONDISCRIMINATION

Heritage Christian School admits students of any race, color, 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 on the basis of race, color, national and ethnic origin in administration of its educational policies, admissions policies, scholarship programs, and athletic and other school-administered programs. (Philippians 2:3; Ephesians 5:1-2)

DISCIPLINE STATEMENT

Since we at Heritage Christian School feel that discipline is scripturally taught, we realize that under certain situations it can be the means to guide a child into better self-control. All parents will be required to agree to the use of discipline in order for their child(ren) to be admitted into the school. Discipline will be administered according to the following guidelines: (Proverbs 13:24; Proverbs 23:13-14; Proverbs 29:15)

- Paddling should be administered by the parent for these reasons: persistent disobedience (Titus 1:6), cheating, chronic lying (Exodus 20:16), vulgarity of action or talk (Ephesians 5:4; 1 Timothy 6:20; 2 Timothy 2:16), tendency towards aggressive behavior (2 Timothy 2:22; Titus 1:7), stealing (Exodus 20:15), persistent disrespect towards authority (1 Timothy 6:1-2; Titus 2:9), swearing (Ephesians 4:29), or any other chronic problem. (Colossians 3:1-10, 25)

Discipline procedures used by HCS prior to paddling: setting the tone of firm but fair discipline at the beginning of the school year, counseling, partial or total loss of recess, and writing sentences. Parents will be notified about in-school discipline. (2 Timothy 2:24-26)

Guidelines for paddling should be as follows:

- Counsel, scriptural admonishment, and prayer. (Proverbs 22:6; Galatians 6:1-2; James 1:5; James 5:16)
- Obtain a witness.
- Paddle only when calm. (2 Timothy 2:24-26)

- Restrict the number of strikes to a few – never more than 5 for very severe situation.
- Reassure the child of our love and reaffirm self-worth. (2 Timothy 2:24-26; Hebrews 12:6, 11-12; 2 Corinthians 7:11-12)
- Set behavior goals. (Proverbs 4:26)

DISSOLUTION

Section 1 – In the event that circumstances would require dissolution of the Heritage Christian School of West Perry, all of this organization's assets shall be transferred to a charitable organization at the designation of the Board.

Section 2 – Voluntary dissolution of the Heritage Christian School of West Perry shall be determined by a 2/3 majority vote of individual members present at a special association meeting. Notice of an intent to dissolve will be given in writing by certified letter to all association members at least two weeks in advance of the meeting.

AMENDMENTS

These bylaws may be amended at any regular or special meeting of the association by a 2/3 vote of the individual members present. All members shall be notified of the proposed amendments in writing at least two weeks in advance of the meeting.

Revised April 2019