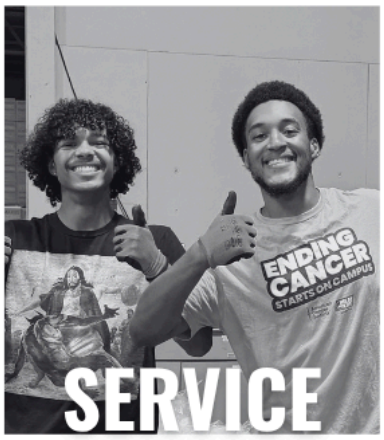
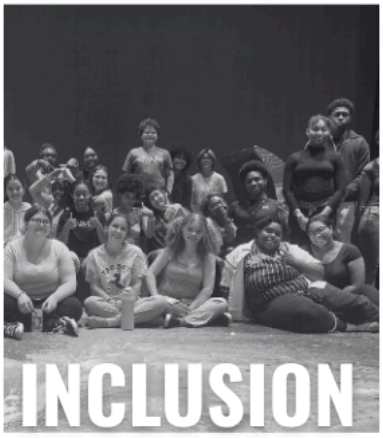
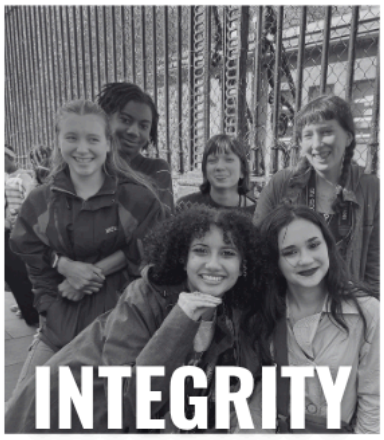
PIUS XI CATHOLIC HIGH SCHOOL

2026-27 PARENT / STUDENT HANDBOOK







PIUS XI
CATHOLIC HIGH SCHOOL

PARENT / STUDENT HANDBOOK 2026 - 2027 SCHOOL YEAR

Contents of this handbook are subject to the interpretation of the Pius XI Catholic High School Administration. All decisions made by the Pius XI Administration with regard to this handbook, its contents and its enforcement will be considered final.

The rules specified in this handbook are applicable to all students in attendance at Pius XI Catholic High School.

Pius XI Catholic High School does not discriminate on the basis of race, religion, sex or national origin.

Parent-Student Handbook, last revised June 2026.

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SECTION I - GENERAL INFORMATION

MISSION

Pius XI Catholic High School exists to prepare a diverse community of students to achieve their unique and highest potential. Guided by our Franciscan values of dignity, peace, and respect, we nurture students to excel academically, develop moral courage, and live lives of faith and service.

SCHOOL VALUES

Pius XI Catholic High School shares the five core Gospel values of Service, Excellence, Integrity, Inclusion and Community. These Catholic values are central to everything that we do at Pius XI Catholic High School.

SERVICE	Our Catholic values are lived by treating others as we would want to be treated. We see the needs of others and reach out with compassionate hearts and hands.
EXCELLENCE	We hold ourselves and each other to the highest standard of performance and strive to do a little better every day so that we can each reach our unique and highest potential.
INTEGRITY	We speak the truth in love and take responsibility for our actions and words. We have the moral courage to do what is right and just, even when no one is watching.
INCLUSION	We celebrate diversity and the inherent goodness in each person we encounter, seeking opportunities to be welcoming, kind, and respectful to one another.
COMMUNITY	We are one body in Christ and each possesses unique gifts and talents which contribute to a greater good. We use these gifts to bring about positive change in our school and in our world.

ARCHDIOCESE OF MILWAUKEE

Pius XI Catholic High School is a proud Milwaukee Archdiocesan School, and therefore follows all the guidelines of education set forth by the Archdiocese. In the Pallottine and Franciscan traditions, Pius XI welcomes families from all backgrounds into a dynamic community of teachers and learners of faith and faith-in-action.

SCHOOL ACCREDITATION

Catholic secondary schools within the Archdiocese are expected to maintain full accreditation status with their approved accrediting agency. The Pius XI is accredited through AdvancED. We are consistently in a 5 year cycle of accreditation. Our next accreditation year is 2030. Parents and students may be asked to take a survey in regards to this accreditation. If you have further questions contact Principal Ryan Krienke, rkrienke@piusxi.org.

SCHOOL ADMINISTRATION

Tom Mlada, President

Ryan Krienke, Principal

LaKendra Brown, Assistant Principal

Jake Nowak, Dean of Students

Tom Holschuch, Campus Minister

Katie Esterle, Vice President of Finance

Kelly Sparacino, Director of Admissions

BOARD OF DIRECTORS

The Pius XI Board of Directors, in service to the Pius XI Community, is accountable to the Archbishop of the Archdiocese of Milwaukee for the effective and efficient operation of Pius XI Catholic High School. This accountability requires the Board to set institutional priorities and direction, to ensure that the school maintains financial viability, and to carry out the school's mission as a leading Catholic co-educational secondary institution excelling in all areas.

SECTION II - SCHOOL PROCEDURES

DAILY PROCEDURES

Regular school days: 7:45 a.m - 3:15 p.m
Early Dismissal Days: 7:45 a.m - 1:45 p.m

ARRIVAL

- The Union opens at 7:00 a.m. The Union Supervisor is present,
- Students may work on homework, read, and socialize at tables, using voice level that allows other students to study (office voice level),
- 7:35 a.m. - The bell rings and students transition into the hallway to make their way directly to TAC.
- Any student arriving at 7:45 a.m. or after receives a tardy slip after checking in with the Main Office.

DISMISSAL

- **3:15 p.m is the end of the school day on regular days and 1:45 p.m on early dismissal days**
- Students must exit using the main lobby doors or report to Union for supervision. Exiting out of any other doors is not permitted so that Pius XI can maintain a secure building throughout the day.
- **Students are to clear the school grounds by 3:30 p.m.** unless they are going to the Union, waiting for a ride, meeting with a teacher or coach, or have an Adult-supervised club meeting.
- Supervision will be provided until 5pm in the Union.
- Students working or meeting in the building should leave immediately when the work is finished or their club and/or teacher meeting is over.
- Students may not be in the building unsupervised at any time.

BELL SCHEDULE

DAILY SCHEDULE (M, T, TH, & F)		
Period	**Start**	**End**
TAC	7:45	8:07
1	8:12	9:32
FLEX	9:37	10:17
2	10:22	11:42
examen	11:42	11:45
3 Early Lunch	11:50	12:25
3 Class	12:30	1:50
3 Split Class	11:50	12:30
3 Split Lunch	12:33	1:07
3 Split Class	1:10	1:50
3 Class	11:50	1:10
3 Late Lunch	1:15	1:50
4	1:55	3:15

WEDNESDAY EARLY RELEASE SCHEDULE		
Period	**Start**	**End**
TAC	7:45	8:02
1	8:07	9:08
FLEX	9:13	9:48
2	9:53	10:54
examen	10:54	10:57
3 Early Lunch	11:02	11:33
3 Class	11:38	12:39
3 Split Class	11:02	11:33
3 Split Lunch	11:36	12:06
3 Split Class	12:09	12:39
3 Class	11:02	12:03
3 Late Lunch	12:08	12:39
4	12:44	1:45

Senior Privilege

Seniors may take advantage of senior privilege that allows them to leave school during any unscheduled block after TAC. Details will be provided by Administration.

Seniors may not request a schedule change in order to participate in this program.

- No unexcused absences
- 5 or more attendance violations
- Student/Parent Agreement form must be turned in
- Working up to his or her academic ability
- Passing all courses (no D, D+,D- or F grades)
- On a path to graduate
- Having no disciplinary referrals in previous term
- Living up to his/her responsibilities in TAC and other school commitments
- Showing good behavior and judgments in daily actions toward others

Seniors exercising this privilege are expected to:

- Not loiter in the lobby, hallways, by lockers, in the gym, etc.
- Exit the building only through the main lobby exit and scan or sign out before doing so.
- Leave the premises within passing period bells.

Seniors who don't follow these guidelines will have their privilege suspended. Those who violate the guidelines by leaving the building prior to their designated period will have the privilege suspended and may forfeit senior early dismissal in the future.

STUDENT RESOURCES

Open periods are assigned for all Freshmen and students on Behavior Probation & Academic Intervention/Probation. Students are working, reading, or collaborating with a study group.

During an open period, students

- Must do classwork only
- Must read when finished with work
- Can't watch videos, play games, or sleep

ATTENDANCE

Attendance is essential to the progressive growth and development of students. Students are expected to attend all classes and in-school functions unless there is a legitimate reason for the absence. **Students and parents/guardians are responsible for attendance.** Vacations taken on school days are discouraged. It is recommended that doctor/dentist/other appointments be scheduled after school. **Students must make up all assignments, tests, labs, etc. that are missed while absent within one week of their return to school.**

ABSENCES REPORTED BY PARENTS/GUARDIANS

If a student will be absent for all or part of the day, a parent/legal guardian must call the Attendance Line, **414-290-7002,** before 8:00 a.m. on the day of the absence. This requirement applies even if the student is 18 years or older. You may call this number 24 hours a day. **Voicemail will record your message**. Spanish speakers can call **414-290-7003** to leave an attendance message**.**

The student will be considered truant until an absence is excused through proper notification by a parent/legal guardian. In addition, it is requested that parents/guardians going out of town notify the attendance office of the adult authorized to act as legal guardian in their absence.

LATE ARRIVALS

Students arriving late for any part of the school day must report to the Main School Office upon their arrival to school to receive an admit slip. No student having been absent is to be readmitted to classes without following this procedure and producing the admit slip to the teacher.

LEAVING FOR APPOINTMENTS

Doctor, dentist, or other personal appointments should be scheduled after school. Upon return to school, a note on letterhead from the appointment must be brought back to the school office.

- Phone calls are discouraged to excuse a student. Students often cannot be reached immediately upon your arrival at school. **We will not interrupt the learning of other students by paging. This is why it is essential to communicate with us ahead of time.**

EXCUSED ABSENCES

A student will be excused for sanctioned absences as follows:

- **Illness or Family Emergencies:** The parents/guardians must call the Attendance Line by 8:00 a.m. on the day of the absence. If the student is absent due to illness **for 3 or more consecutive days**, a physician's note is required within a week of the return date.
- Physician's authorizations and instructions regarding extended absences due to long-term or chronic conditions must be updated each semester and filed with the Dean of Students.

FITNESS AND WELLNESS EXCUSE

Students must submit medical documentation when unable to participate in physical activity. The excuse will apply only to physical exertion, and the student should still report to the scheduled class.

VACATION/EXTENDED ABSENCE

All parent/guardian-sanctioned absences count toward the 10-day maximum that the state allows for parental discretion reasons.

The parents/guardians must email data@piusxi.org to request and complete the Non-Sanctioned Absence Google Form at least one week in advance when the absence will last three or more days. If this document is not completed and submitted before the student leaves, teachers are not required to provide make-up material, including exams, quizzes, labs, etc.

UNEXCUSED ABSENCES

Students who are absent from school for reasons other than those cited above are considered unexcused absences.

In the event of unexcused absences, teachers are not required to provide make-up material, including exams, quizzes, labs, etc. Work turned in late due to unexcused absences will not necessarily receive full credit. In addition, students will be subject to disciplinary action deemed appropriate by the Dean of Students.

- Students who, without sufficient reason, are absent from school, will be considered truant and will be recorded as unexcused.
- Students may be readmitted only after the parents/guardians have contacted the Main Office or Dean of Students.
- The rules on truancy also apply to those who leave the building without proper permission during the school day.
- Any intentional misrepresentation of the parents/guardians by the student in regards to absences will be considered an honor code violation.

Every student must remain in the building during the entire school day. Students who choose to dismiss themselves early without permission from a parent/guardian AND a pass from the Main Office will be considered truant and be put on attendance Probation.

UNREPORTED ABSENCES

Any absence not reported by a parent/guardian will be considered unexcused. A reminder phone call will be made the day of the absence. Parents/Guardians are responsible for reporting any absences the day of but no later than 24 hours following the absence. If communication between the school and parents/guardians does not occur, the absence will be recorded as unexcused.

STATE ABSENCE SANCTIONS

Wisconsin Statutes require minimum attendance of 90% of our school days.

- **Level 1** - All students begin the year at Level 1 status until their fifth absence within one semester.
- **Level 2** - Following the accumulation of 10 days of absence that are not authorized by a physician, the following steps will be taken:
    - A letter will be sent to the parents/guardians notifying them that their child has exceeded the state limit of absences during the school year and the consequences that are listed below.
    - There will be a meeting with the parents/guardians, student and the Dean of Students regarding the excessive absences.
    - According to the Statute, a letter can be sent to the office of the District Attorney notifying them of

the situation.
    - Students may be placed on Attendance Probation for absences past the 10 day Statute limit.
- **Level 3** - If a student accumulates more than 20 days of absence within a school year without a doctor's authorization, an administrative hearing will be scheduled to determine if that student will be allowed to remain enrolled at Pius XI Catholic High School.

TARDIES

Any time students are not through the security checkpoint by the 7:45 a.m. bell, they are considered tardy and will be recorded as such. Tardy to school counts as an attendance violation. Please see the discipline section for details about escalating consequences for being tardy.

If a parent believes there to be extenuating circumstances that prevent consistent on-time arrival to school, they must contact the Dean of Students to discuss accommodations that can help avoid disciplinary action. Students who arrive after 8:00 A.M are considered absent and must report to the Main School Office for an Admit Slip. A note or phone call from a parent/guardian must accompany the student.

ATTENDANCE KIOSKS AND STUDENT IDS

Pius XI Catholic High School uses attendance kiosks in nearly every room in the building to track student whereabouts. Each student is issued a student ID at the beginning of the school year and is expected to carry it with them at all times. At the start of each period, students are to scan the barcode on their ID at the kiosk as they enter the room. This will check them in as "present" and make the student accountable for their attendance throughout the school day. The attendance kiosks allow Pius XI students who are in good standing to choose which available resource rooms to attend each day based on their academic needs. The student simply scans into the room of their choosing as they would their scheduled classes. Students who intentionally check into incorrect rooms, have other students scan their IDs for them, or attempt to abuse the kiosk system in any way will be in violation of the honor code and will face disciplinary consequences.

CLASS SKIPS

Regular attendance will help the student develop habits that will transfer to higher education and the workplace. Skipping a class is a serious offense. Each instance of a student skipping a class or an appointment on a regular school day will be addressed. Sanctions are listed in the discipline section.

FIELD TRIP POLICY

An activity is considered a field trip any time a student is excused from the day's normal class schedule in order to participate in some school-sponsored activity. This activity could be outside the school building or inside the building.

Field Trip Guidelines

- Students are accountable for making good decisions about their academic progress, and so have the

right and the responsibility to ask to be excused from any field trip that they feel might cause harm to their academic progress in another course.

- Students participating in field trips are expected to pre-plan their absence by getting assignments in advance of the field trip.
- Participation in an event outside of Pius XI Catholic High School should not be used as an excuse for late work.

Field Trip Requirements

- School-issued, parent/guardian signed permission forms and medical emergency information, along with authorization for medical care must be obtained from each student who participates in any excursion and carried by the trip chaperone.
- Parents/Guardians must sign and date the agreement that they are willing to be responsible for the total cost of the trip.
- Money deposits will be forfeited if a student participant withdraws after payment deadlines.
- Students should be transported by school vehicle or bonded carrier.

ILLNESS / ACCIDENTS AT SCHOOL

If a student becomes ill or is injured during the day, the student **must report to the Main Office** so that arrangements can be made or be excused to go home. Students having a medical issue during the school day will be assessed and parents/guardians contacted with the request they pick up their child for proper care and follow up. If a parent deems their student able to leave on their own and provide their own transportation, that will be allowed.

- Main School Office personnel will contact the parents/guardians.
- Parents/guardians are responsible for getting the student home safely and promptly.
- Accident report must be filed for incidents involving possible injury

PASS SYSTEM

Students must physically sign out and back in whenever they leave a classroom. Records will be kept to log excessive time out of classroom spaces.

FOOD SERVICE

The cafeteria is located in the Student Union. FLIK, an independent food service company, is responsible for the management of the food service. Every effort is made to keep the costs for the students at a minimum. Hot meals are available every regular school day.

The weekly menu is available at: https://piusxi.flikisdining.com/menu. Students may use their school ID to pay for food and beverages. Parents/guardians can use a credit card through the online system at MySchoolBucks

where they can create an account for their students and add funds to the student's accounts. Students are not to give their account information to anyone else. Any issues that arise because of an account being shared is the responsibility of the student and family. Pius XI will not be responsible for compromised accounts.

TAC (TEACHER ADVISOR CONTACT)

Pius XI Catholic High School pioneered this unique homeroom in which small groups of students, from all grade levels, interact with each other and are mentored by a faculty member who serves as their teacher advisor. The teacher advisor serves as the liaison between parents/guardians and the school.

TAC Procedures

Following are the normal procedures for TAC periods:

- TAC takes place at the beginning of the day. It is the first touch point of the day for teachers and students. TAC teachers will take attendance and also check dress code before moving on to any other planned activities. The way that time is spent is flexible and can be used for bonding activities, course scheduling for upcoming years, studying, etc.
- Students are to remain in their TAC unless called to the office or given a pass authorizing their presence elsewhere. Students should not be given a pass to see another teacher during TAC, unless that other teacher has written a pass indicating that it is permissible. That pass should be obtained BEFORE the start of TAC that school day.

Exceptions to the above must be cleared with the Dean of Students.

SECTION III - SCHOOL POLICIES

TUITION AND FEE POLICY

Tuition and fees for each student attending Pius XI Catholic High School for the 2026-27 school year are:

Tuition: $14,250

Book/Technology Fee: $500

Registration/Course Selection Fee: $100

Payment Schedule	Amount Due	Due Date
Registration/Course Selection Fee	$100.00	May 15, 2026
Book/Technology Fee	$500.00	May 15, 2026
Tuition Payment in Full	$14,250	August 14, 2026
Tuition 1st Installment payment plan		June 30, 2026

Fees are non-refundable.

TUITION PAYMENT OPTIONS

Early Bird Drawing

The name of every student whose tuition account is paid in full by June 30, 2026 will be entered into a drawing. Three lucky winners will receive their choice of a $500 Book/Technology Fee credit OR a reserved student school-day parking space in the Pius XI parking lot for the entire 2026-27 school year.

Monthly Payment Plan

Enrollment in a plan administered by FACTS Online Management upon course selection is required for a monthly payment plan. FACTS is the online tuition payment platform Pius XI Catholic High School is utilizing for the 2026-2027 school year. Pius XI Catholic High School offers three tuition payment options through FACTS, which include: one (1) payment, two (2) payments, or an eleven (11) month installment plan starting June 2026 and ending April 2027. With the 11 month installment plan, the $100 Registration/Course Selection fee is due by the end of May 2026. The $500 Book/Technology Fee is rolled into the Tuition payment so that all 11 monthly payments are equal amounts. FACTS assesses enrollment and administration fees to utilize the payment plan options. FACTS enrollment information and links are located on the Pius XI website under Admissions > Tuition & Financial Aid. Families with an active FACTS tuition account in the prior school year will see those accounts and payment plan selections automatically rolled over for the upcoming school year.

Payment In Full

Acceptable forms of payment are: Cash, Check or Money Order (payable to Pius XI Catholic High School) or Credit/Debit Card. Card payments can only be made through your FACTS tuition account. Other payments should be mailed directly to Pius XI Catholic High School, Attn: Business Office, 135 N. 76th Street, Milwaukee, WI 53213.

Note: A student with a tuition account that is not up-to-date at the end of each semester may not be allowed to return for the following semester. Pius XI reserves the right to deny student participation in extracurricular activities, field trips, graduation, etc. due to delinquent tuition accounts.

Families are required to satisfy all outstanding tuition and fee balances incurred prior to their student securing a Parental Choice Program (PCP) seat. This includes tuition obligation prorated should a student transition from a PCP wait-listed status mid-school year.

Pius XI Catholic High School reserves the right to refer all allowable unresolved outstanding tuition balances to a collection agency for further collections.

TUITION REFUNDS

If a student withdraws from Pius XI Catholic High School ***either voluntarily or involuntarily*** during the school year, a prorated portion of the tuition will be refunded according to the following schedule:

Date(s)	Refund %	Refund $
Before August 20, 2026	100%	$14,250
August 20 - October 2, 2026	50%	$7,125
October 3, 2026 - December 18, 2026	25%	$3,562
After December 19, 2026	0%	$0

BOOK / TECHNOLOGY FEE

The Book/Technology Fee of $500 is a rental fee assessed for the 2026-2027 school year. Replacement fees for lost or damaged books and technology will be assessed to student accounts for damaged or lost books not returned by the required turn in date set for the school year.

FINANCIAL AID & TUITION ASSISTANCE

Tuition Assistance includes all forms of financial assistance provided by Pius XI, including but not limited to, Presidential, Gold & White and Fr. Carney Alumni Scholarships, Named Scholarships from private donors, and other various financial aid awards and scholarships.

Pius XI Catholic High School reserves the right to prorate scholarship or grant awards received through Pius XI for a student withdrawn either voluntarily or involuntarily during the school year. Pius XI Catholic High School reserves the right to re-assign Financial Aid awards for those students who secure a Milwaukee or Wisconsin Parental Choice seat or external funding.

Tuition Assistance packages are designed to continue to be awarded throughout a student's 4-year tenure at Pius XI provided they meet the following general financial aid requirements:

- Maintain a minimum grade point average of 2.5 or the minimum grade point average noted in the assigned named scholarship (reviewed each term) & follow the academic criteria outlined in the Student Handbook
- Have excellent behavior and attendance records
- Participate and engage in service and extracurricular opportunities throughout each year at Pius XI
- Submit a yearly updated FACTS Grant & Aid application

In addition, certain recipients will be required to:

- Complete a short bio and intro form
- Participate in periodic scholar surveys, and provide academic, and extracurricular updates
- When requested, sign named scholarship thank you letters/cards
- Participate in community service opportunities
- Participate in periodic meet-and-greet opportunities with named scholarship donors

Should these additional requirements pertain to the student, the student and their parent/guardian will be notified prior to the beginning of each new academic school year with a Scholarship Agreement. These parties will then be required to sign and return this Scholarship Agreement on or before a specified date.

RENEWAL FROM YEAR TO YEAR

On an annual basis, all families that receive any type of tuition assistance are required to complete an updated FACTS Grant & Aid application which can be accessed on our school website. The timing of completing this application is approximately March of the current academic year for funding in the upcoming academic year. Instructions for completing the application will be communicated via the school website, family newsletter, and/or personal correspondence. Failure to complete the application may result in the student's funding not being renewed.

(Please note: The FACTS Grant & Aid application process for new and incoming students has a separate timeline and corresponding communication with those students and families.)

WHAT IF THERE IS A CHANGE IN FINANCIAL CIRCUMSTANCES?

Should a family have a change in financial circumstances that necessitates a discussion around a possible increase in financial aid, families may initiate an appeal by contacting the Pius XI Tuition & Financial Aid Manager.

STUDENT ADHERENCE TO TUITION ASSISTANCE GUIDELINES

GPA

- As stated above, it is the intention of the Tuition Assistance Policy for all students to maintain a GPA of 2.5 or above, or the minimum grade point average noted in the assigned named scholarship, throughout their time as a student at Pius XI.
- To that end, at the end of each semester, students' progress and GPA will be reviewed. Should it be recognized that they are falling below the GPA standard, our Academic Leadership Team or our Counseling Department will reach out to those students and families for the purposes of better understanding or identifying challenges, risks, and to offer the appropriate resources for intervention and/or help.
- If no progress is able to be made after two full semesters of intervention and/or assistance, Academic Leadership will again reach out to the student and their family to discuss best next steps.
- Please note, it is our intention to offer every student the opportunity to be successful with the full array of tools and resources within our school and community. However, in certain and rare circumstances, there may be a reason that causes a student's Tuition Assistance Package to be revoked, which is at the discretion of the School's Senior Leadership Team after all other intervention methods have been employed.

Expectations of Behavior

- Any behavior that goes against Pius XI Catholic High School Handbook standards, policy, and procedures, and/or is unbefitting of our Core Values, and/or Mission Statement may result in the immediate revocation of the student's tuition assistance package. Decisions regarding this are at the discretion of the Senior Leadership Team, the Board of Directors, and President's Office.

Scholarship Agreement Participation

- If your Tuition Assistance Package includes a Named Scholarship, or funding that includes a Scholarship Agreement, full cooperation is expected from the student and parents/guardians if asked to participate in donor stewardship, including communications, meet and greets, etc.
- If there are extenuating circumstances causing a hardship or challenge, please reach out to the Institutional Advancement Department so that accommodations can be made.
- Failure to comply with these expectations, or communicate otherwise, may result in forfeiture of your scholarship and/or tuition assistance.

GRADUATION POLICY

OBLIGATIONS

To graduate, participate in graduation ceremonies and receive a diploma, students must fulfill all of their academic, religious and financial obligations by the last senior day as follows:

- Pass all required courses and earn a minimum of 25 credits to graduate.
- Satisfy all financial obligations including, but not limited to, full payment of tuition, fees, unreturned books and fines.

SCHOOL CLOSURE

Typically, Pius XI Catholic High School follows the decision of the Milwaukee Public Schools to close due to inclement weather. However, in some instances, Pius XI Catholic High School may find it necessary to close even if the Milwaukee Public Schools do not. When this occurs, we will have announcements made on local TV stations, via email, via Skylert text message, on the Pius XI Facebook page, Instagram, on the Pius XI Catholic High School website and on the school answering machine at 414-290-7000.

VISITORS

Visitors to Pius XI are always welcomed and we wish to make each visit safe and pleasant. We are especially eager to welcome back alumni. To ensure availability please make appointments to meet individual teachers prior to the visit. For the overall safety and security of our entire community as well as the continued smooth functioning of school operations, we require the following procedures and protocols:

- All visitors must enter through the security towers, check into the Main School Office, and be entered into our Visitor Check-In System.
- Badges will be provided to all visitors. This badge must be worn and visible at all times during the visit and returned to the Main School Office upon departure.
- Teachers expecting guests must make arrangements for class supervision while they greet their guests in the Main School Office.
- Visitors will be accompanied to their destination by the staff member being visited.
- Students will not be permitted to serve as escorts for adult guests.
- All alumni visitors should be directed to the Institutional Advancement Office.

NON-HARASSMENT POLICY

Respect for the dignity of each person is essential to Catholic tradition, and Pius XI Catholic High School is committed to providing an environment for all members of its community that is totally free from physical, psychological, cyber and verbal harassment. According to Archdiocesan Policy 4116.23, harassment can result from a single incident or from a pattern of behavior wherein the purpose or effect is to create a hostile, offensive or intimidating environment.

Harassment encompasses a broad range of physical, verbal or nonverbal behavior that can include but is not

limited to:

- Threatening and intimidating behavior
- Racial insults
- Derogatory comments (e.g. ethnicity, physical attributes, sexual orientation)
- Unwelcome sexual advances or touching
- Sexual comments or sexual jokes

According to Wisconsin Statute 111.32, "Sexual harassment means unwelcome sexual advances, unwelcome physical contact of a sexual nature or unwelcome verbal or physical conduct of a sexual nature. Unwelcome verbal or physical conduct of a sexual nature includes but is not limited to: the deliberate, repeated making of unsolicited gestures or comments or the deliberate repeated display of offensive sexually graphic materials which is not necessary for educational purposes."

If any member of the Pius XI community feels harassed in any way, that person should report the incident immediately. A student should report the incident to any adult on the staff or via the Speak Up Speak Out link embedded in their chromebook (or via SUSO app on a smartphone). The person who has been notified of the incident must immediately report this information to the Principal, Dean of Students and/or the Counseling Center. An investigation shall be conducted immediately. If the allegation is confirmed, appropriate action will be taken against the harasser.

In compliance with the United States Conference of Catholic Bishops Charter for the Protection of Children and Youth as applied in the Archdiocese of Milwaukee, all adults who have regular contact with children will:

- Submit to a criminal background check
- Read and sign a Code of Ethical Conduct
- Attend a "Safeguarding of All God's Family" awareness session required for employment/service

MANDATORY REPORTING POLICY

All staff and faculty who initiate a report to CPS or a local law enforcement agency are required to complete a Mandatory Reporter Contact Form. The mandated reporter should keep one copy of this form and then submit one copy to the Assistant Principal and one copy to the student's School Counselor. All contact forms should be stored in a secure location.

All children have the right to live, learn, and play in an environment free from abuse and neglect. As individuals who care about children, it is the duty of any adult, employee or volunteer, in a school and/or parish to report abuse, neglect, or maltreatment of a child.

The Archdiocese of Milwaukee requires all adults, employees, or volunteers to comply with reporting responsibilities for any suspected abuse or neglect of minors, whether or not designated as a mandatory reporter under Wisconsin law. Every instance of suspected child abuse or neglect must be reported no matter when it happened or where it happened. A volunteer in any program should discuss any concerns about

sexual abuse, physical abuse, emotional maltreatment, or neglect of a minor with his/her immediate supervisor (such as a teacher), and collaborate in making a report to local law enforcement officials or to local child protective service agencies.

Paid personnel should directly report to local law enforcement officials or child protective service agencies. They should also notify their supervisor (such as a pastor or principal) that a report is being made.

In accordance with state law and moral obligation, any pastoral or school administrator, teacher, counselor, or related professional who has reasonable cause to suspect a child under the age of 18 seen in the course of their duties has been abused or neglected or has been threatened with abuse or neglect that is likely to occur is obligated to report the case immediately (as soon as possible but not more than 24 hours later). Reports must be made by telephone or personal visit to the local Child Protective Services or local law enforcement.

DEFINITIONS OF ABUSE AND NEGLECT

Contact with a child; sexual exploitation of a child; permitting, allowing, or encouraging a child to be involved in prostitution; emotional damage inflicted on a child; or forcing a child to view sexually explicit activity. Neglect is defined as failure, refusal, or inability on the part of a parent, legal guardian, legal custodian, or other person exercising temporary or permanent control over a child for reasons other than poverty, to provide necessary care, food, clothing medical/dental care, and/or shelter to the child.

MANDATORY REPORTERS

Wisconsin law lists many specific professionals who are mandated to report child abuse and neglect. Included among the list of mandatory reporters are the following:

- School teachers, administrators, counselors, substitute teachers, school employees
- Child-care worker or day care provider/center, childcare provider, in or out of the child's home
- A member of the clergy must report if the member of the clergy has reasonable cause to suspect that child seen by the member of the clergy in the course of his or her professional duties is being abused or threatened with abuse or has reason to believe that another member of the clergy is abusing a child or threatening a child of abuse
- Mental health professionals, social workers, marriage and family therapists, professional counselors, alcohol or other drug abuse counselors
- Administrators of social service agencies speech-language pathologist, audiologist, physician, nurse, physical therapist, occupational therapist; dentist, chiropractor, optometrist, acupuncturist, dietitian
- Police or law enforcement officer, emergency medical technician; first responder
- Public assistance worker, including a financial and employment planner, mediator

Whoever willfully violates Wis. Stat. 48.981 (2), Stats of the Wisconsin Children’s Code by failure to report as required may be fined not more than $1,000.00 or imprisoned not more than six (6) months or both. Any person or institution which reports in good faith is immune from either civil or criminal liability. All reports and records must be accorded confidential treatment by the authorities.

- In the State of Wisconsin, the privilege of the priest/penitent relationship is not explicitly abrogated by this law; therefore, a confessor is not personally obligated to report such information obtained within the context of a formal structured sacramental confession.
- Due to the seriousness of this matter, with the exception of the sacramental confession noted above, all priests and parish personnel are expected to comply with this statute. The archdiocese will take similar action if ever a matter of this gravity is brought to the attention of the archbishop or his representative.

PROCEDURES FOR REPORTING

Generally, a mandated reporter must speak with the child to determine if a reasonable suspicion exists to believe that the child may have been abused. Once the mandated reporter has determined that a report needs to be made (or not), any questioning of the child regarding possible abuse should cease. To continue with questions could potentially contaminate any subsequent investigation by Child Protective Services or law enforcement.

It is not unusual for a parent or a student to share concerns with an educator about the possible maltreatment of another child. A report should not be made at this point by the educator, unless there is a fear of serious and imminent danger to the child. Typically, the appropriate step is for the educator to meet with the child to gain first-hand knowledge of the situation (if time permits) to determine if a report is appropriate. The educator should encourage the person with the information to make a report to the Child Protective Services (CPS) agency. However, there is no assurance that will occur. It should be emphasized that an educator, as a mandated reporter, must have seen the child in the course of professional duties and have a reasonable suspicion that maltreatment has occurred. Those requirements are not necessary for an educator to make a report as a non-mandated reporter. Any person making a report in good faith is immune from civil and criminal liability.

Sometimes an educator may be unsure whether or not a report should be made. In addition, sometimes a person with clinical skills (e.g., pupil services professional) needs to interact with the child to determine whether or not a report is required. In short, consultation is acceptable, but it cannot result in delaying a report. Another consultation strategy is for the educator to contact the county Child Protective Services (CPS) agency or a law enforcement officer, explain the situation, and ask for advice regarding whether a report should be made.

If any mandated reporter has reason to believe that a child may have been abused or neglected, that person is legally required to report, even if others do not agree.

When more than one educator is involved, the educator with the greatest amount of first-hand knowledge of the child and the reasons for the report should make the contact with the Child Protective Services (CPS) agency or law enforcement. If more than one educator has firsthand and different knowledge of suspected

child maltreatment, all of them should participate in the report. An educator with first-hand knowledge should not ask someone else with less knowledge to make a report. Asking someone else does not absolve the educator from the legal responsibility to report. However, another educator with less or no first-hand knowledge could help to facilitate the report, as long as this results in the educator with the most first-hand knowledge speaking directly to the CPS caseworker.

There are two ways to meet the legal requirement to report suspected abuse or neglect:

- Call the local Child Protective Services (CPS) agency, or
- Call local law enforcement

The reporter should be prepared to share detailed information, including:

- Reporter's name, position, parish/school, parish/school phone number
- Child's name, address, and age
- Reporter's relationship to the child
- Parent's name, address, work place (if applicable)
- Names and ages of siblings
- Description of the suspected child abuse or neglect (or the threat of child abuse or neglect), statements made by the child, statements the child allegedly made to others, observations of the child that may indicate child abuse or neglect, past interactions with the parents or other caretakers that might be indicative of child abuse or neglect
- Any previous reports of suspected abuse or neglect related to this child or family (if applicable)

If a parent, guardian, or significant other could possibly be the abuser of the child or could be contributing to the maltreatment in some way, he/she should not be notified about the report. To do so would allow the accused, if he/she has maltreated the child or contributed to the maltreatment, to prepare an explanation that will make it more difficult for the Child Protective Services (CPS) initial assessment to result in services and better outcomes for the child. However, if any of the persons mentioned above are not suspected of being the abuser or of contributing to the maltreatment, then parents should be notified, in order for them to take steps to protect their child.

Within 24 hours after receiving a report of abuse or neglect, the county CPS shall initiate an investigation to determine if the child is in need of protection or services. Elements of the investigation may include observation or interview with the child, visiting the child's home, or interviewing the parents/guardian. CPS can meet with the child in any place without the parent/guardian's permission but may not enter the home without permission.

DRESS CODE POLICY

As a Catholic institution, Pius XI Catholic High School exists to support the faith development and rigorous learning of each student. The dress code ensures students maintain a positive, respectful, and professional appearance that supports a productive academic and spiritual environment. Clothing should reflect modesty,

neatness, and respect for others, aligning with Pius XI's Catholic values.

To ensure effective and equitable enforcement of this dress code, school staff will enforce the dress code consistently, and in a manner that is aligned with our Catholic values. The reinforcement of the dress code will not increase marginalization or oppression of any group based on race, sex, ethnicity, religion, cultural observance, household income or body type and size. The following dress code is a tool to help students dress in a manner that is consistent with our values and supports the dignity and worth of each person. Students' dress should sustain a community that is inclusive of a diverse range of identities, while balancing the student's need for self-expression while maintaining human dignity and modesty. The following code applies to student dress each academic day from, unless otherwise determined as a "spirit day" or "dress down" day. It is each and every student's responsibility to respect the spirit of the dress code at all times (including when on field trips both on and off school premises)

Pius XI school administration makes all final decisions on any dress code issue/violation and reserves the right to determine what is appropriate, clean, neat, offensive, unsafe and clothing unsupportive of the school's mission.

The following code applies to student dress each academic day, unless otherwise determined as a Dress Up Day, Spirit Day or "Dress Down Day."

DAILY DRESS CODE

Pants: Traditional classic-cut or relaxed-fit chinos OR denim jeans without any rips, frays or distressed sections must be worn by all students during the school day. (Jeans are not allowed on Mass Days). All pants are to be worn at the waist, and be a solid color such as tan, black, navy blue, gray, brown, or olive. Jeans may be of any blue denim color or approved pant color as listed above (tan, black, navy, gray, brown or olive). Pants/Jeans must reach the ankle and must be neat, clean, and without rips or frays. Leggings are not allowed unless they are worn under skirts or shorts.

Skirts: Skirts cannot be shorter than the length of the hand when the arm is in the relaxed vertical position. Skirts must be in the same approved solid colors as pants listed above (denim, tan, black, navy, gray, brown or olive).

Shorts: Students may wear chino-style shorts. Cut-offs or athletic shorts are not permitted. Shorts must be worn at waist level at all times and cannot be shorter than the length of the hand when the arm is in the relaxed vertical position. Shorts must be in the same approved solid colors as pants listed above (denim, tan, black, navy, gray, brown or olive).

Shoes: Shoes (dress or gym) and socks must be worn at all times. Dress sandals and Crocs are permitted. Slippers, soft-bottomed shoes, house shoes, thong sandals (flip-flops) are not permitted.

Shirts: Collared shirts are required unless wearing approved Pius XI spiritwear (see below for more information). Polos or button-downs must be solid color, without patterns, in navy blue, gray, gold or white, and may consist of only a manufacturer's logo.

Sweaters, sweatshirts and cardigans without Pius XI branding are allowed provided they are solid, without patterns, in navy, gold or white and may consist of only a manufacturer's logo. *A collared shirt must still be worn under these items with the collar visible.*

Any Pius XI branded Spirit Wear is allowed as a substitute for a collared shirt. This includes t-shirts, sweatshirts, hoodies, quarter and full zip tops. (TAC T-shirts without Pius XI logo/branding are not allowed except for Community Day and other days specified by administration).

Headwear: Students may wear headwear to hold back long hair or braids. Students may wear skull caps, turbans, open-ended tubes and decorative head wraps to serve those purposes. Students may not wear headbands that were designed for athletic purposes.

Students are to remove hats and hoods when entering the school building and keep off as long as they are in the building.

DRESS-UP DAYS (MASS)

Students not dressed appropriately on Mass days will receive dress code referrals.

- Pius XI students must wear their Pius XI polo for all Mass days throughout the school year.
- Dress slacks, chinos, khakis and appropriate skirts are expected. Jeans are not allowed on Mass days.
- Cardigans, sweatshirts, or pullover sweaters are allowed only if the Pius XI polo is worn underneath with collar visible.
- Dress shoes are encouraged.

Examples of clothing and appearance **NOT in alignment with** the Pius XI Dress Code:

- Violent language or images.
- Images or language depicting drugs or alcohol (or any illegal item or activity).
- Hate speech, profanity, pornography.
- Campaign slogans or political messaging.
- Images or language that creates a hostile or intimidating environment based on any protected class or consistently marginalized groups.
- Any clothing that reveals visible undergarments.
- Ripped or frayed clothing or clothing with holes.
- Accessories or any spiked garments that could be considered dangerous or could be used as a weapon.
- Crop tops or any top that exposes a student's midriff.
- Dark sunglasses, hats and hoods are not to be worn in the school building at any time.
- Slippers, pajama pants, bonnets and durags are considered sleepwear/house wear and will only be allowed on designated casual days (those days will be communicated during the year).

DRESS CODE EXPECTATIONS FOR DANCES & FORMAL SCHOOL EVENTS

Shoes are to be worn at all times, bring a pair of comfortable shoes to change into.

Students are expected to dress in a way that reflects the dignity of our school community and aligns with the values of modesty and respect. Clothing should be neat, clean, and in good condition.

The following items are **not permitted**:

- Ripped, torn, or frayed clothing
- Completely open-backed attire
- Hemlines that do not provide full coverage when sitting, standing, and dancing
- Plunging necklines
- Exposed midriffs or cut-outs
- Excessively tight-fitting clothing
- Mesh or see-through apparel

Guidance for Female Attire
Dresses, skirts, and other formalwear should meet the above standards. Hemlines should be at least mid-thigh length and provide full coverage and allow for comfortable movement throughout the evening.

Guidance for Male Attire
Students should wear dress pants, khakis or non ripped/frayed jeans and a collared dress shirt or sweater. Shoes should be close toed. Clothing should be properly fitted and free of tears or stains. Casual clothing such as shorts, T-shirts and athletic or lounge wear is not appropriate for these events.

Dance & Special Event Dress Code Enforcement

School staff will be enforcing these dress code standards at the entrance to the dance. If a student ***or their guest*** arrives wearing attire that is not within dress code, they will receive a dress code referral. We appreciate your cooperation in helping us maintain respectful and enjoyable events for everyone.

You can see examples of **inappropriate** clothing linked here.

PHONE POLICY

Pius XI is a "phone-free" environment. This applies to all phones, smart watches, and bluetooth headphones. These devices are not to be used during school.

Every student is assigned a personal **Yondr Pouch**. While the Yondr Pouch is considered school property, it is each student's responsibility to bring their Pouch with them to school every day and keep it in good working

condition.

DAILY PROCESS

As students Arrive to School, they will:

1. Turn their phone off.
2. Place their phone (as well as any smart watches) inside their Yondr Pouch and secure it in front of school staff.
3. Store their Yondr Pouch in their backpack or locker for the day.

At the end of the day, students will open their Yondr Pouch, remove their phone (and any other devices) and put their Yondr Pouch in their backpack. Students must bring their Yondr Pouch to school with them each day.

***Students arriving late or leaving early will pouch/unpouch their phones in the Main Lobby/Office.**

VIOLATIONS

Yondr Pouch Damage / Using Phone During School

- If a student damages their Yondr Pouch or is caught on their phone during school hours, Administration will collect the phone/Yondr Pouch and store it in the office until the end of the day.
- A parent/guardian will need to come into school to pick up the phone and meet with the Dean of Students after the second violation.
- Third violation, an In-School Suspension will be assigned. Any damaged Yondr Pouches will result in a $30.00 replacement fee.
- Fourth violation will result in a disciplinary hearing.

Examples of damage:

- Deep scratches on the globe and on the green ring around it
- Intentional pen marks on the inside of the Pouch
- Bent pins
- Pin and button not fully recessing, due to pin damage

Lost Pouch

- The student's phone will be kept in the office, a parent/guardian will be called to alert them of the situation and a $30.00 replacement fee will be assessed.

Forgotten Pouch

- If a student forgets their Pouch, their phone will be collected and Administration will call home to remind the parent of the policy.
- The phone will be returned to the student at dismissal.
- If a student forgets their pouch 5 times there will be disciplinary action and if incidents continue Pius XI will consider the pouch lost; a $30.00 replacement fee will be assessed.

SPECIAL CIRCUMSTANCES

- If a student has a medical condition that requires the use of their smartphone for monitoring purposes. (Type 1 Diabetes, etc) parents will need to provide Pius XI necessary documentation from their physician that establishes this need.
- If a student does NOT carry a cell phone this needs to be notified to the school. If the student is caught with a smartphone, it will require a meeting with the Dean of Students.

Pius XI will reach out to any families who qualify for these situations to provide details on the accommodations that will be put in place.

PROBATIONARY STATUS FOR NEW STUDENTS

In keeping with the policies of the **Archdiocese of Milwaukee**, all new students at Pius XI must successfully complete a **probationary period of one year** in order to maintain enrollment at Pius XI Catholic High School. During a student's first year, academic achievement and general character will be closely monitored. If a student is found to be significantly unable to meet the demands of the academic rigor or does not uphold the standard of personal conduct as discussed in the Parent-Student Handbook and agreed to in the Parent-Student Agreement, he or she may be dismissed from Pius XI Catholic High School. This holds true for both incoming freshmen and transfer students.

Pius XI Catholic High School reserves the right to re-assess and review a student's enrollment if information emerges regarding their academic ability. The review may include testing and an interview to determine if he/she can be successful in the support programs that are currently available. When deemed necessary, the interventions outlined in the Parent- Student Handbook (including probation and/or dismissal) may be implemented at any time.

Newly admitted students must successfully complete the previous grade level prior to their start at Pius XI. This applies to students entering as freshmen as well as transfer students.

STUDENT RECORDS

Student Records are requested by Pius XI Catholic High School at time of registration. Full records are housed on site and updated with information yearly. If a student transfers to another school, cumulative records including transcripts, any Individual Education Plan records (if applicable), immunization records, attendance and discipline records are shared with other schools upon request of the parent/guardian.

CHILD CUSTODY DISCLOSURE

The school shall communicate with the parents of a child in a divorce action according to the directives of the court.

- When school administrators learn that a student is the subject of a court decree which restricts the placement or contact of either parent with the child, a request shall be given to the parent who maintains primary physical placement of the child to submit a copy of the court decree. Alternatively, a letter from an officer of the court stating the requirements of the court in this manner will suffice.
- If a court has issued an order affecting the physical placement of a child pursuant to Wis. Stat. 767.24 (or a comparable statute of another state), copies of the student progress reports shall be issued to both parents in conformity with Wis. Stat. 118.125 (2), (a) unless one parent has been denied periods of physical placement with the child by the court under Wis. Stat. 767.24(4) , in which case, no student information will be provided to the parent who has been denied periods of physical placement, in conformity with Wis. Stat. 118.125 (2) (m).

SECTION IV - ACADEMICS

ACADEMIC STANDARDS

Pius XI Catholic High School has a strong commitment to excellence. We have high expectations for all of our students, and we are dedicated to providing high-quality educational experiences for all of our students. To maintain satisfactory academic standing, a student must maintain a 2.0 or higher GPA every grading period.

ACADEMIC INTERVENTION & PROBATION

Any student whose cumulative GPA is below a 2.0 at the end of a semester will be placed on Academic Intervention. Academic Probation (which includes an academic contract) is the next step when a student completes two semesters with a GPA below a 2.0. While on Academic Intervention/Probation, students are supported by their TAC teacher, School Counselor, and the Assistant Principal. Students are required to conference with their School Counselor and the Assistant Principal at designated times. Parents/guardians receive written notification regarding their child's academic status via email and in Skyward.

Placement on Academic Probation needs to be taken seriously. Students may not receive financial aid or scholarships if they are not meeting Pius XI's Academic Standards and the criteria defined by their particular funding agreement. After two semesters of a GPA below 2.0, an Academic Hearing will be held. The student may be administratively dismissed from Pius XI if the student has not made concerted efforts to improve their academic performance.

ACADEMIC SUPPORT

Pius XI aims to provide academic support to all students. Below are current supports offered and ongoing efforts are being developed to improve and enhance offered support.

- Math & Reading Interventionists provide small group instruction for reinforcement of skills.
- All students are able to receive support from a teacher during the school-wide daily Flex period.
- Math and Literacy Labs are scheduled classes for Freshmen who were identified as needing extra support.
- The Writing and Math Centers are open during Flex to provide peer-to-peer support. Both centers are supervised by teachers and staffed by high-performing students who are trained to tutor their peers.
- Academic Coaching provides small group support in skills such as study skills, notetaking, and organization.
- School counselors meet with students to offer academic and social-emotional support as resources on how to manage test anxiety, managing stress, etc. School counselors may also recommend schedule adjustments.
- Students meet with the Assistant Principal to discuss ongoing progress.

ACADEMIC INTEGRITY & USE OF ARTIFICIAL INTELLIGENCE

In all actions – in and out of the classroom – students are held to a standard of integrity and responsibility. Academic integrity is central to the spiritual and moral development of the individual. Academic dishonesty is neither accepted nor tolerated by the school.

ACADEMIC DISHONESTY INCLUDES, BUT IS NOT LIMITED TO:

- Any form of plagiarism or forgery (i.e., ideas, work, research, speech, art, music, etc.)
- Use of any Artificial Intelligence (AI) and/or Natural Language Tools (NLP) (i.e, Chat GPT, TextBlob, or similar sites/apps) to generate responses in full or part is prohibited
- Submitting an assignment that was not authored, in whole or in part, by the student
- Using language translation technology or someone else's translation as one's own translation on an assignment/assessment
- Any form of copying another person's work (i.e., allowing another to copy one's work; doing another person's work for them; distributing copies of one's work; distributing copies of someone else's work; etc.)
- Distributing or receiving answers/questions to assignments, quizzes, tests, assessments, etc.

With teacher permission and oversight, AI and NLP tools can be used in an ethical and responsible manner for the following uses: research assistance, data analysis, corrections/suggestions for writing conventions (i.e., grammar, spelling, punctuation), and approved accessibility use (i.e., text-to-speech, speech-to-text, etc.)

Students found using these tools without permission or in a prohibited manner, as well as students found assisting in an act of academic dishonesty, will be subject to disciplinary consequences. Teachers, in consultation with Instructional Technology & Administration, will investigate suspected violations of the policy and determine appropriate next steps. Confirmed violations will result in the following disciplinary actions:

Violation #1: Parents/guardians contacted; incident referral; teacher provides a plan to make up the points lost up to 70% (C-). *During exams, the student must complete a retake, as determined by the teacher, with the maximum points earned up to 60% (D-).

Violation #2: Parents/guardians contacted; incident referral; student receives a 0; disciplinary hearing will be held to determine student status and consequences, which may include suspension or expulsion.

Note: A** disciplinary **hearing will be held after the second violation even if the first and second violations occur in different academic years.

ACADEMIC DISMISSAL

Academic Dismissal will be a final resort for students on Academic Probation and for students who have repeatedly violated the Academic Integrity & Use of Artificial Intelligence Policy. Pius XI Catholic High School

will have provided every available support and opportunity for students to progress in their studies. Additionally, we will have made every attempt to support students and families by connecting them with community-based resources and services to address non-academic barriers which impact student achievement. After all efforts have been exhausted, a student may be dismissed from Pius XI Catholic High School. Final decisions are made by the Principal. Parents/guardians may appeal an Academic Dismissal decision. Written appeals must be submitted to the Pius XI President within 7 business days of the decision.

GRADUATION REQUIREMENTS

Pius XI requires a total of **25 credits** to graduate. Pius XI Catholic High School uses a four-year planning method for course selection to ensure appropriate coursework over time. Students, along with their parents/guardians and teacher advisor, make preliminary selections when they first enroll. Students revisit those 4 year plans and make selections for the following academic year.

Credits	Department
4	English
1	Fine Arts
1.5	Fitness & Wellness
0.5	Health
3	Mathematics
3	Science
3	Social Science
4	Theology
2	World Language
3	Electives
25	**Total**

EARNING COLLEGE CREDIT WHILE ATTENDING PIUS XI

Pius XI offers many Advanced Placement (AP) and Project Lead the Way (PLTW) courses. We also partner with local colleges and universities to provide concurrent credit courses and will continue to expand our offerings. For more information, please visit the Pius XI Curriculum Guide on our website.

ADVANCED PLACEMENT (AP) PROGRAM

Are you ready for a unique learning experience that will help you succeed in college? Each year, students around the world who want to learn and achieve at the highest possible level in high school become Advanced Placement (AP) students. The College Board, a not-for-profit membership association, whose mission is to connect high school students to college success and opportunity, supports the AP Program. AP courses, taught at a college level, offer a rigorous and rewarding challenge for high school students. Through AP's college-level courses and exams, students can earn college credit and advanced placement, and stand out in the admissions process. According to the College Board, completion of an AP class during high school correlates directly to

success and persistence in college. To register for an AP course, students must meet certain criteria as specified by the academic department. These might include prerequisites and/or an application process, which would be indicated in the course descriptions.

At the beginning of the school year, students sign into My AP to access AP Classroom and to register for exams. Registration submissions after November 10th will incur a $40 late registration fee. The College Board determines the cost of the exam (approximately $100 regular fee and approximately $53 for eligible students with financial need) and fees are due in January. Parents/guardians will receive detailed information at the start of the school year. Students may decide to take an AP course but not the exam. All AP exams must be canceled by November 10th in order for parents/guardians not to incur the $40 exam cancellation fee for any exam that is not taken.

Semester grades that students receive in their AP courses are weighted. This means an "A" is figured into a student's grade point average as five points rather than four, etc. Any grade lower than a C- is not weighted. ~~T~~To have a successful, complete experience in an AP course, students must take the AP exam for that course in May. If a student completes the course but does not take the exam, the student's grade for the course will not be weighted. The course will be transcribed as "Advanced" and not as "AP - Advanced Placement."

PROJECT LEAD THE WAY (PLTW)

The PLTW program believes all students need access to real world, applied learning experiences that empower them to gain the skills they need to thrive in college, career, and beyond. That is why our pathways in engineering and biomedical science provide hands-on learning opportunities. PLTW's research-supported approach empowers students to discover and explore interests, imagine and design solutions to real-world challenges, and become independent, confident problem solvers.

Colleges and universities across the U.S. recognize and reward PLTW students for their great work. These postsecondary institutions recognize PLTW students with scholarships, admissions preference, course credit, and more. Students will take the new End of Course Assessment at the end of the school year and will receive a detailed score report that highlights their subject matter knowledge and mastery of in-demand, transportable skills.

Students can use their test results to bolster college applications or resumes or can send their score report directly to higher education institutions and employers, who may use it for admissions, scholarships, dual credit opportunities, campus experiences, internships, apprenticeships, industry certifications, and more. For the most up to date information on how each PLTW course will be beneficial at various colleges and universities, please visit the Student Opportunities tab on the PLTW website.

CONCURRENT/DUAL ENROLLMENT PROGRAM

Pius XI Catholic High School partners with local colleges and universities to offer concurrent/dual enrollment. These courses allow qualified high school students to learn a college curriculum as part of their high school

curriculum. Some of these courses are taught at Pius XI by credentialed Pius XI staff; some are taught at Pius XI by college/university staff; and some courses require students to travel to the college/university campus. Students who choose to enroll pay a substantially reduced tuition rate for the college credit (not included in Pius XI tuition or choice funding) and are admitted to the University as "non-degree seeking students." Upon successful completion of the course, these students will receive high school credits, as well as college credits and an official University transcript. The official University transcript verifies to other colleges/universities that the student has received college/university credits.

YOUTH APPRENTICESHIP/WORK BASED LEARNING

Juniors and Seniors in good academic standing at Pius XI may be able to participate in Youth Apprenticeship or Work Based Learning experiences. Youth Apprenticeship is a work-based learning course offered to approved juniors and seniors who wish to explore career interests with local employers while earning wages and credit. Students gain industry experience and learn valuable employability skills. Students must be enrolled in approved, concurrent courses that align with their designated career pathway. There is a minimum work requirement of 450 hours over the course of the school year which can be completed during the school day (approved release), after school, and/or on weekends. Work based learning experiences "allow K-12 students to participate in career awareness, career exploration, and career development" and required hours may vary depending upon the type of experience. Prerequisite: Junior or Senior (16 years or older); approved transportation arrangements; satisfactorily meeting graduation credit requirements; parent/guardian permission; and administrative approval.

GRADING

Pius XI Catholic High School uses a weighted grading system as a means of differentiating performance in advanced courses. The intent is to acknowledge students who have taken more advanced courses in terms of the subject matter and learning expectations. **Please be advised**: colleges and universities do not consider weighted grades when calculating a student's cumulative GPA for admission and use the standard quality points.

GRADING SCALE

Pius XI Catholic High School reports grades in terms of letters and assigns weighted quality points for advanced placement classes for purposes of calculating grade point average (GPA). The grading scale used is below.

Grade	Range	Quality Points for GPA		Meaning
		Weighted	Standard	
A+	99-100	5.3	4.3	Exceptional or Advanced
A	93-98.99	5.0	4.0	
A-	90-92.99	4.7	3.7	
B+	88-89.99	4.3	3.3	Above Average or Proficient
B	83-87.99	4.0	3.0	
B-	80-82.99	3.7	2.7	
C+	78-79.99	3.3	2.3	

C	73-77.99	3.0	2.0	Average or Basic
C-	70-72.99	2.7	1.7	
D+	68-69.99	1.3	1.3	Below Average or Minimal Performance
D	63-67.99	1.0	1.0	
D-	60-62.99	0.7	0.7	
F	0-59.99	0.0	0.0	No Credit or Failing

Other Grading Notations

- **W** Withdrawn from the course
- **NG** Non-graded course (NG is to be used only if prior agreement has been reached between teacher, student and parent and must be approved by the Assistant Principal.)
- **T** Audit – no credit earned (T is to be used only for students who must audit the first semester of a course in order to recover credit for the second semester).
- **I** Students who experience severe illness, injury, or some other situation beyond their control (with documentation) may receive a grade of incomplete. Students must work with their teacher and counselor to request an Incomplete which will be sent to the Assistant Principal for final approval. Students are responsible for scheduling and completing makeup within two weeks of semester exams.

TRANSFER STUDENT GRADES

Pius XI Catholic High School translates the transcripts of all transfer students (including international students) into the Pius XI system. Weighted status is only given to courses that the administration deems comparable to those courses at Pius XI.

CREDIT RECOVERY

If a student fails a course at Pius XI, recommendations will be made for credit recovery, either through a schedule adjustment or a summer credit recovery program. Students are only allowed to recover 2 credits from an outside accredited school. It is important to be aware of and follow this guideline to ensure timely completion of high school requirements for graduation.

ACADEMIC HONORS

NATIONAL HONOR SOCIETY

Pius XI follows the nationally accepted policies of the National Honor Society (NHS), and we set high standards by which students are judged. Sophomores and Juniors with a 3.5 or better GPA will be invited to apply during the second semester. Applications are reviewed by a committee of Pius XI teachers who make the decision as to who is admitted to the NHS. Appeals of the decisions go to the Principal, whose decision is final. Sophomores who are not accepted are invited to reapply their junior year.

HONOR ROLL

In order to recognize high academic achievement each semester, Pius XI Catholic High School publishes a list of Honor Students whose GPAs meet the following criteria:

- Honors (3.5 - 3.8 GPA)
- High Honors (3.8 or higher GPA)

VALEDICTORIAN AND SALUTATORIAN

These two honorary positions in the graduating senior class are granted by the Administration. The students with the highest GPAs after seven semesters will receive these honors. In cases where there are multiple students who are deserving of such a designation, the Administration may choose to honor more than one student for either position.

In order to be considered for either position, a student must:

- Have attended Pius XI Catholic High School for all eight semesters.
- Be in good disciplinary and attendance standing.

PROGRESS REPORTING PROCEDURES

The Pius XI faculty use Skyward software to report grades and progress for each student. This can be accessed by students and parents/guardians confidentially. As a Learning Management System, the Pius XI faculty use Schoology to post work, complete assignments, discussions and assessments. This can be accessed by students and parents/guardians confidentially. Email is the primary method of communication used to relay information regarding student performance. Below are the ways in which we proactively communicate progress throughout the year.

- At the start of every semester, you will receive a reminder to check grades in Schoology. This will be an email accompanied by resource documents with instructions on how to access grades.
- Once a month, you will receive an email notification if your child had a D or F in any course.
- Progress reports are posted in October and March.
- Report cards are posted in January and June.
- Test scores (i.e., PreACT, ACT, Forward, & ACCESS) are posted in Skyward.
- Parents/guardians receive an email notification when progress reports, report cards, and test results are posted in Skyward.
- At the end of every grading period, you will receive a notification (which may include a request for a meeting) if your child's GPA is below the 2.0 standard.

PARENT-TEACHER CONFERENCES

During the 1st and 2nd semesters, teachers are available to meet with parents/guardians to discuss student progress. The actual dates and times of these conferences are communicated in the school calendar and on the Pius XI website.

SCHEDULE CHANGES

During the course selection and registration process, deliberate decisions are made to build the best schedule that supports a student's interests and post-secondary aspirations. After course registration is completed in the winter, students and parents/guardians will not be able to submit requests for changes. At the beginning of each semester, adds/drops may be initiated by the student, the teacher, the parent, or an administrator within the first 10 days of the semester. Add/drop requests are submitted to school counselors and are pending until approved by the Assistant Principal.

Reasons For Course Changes

- The student has been working closely with the teacher, but the course content is not at the correct level for the student to be successful.
- The student took an overload of courses and cannot manage the load.
- The student has personal challenges that make it impossible to be successful in the course.
  *** An Administrator must be involved in these situations.
- The student has been working with the teacher but the course content is too easy and the student needs to move to a higher level class.

Reasons Courses May Not Be Changed

- The student or parent does not like the teacher.
- The teacher does not like the student.
- The teacher is “too hard”.
- The teacher “gives too much work”.
- The student has many missing assignments.
- A schedule may not be changed for the purpose of moving a class out of the last period of the day or selecting a preferred teacher.

Should a student’s class schedule change, the student should continue to report to all classes on the original schedule until the changes are approved in writing and the respective teachers are notified. During the school year, students will know that the change has been processed because they will receive an email notification with the specified changes.

ADDING & DROPPING COURSES

Because we do not want students to miss key instruction that maintains a steady pace in a 4x4 schedule, adds and drops must be completed within the first 10 days of the semester. Classes will be added based on availability.

INCOMPLETE COURSES

Students who are absent from school due to severe illness, injury, or some other situation beyond their control

(with documentation) may receive a grade of Incomplete. Students must work with their teacher and counselor to request an Incomplete which will be sent to the Assistant Principal for final approval. Students' counselors will work with teachers to determine a deadline for submission of missed assignments/assessments. If the work is not completed and submitted by the deadline, grades will be entered as zeros and a final grade will be calculated.

SECTION V - SUPPORT AND SERVICE

COUNSELING CENTER

The Counseling Center focuses on helping students make the high school experience more meaningful so that they can face the future with confidence and enthusiasm. Licensed school counselors work collaboratively with faculty, staff, parents/guardians, and community professionals to offer a full range of counseling services.

COUNSELING SERVICES

Individual Counseling

Students may openly and confidentially discuss their problems or concerns on any issue (personal, social, vocational, educational).

Consultation

Counselors are available to facilitate consultations with adults who want to address the specific needs of individual students.

Resource Coordination

Pius XI counselors have frequent contact with specially trained professionals and can serve as a resource for outside referrals including: psychologists, child welfare and social workers, medical professionals, pre-college advisors, job placement specialists, and post high school education representatives. Pius XI, in partnership with Children's Wisconsin, offers a school-based mental health clinic providing access to a therapist within the school setting. Pius XI also is in partnership with the National Alliance on Mental Illness Southeastern WI (NAMI SE) to provide support and resources to families.

Student Appraisal & Records

Pius XI counselors help students identify and explore the strengths and limitations of their individual abilities. Using testing data, progress reports and other information, counselors help students make intelligent, realistic decisions.

PERSONAL & SOCIAL DEVELOPMENT

When needed, Pius XI counselors may facilitate weekly, small group discussion for students who want to focus on a specific problem or concern such as: stress, anxiety, loss/separation, suicide prevention, anger management, drugs, alcohol, and family issues. Counselors may also work with TAC teachers to discuss relevant issues such as study skills, diversity, stress management, and esteem-building.

COLLEGE & CAREER PLANNING

College Planning

The Counseling Center hosts an annual College Fair, field trips to local universities, daytime and evening events, and daytime conferences to prepare and support students as they begin to plan for life after high school. School counselors assist students with the four year planning process as students complete course selection

and registration each year. Utilizing a web-based platform, students create portfolios and complete self-discovery and college and career planning assessments and inventories.

Freshmen - All freshmen attend a nine week seminar with their counselor focused on managing the transition to high school, study skills, and goal setting.
Sophomores - Sophomores meet with their counselor twice per year to engage in college and career planning activities.
Juniors - An informational session is held in the fall for students and their parents/guardians. This session introduces the process and steps to prepare for college and the trades. Additionally, juniors and their parents/guardians meet with their counselor in the spring to discuss their plans for senior year and beyond.
Seniors - An informational session is held in the fall for students and their parents/guardians. This session is designed to provide students and parents/guardians with the tools necessary for a successful post-secondary transition to college and/or career. Seniors also participate in the following activities: Senior College and Career Day in the fall to help them begin thinking about their post-secondary transition; FSA ID event where they prepare for the completion of the FAFSA (parents/guardians are provided with opportunities for FAFSA support); and Senior Exit Meetings where counselors confirm seniors' post-secondary plans.

Vocational & Career Development

In addition to the support mentioned above, the Counseling Center hosts the semi-annual Pius XI Alumni Career Fair where students can meet and engage with professionals from a wide range of careers.

CAMPUS MINISTRY

COMMUNITY SERVICE

'Lord, when did we see you hungry and feed you, or thirsty and give you drink? When did we see you a stranger and welcome you, or naked and clothe you? When did we see you ill or in prison, and visit you? And the king will say to them in reply, 'Amen, I say to you, whatever you did for one of these least brothers of mine, you did for me.' Matthew 25:37-40

Service Opportunities

Pius XI partners with community organizations to offer dozens of service opportunities to students throughout the school year. These opportunities will be communicated to students by the Campus Minister through email and Schoology. Service opportunities will be led by the Campus Minister and a rotation of other faculty and staff.

To attend a service opportunity, students must:

- All current grades must be a C- or higher
- Must not be in discipline tier 2 or 3
- Must not be in attendance tier 3 or 4
- Must not have had multiple absences (excused or unexcused) in the 2 weeks leading up to the service opportunity

Students may only attend one service trip per quarter.

Parents will receive a detailed description of and permission slip for any service opportunities their student signs up for one week prior to the trip.

If a parent is interested in being a chaperone for a service opportunity, they must have completed Safe Environment and Safe Driving training through the Archdiocese and been approved as a driver for Pius XI Catholic High School by Catholic Mutual Group (contact Tom Holschuh, Campus Minister, for more details about completing the above requirements).

RETREATS

Freshman Retreat

All freshmen students are required to attend the Freshman Retreat, held on site. The exact date and time, as well as a detailed description of the retreat activities, will be communicated to parents/guardians and students via email one month prior to the retreat. The Freshman Retreat is focused on Pius XI Catholic High School's Core Value of Community. The retreat includes team building activities, Scripture reflection, a service project, and a panel where freshmen can ask questions of older students. The cost of the retreat is $10.

Sophomore Retreat

The Sophomore Retreat is a one-day (7:00 am - 6:30 pm) optional retreat held at Lake Geneva Youth Camp. The Sophomore Retreat is focused on Pius XI Catholic High School's Core Values of Excellence and Integrity. The Sophomore Retreat is led by Junior and Senior students under the direction of the Campus Minister and includes Mass, Bible studies, small group discussions, presentations, and activities. The cost of the retreat is $65.

Junior Retreat

The Junior Retreat is a one-day (7:00 am - 6:30 pm) optional retreat held at Lake Geneva Youth Camp. The Junior Retreat is focused on Pius XI Catholic High School's Core Value of Service. The Junior Retreat is led by Senior students under the direction of the Campus Minister and includes Mass, Bible studies, small group discussions, presentations, and activities. The cost of the retreat is $65.

Kairos (Senior Retreat)

Kairos is an optional retreat held at Conference Point Center in Williams Bay. Two dates will be offered for seniors to choose from. Dates and registration process will be communicated to students and parents/guardians via email in the Fall. All Kairos retreats begin at 2:00 pm on a Wednesday and conclude at 3:15 pm on a Friday. Kairos focuses on Pius XI Catholic High School's Core Value of Inclusion. The details of the Kairos retreat are kept secret from students who have not yet attended the retreat, but parents are welcome to reach out to the Campus Minister with any questions they may have. The cost of the retreat is $185.

SECTION VI - SCHOOL CULTURE AND CLIMATE

Pius XI Catholic High School promotes a culture of caring and mutual respect within a diverse community. Students are expected to take responsibility for their actions and conduct themselves in a manner consistent with Catholic Social Teachings and the philosophies and policies of the Pius XI community.

CODE OF CONDUCT

Pius XI students should be role models of good, moral and respectful behavior. As such, students are expected to:

- Behave in a way that reflects positively on themselves, their families and the school
- Treat everyone (teachers, staff members and fellow students) with respect including students, parents/guardians and staff from other schools and competitors in interscholastic events
- Respect the rights and property of others
- Assume financial responsibility for any items lost, damaged, or stolen through negligence while in their care
- Report significant violations of this code to a faculty or staff member including: teachers, advisors, coaches, counselors, and administrators

Certain behaviors which are in direct violations of these values include, but are not limited to: truancy, skipping, fighting, disrespect, not heeding a direct request, illegal activities (graffiti, vandalism, stealing, gambling, controlled-substance abuse, etc.), and certain public displays of affection. These behaviors could result in a disciplinary hearing and possible notification of the police. Illegal activity and at risk behavior will result in disciplinary action.

PERSONAL INTEGRITY

Above all, academic and athletic endeavors, the measure of an individual rests with one's moral character. The personal integrity of each member of our community is central to Pius XI Catholic High School. At all times we expect everyone to act, react, think and speak aligned with the Catholic social teachings and those strong moral principles. Trust, sensitivity and respect are values of the Pius XI Catholic High School community. One of life’s lessons is learning how to live with, accept and respect others.

Any behaviors that contradict the Catholic Social Teachings, as stated above, including intimidation, harassment, humiliation, or demeaning or insulting another human being are unacceptable in our community.

Theft, infliction of physical or verbal abuse, property damage, use of illegal substances, inappropriate electronic communication, intimidation, sexual misconduct or any behavior that affects the well-being of a member of our community are also unacceptable in our community. Community members will not engage in discrimination or harassment against any individual or group based upon personal animosity, age, sex, race, color, national origin, religion, sexual orientation or disability. All community members agree to behave with honor in and out of school.

Students who do not act in accordance with our Personal Integrity philosophy will be subject to disciplinary action, up to and including expulsion from Pius XI Catholic High School.

GROUNDS FOR IMMEDIATE DISMISSAL

Pius XI Catholic High School may move toward immediate dismissal for the following reasons, but are not limited to the reasons listed below:

- Any action contrary to federal or state laws and local ordinances. These include possession or use of alcohol or controlled substances, theft, sexual assault, vandalism, gambling, and other illegal activities.
- Any behavior that endangers other members of the community. These include, but are not limited to, a) possession or use of any type of explosive, b) possession or use of any weapon, c) the attempt to injure or cause the injury of another student, staff or faculty member with physical violence, including fighting, and d) tampering with warning systems in the school.
- Consistent neglect of the Pius XI Parent/Student handbook, including the technology acceptable use policy, or the goals and values of the institution. This includes students judged to be a negative influence on their peers or manifesting a negative attitude toward the school's mission.

The school will not allow disruptive behavior or other misbehavior and will take corrective action as required. Every faculty and staff member has the responsibility to uphold behavioral standards and take corrective action in accordance with the policies of the school.

DISCIPLINE

The aim of the discipline policy is to carry out the Pius XI philosophy of developing young adults in light of sound Catholic principles. The rules and regulations of the school are designed to help students develop a concern for the needs of others, and a proper regard for the care of the material goods of members of this community.

Depending on the nature and seriousness of the misconduct, disciplinary actions taken by the school may range from a warning to total dismissal from Pius XI Catholic High School.

DISCIPLINE SCALE

Attendance Scale (Tardy to school, Tardy to class, skipped class)	**Behavior Scale** (Referrals for dress code or behavior)
TIER 1 7 total violations in 1 or combined areas - parent phone call - placed on Warning Status	TIER 1 3 total referrals - parent phone call w/ student - placed on Warning Status

TIER 2 14 total violations - in-person parent meeting - placed on Attendance Probation	TIER 2 6 total referrals - in-person parent meeting - Placed on Behavior Probation - 1 week suspension from all extra curricular activities (includes participation in practices)
TIER 3 21 total violations - 1 Day Suspension from Pius XI - 1 week suspension from all extra curricular activities (includes participation in practices)	TIER 3 9 total referrals - Disciplinary Hearing - End result could range from suspension, altered schedules, service, social restrictions to expulsion from Pius XI.
TIER 4 28 total violations - Disciplinary Hearing - End result could range from suspension, altered schedules, social restrictions to expulsion from Pius XI.	**A student may be placed on behavioral probation before reaching 9 referrals if it is deemed necessary and appropriate by administration based on the severity of prior referrals.**

*Pius Administration reserves the right to suspend a student for any direct disrespect throughout the year.

SUBSTANCE ABUSE POLICY

Pius XI Catholic High School (Pius XI) is a Catholic community whose mission is to create an environment that fosters our students' ability to develop their potential as human beings. We believe that any use of or involvement with controlled, illegal and/or illicit substances reduces the student's ability to realize that potential. These substances include, but are not limited to marijuana, speed, cocaine, crack, LSD, psilocybin, Delta 8, Delta 9, club drugs (MDMA/Ecstasy, Methamphetamine, GHB, Ketamine) and unauthorized prescription drugs, including, but not limited to any opioids, Adderall, Oxycontin, Valium, Vyvanse and Ritalin.

Any involvement with the above mentioned substances is harmful to a young person's physical, emotional, spiritual and intellectual development. It can lead to or reveal poor decision making and can indicate the need for intervention and professional assistance.

In our effort to maintain a learning environment free of marijuana, drugs and other vaping products, Pius XI has installed Vape detectors throughout the building. Administrators are notified when vape or smoke has been detected and respond immediately to investigate.

To further our support of a safe learning environment, Pius XI has adopted the following Alcohol, Tobacco, Drug Paraphernalia, and Controlled Substances Policy.

1. The use, possession, distribution, distribution assistance, supply or sale of tobacco, e-cigarettes, vaporizers, drug paraphernalia, and/or controlled substances on Pius XI property or at any Pius XI-sponsored event is prohibited. Violations of this expectation will result in the notification of the student's parents/guardians and will put the student at risk of disciplinary action including suspension, termination of intern placements and potential expulsion.
2. A parent, teacher, peer or responsible outside agency may refer a student to the Dean of Students for suspicion of the use, possession, distribution, distribution assistance, supply or sale of alcohol, tobacco, e-cigarettes, vaporizers, drug paraphernalia, and/or controlled substances. Upon referral, the Dean of Students will conduct an investigation. Information will be gathered from as many sources as possible, including but not limited to information gathered from Pius XI staff, students, and social media. The student may be required to submit to a search of his/her personal property and/or drug and/or alcohol testing.
3. Pius XI reserves the right to search and/or require a drug test of any student at any time. Additionally, testing may occur:
    a. When a student is suspected to have violated the drug/alcohol policy. Suspicion includes but is not limited to being in an area where a vape detector has gone off, suspicious behavior, emitting a smell consistent with vape/marijuana.
    b. When a student is on probation from a previous drug/alcohol violation.
    c. At any school-sponsored events such as dances or athletic contests.
    d. Whenever they are required by a cooperating intern placement organization.

If a student violates the School's Alcohol, Tobacco, Drug Paraphernalia, and Controlled Substances Policy, the Dean of Students and the School's Athletic Director reserve the right to impose additional disciplinary sanctions, including suspension and/or removal from a student's workplace or extracurricular activities.

Drug Testing

Drug testing for use of alcohol, drugs and controlled substances is the prerogative of the Pius XI Administration. When tests are performed, the family of the student will be held responsible for the costs of the test(s). Pius XI Administration will communicate the location and time frame for any student required to take a test. The student must submit an adequate sample for testing, including, but not limited to, a hair sample, a saliva sample, a breath sample, a sweat sample, a urine sample or a combination of these samples. This must be done within the allowed time frame and the results will be shared with the Pius XI Administrators and counselors working with the family during this process. Any refusal of a test for alcohol or controlled substances will be considered proof of being under the influence of one or more of these substances. This includes if a parent/guardian refuses to allow their student to be tested. The student will be liable for all disciplinary actions, including possible expulsion.

Procedures and Sanctions for Policy Violation

When a student has violated the Pius XI's Alcohol, Tobacco, Drug Paraphernalia, and Controlled Substance policy, Administration, in conjunction with the Athletic Director (when applicable), will determine the appropriate disciplinary sanctions. These sanctions will be based on the entirety of the circumstances involved in the violation including, but not limited to, the student's cooperation in the investigation into the alleged incident, the severity of the offense and any other mitigating factors.

1. Expulsion from Pius XI will extend through the remaining semester or school year with the option of making the expulsion permanent. A student who is expelled from Pius XI because of intent to distribute or distribution of controlled substances will not be considered for readmission to Pius XI. The Principal shall determine the initial length of the expulsion. When the expulsion is not permanent, the student must fully meet all stipulations outlined by the School before re-applying for re-admission.
2. In those cases in which the expulsion is not permanent, the student may petition for reinstatement in the following semester or school year. A committee composed of the Dean of Students, Assistant Principal and the Admissions department will review the student's request for readmission and make recommendations to the Principal. The Principal will have the authority to accept, reject or modify this recommendation. The committee may make a recommendation to the Principal whether reinstatement is appropriate based on the circumstances leading to the expulsion and the student's entire record of performance during both the period he/she was enrolled at Pius XI and during the period of his/her expulsion. The Principal reserves the right to make the final decision concerning readmission.
3. A sanction less than expulsion can be imposed by the School for violations of the School's Alcohol, Tobacco, Drug Paraphernalia, and Controlled Substances policy. In instances where the student will remain at Pius XI, the student must follow the Professional Evaluation and Treatment policy outlined below and adhere to the disciplinary sanctions required by the School. Failure to abide by any or all of the sanctions imposed as a result of the offense will result in expulsion. Disciplinary sanctions may include but are not limited to: in-school suspension; out-of-school suspension; an educational presentation to other students; restorative conversations; service to Pius XI or a partner organization; additional testing; behavioral probation; suspension from sports or other co-curricular activities; temporary or permanent removal from the student's internship workplace; and referral to the police for criminal prosecution.
4. Any student found to have engaged in a second or subsequent offense will be expelled from Pius XI.

Professional Evaluation and Treatment

In those situations in which a student who has violated the School's Alcohol, Tobacco, Drug Paraphernalia, and Controlled Substances policy remains at Pius XI, the student will be referred to their school counselor, who will oversee an evaluation process. The evaluation must include a review of substance use history, a review of current use pattern and a psychosocial evaluation.

1. The student will be evaluated by the School counselor who may also bring in the School's cooperating therapist from Children's Hospital of Wisconsin, who will determine if the student must be professionally evaluated by a Certified Alcohol and Drug Counselor outside of Pius XI. In the case that a student must be professionally evaluated by a Certified outside counselor, the parent(s)/guardian(s) must select a qualifying treatment center of their choice and will be responsible for the costs of the

evaluation. Pius XI must be notified of the time and location of this evaluation, which should take place within 48 hours of parental notification. In addition, parents/guardians must sign a waiver to release evaluation information to authorized Pius XI personnel.

2. The Certified Alcohol and Drug Counselor will make a written recommendation regarding an appropriate course of action to parents and authorized Pius XI personnel. Depending on the individual recommendation, any or all of the following may be required: periodic drug screening including urinalysis; successful completion of an 8-week AODA education program sponsored at Pius XI; participation in educational seminars; in-school support groups; in-school individual counseling; and outpatient or inpatient treatment at an AODA facility. In addition, the student remains subject to a range of disciplinary actions by the School, as detailed above.
3. The student will be subject to any additional co-curricular consequences deemed appropriate by the Dean of Students, Athletic Director and School administration.
4. If the student and/or student's parent(s)/guardian(s) refuses the evaluation, refuses to follow evaluation recommendations or fails to participate actively in the recommended intervention program, the student, at the discretion of the Principal, may face further disciplinary action including expulsion from Pius XI.

Students and Professional Treatment

Pius XI wishes to cooperate fully with professional treatment personnel to provide support for the student facing the challenge of recovery. Parents or guardians of students in inpatient or outpatient treatment should sign a release of information waiver to facilitate this process. The School will help provide special structures of support for students participating in outpatient programs, including regular consultation with the student's outpatient counselor. In addition, a School Counselor will participate in pre-release staff debriefing to facilitate a smooth and safe return to school for the student. Recovering students will meet regularly with the School Counselor.

NON-VIOLENCE POLICY

Because the safety of the entire community is of utmost importance, the school has adopted the following policy:

- Any threatening or violent behavior (verbal, physical, or cyber) such as fighting, hitting, pushing and other intimidating actions will be considered a serious breach of conduct and will be sanctioned accordingly by the school and may be referred to legal authorities.
- Any student involved in violent or threatening behavior in or out of school, including recording an event, will face consequences. This includes sending threatening messages via text or social media. These consequences may range from mediation to expulsion from Pius XI Catholic High School.
- Any affiliation with gangs or gang-related activity such as displaying gang signs (e.g. graffiti, hand gestures, etc.), dress or behavior is grounds for a disciplinary hearing and possible expulsion. The use, possession or distribution of weapons at any time may be grounds for expulsion and subject to referral to legal authorities.

CONFLICT POLICY

Any student who is involved with any type of aggressive confrontation with another student in or out of school will face consequences. These consequences may range from mediation to expulsion from Pius XI Catholic High School.

Pius XI students will be held accountable for the aggressive behavior of a non-Pius XI student whom they have invited onto school property or to attend a school-related activity. Appropriate disciplinary action will be administered to the Pius XI student in this regard. Any costs incurred by the mediation process are the sole responsibility of the students in dispute.

THEFT & VANDALISM POLICY

Substantiated cases of stealing or vandalism are reported to the police. In addition, the offending student will face consequences. These consequences may range from mediation to expulsion from Pius XI Catholic High School. Furthermore, incidences of theft may be subject to restitution. In cases of property damage, defacement or other acts of vandalism, may also be subject to restitution.

If a student finds such damage done to their property or to an area that is their responsibility, such as a locker or desk, s/he should report the damage immediately to the Dean of Students or assume responsibility for payment.

PROBATIONARY STATUS

DRESS CODE PROBATIONARY STATUS

A student may be placed on dress code probation if they accumulate 5 or more dress code referrals during a school year. During the probation time, if the student comes to school out of dress code they will be sent home. Probation will last for the remainder of the semester unless the 5th offense occurs within 4 weeks of the end of that semester, in which case the probation will extend to the following semester. At the end of the probationary period, a student may be removed from probation, may have the probationary period extended, or may have a disciplinary hearing to determine next steps.

- **First Violation of Probation** - Student sent home unless clothes can be brought to school within 1 hour. **Second Violation of Probation** - Student is sent home and a disciplinary hearing is scheduled to determine the student's status at Pius XI.

ATTENDANCE PROBATIONARY STATUS

Consistent attendance and punctuality is the expectation for Pius XI students. We believe it not only maximizes learning time, but also builds strong self discipline that will serve our students well beyond our walls. A student may be placed on attendance probation once they reach 14 attendance violations. Violations include

- Tardy to school

- Tardy to class
- Skipped class or resource
- A student goes beyond the 10 state-allowed days absent without a physician's excuse.

Should a student violate the terms of their attendance probation the consequences can include restricted schedule, suspension and/or a disciplinary hearing to determine their status as a student at Pius XI Catholic High School.

BEHAVIOR PROBATIONARY STATUS

A student may be placed on probation if in the judgment of the Administration he/she has experienced chronic behavioral problems, violation of warning status, displaying serious inappropriate behavior, and/or is new to the school. Accumulation of 6 behavioral referrals will automatically place the student on probation. During the probation time, no serious misconduct will be tolerated, and the student is expected to show positive behaviors and attitude. At the end of the probationary period, a student may be removed from probation, may have the probationary period extended, or may be dismissed from the school. All students new to Pius XI Catholic High School are considered on probation for a minimum of one semester.

When a student is placed on Probationary Status, the Dean of Students will communicate with the family and the student and parents/guardians sign a probation agreement. This agreement may include, but not limited to:

- **Time Period:** Length of time that this status will be in effect
- **Course of Action:** Behaviors or conditions that will be considered appropriate or inappropriate
- **Impact of Later Infractions:** The consequence that subsequent infractions will be viewed more seriously
- **Plan for Reevaluation:** Conditions under which the probationary status may be terminated, renewed or extended
- **Understanding:** Principal's decisions are final

Note: Regardless of whether or not a parent/guardian signs a probationary form, the probationary status is active beginning on the date of its creation and delivery to the student.

The final approval to be removed from a probationary status must come from the Principal.

SUSPENSION

Suspension is typically used to provide time for investigative proceedings rather than as a punitive measure, although any student who reaches Tier 3 of the attendance or disciplinary ladder is subject to suspension. A maximum of five days can be imposed unless notice is given that an expulsion hearing has been scheduled. The guidelines for suspension are as follows:

- The student will be advised of the reason for the proposed suspension

- The parents/guardians of a suspended student will be given prompt notice of the suspension and the reasons for the action
- Suspension may be issued by the Principal or Dean of Students immediately following disrespect towards a Pius XI staff member or other serious disciplinary offenses
- Before a student may return to school after a suspension, a conference or hearing must be held with the student, parents/guardians and the Dean of Students and/or the Principal

EXPULSION

Expulsion most often results from repeated refusal to obey school rules or from conduct that endangers property, health, or the safety of others. However, an extremely serious single offense may also be grounds for expulsion.

Expulsion will take place only after an expulsion hearing has been held with the Discipline Committee. The Discipline Committee is a sub-committee that serves as a review board with the power to decide which course of action seems best suited. The members of The Discipline Committee are determined at the discretion of Pius XI Administration. The administrator may allow the student to choose a faculty person to serve on the committee. For confidentiality reasons, child advocates, friends, or other family members are not allowed to attend the hearing.

Parents/guardians will be notified and are expected to be present at the hearing. Once the hearing is in progress, the student may not have the right to voluntarily withdraw from school unless that is the recommendation of the Discipline Committee. After the hearing, committee members weigh the facts and issues that were presented. Committee members will then give a recommendation as to what it believes is appropriate disciplinary action. The Principal can accept the recommendation totally, in part, or reject it all together.

If the decision to expel a student is made, parents/guardians will be notified in writing. If parents/guardians believe that incorrect procedures were followed, they have the right to file an appeal with the President of Pius XI Catholic High School. The appeal must be filed within five days of the notification, and must outline their objections. The President will only assure that the correct procedures were followed as defined by Archdiocesan Policy 5144. Parents/guardians will be informed of the results of the hearing as soon as possible following the Principal's review of the committee's recommendation.

Pius XI Catholic High School reserves the right to terminate a student's enrollment at any time, for any action or behavior on or off school premises that is considered to be unethical, contrary to acceptable moral standards of behavior, at risk behavior or illegal activity. This action on the part of the school is at the discretion of the Pius XI Administration and supersedes any other disciplinary procedure or action as outlined in the Parent-Student Handbook.

PARENT/GUARDIAN CODE OF CONDUCT

The purpose of the Parent/Guardian Code of Conduct is to provide a mutual understanding to all parents/guardians and visitors to our school about conduct expectations while on school property, at school events and when interacting with Pius XI Catholic High School employees and/or students, and clarifies accountability in the response process. Parents/guardians play a vital role in their children's education and are expected to support Pius XI's efforts to maintain a safe, caring and respectful school environment for all students, staff, and community members.

We expect parents/guardians and visitors to have a fundamental understanding and commitment to the following general propositions:

- Teachers, administrators and parents/guardians want all children to learn in a safe environment.
- Teachers, administrators and parents/guardians must work together for the benefit of all students.Ensure your child attends school regularly, on time, and comes prepared to learn.
- All parents/guardians and visitors, as well as all members of the school community, deserve to be treated with respect.
- The school should be provided an opportunity to resolve issues of concern before public criticism.
- Read and understand the expectations outlined in the Parent Student Handbook.
- Support students in understanding and abiding by the Student Code of Conduct, including the Dress Code.
- Read teacher emails and weekly newsletters, and participate in school events and activities.

In order to provide a peaceful and safe school environment, Pius XI prohibits the following behaviors by parents/guardians and visitors:

- Abusive, threatening, profane or harassing communication, either in person, by e-mail or text/voicemail/phone or other written or verbal communication.
- Disruptive behavior that interferes or threatens to interfere with school operations, including the effective operation of a classroom, an employee's office or duty station, a campus lobby, or school grounds, including sporting events and parking lots.
- Threatening to do bodily harm to a school employee, visitor, fellow parent/guardian or student.
- Threatening to damage the property of a school employee, visitor, fellow parent/guardian or student.
- Damaging or destruction of school property
- Excessive unscheduled campus visits, e-mails, text/voicemail/phone messages or other written or oral communication
    - School staff and administration may not always be immediately available to speak with you. The only way to *ensure* that you are able to speak with a staff member or administrator is to schedule an appointment. Staff and administrators have a practice of attempting to return all phone calls/e-mails within 48 hours. Your calls and visits will be responded to consistent with this practice if someone is not immediately available to speak with

- Defamatory, offensive, or derogatory comments regarding the school or school staff made publicly to others.

Any concerns that you may have must be made through the appropriate channels so they can be dealt with fairly, appropriately, and effectively for all.

Response Plan
Depending upon the severity of the incident, the steps below may be bypassed and parents/guardians or visitors may be ejected from or otherwise banned from campus and participation in school-sponsored events under the criminal trespass laws. Parents are expected to respect the response plan. If a breach of the Code of Conduct occurs, the following actions may be taken, depending on the severity or recurrence of the breach:

- **Formal Warning/Meeting:** If conduct is deemed more serious, a written warning will be issued by an administrator. The parent(s) may be required to meet with an administrator to resolve the issue.
- **Prohibition from School Property:** An administrator may prohibit or remove an individual from school property. Re-entry will require prior written approval from the Principal.
- **Unenrollment:** If breaches persist or a resolution is not reached, the school may unenroll the parent's child(ren) or refuse re-enrollment for the following school year.
- **Law Enforcement:** In extreme cases involving threats or violence, the local authorities may be contacted and/or legal action pursued to protect the community.

The Pius XI Administration reserves the right to determine consequences for non-compliance and may prohibit or remove any individual deemed a threat to the safety of students, staff, or community members.

SOCIAL MEDIA USE & SOCIAL NETWORKING GUIDELINES

PURPOSE

Instagram, Facebook, Twitter, Snapchat, Tik Tok and other social media platforms are hugely popular and most high school students are active on some or all of them. Pius XI Catholic High School encourages students to exercise good judgment and common sense when posting on social media.

Online activity may have an effect at school. In instances of cyberbullying or harassment, personal social media use, including off-hours use, may result in consequences at school up to and including disciplinary action. The Social Media Guidelines outlined below, provide information about how to safely and responsibly use social media at school, at home and on-the-go. The information includes recommendations for appropriate social media communication, ideas on how to create a healthy digital image/footprint, and procedures for protecting yourself and your privacy online. These guidelines should be used in conjunction with the Pius XI Catholic High School Student Code of Conduct.

GENERAL DEFINITIONS

Technology/Technology Device: Any form of technology or technological asset provided for student use by Pius XI Information Technology. This includes internet and network access; software; and hardware devices including but not limited to: laptop computer, desktop computer, or tablet.

Social Media: Social media is the collective of online communications channels dedicated to community-based input, interaction, content-sharing and collaboration. Some examples of social media sites or platforms include Facebook, Flickr, GroupMe, Instagram, Kik, LinkedIn, Pinterest, Reddit, Snapchat, Threads, TikTok, Tumblr, Twitter and YouTube.

Pius XI Social Media: Social media accounts and sites which are created or authorized by the Pius XI Communication Manager for the use of conducting official Pius XI business.

Personal Social Media: Social media accounts and sites which are created by Pius XI students for their personal use and are not authorized for conducting official Pius XI business.

Authorized User: An individual who has been authorized by the Communications Manager to access and utilize an official Pius XI social media site or account, or has been delegated and authorized to use a social media site or account that has been granted permission for the use of Pius XI's name and/or associated iconography.

OVERVIEW

Pius XI Catholic High School students and their guardians are responsible for ensuring that their use of social media and electronic communication methods, including their interactions with others through social media, is consistent with Pius XI's Student Code of Conduct and Core Values.

Pius XI faculty, staff, and students are expected to behave honorably in both real and virtual spaces, as articulated in the Code of Conduct. Online behavior should reflect the same standards of honesty, respect, and consideration that one uses face-to-face. The following is a set of criteria for Pius XI students to follow when interacting in the social networking world. Any violation of these policies, or actions or content that creates a disruption or risk to the school community environment may be grounds for disciplinary action up to and including dismissal from Pius XI Catholic High School.

APPROPRIATE USE

In addition to the above personal responsibility and Student Handbook Policies, Pius XI students are expected to follow these guidelines:

- Follow the school's code of conduct when writing online. It is acceptable to disagree with someone else's opinions, however, do it in a respectful, constructive way. What is inappropriate in the classroom is inappropriate online.
- Be safe online. Never give out personal information, including, but not limited to, last names, any phone

numbers, addresses, birthdates, and pictures that reveal personal information.
Assume that everything you put on a social networking site is permanent. Even if you can delete your account, anyone on the internet can easily print photos/text or save images/videos to a computer. Make sure that each post is something you want to live with.

- How you represent yourself online is an extension of yourself. Do not misrepresent yourself by using someone else's identity.
- Be yourself, but do so respectfully. This includes not only the obvious (no ethnic slurs, offensive comments, defamatory comments, personal insults, obscenity, etc.) but also proper consideration of privacy and topics that may be considered objectionable or inflammatory.
- Avoid posting offensive jokes, photos or material, negative messages and comments, and questionable or compromising photos of yourself OR others.
  Any social media accounts using the school logo, name, or variation (Pius XI Catholic High School, PXI Popes or Lady Popes), may only be used for official school communications; the Communications Manager must approve such use.
- All social networking activities using Pius XI hardware, software, or internet access are subject to monitoring by authorized officials of Pius XI.

Any violation of these policies, or actions or content that creates a disruption or risk to the school community environment may be grounds for disciplinary action up to and including dismissal from Pius XI Catholic High School.

PROHIBITED ACTIONS

Any action with respect to a Pius XI student's use of social media in violation of this policy is prohibited and may be subject to disciplinary measures up to, and including, dismissal from Pius XI Catholic High School. In addition, the following actions are expressly prohibited by this policy:

- Do not post anything that is disparaging of the School, or of any student or member of the School community (current or former).
- Pius XI employees are not permitted to friend, follow, or communicate with current students or prospective students through personal accounts.
- Texting, chat messaging, or other forms of direct messaging (<u>not</u> including email communication between piusxi.org network email addresses) between an adult with a single recipient who is a minor is strictly prohibited.
- Pius XI will not tolerate the posting of obscene, harassing, offensive, derogatory or defamatory comments and images which reflects/discredits or causes embarrassment to our school, our employees, students, vendors, affiliates and stakeholders.
- Displaying sexually explicit or other inappropriate images, cartoons, jokes, messages or other materials which are in violation of the Pius XI Code of Conduct when using Pius XI social media sites or Pius XI technology to access personal social media sites.
- Report inappropriate material. If you come across inappropriate material or material that makes you

feel uncomfortable, use the anonymous reporting tool found in your Chromebook's bookmark tab or contact Pius XI Administration.

- Cyberbullying takes many forms and all of them can harm others. This includes sending offensive text messages or emails, posting rumors or slurs, circulating embarrassing photos of a classmate online, and more. What may be intended as a harmless joke to one can be hurtful to others.
  In certain circumstances, actions classified as cyberbullying may violate Wisconsin State Law and may be referred to law enforcement.
  Cyberbullying includes but is not limited to the following:
    - Intimidating or threatening persons
    - Threats against the school or person's property
    - Using another person's log-in or password to send inappropriate messages and images
    - Creating fake profiles of other persons
    - Creating websites to embarrass, threaten, or socially isolate another person
    - Circulating offensive photos or videos
    - Texting offensive messages
    - Creating rumors and posting false information about people

- Hate speech: Do not post or forward ethnic slurs, defamatory comments, personal insults, or obscene content.
- Retaliating or reprising against other members of the Pius XI community or others who report violations of this policy.

Any violation of these policies, or actions or content that creates a disruption or risk to the school community environment may be grounds for disciplinary action up to and including dismissal from Pius XI Catholic High School.

CREATION OF SOCIAL NETWORKING ACCOUNTS

All social media accounts that use the Pius XI name, represent the School, or use any Pius XI branding or iconography must be registered and approved by the Communications Manager. Any person or group wishing to create a new account intended to represent or promote a School department, program, club, activity, team or initiative must contact the Communications Manager to seek approval and will be required to complete a proposal process before creating an account. All Pius XI student-run accounts must designate a faculty or staff advisor responsible for monitoring and approving content.

APPROPRIATE USE OF PIUS XI NAME AND LOGOS

Do not use Pius XI 's name or logo when creating personal accounts, independent groups or fan pages. If an online group is Pius XI-based and Pius XI-approved, Pius XI 's name and logo may be used in accordance with Pius XI Brand Standards. The designated faculty or staff member must provide administrative account credentials and passwords for all such accounts to the Communications Manager. The faculty or staff member

in charge of that group is responsible for administration of the site/account and its content.

BEST PRACTICES

Following the below tips will help ensure responsible social media use.

- Exercise care with privacy settings and profile content. Content should be placed thoughtfully and reviewed periodically to maintain this standard. Never expect privacy in your online activities as publishing or posting online is an inherently public act. Once you post, consider that information as being available to the public and beyond your control.
- Understand the rules of the social media site you are using, especially those related to privacy, content retention, content ownership, and how content can be modified or deleted.
- Be respectful. Respect the rights of other individuals and organizations. Avoid posting or sharing any information that is not consistent with Pius XI 's Core Values.
- Never misrepresent yourself by using a false name or persona, or by impersonating someone else. Always use your own name.
- Seek approval. Any use of social media that may be seen as an official position of Pius XI must be consistent with Pius XI's Core Values. Please contact the Communications Manager if you have a question as to whether or not it is appropriate to post something on a social media site.

SECTION VII - CO-CURRICULARS

Pius XI Catholic High School believes that involvement in co-curricular activities [including athletics, clubs, and organizations] is a significant aspect of the overall high school experience. We offer a wide variety of sports and activities for students; they provide opportunities to make new friends, develop talents, broaden their social skills, and strengthen the overall culture of the school.

Participation in any school activity is a privilege, not a right. To actively participate, the student must be in good standing and must be fully in line with all school mission practices.

ATHLETICS

Pius XI Catholic High School competes in 25 sports: 12 girls and 13 boys. There are 15 no-cut sports and about 60% Pius XI student participation.

Pius XI Sports			
Fall	**Winter**	**Spring**	**Year Round**
Football	Boys Basketball	Boys Track	Pom Pons
Girls Volleyball	Girls Basketball	Girls Track	
Boys Volleyball	Boys Swim	Girls Softball	
Girls Cross Country	Boys Wrestling	Boys Golf	
Boys Cross Country	Girls Wrestling	Boys Tennis	
Boys Soccer	Girls Powerlifting	Girls Soccer	
Girls Golf	Boys Powerlifting	Boys Baseball	
Girls Tennis	Bowling		
Girls Swim			

The Pius XI Popes and Lady Popes compete against 8 other high school teams in the Parkridge Conference under the jurisdiction of the WIAA (Wisconsin Interscholastic Athletic Association). The football program is the exception, as the team competes in the Midwest Classic Conference.

Parkridge Conference	
Greendale New Berlin Eisenhower Wisconsin Lutheran Pewaukee New Berlin West Pius XI Waukesha North Waukesha South	

ELIGIBILITY & PARTICIPATION

ATHLETE ACADEMIC STANDARDS FOR 2026-27 SCHOOL YEAR

For the 2026-27 School year, in order to be academically eligible to participate in interscholastic athletic competition at Pius XI Catholic High School a student-athlete must meet (1) the Wisconsin Interscholastic Athletic Association (WIAA) academic standards, and also, (2) a minimum cumulative grade point average set by the school.

A student-athlete must not have more than ONE FAILING GRADE in the last grading period and also on any scheduled grade checks during each term. Any student-athlete who does not meet the above listed WIAA ACADEMIC STANDARD will immediately be declared INELIGIBLE for participation in competitive interscholastic games/meets/matches/events for the duration of time dictated by WIAA regulations and of Pius XI Catholic High School.

A student-athletes who is in compliance with WIAA eligibility rules but does not have a 2.0 cumulative grade point average will be required to meet with the Assistant Principal for an academic review to determine if the student-athlete can continue to compete in interscholastic competitions.

Beginning of the School Year Eligibility

If a student-athlete finished the school year with more than one failing grade, the following WIAA guidelines will be followed. (https://www.wiaawi.org/Portals/0/PDF/Eligibility/academicineligibility.pdf)

When the earliest allowed WIAA game/meet takes place before the first day of classes at a member school, "the maximum ineligibility period shall be the lesser of: a) 21 consecutive calendar days beginning with the date of the earliest allowed competition in a sport; or b) one third of the maximum number of games/meets allowed in a sport (rounded up if one-third is a fraction). In those instances where a member school has begun fall classes on or before the date of the earliest allowed WIAA game/meet in a sport, ineligible students in these situations are subject to the standard rule applied when school is in session (15 scheduled school days and nights). In this situation, eligibility is regained on the school day following the period of ineligibility (16th school day).

- Note 1: An inter-school scrimmage does NOT count as a game/meet for the purposes of this rule.
- Note 2: If a multi-school meet is counted on your schedule as one meet, it also counts as one meet as it applies to the number of meets an ineligible student must sit out.
- Note 3: games/meets at different levels of competition (varsity, JV, JV2) may NOT be combined to reach the number of meets an athlete must sit out.

Ongoing & Start of Season Eligibility

Midsemester grade checks will be conducted in October and March. If a student-athlete has more than one failing grade, they become ineligible for competition. This can be resolved immediately upon receipt of evidence that the student no longer has more than one failing grade.

For student athletes who compete in winter or spring sports, the last grading period prior to the start of the season will be used to determine eligibility.

Eligibility Reviews

Once the time period of WIAA imposed academic ineligibility expires, the student-athlete will have an "Eligibility Review" with an Administrator and Athletic Director. The purpose of this review is for the student to "show cause" why he/she should have their athletic eligibility reinstated. During this review, teachers will be asked to report on the student's grades and behavior. During this period of athletic ineligibility, the student-athlete remains eligible to practice with the team, but may not participate in any competitive interscholastic game/meet/match/event.

BEHAVIORAL STANDARDS

All students participating in athletics and co-curricular must:

- Conduct themselves in a manner that reflects positively on themselves, their family, the team/group, and the Pius XI community
- Comply with all school/team/club rules as established by Pius XI Administration, Coaches, and Advisors
- Comply with all rules as established by Woodland Conference, Midwest Classic Conference and the WIAA
- Respect the rights and property of others
- Assume full financial responsibility for any school property which is lost, damaged or stolen through negligence
- Refrain from the use, possession, sale or distribution of alcohol, tobacco, controlled substances, drug paraphernalia or any other illegal or illicit substances of any kind at all times, and leave (or make arrangements to leave) within 30 minutes of showing up where such activity is happening
- Refrain from any other unacceptable conduct contrary to the ideals, principles, and standards of the school, conference and the WIAA, including, but not limited to, criminal behavior
- Report any violation to these standards to the appropriate Administrator, Coach or Advisor

VIOLATIONS & SANCTIONS

Consequences of any violation judged by the Administration, will apply to all activities in which the student is involved. The consequences for violation of these standards will depend upon their severity, student cooperation and possible extenuating circumstances. Administrators have the option to institute penalties harsher than those stated.

First Offense

- Students suspended for 25% of season's contests/activities
- If the period of suspension extends beyond the close of the current season, the balance will be served during the student's next season

- Parents/Guardians will be notified and a probation form will be completed and signed by all relevant parties
- Students will be referred to the Counseling Center for an initial evaluation. Failure to meet this requirement may result in additional penalties

Second Offense

- Students suspended for 50% of the season's contests/activities
- If the period of suspension extends beyond the close of the current season, the balance will be served during the student's next season
- Parents/Guardians will be notified and a probation form will be completed and signed by all relevant parties
- Students will be required to undergo an assessment by a licensed agency/professional. All costs associated with the assessment will be the responsibility of the student's parent/guardian

Third Offense

- Student is suspended from all participation at Pius XI athletic/co-curricular program for a period of 12 months

Fourth Offense

- Student's participation in the Pius XI athletic/co-curricular program will be forfeited for the remainder of his/her enrollment at Pius XI Catholic High School

Violations of this code are cumulative during the student's enrollment at Pius XI Catholic High School. The consequences outlined will take effect immediately upon verification of the violation. The Pius XI Athletic/Co-Curricular Code is in effect for 12 months and governs the behavior of students at both in-school and out-of-school events. All cases will be addressed by the Athletic Director and Dean of Students.

The student and/or parent/guardian may request an appeal. The appeal must be filed with the Athletic Director within three days of the ruling and must include the rationale for the appeal. The Principal, Dean of Students and Athletic Director will meet with the coach, parent/guardian, student and a counselor (if needed) to evaluate the appeal.

ADDITIONAL INFORMATION

Among the other requirements for students to participate in sports at Pius XI are:

- **Complete the Pius XI Catholic High School athletics activity online registration form annually**
  - Physical exam form
  - Authorization for release of medical information
  - Athletic permission form
  - WIAA athletic information bulletin
  - Transportation liability waiver
  - Parent/Athlete Handbook sign-off form
  - Concussion Form signed by parent/guardian

- **Comply with all current rules and regulations established by:**
  - Wisconsin Interscholastic Athletic Association (WIAA)
  - The Woodland Conference & Midwest Classic Conference
  - Pius XI Catholic High School
  - Pius XI Team Coach

SECTION VIII - MISCELLANEOUS

SCHOOL-SPONSORED SOCIAL EVENTS/DANCES

- School-sanctioned social events are closed to non-Pius XI students (except Homecoming, Winterlude & Prom)
- Student IDs will be checked at the door
- Generally, dances and social events will end by 11:00 p.m. The time may be adjusted by Pius XI Administration.
    - Students are to leave directly after the event ends
    - Students who leave early may not be allowed back in
    - Students may not loiter at the entrance area or on Pius XI property
    - Students are expected to dress in a modest and respectful way

All participants must have a permission slip on file and purchase a ticket to enter a dance.

If, at the discretion of the chaperone, a student is in violation of the dress code set forth on the permission slip, the student will be given the option of leaving the dance, having a parent/guardian bring appropriate clothing or fixing the issue. Parents/Guardians will be contacted before students are excused from the dance due to dress code concerns.

- Students are expected to dance respectfully. Sexually suggestive dance moves are not allowed. If they continue after a warning, a parent/guardian will be called and the individual will be asked to leave.
- Students are expected to behave respectfully and responsibly. The school's Honor Code, Substance Abuse, Non- Harassment & Non-Violence Policies will be strictly enforced.
    - Any illegal item will be confiscated and students may be asked to leave the dance.
    - Parents /Guardians or police will be called to pick up the student if there is even a suspicion of alcohol, tobacco or drugs. The Dean will be notified immediately.

No refunds will be issued to any student who is asked to leave for any reason.

ELEVATOR USAGE

Because the architectural design of Pius XI Catholic High School can be difficult for students with medical or physical challenges, Pius XI Catholic High School will provide the use of an elevator key as follows:

SHORT-TERM NEED

For a student to get an elevator key for two weeks or less, his/her parent/guardian will need to send a note to the main office stating the reason and length of time the key will be needed. In addition, a $25 deposit will be required and will be returned when the student turns in the key. If the key is lost, the deposit will be forfeited.

LONGER-TERM NEED

If the student will need an elevator key for an extended period (more than two weeks), his/her doctor will need to provide the Dean of Students with a note stating the reason and length of time the key will be needed.

A $25 deposit will also be required, but it will be returned when the student turns in the key. If the key is lost the deposit will be forfeited.

DRILLS AND EVACUATIONS

There are procedures in place for Fire, Tornado, Lockdown and Evacuation/Shelter in Place drills. Students and visitors must follow the direction of the staff.

KEYS

No student may have any school key without the written permission of the Principal.

LOCKERS

Students choose individual lockers at the beginning of the school year, and are issued a school-approved combination lock to secure their possessions. They are required to keep the same locker all year and to exclusively use the school-approved combination lock.

- Lockers are the property of the school and at no time does the school relinquish its exclusive control of lockers that are provided for the convenience of students.
- Students are required to complete a locker card with Pius XI issued lock information and locker number and return to the main school office.
- School Authorities for any reason, may conduct periodic general inspections of lockers and any items in the lockers at any time, without notice, without student consent and without a search warrant. (Archdiocesan Policy 5145.2)

This policy holds true for phones, desks, backpacks and other student storage spaces as well.

LOST & FOUND

All articles found around the building should be brought to the Student Union. Money and Keys that are found should be turned into the Main School Office. Any student who has lost an item should check before or after school in these areas. Unclaimed articles may be disposed of after two weeks. All books that are found should be taken to the Main School Office.

MEDICATIONS

Please refer to section Wisconsin Legislature 118.29 regarding administration of drugs to students.

- An authorization form is included in the START OF SCHOOL FORMS and needs to be signed by a parent/guardian.
- Over-the-counter medication must be provided by a parent/guardian.
- Non-prescription medication must be sent to school in the manufacturer's original packaging.
- Medications sent with students will be labeled and stored securely in the Main School Office.
- Prescription medication must be sent in a pharmacy-labeled container with the dosage needed and left in the Main School Office. A physician must sign the authorization form for prescribed medication.

PARKING

Pius XI Catholic High School does not provide student-parking during school hours unless the student purchases a parking space. Student Parking forms with prices indicated are included in the **START OF SCHOOL FORMS**. **Cars parked illegally will be reported to the Milwaukee Police Department and the car may be ticketed or towed through the City of Milwaukee at the expense of the owner of the car.**

POSTERS

Poster communications must be approved. Students wishing to display posters/signage in the school must:

- Obtain prior approval from the Dean of Students or Director of Student Life
- Ensure the posters are neatly done and spelled correctly
- Post them in the student union or approved bulletin boards
- Remove the posters on the first school day after the event has taken place

STUDENT ID CARDS

An ID card is issued to each student at the beginning of every school year. **It must be carried at all times during the school day**. Students need their ID Cards to scan into classes, resources, and the Union. In addition, it may be required to gain access to dances and other school-sponsored events, and to take advantage of other services provided by the school. Because of the importance and far-reaching impact of this card, there is a $5.00 replacement fee for lost cards.

TRANSPORTATION

Public and private bus service (on a limited basis) is available to students as follows:

Milwaukee County Transit System

Bus routes to and from school are available from most city of Milwaukee areas. For more information, contact the transit system directly at 414-344-6711 or http://www.ridemcts.com

Pius XI Bus Routes

Pius XI Catholic High School offers two bus routes: a North Bus Route and South Bus Route. The bus service has a cost of $375 -a year ($187.50 per semester) and is limited to 37 students per bus. Sign up information is included in the START OF SCHOOL FORMS.

While riding the City or Pius XI bus, students are expected to follow the Honor Code of Pius XI Catholic High School.

HAZARDOUS MATERIALS POLICY

Continuous efforts are made to minimize hazardous materials within the school. Science chemical waste is neutralized and disposed of in-house by trained personnel. Where hazardous waste is generated, appropriate disposal is contracted and waste manifested to ensure safe and compliant disposal. Manifesting and program records are on file at the school.

ASBESTOS HAZARD EMERGENCY RESPONSE ACT (AHERA)

AHERA is a federal law which requires that all primary and secondary schools develop and implement a plan for managing all school building materials which may contain asbestos. As part of this plan, very specific practices are mandated including: periodic inspections, maintenance, removal practices and annual notification. New buildings are inspected and detailed inventories are maintained. Asbestos materials are also investigated prior to any renovations which may disturb suspect materials.

SECTION IX - TECHNOLOGY & CHROMEBOOK USE

Pius XI Catholic High School provides students with access to technology resources, including school-managed Chromebooks, Google Workspace accounts, internet access, and educational software to support teaching and learning. Use of these resources is a privilege and students are expected to use them responsibly and in accordance with school policies.

Chromebook Use

1. Pius XI managed Chromebooks are provided for educational purposes only.
2. Chromebook activity may be monitored through GoGuardian and other school management tools.
3. Students must use their assigned school-managed Chromebook while on campus.
4. Students are responsible for bringing their Chromebook to school fully charged each day.

Personal Devices

- Personal devices, including iPads, Android tablets, personal Chromebooks, laptops, and similar devices, are not permitted for student use in the school building unless specifically approved by school administration.
- Any unauthorized personal device may be confiscated, and the student may receive disciplinary consequences, including a referral.
- Confiscated devices will only be released to a parent or guardian.

Account Responsibility

Students are personally responsible for all activity conducted under their school accounts and on their assigned Chromebook.

- Students may not share passwords or allow another person to use their account.
- Students may not log in to another student's account.
- Students are accountable for all activity that occurs under their username and password.

Daily Responsibility

- Students should charge their Chromebook at home each night.
- The school does not provide chargers for student checkout or loan.
- Repeated failure to bring a charged Chromebook to school may result in disciplinary consequences.

Loss, Theft, and Damage

- If a Chromebook is lost, stolen, or damaged beyond repair, the replacement cost of $430 will be charged to the student's account.
- A payment plan must be established before another Chromebook can be assigned.
- Any intentional damage to a Chromebook will be billed to the student's account. Charges will be based on the cost of parts and labor required for repair or replacement.
- Lost or stolen Chromebooks must be reported to the IT Department immediately.

Accidental Damage

- Each student is eligible for one accidental damage claim per school year under the device warranty.
- If a student accidentally damages their Chromebook during Semester 1, a protective Chromebook case will be required and billed to the student's account. The student must keep the case on the Chromebook for the remainder of the school year.
- Additional accidental damage beyond the annual warranty allowance may result in repair charges.

Chromebook Care

Students are expected to care for their Chromebook at all times.

- No stickers, decorations, drawings, paint, engraving, or other alterations are permitted on school-owned Chromebooks.
- Students may be charged up to $100 for defacing a Chromebook or for the cost of restoring the device to its original condition.
- Missing keys, removed keyboard or screen bezels, or other missing parts may result in replacement charges.
- Students should not loan their Chromebook or charger to another student.

Technology Security and Acceptable Use

Students may not attempt to bypass, disable, or interfere with school security, content filtering, monitoring systems, or device management software.

Students may not:

- Use VPNs, proxy services, browser extensions, alternative operating systems, developer mode, or any other method to circumvent school technology controls.
- Attempt to gain unauthorized access to systems, accounts, networks, or data.
- Use another person's account or credentials.
- Violate copyright laws or intellectual property rights.
- Use school technology resources for illegal activities, harassment, bullying, threats, or other inappropriate conduct.
- Access, attempt to access, or distribute obscene, inappropriate, or harmful content.
- Connect unauthorized networking equipment, hotspots, routers, access points, or similar devices to school networks.

Any attempt to bypass security measures or gain unauthorized access to systems, accounts, or networks may result in loss of technology privileges, disciplinary action, repair charges, and/or additional consequences outlined in this handbook.

P**rivacy and Recording**

- Students should have no expectation of privacy when using school-owned devices, school accounts, or school networks.
- School-owned devices, accounts, files, browsing history, and network activity may be monitored, reviewed, and managed by school personnel.
- Students may not audio record, video record, photograph, or distribute images of another person without permission except as permitted for an approved educational activity.

Digital Communication

Students completing school-related work or communicating with faculty and staff are expected to use their Pius XI Google account and email address.

Additional Policies

- Students and parents/guardians are responsible for reviewing and following all technology-related policies outlined in the Student Handbook.
- The school reserves the right to inspect, monitor, manage, collect, restrict, or reassign any school-owned device at any time.
- Violation of technology policies may result in loss of technology privileges, disciplinary action, repair charges, device confiscation, financial restitution, suspension, or other consequences as determined by school administration.

Technology Support

Students requiring technology assistance should contact the IT Department at support@piusxi.org.

Parents with technology-related questions or concerns may contact the Dean of Students, Jake Nowak at jnowak@piusxi.org.

SECTION X - SCHOOL CONTACT INFORMATION

DEPARTMENT / SERVICE	EMAIL	PHONE NUMBER
Main School Office	main_office@piusxi.org	**414-290-7000 x0**
Attendance Line		**414-290-7002**
Spanish Speaking Assistance	asistenciadehablahispana@piusxi.org	**414-290-7003x222**
PAC Ticket Office	pacinfo@piusxi.org	**414-290-0204**
Parental Choice Programs	piusxichoiceprogram@piusxi.org	**414-290-8135**
Prayer Requests	prayers@piusxi.org	
Skyward Support	data@piusxi.org	**414-290-8125**
Technology Office	support@piusxi.org	**414-290-8198**
Work Permits	main_office@piusxi.org	**414-290-7000 x0**

POSITION	EMPLOYEE	EMAIL	EXT
Academic Programmer/Registrar	BRADISH, OSF JANE MARIE	jmbradish@piusxi.org	195
Administrative Assistant	ALBRIGHT, SARA	salbright@piusxi.org	145
Administrative Assistant - Athletics	TEETZ, LYNN	lteetz@piusxi.org	158
Administrative Assistant - Main Office	KOSMATKA, CHERI	ckosmatka@piusxi.org	000
Admissions Coordinator	ROBLES, SUSANA	srobles@piusxi.org	157
Admissions Director	SPARACINO, KELLY	ksparacino@piusxi.org	217
Admissions Outreach Manager	MULLOOLY, ANGELA	amullooly@piusxi.org	146
Alumni Director	CAREY, DANIEL	dcarey@piusxi.org	124
Assistant Athletic Director	SMERZ, JEFFREY	jsmerz@piusxi.org	209
Assistant Dean of Students	SAIN, JONATHAN	jsain@piusxi.org	110
Assistant Principal	BROWN, LAKENDRA	lbrown@piusxi.org	216
Athletic Director	STEWART, JESSE	jstewart@piusxi.org	165
BilingualLiaison/OfficeManager Counseling	MALDONADO, DIANNA	dmaldonado@piusxi.org	141
Business Office Accountant	WESSON, BONNY	bwesson@piusxi.org	159
Campus Maintenance Director	SWENSON, ERIK	eswenson@piusxi.org	147
Campus Maintenance Technician	DULKA, JOEL	jdulka@piusxi.org	147

Campus Maintenance Technician	VALADEZ, LORENZO	lvaladez@piusxi.org	147
Campus Ministry	HOLSCHUH, TOM	tholschuh@piusxi.org	194
Communications Manager	BENDLIN, KRISTIN	kbendlin@piusxi.org	212
Database Coordinator	PAGEL, LORI	lpagel@piusxi.org	130
Dean of Students	NOWAK, JACOB	jnowak@piusxi.org	215
Director of Advancement	FELLS, COREY	cfells@piusxi.org	213
Executive Assistant			
IT Coordinator	LERANTH, LOGAN	lleranth@piusxi.org	188
IT Support Specialist	FARRIS, LANI	lfarris@piusxi.org	198
Learning Commons Supervisor	COCROFT, SETH	scocroft@piusxi.org	140
President	MLADA, TOM	tmlada@piusxi.org	192
Principal	KRIENKE, RYAN	rkrienke@piusxi.org	214
School Counselor	HARTMANN, JASMIN	jhartmann@piusxi.org	131
School Counselor	LOVINUS, SUZANNE	slovinus@piusxi.org	199
School Counselor	SMITH, JEVONTE	jsmith@piusxi.org	163
Theatre Manager	KURHAJEC, MICHAEL	mkurhajec@piusxi.org	204
Tuition/Financial Aid Coordinator	LEIBHAN, NICOLE	nleibhan@piusxi.org	135
Union Supervisor	DAVIS, PATRICK	pdavis@piusxi.org	191
Union Supervisor	MARCHESE, VITO	vmarchese@piusxi.org	191
Vice President of Advancement	PAPE, MICHELLE	mpape@piusxi.org	162
Vice President of Finance	ESTERLE, KATIE	kesterle@piusxi.org	155

SCHOOL STAFF DIRECTORY/DEPARTMENT LEADERSHIP

DEPARTMENT	LEADERSHIP	EMAIL	ROOM
English & World Language	ROWDER, ERIKA	erowder@piusxi.org	330
Math	PARLIER, MARY	mparlier@piusxi.org	322
Science, Engineering, Fitness & Wellness	LARTEY, RACHEL	rlartey@piusxi.org	301
Social Science & Theology	RUSZKIEWICZ, AMANDA	aruszkiewicz@piusxi.org	404
Visual & Performing Arts	BURNETT, CATHERINE	cburnett@piusxi.org	610

SCHOOL TEACHERS

SUBJECT	TEACHER	EMAIL	ROOM
Academic Coach & Reading Interventionist	KAHLER, SUE	skahler@piusxi.org	417
Art	BURNETT, CATHERINE	cburnett@piusxi.org	610
Art	HARVEY, ANNE	aharvey@piusxi.org	613
Art	HYMA, ANNIE	ahyma@piusxi.org	612
Art	MCKALE, MEGHAN	mmckale@piusxi.org	611
Art	REITER, VIVIAN	vreiter@piusxi.org	611
Art	SWENSON, WILL	wswenson@piusxi.org	610
Band	FILLINGER, EMILY	efillinger@piusxi.org	433
Choir			508
Computer Science & Engineering	HORKY, JEREMY	jhorky@piusxi.org	116
Dance	COE, CHRISTINA	tcoe@piusxi.org	400/405
Engineering	CHOBANIAN, MICHAEL	mchobanian@piusxi.org	110
English	ALSTADT, STEVE	salstadt@piusxi.org	422
English	HERBST, MAGGIE	mherbst@piusxi.org	420
English	MCCANN, KELLY	kmccann@piusxi.org	428
English	STERR, KAITLYN	ksterr@piusxi.org	418
English	WALLSCHALEGER, AMY	awallschlaeger@piusxi.org	426
Fitness & Wellness	KALLIO, EMILY	ekallio@piusxi.org	206/FH
Fitness & Wellness	KEHOSS, KEVIN	kkehoss@piusxi.org	202/FH
Fitness & Wellness	MORGAN, MERCEDES	mmorgan@piusxi.org	204/FH
Literacy Intervention & Support Specialist	GRIFFIN, MICHELE	mgriffin@piusxi.org	316/426
Math	BARTH, HANNAH	hbarth@piusxi.org	310
Math	ELDREDGE, MARY	meldredge@piusxi.org	318
Math	MONTEJANO, ELIAS	emontejano@piusxi.org	312
Math	PARLIER, MARY	mparlier@piusxi.org	322

Math	SMITH, MURPHY	msmith@piusxi.org	320
Math	VOGEL, GRACE	gvogel@piusxi.org	317
Math Interventionist	KUJAWA, MARYBETH	mkujawa@piusxi.org	324
Science	BROWN, EMILY	ebrown@piusxi.org	201
Science	DJASSEMI, ELIZABETH	edjassemi@piusxi.org	306
Science	GABRIELSEN, GREG	ggabrielson@piusxi.org	207
Science	HUPFER RIEDEL, PATRICIA	priedel@piusxi.org	300
Science	LARTEY, RACHEL	rlartey@piusxi.org	301
Science	ROMENS, ANTHONY	aromens@piusxi.org	200
Science	VOLKENING, RAECHEL	rvolkening@piusxi.org	307
Social Science	BLEESE, LARNI	lbleese@piusxi.org	410
Social Science	CRAIN, FLANNERY	fcrain@piusxi.org	408
Social Science	LOOK, HAYDEN	hlook@piusxi.org	414
Social Science	RUSZKIEWICZ, AMANDA	aruszkiewicz@piusxi.org	404
Social Science	STUTZMAN, MARY	mstutzman@piusxi.org	416
Social Science	TALSKY, MARY	mtalsky@piusxi.org	406
Special Studies	NIXON, CALEIGH	cnixon@piusxi.org	415
Special Studies	WILLEMS-SOLC, REBECCA	rwillemssolc@piusxi.org	413
Theater	SARNER, KATE	ksarner@piusxi.org	500/501
Theology	DINEEN, KEVIN	kdineen@piusxi.org	510
Theology	FARRAR, CHARLIE	cfarrar@piusxi.org	507
Theology	GILGANNON, PhD MICHELLE	mgilgannon@piusxi.org	520
Theology	OMBIMA, FSSA JANET	jombima@piusxi.org	518
Theology	ROGACZEWSKI, BEN	brogaczewski@piusxi.org	512
World Language	AN, LIN	lan@piusxi.org	332
World Language	HOFMANN, LINDSAY	lhofmann@piusxi.org	334
World Language	LOSEY, PHILLIP	plosey@piusxi.org	326
World Language	MCKOWEN, KENZIE	kmckowen@piusxi.org	328

World Language	ROWDER, ERIKA	erowder@piusxi.org	330