

MASTER AGREEMENT

This amended Agreement made as of the 20 day of October, 2015.

BETWEEN:

**THE BOARD OF TRUSTEES OF
PALLISER REGIONAL DIVISION No.26
(the "Board")**

Of the First Part

And

**BRANT CHRISTIAN SCHOOL SOCIETY
(the "Society")**

Of the Second Part

WHEREAS the Society has operated an evangelical Christian school, with an emphasis on discipleship since September 1991;

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

AND WHEREAS the Society has requested that the Board establish and maintain an alternative program based on Christian values in accordance with Board policy and the *School Act* (hereinafter referred to as "BCS Alternative Program");

AND WHEREAS the Board recognizes and supports the commitment of the Society to ensure the availability of a program of studies for students whose parents desire an educational setting which operates in accordance with the mission, educational

philosophy, beliefs, core values, vision, theological commitments, and ethical standards of the Society set out respectively in:

- Schedule "A" (Mission Statement)
- Schedule "B" (Educational Philosophy)
- Schedule "C" (Statement of Faith)
- Schedule "D" (Admissions Policy)
- Schedule "E" (Ethical Statement)

which are attached to and form part of this Agreement;

AND WHEREAS the Educational Philosophy is the basis upon which the BCS Alternative Program shall be offered to the public;

AND WHEREAS BCS Alternative Program believes that it has a responsibility to develop and activate the creative abilities resident in faculty and students who have been created in the image of God, the Creator;

AND WHEREAS this Agreement seeks to outline the parameters of the Board and the Society relationship. Having said that, the Parties realize that all of the situations they will face in this relationship cannot be fully predicted or planned for. For this reason the Parties enter this agreement in a spirit of trust and a desire for this relationship to be mutually beneficial. Both parties will endeavor to work together with integrity.

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

1. DEFINITIONS

- 1.1. BCS Alternative Program means the Brant Christian School which the Board shall operate as an educational institution in the Province of Alberta in accordance with this Agreement;
- 1.2. BCS Alternative Program has the meaning given in Section 21 of the School Act;
- 1.3. School Council means a school council established under section 22 of the School Act for the BCS Alternative Program;

- 1.4. Principal(s) means the lead administrator at BCS Alternative Program who will be hired by the Board with the mutual consent of the Society;
- 1.5. Parent means the parent or legal guardian of a student registered in the BCS Alternative Program as defined in the School Act;
- 1.6. BCS Alternative Program employee means any individual employed by either Party to provide services directly or indirectly to the BCS Alternative Program, including the Principal, administrators, teachers, teaching assistants and non- teaching staff;
- 1.7. Building/Premises means the buildings and land located in Brant, Alberta;
- 1.8. Society Executive shall mean the Board of Directors of the Society duly elected in accordance with the bylaws of the Society;
- 1.9. School Act means the school act *School Act* (R.S.A., 2000, c. S-3), together with any and all amendments
- 1.10. Evangelical means of, relating to, or being a Christian church or individual that believes (i) in the sole authority and inerrancy of the Bible rather than that of the church as an institution, (ii) in salvation only through regeneration by personal faith in the atoning death of Jesus Christ and not by works, and (iii) in a spiritually transformed personal life;
- 1.11. Christian Education: BCS Alternative Program is a Christian school that embraces a philosophy of Christian Education that is an outworking of the mission statement, which in turn is rooted in the Statement of Faith;
- 1.12. Society Members are as defined in the bylaws of Brant Christian School Society.

2. The Role of the Society

- 2.1. The Board acknowledges the important role of the Society in helping to ensure that the integrity of the BCS Alternative Program is maintained, including that the principles as outlined in the attached Schedules are implemented and maintained. The Society Board will exercise leadership in its role in the following ways:
 - 2.1.1. Notwithstanding the Board's policies, the Society retains the right to determine and establish all policies for BCS Alternative Program that relate to:
 - 2.1.1.1 Society's Christian mission/purpose and focus; student admission requirements; staff employed by

the Society; facilities and land currently owned by the Society, including all existing and future buildings and land;

- 2.1.1.2 Participate in the recruitment, selection and hiring of the Principal(s) and provide ongoing counsel and advice to the Principal;
- 2.1.1.3 Provide leadership for staff development as it pertains to the mission and vision of BCS Alternative Program as set out in the Schedules attached to this Agreement;
- 2.1.1.4 Advance the cause of Christian education in the community and promote in general through association with Society members, parents, school staff, Board, Palliser staff, and organizations such as community churches and Christian education associations;
- 2.1.1.5 Develop a process for monitoring the implementation of the Philosophy of Christian Education of the BCS Alternative Program (as set out in the Schedules attached to this Agreement);
- 2.1.1.6 Create the BCS Alternative Program Admissions policy and assist the Principal in the implementation of the policy;
- 2.1.1.7 Develop strategies to ensure regular communication between BCS Alternative Program employees, parents, Board, Palliser School Division staff and other Society Members in order to foster a sense of unity and assist in the implementation of the same;
- 2.1.1.8 Devise ways and means for obtaining the Society's funds necessary for the operation and support of the BCS Alternative Program, and determine how these funds shall be distributed;
- 2.1.1.9 Hold bonds, securities, monies, land, and other assets (building) or borrow monies with or without securities and raise monies for carrying out the objectives of the Society. The Society shall have the power to invest the monetary assets of the Society in the same manner and in the same securities as licensed insurers are granted under the Canada and British Insurer's Act;

2.1.1.10 Review the operation and the success of the BCS Alternative Program on an ongoing basis or as needed; and

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

3. BCS Alternative Program

- 3.1 In accordance with section 21 of the *School Act* R.S.A., 2000, c. S-3, the Christian Alternative Programs Administrative Procedure 272, and subject to the terms of this Agreement, the Board shall establish a Kindergarten to grade – twelve (12) program of studies, with the support of the Society at Brant, Alberta and such program shall be called the Brant Christian School Alternative Program (BCS Alternative Program).
- 3.2 To the extent permitted by law and Board policy, the Board commits to providing a program of studies to students whose parents desire an educational setting that operates in accordance with the principles outlined in the attached Schedules.
- 3.3 The BCS Alternative Program will be under the governance of the Board.
- 3.4 The Board, in conjunction with the Society, will offer the religious instruction component of the BCS Alternative Program as outlined in this Agreement.
- 3.5 The consultative role of the Society in ensuring that the Educational Philosophy of the BCS Alternative Program is adhered to, as outlined in the attached Schedules, is recognized and supported by the Board as an important and legitimate role.
- 3.6 The Principal of BCS Alternative Program shall work with the Society, the School Council, and the Board in a manner such that the Educational Philosophy of the BCS Alternative Program will be implemented and maintained.

4. Admissions

- 4.1 The BCS Alternative Program will be accessible to all students subject to signed parental affirmation of their commitment to have their children

educated in accordance with the BCS Alternative Program. Attached as Schedule "D" to this Agreement is the BCS Alternative Program Admissions Policy that is the policy that will apply to the BCS Alternative Program.

- 4.2 Alberta Education class size recommendations shall be taken into consideration when admitting students.
- 4.3 The Parties understand that families enrolling in the school must be in agreement with the principles set out in the attached Schedules and that they will agree to respect and act in accordance with the same.

5. Employment of BCS Alternative Program Staff

- 5.1 Committed Evangelical Christian principals, teachers, educational assistants and non-teaching administrative staff are essential to the BCS Alternative Program. Their religious beliefs and moral convictions must be consistent with those set out in the attached Schedules.
- 5.2 All principals, teachers, educational assistants and non-teaching administrative staff employed by the Board to work in the BCS Alternative Program must be mutually acceptable to both the Board and the Society.
- 5.3 If in the opinion of the Superintendent of Schools and the Society of BCS an employee fails to conduct him/herself in accordance with principles set out in the attached Schedules, the Board will cooperate with the Society and attempt to transfer that person out of the BCS Alternative Program or otherwise handle that person's assignment/appointment as permitted by law.
- 5.4 The Board shall staff the BCS Alternative Program in accordance with Board practice relating to student/teacher staffing ratio.
- 5.5 Notwithstanding any other provision of this Agreement, the terms and conditions of employment of all personnel shall be subject to the terms of any applicable collective agreements.
- 5.6 The Society may add additional staff for the purpose of Christian Education or other society purpose, and any such staff will be paid for out of Society funds.

- 5.7 Teaching staff of the BCS Alternative Program will continue to have access to Christian education professional development and association with the Christian education professional organizations. Teachers will be permitted to attend at least one Christian education conference and have a minimum of one on-site Christian professional development day per year.
- 5.8 In the event that any claim is made against the Board under any collective agreement or law of Alberta alleging discriminatory or unequal treatment of any person as a result of the Board acting in accordance with this Agreement the Society does hereby fully indemnify the Board on a full indemnity basis for any costs incurred by the Board arising from such claims including without limiting this provision all damages, fines, penalties and legal costs of every kind. This provision shall not apply to actions undertaken unilaterally by the Board, or which are not undertaken at the request of the Society. The Society will at all times maintain adequate insurance to fund the indemnification undertaken in this provision and will provide evidence of such insurance upon request.

6. Employment of BCS Alternative Program Staff

- 6.1 When the appointment of a new Principal is necessary the Society will participate in the Principal Selection Committee which will consist of one or two representatives from the Society appointed at the sole discretion of the Society, and one or two representatives from the Board. The Principal Selection Committee will reach a consensus on the appropriate candidate. The Board agrees that it will not appoint a principal who is not endorsed by the Society representative(s) of the Principal Selection Committee.
- 6.2 All current and future staff hired for the BCS Alternative Program shall give a written commitment to the Society confirming their support of the principles in the attached Schedules in a format determined by the Society. This signed commitment is a prerequisite for employment in the BCS Alternative Program.
- 6.3 All current and future staff shall demonstrate a continuing commitment to implement and carry out the Educational Philosophy of the BCS Alternative Program and the Board may include in the contracts of employment of such persons such statements as it, in its discretion, considers desirable in that regard.

6.4 The Board and the Society will cooperate in searching for future principals, teachers, educational assistants or administrative staff. If the Society becomes aware of prospective principals, teachers, educational assistants or administrative staff, the Society will notify the Board of those individuals. Those individuals will then become part of the prospective employees to be considered by the Board and the Society for employment in the BCS Alternative Program.

7. Indemnity

7.1 The Board except for item 5.8, shall be liable, protect, indemnify, hold harmless and defend the Society, its agents, contractors, assigns and related parties from and against all losses, claims, expenses or costs except in the event of negligence by the Society, arising from Board, teacher, student activities.

7.2 The Society shall be liable, protect, indemnify, hold harmless and defend the Board, its agents, contractors, assigns and related parties from and against all losses or claims, except in the event of negligence by the Board, its agents, contractors, assigns and related parties arising from Society, teacher, student busing, Christian activities.

7.3 The Parties will at all times maintain adequate insurance to fund the indemnification undertaken in this provision and will provide evidence of such insurance upon request.

8. School Council

8.1 As required by the *School Act* and related regulations, the BCS Alternative Program shall establish a School Council beginning for the 2014/15 school year. The School Council may be a subcommittee of the Society Executive.

9. BCS Alternative Program Quality

9.1 The important and legitimate role of the Society in its work to ensure the integrity and intent of the BCS Alternative Program is maintained, recognized and supported by the Board.

- 9.2 The Society shall determine the religious content of the BCS Alternative Program.
- 9.3 The Board will not attempt to change the essential nature of the BCS Alternative Program of the principles set out in the attached Schedules, including the Statement of Faith and the Educational Philosophy of the BCS Alternative Program. If change is desired, it must be initiated by the Society and any such changes require mutual consent of both Parties.
- 9.4 The Society and the Principal of the BCS Alternative Program shall advise the Board respecting the religious content of the BCS Alternative Program and how it will be integrated into the Alberta Curriculum and the school life.

10. Funding

- 10.1 Funds received from Alberta Education will be allocated to the BCS Alternative Program on the same basis as for other Palliser Regional Division No. 26 schools and programs.
- 10.2 The Board shall collect such fees as may be collected of students in accordance with the *School Act* or the Board's practice and policy.
- 10.3 The Society may determine, collect and administer fees to cover the costs associated with capital expenses, facilities, spiritual emphasis programs, and other needs for the school but the Board shall have no responsibility, in any sense for the collection or payment of such fees and all matters related thereto shall be considered to be matters exclusively between the Society and its members.

11. Transportation

- 11.1 Transportation to BCS Alternative Program is the sole responsibility of the Society provided that if it is determined that the Board has any obligation to transport students to the BCS Alternative Program, the Alberta Education transportation grants, less an administration fee, shall be paid to the Society by the Board.

12. Building and Personal Property

- 12.1 The Society will continue to own the land, buildings and personal property that it owned at the date of this contract. The Board will lease a portion of the buildings for an agreed upon amount. Details of this agreement will be specified in a lease. The Lease Agreement shall be effective for the same time period as this Agreement.
- 12.2 Whenever Alberta Education provides monies to the Board for BCS Alternative Program, the Board will advance 95% of these monies to the Society.
- 12.3 Personal information jointly collected for the purposes of student registration shall belong to the Board and will be shared with the society in accordance with relevant law.
- 12.4 The Parties agree to work together to find ways to share information such that each Party is able to meet their respective obligations and mandates.

13. Term, Termination, and Amendment

- 13.1 This Agreement shall be effective from the amended date and will remain in effect from year to year unless terminated in accordance with this Article.
- 13.2 The Board may terminate this Agreement without notice if the Society becomes insolvent, is assigned into or petitioned into bankruptcy, voluntarily declares bankruptcy or is struck from the corporate register or otherwise fails to exist as a corporate entity.
- 13.3 Either party may terminate this Agreement upon providing at least eighteen (18) months written notice, provided that such notice is given by January 1 and to be effective on the July 1 of the following year.
- 13.4 Upon termination of this Agreement, the Board will allow the Society to retain on-site personal property owned at the date this contract took effect (or that was acquired through the operation of the BCS Alternative Program). Upon termination of this Agreement, the Board will endeavour to provide its best reasonable efforts in assisting the Society to return

BCS Alternative Program to private or other school status. This may include the following actions:

- 13.4.1. Facilitate the unimpeded and timely transfer of current school staff from employment with the Board to employment with the Society or other Board;
- 13.4.2. Facilitate the unimpeded and timely transfer of data, records, and any such items of information that the Society would reasonably require to continue the school's operation.

14. Disclosure of Liabilities and Indemnity

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

- 14.1.1. There are no actions, suits or proceedings pending or threatened against or affecting the Society, at law or in equity, or before or by any federal, provincial, municipal or other governmental department, commission, board, bureau, agency or instrumentality, domestic or foreign which action, suit or proceeding involves the possibility of any judgment against or liability of the Society. The Society is not aware of any existing ground on which any such action, suit or proceeding might be commenced with any reasonable likelihood of success;
- 14.1.2 The Society has been duly incorporated and organized and is validly subsisting in all respects and in good standing under the laws of the Province of Alberta;
- 14.1.3 All necessary corporate action and proceedings have been taken by the Society to allow it to enter into this Agreement;
- 14.1.4 The execution and delivery of this Agreement by the Society and the performance of its obligations in this Agreement do not conflict with or constitute a breach of the constating documents, by-laws or resolutions of the Society or the provisions of any applicable law, statute, rule or regulation in the Province of Alberta or of Canada;

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

15. General

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

The Board of Trustees of
Palliser Regional Division No. 26
#101, 3305 – 18th Ave N,
Lethbridge Alberta T1H 5S1

Brant Christian School Society
Box 130
Brant, Alberta
T0L 0L0

16. Entire Agreement

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

17. Waiver

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

18. Governing Law

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

19. Modification

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

20. Assignment

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

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

21. Enurement

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

22. Mediation

22.1 Prior to resorting to court action, the parties shall attempt to mediate any disagreement between them.

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

22.3 The party wishing to pursue the disagreement shall within 7 days of the disagreement arising, propose the name of a mediator who is independent of the party. The other party shall, if it does not accept the proposed nominee, advise the proposing party within five (5) days and shall propose

the name of a mediator who shall be independent of the party. If that nominee is not acceptable then the parties shall proceed to step 22.4.

- 22.4 Failing agreement upon a mediator, the parties shall meet and each shall nominate three persons independent of the party, and not previously proposed as a mediator by either party, on separate, identical, pieces of white paper, to be provided by the Corporate Secretary of the Board. Each paper shall have only a single name. The Corporate Secretary of the Board shall collect the papers and shall place the papers in a container in identical condition, folded once, and one of those names shall be selected by a draw conducted by the Corporate Secretary.
- 22.5 The mediator selected by the draw shall be the mediator. If that mediator is unable or unwilling to act another draw will be undertaken in accordance with step 22.4 but the party whose nominee was drawn but is unwilling or unable to act will be entitled to nominate another person in his or her place prior to the further draw being conducted. Step 22. 4 will be repeated until a mediator who is able and willing to act is selected.
- 22.5 The mediator shall determine the process to be used in the mediation, provided that the time within which the mediation is to occur is expedited to the degree reasonably possible, while allowing the parties adequate time to prepare.
- 22.6 The parties shall bear the costs of the mediator equally, but otherwise shall bear their own costs.
- 22.7 The representations, materials, admissions, and recommendations made, submitted, or arising from, or in the course of, or for the purpose of the mediation shall be without prejudice to either party, and no reference to such matters, or anything related to, or ancillary to the mediation, except that mediation was attempted, shall or may be made in any forum if the matter is not resolved at mediation and if any further process in any forum, is pursued by either party, whether related to the same subject matter or not.
- 22.8 The parties will engage in not less than 8 full hours of meetings with the mediator before either may terminate its participation in the mediation process. Meeting time between the mediator and either of the parties shall be counted toward the 8 hours.

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

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

IN WITNESS WHEREOF the parties hereto have executed these presents on

October 20, 201~~4~~⁵ *(with)*

**THE BOARD OF TRUSTEES OF PALLISER REGIONAL
DIVISION No. 26**

Per: *Colleen Deitz*

Per: *W. Braun*

BRANT CHRISTIAN SCHOOL SOCIETY

Per: *[Signature]*

Per: *[Signature]*

*Effective
January 21/15*

SCHEDULE "A"



BRANT CHRISTIAN SCHOOL SOCIETY MISSION STATEMENT

"Brant Christian School is a unique learning environment committed to academic excellence from a Biblical worldview, assisting parents and the Church in preparing graduates of integrity and Godliness; ambassadors for Christ and His Kingdom"

"Unique learning environment" acknowledges the rural setting of the school. Our benefit is an isolated campus, free from distractions. The challenges of location are met by providing a centralized bussing program. The school serves communities in Vulcan County, and Municipal Districts of Foothills and Willow Creek.

"Academic Excellence" is achieved, teaching the Alberta curriculum. Brant is an accredited, interdenominational, ECS to Grade 9 school. Our educators strive for excellence and professionalism in all aspects of school life to provide graduates a solid educational foundation.

"Biblical world view" identifies us as not only Christian in values, but working to equip our students with Biblical knowledge to understand and live their lives for God's glory. The school has excellent Christian teachers and staff committed to the Lordship of Jesus Christ. Daily devotional time, prayer, regular worship, and chapel time are part of the curriculum.

"Assisting parents and the Church" indicates we recognize the school does not replace the Godly institutions of family and Church. Parents can expect us to expand the Christian training begun in the home and Church. Parents are the most influential factor in their children's lives; therefore they are viewed as essential partners in their children's education. The school operates on a four day school week with occasional Fridays allowing for an excellent balance of school, family and Church time.

"Graduates of integrity and Godliness" looks to the end result, and our 'product' is our graduates, who are equipped with these virtues. Our students are taught the value of obedience to their parents and the benefits of loving one another. Children are encouraged to think in God honoring ways about every subject.

"Ambassadors for Christ and His Kingdom" indicates that our graduates are in a unique role; living a life of integrity and Godliness in this world, but aware that they are ambassadors. They represent Christ to those around them.

Our mission is to provide an excellent balance in spiritual development, intellectual development, personal / social development and physical development in every student.

SCHEDULE "B"



BRANT CHRISTIAN SCHOOL SOCIETY PHILOSOPHY OF CHRISTIAN EDUCATION

"In order for a Christian Education Program to be academically sound and instructionally effective, it must be founded upon Christian Educational Principles that recognize the true nature of God, of truth, of knowledge, and of man".

1. Reality

God is the personal and purposeful Creator, the Guiding Force of the universe. Reality in life involves the understanding that God is real and is active in the lives of men and women and the whole universe today.

2. Truth

All truth is God's truth. Truth is consistent throughout the universe. Truth exists and is an absolute. God has shown Himself through His Scriptures; man's understanding of truth comes through a study of the inspired Word of God and an understanding of His creation.

3. Absolutes

Christian Education offers absolutes, not selected or transient opinions. As Christian Educators we have the privilege of being convinced and convincing: we are saying "Thus says the Lord". We can deal in those things that are always true. The Bible contains the absolutes, which are fixed reference points for all questions, origins, destinies, values and meaning.

4. Knowledge

All knowledge must be put in the context of Biblical truth. Any knowledge or personal conviction, which serves as a guiding principal in an individual's life, must be based on truth as revealed in God's inspired Word and His original creation.

5. Unity

Facts do not exist in isolation; they exist in relation to other facts. Christian education creates meaning by teaching facts in the context of Biblical truth. Christian education acknowledges Jesus Christ as the focus of ALL knowledge since in Him all things hold together and have their purpose. This means that knowing His viewpoint gives order and meaning to all areas of study.

6. Sufficiency

Jesus said, "I am the Way, the Truth and the Life" and that "to know Him is to know eternal life". Christian education prepares us for life and eternity. People are eternal beings and their ultimate destiny will be determined by their knowledge, or lack of knowledge, of Jesus Christ as Saviour and Lord.

7. Mankind

Mankind was created in the image and likeness of God, by God, though our ability to reflect God has been marred by sin. Individuals exist for the service, worship and pleasure of God.

8. Christian Education

Implicit in Christian education are these basic truths:

- a. Man does possess a spiritual dimension.
- b. Education involves the total being; spiritual, intellectual, physical, and social aspects of man, that is, the "whole man".
- c. Each person possesses unique individual potential traits and needs.
- d. The educational experience must include a primary emphasis on the development of Christian beliefs, attitudes, character and skills.
- e. An integration of Biblical truth will be an inseparable and primary part of the total educational process. Christian concepts will be unified with, inseparable from, and central to the academic program.
- f. Youth need a consistent influence while preparing to live in a complex society. Only the Bible has the answers to man's needs and longings, and therefore will serve as our final authority on all questions.

9. Skill Development

All students, regardless of ability, should have the opportunity to develop skills in order to take meaningful roles in their community. Skill development enables students to realize their individual potential for service to others. Preparation for success in post-secondary education is vital because skills will often need to be developed through further education.

10. Christian Community

Community standards for staff and students participating in the alternative program at Brant Christian School will be modeled, and based on the clear teachings of the Bible.

SCHEDULE "C"



BRANT CHRISTIAN SCHOOL SOCIETY STATEMENT OF FAITH

We believe that our Statement of Faith forms the basis for sound Biblical instruction.

1. We believe the 66 Canonical Books of the Protestant Bible to be the inspired and only infallible authoritative written Word of God. II Timothy 3:16,17.
2. We believe that there is one God eternally existing in three persons: Father, Son, and Holy Spirit. Matthew 28: 19, II Corinthians 13: 14.
3. We believe that the universe originated by the creative act of God as revealed in Holy Scriptures, and that the form of every kind of life was fixed at the time of its creation. Genesis 1: 1, John 1:1.
4. We believe in the true deity and true humanity of our Lord Jesus Christ, His pre-existence, His virgin birth, His sinless life, His miracles, His vicarious and atoning death through His shed blood, His bodily resurrection, His ascension to the right hand of the Father, and His future visible return in power and glory. Colossians 1: 13 – 20, John 1: 14.
5. We believe that the Lord Jesus Christ is the only mediator between God and man. 1 Timothy 2:5.
6. We believe that all men are lost and sinful, and that salvation is received by personal faith in the Lord Jesus Christ and by the act of regeneration of life by the Holy Spirit of God. Romans 3: 23 – 26, Titus 3: 5.
7. We believe that by the present indwelling ministry of the Holy Spirit, the Christian is enabled to live a godly life, and that every believer should practice the holiness which God requires. Ephesians 1: 13 – 14, Romans 8: 1 – 4, Romans 12: 1 – 2, Titus 2: 11 – 13.
8. We believe in the resurrection of both the saved and the lost: they that are saved unto the resurrection of life; and they that are lost unto the resurrection of damnation. John 5: 25, 28 – 29.
9. We believe in the spiritual unity of believers in the Lord Jesus Christ. John 17: 23, I Corinthians 12: 12 – 13.
10. We believe that, individually and corporately, we are called to the task of sharing the gospel of Jesus Christ to people of all

languages and nationalities with a view to their salvation. (Matt. 28: 19,20; Acts 2:39; 2 Cor. 5:20; 2 Tim. 4:5)

We recognize that there are other interpretations, convictions, and doctrines professed by Christians, which they believe to be consistent with the above. However, such beliefs shall not be promoted by Brant Christian School, though they may be respectfully discussed.



BRANT CHRISTIAN SCHOOL SOCIETY ADMISSIONS POLICY

Rationale

Brant Christian School Alternative Program exists to partner with the church to assist Christian parents in the fulfillment of their Biblical mandate to "train a child in the way he should go" (Proverbs 22:6). This forms the basis for our admissions policy.

Policy

1. At least one parent or guardian must be a born again Christian and in full agreement with the Statement of Faith. Believing parents must give indication that they are actively pursuing their Christian commitment in the home. However, up to 10% of the students in a given grade may be exceptions to this rule if at least one parent can demonstrate that they are exploring what it means to be a committed Christian. At least one parent or guardian must accept all parts of the Parents' Handbook.
2. All parents or guardians must be supportive of the philosophy and standards of the school as outlined in the Parents' Handbook and be willing for their children to be taught Biblical principles in accordance with the Statement of Faith, Philosophy of Christian Education and Mission Statement.
3. As part of the application process, families will complete the Pastor Reference form, which will indicate the suitability of the school/church/parent partnership.
4. All students must be acceptable to Society Board. Prior to students' enrollment, the parents or guardians and students will be interviewed by an Admissions Interview Committee consisting of the Principal along with a member of the Society Board or teaching staff. The Admissions Interview Committee will have authority to make admission decisions. Acceptance or rejection of applicants will be by written notice.

5. Priority in the admission of individual children will be given to families whose children are currently enrolled and to the children of staff members employed by the School.
6. Prior to re-enrollment the Principal, Society Board, may require a follow-up interview of a school family.
7. The Principal has the authority to determine the grade placement of each student enrolling or re-enrolling in the school, subject to an appeal to the Superintendent of Palliser Regional Schools.
8. The registration fee will be refunded for any family not admitted to the School. The registration fee will be forfeited if the family chooses not to attend after acceptance.

BRANT CHRISTIAN SCHOOL

Box 130

Brant, AB T0L 0L0

Phone: (403) 684-3752 Fax: (403) 684-3894

Website: www.brantchristianschool.com



Schedule E

Ethical Statement

As an education staff member at Brant Christian School, I recognize that as a Christian, my conduct and character are important, especially in a setting where I work with young children and adults. (1 Timothy 3:1-7)

I understand and I will, to the best of my abilities, adhere to the moral and ethical standards as outlined in the Holy Scriptures, the Bible. I agree to act in a Christ-like manner and to be a role model for those who are under my supervision. I will continually strive to live a life that is honoring to God. (1 Peter 5:2,3)

I agree to treat my colleagues and students with respect, honoring them as brothers and sisters in the Lord and follow the Matthew 18 principle when there are disagreements.

I recognize that any action that may cause my brother or sister in Christ to stumble is addressed in Scripture. I agree to refrain from these types of activities.

I recognize that my behaviour outside of the school environment reflects upon myself, my school, and the broader Christian community.

I will regularly attend a church which teaches a Biblical worldview perspective. (Acts 2:42)

I recognize and support that the Scriptures state that those who teach others are held to a higher standard. (James 3:1)

I will strive at all times to act in a Christ-like manner and fulfill this important role with God's strength.

Name: _____ Signature: _____

Date: _____

October 21, 2014



Brant Christian School Non-Education Staff Ethical Statement

Our aim as a school is to be a “community of learning” in which every staff member has reviewed the Brant Christian School Statement of Faith and Mission, and is willing and able to conduct themselves within the workplace such that their actions and interactions with staff and students are in support of and respectful of the Brant Christian School Statement of Faith and Mission. This agreement outlines the expectations of all non-education staff members.

As a non-education staff member, I:

1. Have reviewed the Brant Christian School Statement of Faith and Mission and confirm that during the performance of my duties and presence within the Brant Christian School workplace that I will show respect, understanding and support for the values taught and that underline the spiritual component of education at Brant Christian School.
2. Will strive to be honest, truthful, forgiving, hard-working and generous.
3. Will treat students, staff and guests within Brant Christian School in a safe, caring and respectful fashion at all times.
4. Will not make statements or conduct myself in any way that shows a lack of support or disrespect for the values and spiritual component taught at Brant Christian School.

I will make myself familiar with the goals, mission, and Brant Christian School philosophy of Christian Education, and agree to respect and show support for them. I will honour and follow the policies and guidelines prescribed in the Staff Handbook.

I have read the Non-Education Staff Partnership Agreement and agree that these expectations are appropriate and reasonable

Name: _____ Signature: _____

Date: _____