

Parent Partnerships

Issue 4 January, 2024



**"Stand Up For Pride" logo designed by
Tahmari Farrell, 8th grade**

In this newsletter....

[Save the Dates!](#)

[Philanthropy Day Was A Huge Success!](#)

[Scholastic Book Fair 2024](#)

[How to Support Your Children's Weekly Points!](#)

[Letter to families from Ms Brower & Mrs Thomas](#)

[Progress Report Card Parent-Teacher Conferences & Pick-Up](#)

[Enrollment Lottery 2024-2025](#)

[Late Student Pick-Up](#)

[Keeping Everyone Safe in School and at Home!](#)

[January Nutrition News!](#)

[World Icon Breakfast Menu](#)

[World Icon Lunch Menu \(Hot\)](#)

[Gender Equity Policy and Information](#)

[Affirmative Action Procedures at Pride](#)

[We Need Your Help to Reinforce High Expectations for Learning and Behavior at School](#)

[Questions and Suggestions?](#)



Save the Dates!

Wednesday, Jan 3rd

School Re-opens after Winter Break

Wednesday, Jan 10th

2024-2025 School Enrollment Lottery: 6:00PM

Thurs. January 11th to
Thurs. January 18th

Scholastic Book Fair (See details in this Newsletter)

Wed. January 10th

In-Person Parent Council at 5:30PM

Monday, January 15th

School Closed to observe Martin Luther King Jr Day

Thursday, January 18th

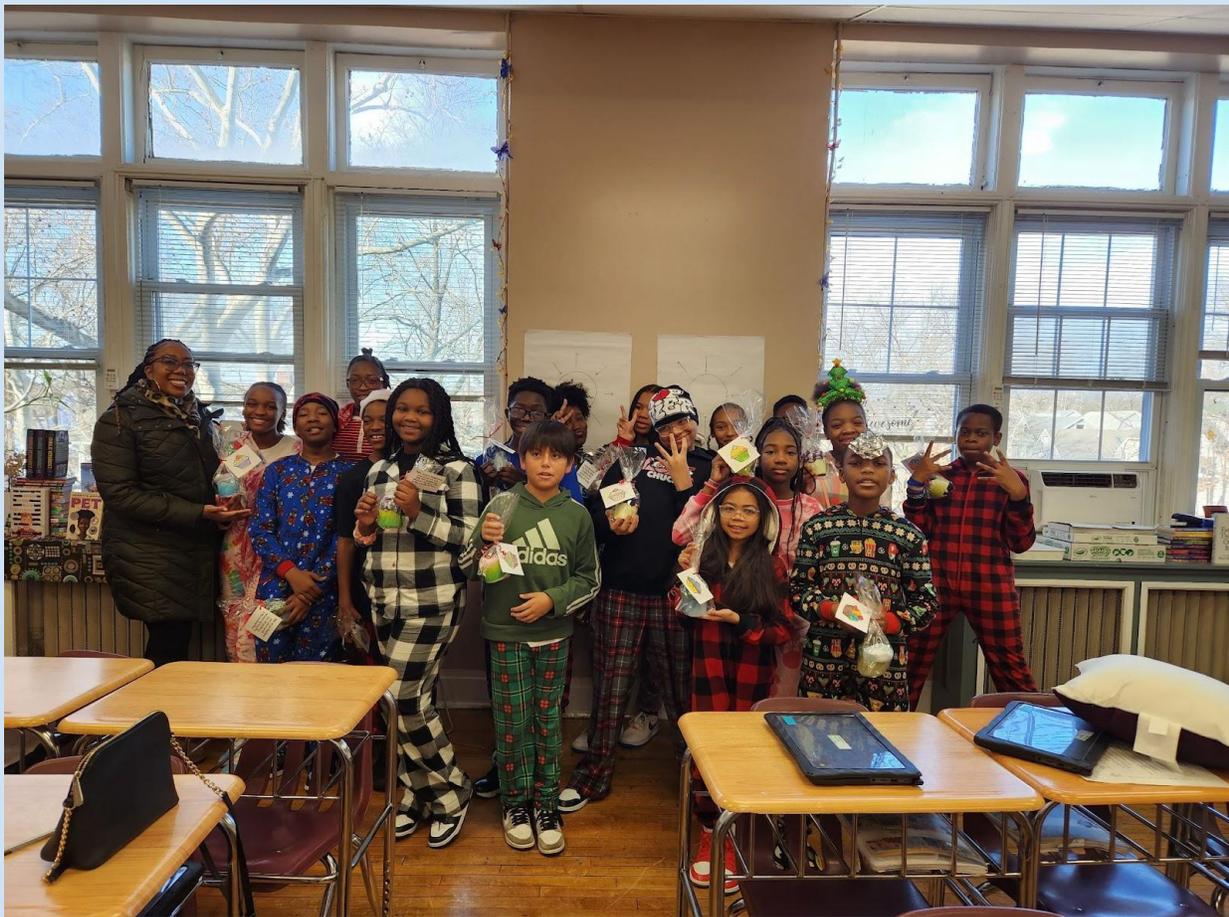
Trimester 2 Progress Report Card Distribution and
Parent-Teacher Conference opportunity: 3:35 to 5:45PM

Philanthropy Day Was A Huge Success!

Thanks to the generosity of our Pride Families, our scholars were Philanthropists for the day by lending their time and talents towards serving others in need at Saint John's Soup Kitchen in Newark and Isaiah House in East Orange. Nancy Hicks-Saleem, Deputy Director of Isaiah House, visited all the classrooms to personally thank our scholars for their creative and loving gifts. Ms

Hicks-Saleem shared the following comment with our scholars:

“Pride Academy rocks. Thank you for always thinking of Isaiah House. Your gifts are making a difference in the lives of a lot of people.”



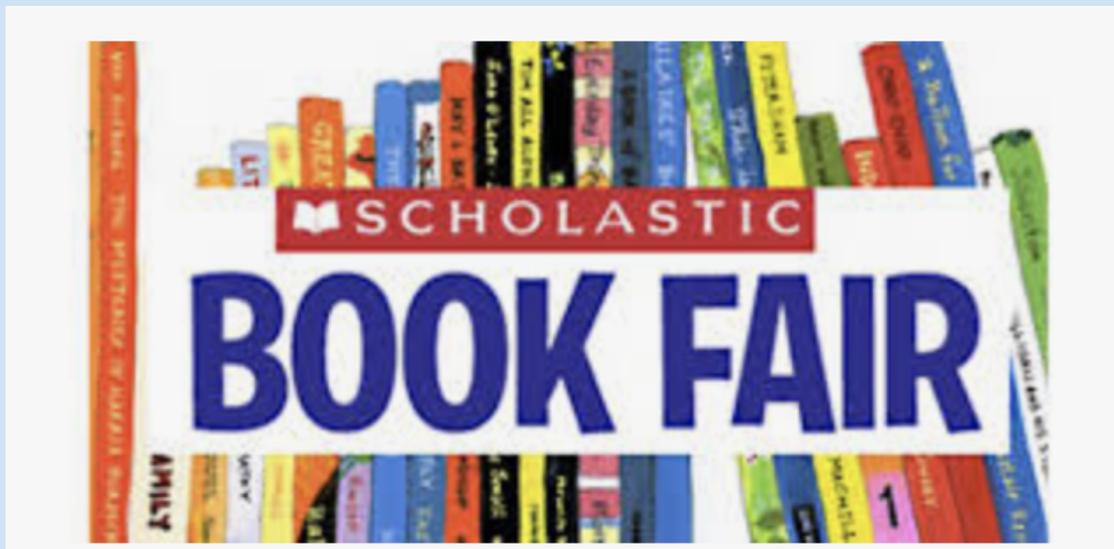
Scholastic Book Fair 2024

Get Ready! The Scholastic Book Fair is coming our way! YAY! Choosing their own books empowers kids and inspires them to become bolder, prouder, and stronger readers. AND... as always, every book they buy earns rewards for our school.

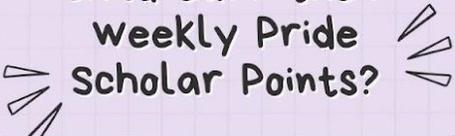
Here's what you need to know about the Fair, which will take place from Thursday, January 11 to Thursday, January 18th. It will be located in our Great Room, and families will also have an opportunity to attend the Book Fair during our Scholastic Family Night, which will take place during our second trimester Progress Report Conference Night on Thursday, January 18th when the Book Fair will be open to Pride families from 3:30 to 6:00pm.

This year, say goodbye to cash and hello to eWallet—your child's digital payment account. Before the Fair, set up eWallet for worry-free, cash-free purchases. Anyone can contribute! Share each child's eWallet so friends and family can add funds and give your kids more books to enjoy.

Visit our Book Fair homepage to learn more and get started with eWallet <https://www.scholastic.com/bf/prideacademycharter>



How to Support Your Children's Weekly Points!

 How do I help my child earn their weekly Pride Scholar Points? 

Make sure they are on time and in uniform every day.

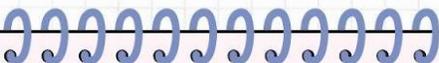


Check their agenda every day!



Scholars should be writing their homework down on their agenda. When they don't have homework, they should write NO AHL.

Agendas also contain Pride Scholar Charts so that parents can see how their children are earning and losing points every day.

 Send a parent note or doctor's note each time your child is absent from school.

When scholars are absent from school, scholars must bring in a parent's note or a doctor's note in order to get their points for the day.

Scholars who do not bring in a note get zero points for the days they are not in school.



Scholars must get 310 points per week out of a possible 325 points.

Letter to families from Ms Brower & Mrs Thomas

On behalf of the PRIDE Academy Charter School (PRIDE) Administration and staff, we hope that this message finds our students and their families doing well as we rapidly approach the end of the year. Our admiration and respect for the work and dedication of our teachers, the hard work of our students, and the high expectations, caring and partnership shared with our families grows each day. It comes as no surprise that PRIDE enjoys a strong and well-deserved reputation and that many of our families enroll more than one child and recommend our school to their family and friends.

We have enjoyed a positive and strong start to the 2023 - 2024 school year. As we begin the second trimester and 2024, it is good to take time to revisit and review expectations for school. For context and perspective, Pride Academy Charter School has 300 students arriving each day who spend 7+ hours and longer, for those involved in clubs, activities, and sports, here. Overall, our students are found to be polite, thoughtful, respectful and engaged in their studies. Please continue to take pride in your children and the way in which you are raising them.

That being understood, as we approach Winter Break and the heightened level of excitement that occurs around this time of year, now is an opportune time to discuss with your children the PRIDE Academy Charter School Student Code of Conduct and continued expectations regarding student behavior choices. PRIDE Academy Charter School students MAY NOT:

- Fight, play fight, hit, hit back, wrestle or roughhouse in any manner. Students must keep their hands, feet, and objects to themselves.
- Students may not engage in physical displays of affection, kissing, hugging, handholding, etc. These are inappropriate for school and may result in a complaint of sexual harassment involving one participant against the other or witness complaints against one or both participants.
- Engage in name calling, roasting, or any type of harassment, intimidation, or bullying or any actions, whether verbal, physical, in-person, or online, that are demeaning, harassing, hurtful, embarrassing or hateful. This includes, but is not limited to actions based on religion, gender, body type, gender expression, sexual orientation, real or perceived ability or disability, culture, race or ethnicity. They may not refer to peers as any type of animal or call them anything other than their given name. Pride Academy Charter School has clear policy and procedures in place and they have been well covered with our students. Please follow this link to the **PRIDE Academy Charter School Parent Handbook and Student Code of Conduct** [<https://prideacs.org/policies-reports/>]. Please read the Handbook and discuss it with your child.
- Bring drugs, nicotine, prohibited substances or related paraphernalia or packaging to school, use prohibited substances in school, on school grounds or at school events, or attend school under the influence or bearing evidence of exposure to prohibited substances. **Please see our Drugs, Alcohol, Nicotine & Tobacco policy in our [Parent Handbook, Page 33]**
- Bring weapons or other prohibited items to school. **Please refer to our Parent Handbook and Student Code of Coonduct, Pages 19-20 "Not Allowed in School".**

All students must abide by the following:

- All students should have purchased a front dial combination lock and have an assigned school locker by now. Cell phones must be placed in the student's own locker and kept there until dismissal. Students may not carry cell phones on their person during the school day or in backpacks/purses or fanny packs. If cell phones are brought to school, they may not be used in school at any time (including before school and after school activities and during classes, transitions in hallways, restroom visits, lunch and recess) and must remain locked up in lockers. Cell phones will be confiscated due to lack of compliance with our expectations. The school is not responsible for lost or stolen cell phones. **[Parent Handbook, Page 9]**
- We strongly recommend that your child does not allow other students to use their cell phone and that they do not use another student's cell phone, especially to access their Social Media as this may allow other students access to their accounts. Additionally, students must not share their Social Media account passwords with other students and must immediately change any passwords that have been shared in the past. Students will be held responsible for any negative impact arising from postings/tags etc on or sent from their Social Media account(s).

- Students may not bring lunch or snacks that include nuts or nut products of any kind, shelled edible seeds, candy/chocolate bars, carbonated drinks, and they may not share food items.
- Students may not bring permanent markers for use in school and they may not use them anywhere in school including restrooms to deface school property. **[See Parent Handbook and Student Code of Conduct, Page 17, “Not Allowed in School”]**
- Students must follow school practices with regard to their use of our school restrooms to respect the privacy of others, maintain a high level of cleanliness and sanitary conditions, and prevent the destruction of property, fixtures and plumbing:

1. They may only be inside the stalls by themselves and may never be in a stall with other individuals.
2. They may not stand on the commode or look over into other stalls, look under the stall doors/walls into other stalls, or look through cracks in between the door and stall walls into the stall.
3. They may not place items of food or other objects in the commodes or urinals.
4. They may not urinate or defecate on the floor instead of in the commode or the urinal.
5. They may not vandalize the walls, doors and other areas of the restroom with graffiti or anything else.
6. They may not enter the restroom with their cell phones to use their phones and/or to video record themselves or others.
7. They may not arrange with others to meet up or congregate in the restrooms at any time during the day including before homeroom or during class time, homeroom time, transitions, lunch/recess, and after school activities.

Please help us by adding your voice to these expectations. From time to time, we address poor choices made by our students and a student will say, “But, I didn’t mean anything by it,” or “I was just playing.” Please reinforce that under school, state, and federal anti-bullying, anti-violence and anti-discrimination policies and laws, intent does not matter, only actions do.

Students and family members are encouraged to reach out to Robin Brower, Dean of Students and District Anti-Bullying Coordinator (rbrower@prideacs.org), or Fiona Thomas, Principal (fthomas@prideacs.org) if they need to make a report or have a concern. More information can be found on our school webpage [www.prideacs.org]. We remain open to helping our families navigate the sometimes rocky waters of childhood.

A proactive conversation now at home can help avoid uncomfortable situations and accountability consequences for your child at school. Please reinforce our core values of Peace, Respect, Integrity, Determination, and Empathy. Speak with your child about the high expectations that you and we share, which are that all of our students will treat each other and all members of our school community with kindness, respect and dignity because we desire to keep PRIDE a safe, structured and positive school community where teaching and learning can continue to flourish.

As always, we are grateful for your support and we thank you for entrusting us with your children.

Robin Brower
Dean of Students & Anti-Bullying Coordinator

Fiona Thomas
Principal



Progress Report Card Parent-Teacher Conferences & Pick-Up

Progress Report Cards will be distributed during Parent-Teacher Conferences on Thursday 1/18 between 3:35-6:00PM. Some tips and suggestion as report card conference nights approaches:

- 1. Finding time to meet may be more difficult than usual.** You may have more to juggle these days, between your job, your child's learning, and other family demands. Your child's teacher is probably juggling many of the same things. If none of the proposed conference times work for you, please let the teacher know so thatm you can come up with a mutually convenient time to meet.
- 2. You have essential information to share with your child's teacher.** You may be seeing strengths and struggles the teacher doesn't see. The more you share with your child's teacher, the more you can work together to help your child thrive. Your child's teacher may also ask you for specific feedback on their instruction. Please share what's working and what isn't.
- 3. All questions are good questions.** You may have questions about your child's academic skills and progress and social-emotional well-being. You might want the teacher to show you how to get into PowerSchool, Google Classroom or another online platform. It's OK to ask about those things, too.
- 4. Building a relationship with your child's teacher.** Use this meeting as a time to share your needs and also any positives. Teachers will appreciate your acknowledgement of their hard work and care for your children.

Pride Academy Zoom Admissions Lottery
JANUARY 10 @ 6 PM

ADMISSION GOING ON

Free, public middle school serving students in grades 5-8 from East Orange, Orange, and Newark.

HELPING OUR SCHOLARS FIND THEIR VOICE AND CREATING TOMORROW'S LEADERS

This is the first lottery for the 2023-2024 academic year and the best opportunity for acceptance.
Spots fill up fast!

**TO APPLY: www.prideacs.org
OR CALL: 973-672-3200**

Please note that online applications must be received before 12 noon in order to be included in this lottery. Any application received after that will be included in the next lottery.



Enrollment Lottery 2024-2025

Our Enrollment Lottery for the new school year, 2024-2025, will take place on Wednesday, Jan 10th 2024. If you would like to enroll a sibling of a child who is already attending our school, please complete an application and submit it before Jan 10th! Parents interested in applying can:

- ❖ Apply online by going to our website at www.prideacs.org
- ❖ Come to the Main Office to fill out an application. The office is open from 8:30am to 3pm Monday - Friday.

If you know of a family who might be interested in their child applying to our school, please share this information with them!



Late Student Pick-Up Fees

Our regular new school hours are **Monday-Thursday 8AM to 3:20PM** and **Fridays 8AM to 2:10PM**. Our school hours on half days are from 8AM to 12:30PM. Making sure your child arrives at school on time and is picked up on time after school is your responsibility. If you use a transportation service or have another person pick up your child, you must ensure that your child is picked up on time each day. If your child is not picked up immediately after school, late charges will be incurred. The rates for late pick up are as follows:

- Every student is given a **15-minute grace period** to be picked up from school. The grace period for late pickup ends at 3:35PM on Mon.-Thurs., 2:25PM on Fridays, and at 12:45PM on half days.
- **Late fees of \$5 for the first minute and \$1 per minute thereafter will be charged for any child not picked-up by 3:35PM Mon-Thurs., 2:25PM on Fridays, and 12:45PM on half days. Fees are payable in cash and due at the time of pickup from school.**

Students will not be allowed to wait outside for parents after 3:35PM Mon-Thurs. 2:25PM. on Fridays, and 12:45PM on half days. Any students still at school after those allotted times will be escorted back into the building to wait for parents. Parents must then come inside to sign students out of the late pick-up room and pay the applicable late fees. Late students will no longer be permitted to take phone calls from parents/guardians requesting that they come outside to meet you. Students who disregard this expectation, may face accountability and late pick up fees will be incurred.



Keeping Everyone Safe in School and at Home!

Here at Pride, we are continuing to take actions that reduce the spread of illnesses and COVID-19 so that we can all stay in school every day! We know that the virus that causes COVID-19 and flu is mostly spread during close contact by respiratory droplets released when people talk, sing, breathe, cough or sneeze. In addition to the steps that we are taking as a school with regard to increasing ventilation, air purification in classrooms and common areas, and cleaning and disinfection of frequently used surfaces, there are personal prevention practices that all scholars, staff and families are strongly recommended to follow. These include the following:

- ❖ Staying up to date with COVID-19 booster vaccinations and this year's Flu shot
- ❖ Staying home when sick with fever and cold/flu-like symptoms, vomiting and diarrhea
- ❖ Washing and/or sanitizing hands frequently
- ❖ Wearing masks is voluntary at this time. However, please be aware that we may move to universal mandatory mask wearing if COVID-19 levels rise in our county or district and/or if we begin to experience an increase in COVID-19 and Flu outbreaks in our school community.

Information about vaccinations can be found [HERE](#) and also in the fliers attached to the Alert email message.

ELMWOOD AVE DROP OFF: Please review the procedure if you use the drop off lane on Elmwood Ave:

- Enter the cone marked drop off lane at the Elmwood Ave/Shepard Ave intersection and **pull your car forward as far down as you can** to the last cone by the Imani Church building in order to allow for more cars to pull in behind you.
- **The drop off lane will not be used as a parking zone between 7:00-9:00AM. Your child must be ready to quickly exit your car to avoid delay and a back up of cars behind your vehicle.**
- If you need to park in order to speak with your child or come into the school, **please park on the corner of Elmwood and Madonna Place or turn and park on Madonna Place.**
- **Avoid stopping at the entrance of the drop off lane** because there are cars ahead of you in the process of dropping off their child. **Please wait until the car in front of you pulls forward.**
- **Please DO NOT stop your car in the middle of the street on Elmwood Ave to drop off your child.** This will prevent blocking the road and your child will not have to cross through the drop off lane to get to the curb.
- Please try to avoid moving into the intersection if you notice that the drop off lane is full with cars. Wait until cars move up and you can see an available spot in the lane.
- **If you get caught in the intersection, please DO NOT have your child exit the car.** Instead, wait to use the drop off lane and then pull up as far as you can to the end of the lane to drop off safely.
- Always drop off your child at the curb of Elmwood Ave while your car is completely stopped in the coned marked drop off lane.
- If you are unable to enter the drop off lane, please continue to drive along Elmwood to drop off further along the block at Imani Church or around the corner on Madonna Pl.
- Please be careful exiting the drop off lane as you pull out into ongoing traffic on Elmwood Ave.

SHEPARD AVE DROP OFF: An additional drop off lane will be coned off on Shepard Ave on the school side of the road. If you choose to use this lane, please follow the procedures outlined below:

- **Enter the lane driving from the Rhode Island Ave corner**
- After exiting the Shepard Ave drop off lane, please drive directly across the intersection staying on Shepard Ave towards Central Ave or turn left onto Elmwood Ave past Central Presbyterian Church. **DO NOT make a right onto the Elmwood Ave towards our school or onto the Elmwood Ave drop lane.**
- Scholars dropped off on Shepard Ave should walk to the front of Pride and enter at the Main Entrance.
- **Enter the cone marked drop off lane and pull your car forward as far as you can to the last cone at the corner of Elmwood Ave/Shepard Ave to drop off your child.**
- **Please make sure your child is ready to quickly exit your car to avoid delay and back up of cars.**
- Please be careful exiting the drop off lane as you pull out into the intersection.



January Nutrition News!

Please visit our [Pride Academy school website](#) for information about our Breakfast and Lunch program and nutrition services. Students can order their lunch via an online portal and they will do this on a monthly basis. If you would like to support them in their ordering, please reach out to Ms Oates, our Main Office Coordinator.

Breakfast Menu

January Breakfast				
Monday	Tuesday	Wednesday	Thursday	Friday
 1. MultiGrain Cheerios Cereal Apple Breakfast Bar Fresh Pear Milk	 2. CLOSED	3. 100% Fruit Punch WIG Plain Bagel w/ Cream Cheese Mixed Fruit Cup Milk	4. WIG Superdonut Fresh Pear Milk	5. WIG Cranberry Muffin Frosted Mini Wheat Cereal 100% Orange Juice Diced Peach Cup Milk
8. MultiGrain Cheerios Cereal Apple Breakfast Bar Fresh Pear Milk	9. 100% Grape Juice WIG Cinnamon Toasters Cereal Applesauce Cup WIG Graham Crackers Milk	10. WIG Plain Bagel w/ Cream Cheese Fresh Pear Milk	11. WIG Honey Graham Toasters Cereal WIG Strawberry Waffle Graham's Fresh Apple Milk	12. WIG Cinnamon Granola, Non-fat Strawberry banana Yogurt Milk
15. CLOSED	16. WIG Frosted Rakes 100% Grape Juice WIG Vanilla Bear Applesauce Cup Milk	17. WIG Cinnamon Raisin Bagel with Cream Cheese Fresh Pear Milk	18. 100% Apple Juice WIG Superdonut Peach Applesauce Cup Milk	19. MultiGrain Cheerios Cereal Apple Breakfast Bar Fresh Orange Milk
22. WIG Graham Crackers WIG Fruit Loops Cereal Peach Applesauce Cup Milk	23. WIG Frosted Rakes corn Muffin Fresh Apple Milk	24. WIG Croissant with Margarine Fresh Orange Milk	25. WIG Plain Bagel w/ Cream Cheese Fresh Pear Milk	26. Peach Yogurt w Granola Bar Fresh Pear Milk
29. WIG Corn Chex Cereal WIG Strawberry Waffle Graham's Orange Pineapple Juice Mixed Fruit Cup Milk	30. WIG Honey Scooters Cereal WIG Chocolate Bear Graham's Fresh Orange Milk	31. WIG Croissant with Margarine Fresh Pear Milk		

This institution is an equal opportunity provider.

Lunch Menu (Hot)

January Hot, Vegetarian and Alternate Lunch.				
Monday	Tuesday	Wednesday	Thursday	Friday
 1. CLOSED	 2. REACHER IN-CHEMICAL-BAY NO SCHOOL!	3. Jamaican Beef Patty w/ Cheese Slice Veggie Nuggets w/ Green Beans WIG Bread, Bologna, Beef Sausage, and American Cheese Cafery Slides w/ Dip Fresh Apple	4. BBQ Beef Riblet on Wheat Hamburger Bun Veggie Chicken Patty on Wheat Hamburger Bun Fresh Bologna and Cheese on a Whole Wheat Kaiser Roll Red Kidney Beans Fresh Orange	5. Domino's Pizza Slice Romaine Salad w/ Dressing Mandarin Orange Cup Milk
8. NEW Chicken & Cheese Quesadillas with Mixed Vegetables WIG Mini Cheese Quesadillas with Mixed Vegetables Turkey & Pineapple on w/ig Potato Bun Fresh Apple Milk	9. All Beef Hamburger on Whole Wheat Bun Kidney Beans Veggie Burger on a Whole Bun Sliced Chicken and Cheese on Whole Wheat Roll Black Bean & Corn Salad Fresh Pear Milk	10. Chicken Tacos with Shredded Cheese on a w/ig Soft Taco Shell Black Beans Bean and cheese Burrito w/ Mixed Potatoes All Beef (w/ig) Sub: Beef Bologna, Beef Sausage, and American Cheese Fresh Orange Milk	11. Turkey and Cheese on a WIG Kaiser Roll Fresh Baby Carrots w/ Dip American Cheese on a Whole Grain Sub Roll Diced Peach Cup Milk	12. Domino's Pizza Slice Romaine Salad w/ Dressing Peach Applesauce Cup Milk
15. CLOSED	16. Beef Meatball Parmigiana on WIG Sub Roll Veggie Meatballs Turkey on a Whole Grain Potato Bun Diced Carrots Fresh Apple Milk	17. WIG Pecan Chicken w/ Seasoned Diced Potatoes and WIG Bread Veggie Nuggets w/ Seasoned Diced Potatoes Turkey Ham and Swiss Cheese on a WIG Potato Bun Potato Salad Cup Fresh Orange Milk	18. Vegetable Bites with Whole Grain Bread and Diced Carrots WIG Mini Cheese Quesadilla with Vegetarian Beans Beef Bologna and Cheese on a Whole Wheat Kaiser Roll Fresh Orange Milk	19. Domino's Pizza Slice Romaine Salad w/ Dressing Diced Peach Cup Milk
22. Chicken Fingers Veggie Nuggets Turkey and Cheese on a WIG Potato Bun Whole Wheat French Roll Black Beans Fresh Orange Milk	23. Beef Nachos with Cheddar Cheese Sauce and Tortilla Shells Veggie Nachos w/ Shredded Cheddar Cheese w/ig WIG Tortilla Shells All Beef (w/ig) Sub: Beef Bologna, Beef Sausage, and American Cheese Strawberry Applesauce cup Milk	24. BBQ Beef Riblet on Wheat Hamburger Bun Bean and cheese Burrito w/ Mixed Potatoes Turkey Ham and Swiss Cheese on a Whole Wheat Bun Strawberry Applesauce cup Milk	25. Cheese Lasagna with Meat Sauce Green Beans Cheese Lasagna w/ Beef Bologna and Cheese on a Whole Wheat Kaiser Roll Diced Peach Cup Milk	26. Domino's Pizza Slice Romaine Salad w/ Dressing Mandarin Orange Cup Milk
29. French Toast Sticks w/ Turkey Sausage Links & Sprinkles Breakfast for Lunch French Toast Sticks w/lymph Veggie Sausage Patty Cafery Slides and Cheese on a Whole Wheat Bun Diced Pear Cup Milk	30. All Beef Hamburger on whole wheat bun Veggie Burger on a Whole Wheat Bun Turkey Ham and Swiss Cheese on a WIG Potato Bun Black Beans Fresh Pear Milk	31. Chicken Meatballs with Tomato Sauce and Oriental Mixed Vegetables Veggie Meatballs with Sauce on a WIG Sub Roll Whole Wheat French Roll Turkey and Cheese on a Whole Wheat Kaiser Roll Fresh Apple Milk		

This institution is an equal opportunity provider.



Gender Equity Policy and Information

At Pride Academy, we are committed to maintaining a supportive and inclusive community where all students, families, community members and staff from a range of races, ethnicities, genders, cultures, abilities, and family structures are welcomed and nurtured. Our core values of Peace, Respect, Integrity, Determination and Empathy embrace a level of regard for diversity that allows us to expand our minds, learn from each other, and support one another in a variety of ways. The unique personhood and experiences of every individual promote the building of a strong and forward-thinking community.

A few years ago, schools across the country received information and guidance to build our capacity to better support students who express their gender in a variety of ways. Gender-variant youth include young people whose identities, appearances, behaviors or interests are different from the expectations associated with their gender assigned at birth. As a school, we have taken and will continue to take in order to support the implementation of procedures that will accommodate every student's gender expression and follow the "N.J.S.A. 18A:35-4.35-36 legislation that requires boards of education to include instruction on the political, economic, and social contributions of persons with disabilities and lesbian, gay, bisexual, and transgender (LGBTQ) people in appropriate places in the middle school and high school curriculum. The law also requires boards of education to adopt inclusive instructional materials that portray the cultural and economic diversity of society including the political, economic, and social contributions of persons with disabilities and LGBTQ people, where appropriate."

We would also like to take this opportunity to remind you about our Anti-Bullying policy. Pride Academy does not tolerate any form of harassment, abuse, or discrimination. We encourage you to review and discuss this policy with your children which you can find in your Parent Handbook and Code of Conduct. Please encourage your children to talk to you, Ms Brower, Mrs. Thomas, one of our social workers, or a teacher if they encounter name-calling or any other form of inappropriate behavior including in-person or online bullying. We value our partnership with you and believe that through a process of understanding, building awareness and learning from our differences we will more effectively equip our students with the needed skills of respect and appreciation of diversity. We are excited to continue to deepen our commitment to inclusiveness through our focus on Gender Equity. Please don't hesitate to reach out to Mrs. Thomas if you have questions or concerns on 973-672-3200 ext. 201

Parent Resources:

- [LGBTQIA 101](#)
- [Transgender Students and Family Acceptance](#)
- [Transgender Students in Elementary School](#)
- [Transgender Students in Middle and High School](#)
- <https://www.gardenstateequality.org/our-work/resources/#parents>
- <https://welcomingschools.org/resources/parents-caregivers>

Affirmative Action Procedures at Pride

Grievance Procedures

Under Title IX, each school district must have a written, publicized grievance procedure for handling complaints alleging sex discrimination. Students, parents, and employees must be fully informed of the steps in the grievance process. It is strongly recommended that discrimination grievance procedures allow for complaints on the basis of race, color, creed, religion, national origin, affectional or sexual orientation, ancestry, socioeconomic status, as well as sex.

Title IX does not specify a particular structure for the grievance procedure; it does require that the procedure provide for the "prompt and equitable resolution of student and employee complaints." Therefore, all procedures must include reasonable timelines for the initiation and resolution of a grievance.

Any person who believes that he/she has been discriminated against may also file a complaint with the Office for Civil Rights or the Department of Education at the same time a grievance is filed during or after the grievance process, or without using the school district process at all. A person may also file a grievance with the New Jersey Division on Civil Rights. Please reach out to Ms Brower at 973-672-3200 ext. 203 for more information, support or guidance.

Notice of Statement of Non-Discrimination and Equal Opportunity

PRIDE Academy Charter School adheres to the laws and regulations set forth in N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, and Equal Pay Act 1973, and is committed to ensuring equality in Educational, Employment, and Contract Practices for all persons, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, or socioeconomic status.

The following staff member is our Affirmative Action Officer and designated to handle inquiries regarding our non-discrimination policies or grievance procedures:

Ms Robin Brower

117 Elmwood Ave,

East Orange, NJ 07108

973-672-3200 ext. 203

Please review our 2023-2024 Student Handbook and Code of Conduct and HIB reporting processes available on our school website:

<https://prideacs.org/policies-reports/>



We Need Your Help to Reinforce High Expectations for Learning and Behavior at School

- ❖ Attendance matters and students should arrive on time for school BEFORE 8:00AM each day. If they plan to eat school breakfast, students should arrive at least by 7:45AM so that they have time to eat their breakfast before the start of their school day at 8:00AM.
- ❖ Students should wear a Pride Dress Uniform or Gym Uniform each day to school. Non-Pride uniform sweaters or hoodies may not be worn during the school day.
- ❖ Students should bring to school: (if they choose to wear a mask, their own face mask and extras in case they need replacements during the day, their School Agenda, pens, pencils, paper, & headphones for use with their school laptop when required. They must also bring a backpack to school so that they are prepared to carry their school laptop in their backpack from class to class and also to lunch/recess. **PLEASE NOTE:** Students may not carry their cell phones on their person during the school day or in their backpacks/purses or fannypacks.
- ❖ Students may not bring lunch or snacks that include nuts of any kind, sunflower seeds, candy/chocolate bars, carbonated drinks, and they may not share food items from home or school breakfast/lunch with others.
- ❖ If cell phones are brought to school, please know that they may not be used in school at any time (including before school and after school activities and during classes, transitions in hallways, restroom visits, lunch and recess) and must remain locked up in lockers. Cell phones will be confiscated due to lack of compliance with our expectations, and the school is not responsible for lost or stolen cell phones.
- ❖ Students must demonstrate the core values of Peace, Respect and Empathy in their words, actions, and interactions with each other and all members of our Pride family. Students may not play fight or hit, touch, slap, kick etc. and must follow the practice of keeping their hands, feet, and belongings to themselves.
- ❖ Students should respect and take care of our school property including their school laptop loaner, supplies, furniture and restrooms.
- ❖ Students must follow these practices with regard to their use of our school restrooms to respect the privacy of others, maintain a high level of cleanliness and sanitary conditions, and prevent the destruction of property, fixtures and plumbing:
 1. They may only be inside the stalls by themselves and never be in a stall with other individuals.
 2. They may not stand on the commode or look over into other stalls, look under the stall doors/walls into other stalls, or look through cracks in between the door and stall walls into the stall..
 3. They may not place items of food or other objects in the commodes or urinals.
 4. They may not urinate or defecate on the floor instead of in the commode or the urinal.
 5. They may not vandalize the walls, doors and other areas of the restroom with graffiti.
 6. They may not go to the restroom with their cell phones to use their phones and/or video record themselves or others.
 7. They may not arrange with others to meet up or congregate in the restrooms at any time during the school day including class time, homeroom time, transitions, and lunch/recess, and after school activities.

For more detailed information about all of our expectations and code of conduct, please review our 2023-2024 Student Handbook and Code of Conduct available on our school website:

<https://prideacs.org/policies-reports/>



Questions and Suggestions?

Your thoughts, questions and feedback are important to us. Please reach out to Mrs Thomas via email at fthomas@prideacs.org or call at 973-672-3200 ext. 201 if you would like to set up a time to meet or share about your experience at Pride so far this year.