

BETH EL EARLY LEARNING CENTER COMMUNITY COVENANT & CODE OF CONDUCT SCHOOL YEAR 2026-2027

The Early Learning Center ("ELC") at Temple Beth El represents the best of our congregation: the celebration of life, learning, and community. We believe that the ELC not only helps our students develop a strong foundation for academic learning, but also builds into that foundation the fundamental morals and values our tradition has taught for centuries. We believe that the ELC and our community must model those values in every facet of congregational life. Further, we are committed to the idea that educating children is a process that involves a partnership between parents, teachers and the school community.

When we enroll our children at Temple Beth El, we are joining a very special spiritual community. This document represents a *Brit-Kehilah* – a community covenant which governs interaction between and among parents and between parents and school personnel. Civility, consideration, and mutual respect are the minimum requirements for every interaction and for all forms of communication.

The intent of the ELC Community Covenant is to maintain, to the greatest extent reasonably possible, a safe, orderly and purposeful, constructive learning center for students, teachers, administrators, other staff, and parents/legal guardians of the students of the ELC. We expect this Community Covenant will provide guidance to parents and staff as to what is acceptable and expected conduct and potential ramifications for non-compliance.

Following the guidance set forth in this Community Covenant, we expect everyone to:

- Respect the property of others;
- Treat others with dignity and respect at all times;
- Follow the parking rules, keep children securely buckled in age-appropriate car seats while in our parking lot, and have the child in school on time with the necessary supplies and appropriate dress;
- Follow the school's rules, calendars, deadlines and expect your child to do the same. This includes all of the policies and procedures set forth in the Parent Handbook and all associated health, safety, and immunization policies; and
- Speak respectfully to the teachers, staff and other parents at all times, especially in front of children, and when there is a disagreement.

Unacceptable/Disruptive behavior includes, but is not limited to, the following:

- Behavior which interferes with or threatens to interfere with the safe, orderly, and purposeful operation of a classroom, an employee's office or office area, any area of the school facility, Temple Beth El's campuses, or any other venue in which the ELC conducts any aspect of its business, including the non-sanctioned use of alcohol or any other intoxicant or the use or possession of illegal

substances;

- Shouting at, and/or threatening to harm members of the school staff, Temple volunteers, a visitor or fellow parent/child either in person or over telephone and regardless of whether such behavior constitutes a criminal act;
- Posting or publishing defamatory, offensive or derogatory comments regarding the school or any of the pupils/parents/staff/Board members/volunteers, at the school, on social media sites, classroom "What's App" group chats, or in printed publications;
- Abusive or threatening emails, social media posts (including in "closed" or "restricted" groups), text messages, voicemails, phone messages or other written communication;
- Breaching the school's security procedures including the ELC's policies regarding weapons on campus and proper use of the weapons screening system;
- Breaching any of the school's health and safety policies;
- Physically intimidating behavior, i.e. invasion of personal space, etc.;
- Emotionally intimidating behavior including verbally threatening, demonstrated continual mistrust of staff members, bullying, or badgering via email, phone, or in-person;
- Verbally aggressive, belligerent, or disruptive behavior;
- Damaging/destroying or threatening to damage/destroy ELC or synagogue property of any kind.
- Litigious threats against the ELC, Temple Beth El, and/or individual staff members.

Authority of ELC Personnel

ELC and Temple Beth El persons shall have authority to request parents who breach this Community Covenant & Code of Conduct to be removed from ELC and Temple Beth El property, either temporarily or permanently and may, as circumstances dictate, ask such parent to withdraw his or her child from the ELC. Withdrawal of enrollment privileges, for any reason, does not relieve parents of the responsibility for full payment of their current financial obligations.

I am the parent/legal guardian of _____ and I hereby acknowledge and affirm that I have read the ELC Community Covenant and agree to abide by its terms and conditions.

Parent 1: _____

Date: _____

Parent 2: _____

Date: _____