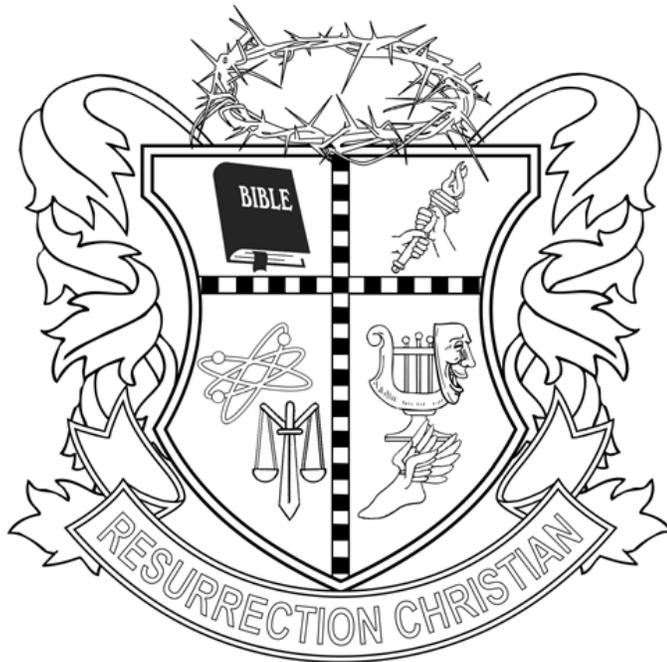


# Resurrection Christian School Articles of Incorporation and Bylaws

Last Revised September 3, 2014



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RCS Articles of Incorporation & Bylaws

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RESURRECTION CHRISTIAN SCHOOL

(A Colorado Nonprofit Corporation)

I, the undersigned natural person, a citizen of the United States of the age of eighteen (18) years or more, acting as incorporator of a corporation under the Colorado Revised Nonprofit Corporation Act, adopt the following Articles of Incorporation for such corporation.

Article I

The name of the corporation shall be RESURRECTION CHRISTIAN SCHOOL.

Article II

The period of duration is perpetual, and its effective date is July 1, 1998, at 12:01 A.M.

Article III

A. The purpose of this corporation is to establish, maintain, promote and operate a Christian school, and to effectuate this purpose it shall be deemed to be organized exclusively for charitable, religious, and educational purposes, including, for such purposes, the making of distributions to organizations that qualify as exempt organizations under 501(c)(3) of the Internal Revenue Code of 1954 (or the corresponding provision of any future United States Internal Revenue Law).

B. The mission of this corporation is to provide Resurrection Christian School children with a quality academic education founded on Christian principles and values.

Article IV

This corporation shall be guided by the fundamental Statement of Faith as provided in the By-laws of the corporation.

Article V

The government and management of school affairs shall be in accordance with these Articles and with By-laws, not inconsistent with these Articles, as may be adopted and amended from time to time.

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## Article VI

A. The initial Board of Directors (School Board) of the corporation shall consist of three members, and the names and addresses of the persons who shall serve as the Board until their successors are duly qualified, appointed, and accept such office, are as follows:

Patti Chadderton, 1338 West 45th Street, Loveland, Colorado 80538.

Clarence Laber, 1216 Heather Drive, Loveland, Colorado 80537.

Dick MacWherter, 2526 West 20th Street Road, Greeley, Colorado 80631.

Liz Urquhart, 205 Sequoia Circle, Windsor, Colorado 80550.

B. The number of School Board members who shall conduct and manage the business and affairs of the corporation shall be not less than three, and the number and selection of the Board shall hereafter be fixed in the manner provided by the By-laws of the corporation.

C. No director shall be personally liable to the corporation for monetary damages for any breach of fiduciary duty as a director, except that no director's liability to the corporation for monetary damages shall be eliminated or limited on account of any of the following: (a) Any breach of the director's duty of loyalty to the corporation; (b) Any acts or omissions of the director not in good faith or that involve intentional misconduct or a knowing violation of law; (c) the director's assent to, or participation in, a loan by the corporation to any director or officer of the corporation; (d) Any transaction in which the director received improper personal benefit. Nothing herein will be construed to deprive any director of the right to all defense ordinarily available to a director nor will anything herein be construed to deprive any director of any right for contribution from any other director or other person. Any repeal or modification of this provision shall be prospective only and shall not adversely affect any right or protection of a director of the corporation existing at the time of such repeal or modification.

D. The corporation may indemnify its directors, officers, employees and agents.

## Article VII

The corporation shall have voting members whose qualifications and privileges shall be as provided in the Bylaws.

## Article VIII

No member shall have any right, title or interest in the assets of the corporation. The ownership of all property (real, personal or mixed) acquired by this school shall be vested exclusively in this corporation, and title to the same shall be taken in its name alone. The School Board, subject to approval of the members, shall have the power and authority to acquire, bargain, sell, convey, mortgage, lease, sub-lease, assign, or release any real estate, and to erect schoolhouses and other buildings for the direct and legitimate use of said school, and to alter and repair the same.

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## Article IX.

No part of the net earnings of the corporation shall inure to the benefit of, or be distributable to its directors, officers, or other private persons, except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in Article III hereof.

## Article X.

No substantial part of the activities of the corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the corporation shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office.

## Article XI.

The corporation shall have all of those powers granted by the Colorado Revised Nonprofit Corporation Act, except however, the corporation shall not carry on any activities not permitted to be carried on (a) by a corporation exempt from federal income tax under section 501(c)(3) of the Internal Revenue Code of 1954 (or the corresponding provision of any future United States Internal Revenue Law) or (b) by a corporation, contributions to which are deductible under section 170(c)(2) of the Internal Revenue code of 1954 (or the corresponding provision of any future United States Internal Revenue Law).

## Article XII.

Upon dissolution of the corporation the School Board after paying, or making provision for the payment of, all of the liabilities of the corporation, shall dispose of all of the assets of the corporation to Resurrection Fellowship of Loveland, Colorado, or, if it is not in existence or does not then qualify, subject to approval of a majority of the members of the corporation, to such organization or organizations organized and operated exclusively for charitable, educational or religious purposes as shall at the time qualify as an exempt organization or organizations under section 501(c)(3) of the Internal Revenue Code of 1954 (or the corresponding provision of any future United States Internal Revenue Law). Any assets not so disposed of shall be disposed of by the District Court of Larimer County, Colorado, exclusively for such purposes or to such organization or organizations as said Court shall determine which are organized and operated exclusively for such purposes.

## Article XIII.

The initial principal office for transaction of the business of the corporation shall be located at 6502 East Crossroads Blvd., Loveland, Colorado 80538. The initial registered office of the corporation shall be 6502 East Crossroads Blvd., Loveland, Colorado 80538, and the name of the initial registered agent at such address is Dick MacWherter. Either the registered office or the registered agent may be changed in the manner provided by law.



BYLAWS  
of  
RESURRECTION CHRISTIAN SCHOOL

PREAMBLE

We, the School Board, in response to the Biblical commandment for the Christian education of our children and believing that this Christian education can best be accomplished in a Christian school, hereby make and adopt the following Bylaws for the organization and operation of Resurrection Christian School.

ARTICLE I - NAME

The name of this school is Resurrection Christian School.

ARTICLE II - STATEMENT OF FAITH

Each member of the School Board, and each employee of the Corporation, having accepted Jesus Christ as personal Savior, shall subscribe to the following Statement of Faith:

STATEMENT OF FAITH

WE BELIEVE the Bible is the only infallible, inspired and authoritative Word of God. Ex. 20:1; II Tim. 3:16; II Pet. 1:20-21; I Cor. 2:10-13; Luke 24:27; Luke 24:44-45; Rev. 22:18-19.

WE BELIEVE there is one God, eternally existent in three persons: God the Father, God the Son, and God the Holy Spirit. Psalm 2:6-9; Matt. 28:19-20; II Cor. 13:14; I Cor. 12:4-6; Matt. 3:16-17; John 14:16.

WE BELIEVE in the deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His vicarious and atoning death, in His bodily resurrection, in His ascension to the right hand of the Father. John 1:1-5; 14,34; John 5:1-47; John 6:69; Matt. 1:20-23; Isa. 7:14; Matt. 1:23; Heb. 1:9; 7:26; I Cor. 15:20-23; Luke 1:31-33; Rom. 1:3-4; Eph. 1:20-23; Phil. 2:9-11; Col. 1:13-19; Isa. 9:6-7; Matt. 16:16; I Cor. 15:3-4.

WE BELIEVE in the Blessed Hope the rapture of the Church at Christ's coming. I Thes. 4:16-17; John 14:1-7; I Thes. 1:7-10; Matt. 25:31; I John 3:2; Acts 1:11; Rev. 17; Rev. 19:11-16; Rev. 21:6; Dan. 7; Tit. 2:13.

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WE BELIEVE the only means of being cleansed from sin is through repentance and faith in the precious blood of Christ. I Pet. 1:18-19.

WE BELIEVE regeneration by the Holy Spirit is absolutely essential for personal salvation. John 3:3-5.

WE BELIEVE the redemptive work of Christ on the cross provides healing of the human body in answer to believing prayer. I Pet. 2:24.

WE BELIEVE the baptism of the Holy Spirit, according to Acts 2:4, is given to believers who ask for it. Acts 2:39.

WE BELIEVE in the sanctifying power of the Holy Spirit by whose indwelling the Christian is enabled to live a holy life. John 16:7-15; I Cor. 6:19-20; Gal. 5:16-18; Eph. 1:13-15; 4:30; I Cor. 12:13.

WE BELIEVE in the resurrection of both the saved and the lost; the one to everlasting life and the other to everlasting damnation. Job 19:25-27; Dan. 12:2; I Cor. 6:14; John 5:29; 11:25; Rom. 6:5; I Pet. 1:3; Rev. 20:4-6; John 5:28, 29.

### ARTICLE III - PHILOSOPHY OF EDUCATION

Mission = Christian Education Committed to Excellence

The educational process in a Christian school is dependent on a Biblical philosophy, which provides the right world view and essential truths for life so that children may be prepared to assume their proper place in the home, the church, and the state. Accordingly, the world view of education for Resurrection Christian School is as follows:

Our Educational Philosophy is to train young people spiritually, academically, socially and physically. Resurrection Christian School is an extension of the Christian Home; where God has given primary responsibility of educating children to the parent.

It is to be understood that attendance at Resurrection Christian School is a privilege. All students that desire to continue to attend RCS must meet academic and behavioral expectations and desire to grow in Christ.

Resurrection Christian School exists to help young people grow into the fullness of Christ, with a strong emphasis on academic training. It should be recognized that Resurrection Christian School does not have the resources to effectively teach and train children with certain physical handicaps and learning difficulties. In addition, students must have the ability to learn, grow, and mature at the appropriate grade level.

#### 1. Spiritual -

- Build a foundation of Christian principles and values in order to successfully integrate Christian philosophy into our students' total life.

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- Nurture competency in communication and research skills, and in the ability to make mature decisions.
2. Academic -
    - Provide quality academic education.
    - Encourage learning of necessary skills required for meaningful participation in society as an adult.
  3. Social -
    - Provide students with opportunities for growth in the social skills required for adequate involvement in today's society.
    - Enable students to adequately understand and appreciate the privileges and responsibilities of living in a democracy.
  4. Physical -
    - Provide opportunities for learning skills necessary to participate in physical activities and a healthy lifestyle.
    - Provide opportunities for participation in individual and team physical activities.

### PHILOSOPHY OF CHRISTIAN SCHOOL EDUCATION

1. Life has meaning only as all aspects of man's experience are related to the one true God who created man in His image.
2. The visible creation, the Bible, and Jesus Christ are, respectively, the natural, the written, and the personal revelations of the one true God to mankind.
3. The Holy Spirit is given to believers to guide them into all truth.
4. The Bible is the inspired and only infallible authoritative Word of God.
5. All truth has its source in God.
6. All wisdom and knowledge begins and ends in the knowledge of God and His Word.
7. Education is a growth process including teaching, instructing, training, correction, and disciplining. It must be based upon the total developmental needs of the individual learner as far as possible.
8. God has clearly given to parents the primary responsibility for the education of their children.
9. In the Christian school the teacher, called of God and gifted in teaching, shares a part of the burden and responsibility with the parent.

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10. Both the parent and the teacher share an awesome responsibility. Through fulfillment of this responsibility in obedience to God, parents and teachers reap honor from their children and blessings from the Lord.

### ARTICLE IV - BOARD OF DIRECTORS (SCHOOL BOARD)

#### Sec. 1 - Agreement of School Board

All members of the School Board shall be born-again spirit-filled believers (\*) and shall agree without reservation with all Articles of Incorporation and all of the Bylaws. Further, they shall be active members in good standing of Resurrection Fellowship or a likeminded church.

*(\*) To be filled with the Holy Spirit:*

*An event subsequent to conversion in which a believer experiences a fresh infilling with the Holy Spirit that will result in a greater love for God, hunger for His Word, greater victory over sin, increased power for ministry, and including but not limited to the receiving of new spiritual gifts.*

#### Sec. 2 - General Responsibilities

Resurrection Christian School's Board shall oversee the continuing operation of this ministry and generally oversee the school's business affairs. The responsibilities of the Board shall include, but not be limited to, making policy and procedures, acting on matters of personnel including hiring and firing, establishing tuition and fees, promoting Christian education in the community, and praying for the ministry of the school.

#### Sec. 3 - Number and Tenure of Members

- A. The number of School Board members shall be at least five but not more than nine. This number may be increased or decreased from time to time by the Board pursuant to amendment of this Bylaw.
- B. The RCS board shall be comprised by a minimum of three Resurrection Fellowship members. One board position shall be a Resurrection Fellowship Pastor or Deacon Representative. The RCS board may also include non-Resurrection Fellowship church members.
- C. Each School Board member shall serve on the Board for a term of three years, commencing July 1, unless such service is terminated by resignation, death, or dismissal. Any Board member is eligible to be considered for three successive three-year terms. Each successive term shall be subject to Board approval. After

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a third term on the Board, the Board member shall step down from service for at least one full year before being eligible again for the Board.

- D. Terms of service upon the School Board shall be staggered in such a manner that no more than one-third of the full Board will complete their term of service in any given year.
- E. A board member term may be extended an additional year in office if the board decides that the term extension is necessary to complete a large project involving the member, or that the term limitation of the member would prove harmful to the completion of a major project or action critical to the vision of the school.

### Sec. 4 - Board Member Qualifications

- A. Members of the School Board shall be born-again, Spirit-filled believers (\*), active members of Resurrection Fellowship or likeminded church, and subscribe without reservation to all Articles of Incorporation and all of the Bylaws.

*(\*) To be filled with the Holy Spirit:*

*An event subsequent to conversion in which a believer experiences a fresh infilling with the Holy Spirit that will result in a greater love for God, hunger for His Word, greater victory over sin, increased power for ministry, and including but not limited to the receiving of new spiritual gifts.*

- B. Members of the School Board shall be Christian role models in the school, church, and community.
- C. No employee (teacher, staff, coach, etc.) of RCS or spouse of any RCS employee, shall be eligible to serve on the School Board. Exceptions = substitute teachers.
- D. Members of the School Board are encouraged to have all eligible children enrolled in RCS.

### Sec. 5 - Board Member Compensation

Members of the School Board shall receive no compensation for their services. The Board may authorize the reimbursement of expenses, incurred by any Board member, in the performance of official business for the school or the Board.

## ARTICLE V - NEW BOARD MEMBERS

### Sec. 1 - Vacancies on the School Board

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A vacancy on the School Board shall be deemed to exist in the case of expiration of term, resignation before expiration of the term, death, or removal from the Board.

### Sec. 2 - Nominations for the School Board

A. Candidates for the School Board shall be nominated by the Board. Parents of students or other interested individuals may recommend candidates to the Board by submitting the name to the President of the Board who must submit the names to the full Board for consideration.

B. Such candidates will be interviewed prior to nomination by the School Board to determine interest, suitability, and eligibility. All candidates shall meet the qualifications of Board Members as set forth in these Bylaws.

### Sec. 3 - Appointment of Directors

Any vacancy on the School Board may be filled by a majority vote of the remaining Board members. In the instance of an unexpired term, each Board member so appointed shall hold office until the expiration of that term. Otherwise the newly appointed Board member shall serve a full term.

### Sec. 4 - Resignation or Dismissal From Board

A. Any School Board member may resign from office by tendering the resignation in a letter to the Board President.

B. Any School Board member may be removed from the Board for failure to be a Christian role model, for excessive absence from regular and special meetings of the Board, or whenever such removal in the judgment of the Board would be in the best interest of the school. Removal shall require a two-third's vote of the Board.

C. In view of the serious nature of a School Board member's involuntary removal from office, every effort shall be made by all parties to show Christian compassion and forbearance. Corrective measure and actions designed to promote genuine repentance and personal restoration shall be applied. Dismissal from the Board shall be a matter of "last resort." Any unpleasantness surrounding such action shall be dealt with quickly and take into account the dignity and personal privacy of the individual in question.

D. In the event a School Board member who has left the Board was an officer, another member shall be designated by majority resolution of the Board to assume the responsibilities of the office now vacant.

## ARTICLE VI - DUTIES OF THE BOARD

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### Sec. 1 - Duties of Board

A. The School Board shall help set the spiritual tone for the school. Board members shall individually and corporately pray for the administration, faculty, staff, parents, and children of the school. They will be inclined to prayer, ever mindful of their own dependence upon God for His grace and wisdom manifest in the spiritual covering and leadership that He has provided from Resurrection Fellowship.

B. The primary function of the School Board is to set school policy, not to administer the school. The daily administration is the work of the Superintendent. The Board's policies set the boundaries with which the Superintendent administers the school.

C. The School Board's authority is corporate. Individual Board members have authority to act only when the Board is convened in regular or special session. There shall be only one line of authority, which will flow from the Board through its President to the Superintendent who is charged with the responsibility for properly conveying the decisions and actions of the Board to the faculty, staff, students and parents as appropriate.

D. The School Board shall oversee the general financial operation of the school by approving annual budgets, devising methods of raising necessary operating funds, and determining how these funds shall be disbursed. The Board shall arrange for an audit review or certified financial audit as it deems appropriate, not less than every three years.

E. The School Board shall see that all measures are taken to operate with a balanced budget.

F. The School Board shall approve the fiscal year and the school calendar for the school.

G. The School Board shall exercise due care to determine that the school operates according to accepted legal principles which should include, but not be limited to, the obtaining of competent legal counsel to advise the Board on matters of safety, general liability, and personnel issues.

H. A significant duty of the School Board is the selection of its Chief Administrative Officer (Superintendent). The Superintendent will implement the Board's policies and directives and manage the day-to-day operation of the school. The annual evaluation of the Superintendent is the responsibility of the entire Board.

I. Upon recommendation of the Superintendent to the School Board, the faculty and staff of the school shall be appointed by the Board after careful consideration of each individual's spiritual and academic qualifications. Such employees shall be chosen to meet the educational objectives and to execute the academic programs and policies of the school.

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J. The School Board shall have the authority to dismiss and/or not renew the contract of any personnel associated with the school who do not fulfill the requirements set forth in these Bylaws, their employment agreement, or fail to be a Christian role model.

K. The Superintendent, with School Board approval, shall ensure that a Staff Manual is developed, revised as needed, and annually distributed to all employees.

L. The School Board shall approve the educational programs and standards of achievement for the school. This shall include the review and approval by the Board of all textbooks and courses of study recommended by the school's faculty under the leadership of the Superintendent.

M. The School Board shall evaluate itself annually. Each member shall also evaluate himself/herself annually. Each member shall also evaluate his/her willingness and ability to continue in a Board position.

### ARTICLE VII - OFFICERS OF THE BOARD

#### Sec. 1 - Officers

The School Board shall annually elect Officers of the Board from among its members. The duties of the Officers shall be limited to the following:

A. President. The President shall preside at all School Board meetings and perform such other duties as approved by the Board. The President shall be the Superintendent's primary point of contact with the Board when the Board is not in session.

B. Vice President. The Vice President shall perform the duties of the President in the latter's absence, disability, or refusal to act. When so acting, the Vice President shall have all powers of and be subject to all the restrictions upon the President.

C. Secretary. The Secretary shall cause to be recorded the minutes of any and all meetings of the School Board. The Secretary shall have custody of the Board records and documents and shall conduct necessary correspondence and perform other duties associated with the office.

D. Treasurer. The Treasurer shall oversee the financial records showing the financial condition of the school, shall provide professional accounting guidance and oversight of all monies in the school, and shall perform such other duties as are customarily performed by such an officer.

### ARTICLE VIII - MEETINGS OF THE SCHOOL BOARD

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### Sec. 1 - Regular Meetings

A. Regular meetings of the School Board shall convene at least once a month during the school year. Board members shall be notified at least one week prior to regular meetings.

B. School Board meetings shall be open to school parents and other interested individuals. The President may grant the privilege of the floor to observers at his/her discretion.

C. The President of the School Board, in consultation with the Superintendent, shall prepare an agenda for regular meetings of the Board. Such agendas shall be provided to each member of the Board at least one week prior to the scheduled regular meeting.

D. The School Board has the right to meet in executive session.

1. An executive session may also be called for by any Board member during a portion of any meeting for the purpose of discussing personnel and other sensitive matters.

2. Executive sessions shall have in attendance all Board members present at said meeting, the Superintendent of the school, and any other persons who are specifically asked to attend this session by the Board President. When the executive session is for the purpose of evaluating the Superintendent, the Superintendent may be asked not to attend.

3. Time spent in executive session shall be used to discuss the sensitive and confidential matters at hand. Because of the personal and sensitive issues discussed and decided in executive session, minutes of such will not be open to the general public except in a requested summarized edition with confidential information excluded.

### Sec. 2 - Special meetings

A. Special meetings of the School Board may be called by the President of the Board with approval by a majority of the Board members.

B. Notice of the time, place, and purpose of all special meetings of the School Board shall be given to each Board member by telephone at least 48 hours prior to the scheduled special meeting.

### Sec. 3 - Emergency Action

In an emergency, the President of the School Board may poll the full Board to secure authorization for a given course of action.

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### Sec. 4 - Presumption of Assent

Any member of the Board who is present at a meeting of the School Board at which action is taken shall be presumed to have assented to the action taken unless his/her dissent is entered in the minutes of the meeting or unless the Board member files his/her written dissent to the action taken with the Secretary prior to the next regularly scheduled meeting. The right to dissent shall not apply to a Board member who has voted in favor of the action.

### Sec. 5 - Waiver and Consent

The transactions of any meeting of the School Board, however called or noticed, shall be valid as though passed at a meeting duly held after regular call and notice, if a quorum is present, and if either before or after the meeting, each of the Board members not present sign a written waiver of notice or a consent to the holding of such meeting, or an approval of the minutes thereof.

### Sec. 6 - Quorum

A. At all meetings of the School Board, whether regular or special, the presence in person of a majority of Board members shall constitute a quorum for the transaction of business. Only members may vote at any meetings of the Board and proxies shall not be valid for voting.

B. In the absence of a quorum, a minority of Board members may adjourn any meeting of the Board from time to time, without notice other than announcement at the meeting, until a quorum shall be present.

C. If there are not sufficient School Board members in office to constitute a quorum as provided in this Bylaw, a majority of Board members may qualify or approve new Board members.

### Sec. 7 - Robert's Rules of Order

Meetings of the School Board shall be governed by Robert's Revised Rules of Order.

## ARTICLE IX - SCHOOL SUPERINTENDENT

Sec. 1 - The Superintendent shall be appointed by the School Board. He/she shall be the chief executive officer of the school and shall carry out the policies established by the Board. The Superintendent shall be an ex-officio (non-voting) member of the Board.

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Sec. 2 - The Superintendent shall be a born-again, Spirit-filled believer (\*) and subscribe without reservation to the school's Statement of Faith and Philosophy of Education. He/she shall be a Christian role model in the school and community.

*(\*) To be filled with the Holy Spirit:*

*An event subsequent to conversion in which a believer experiences a fresh infilling with the Holy Spirit that will result in a greater love for God, hunger for His Word, greater victory over sin, increased power for ministry, and including but not limited to the receiving of new spiritual gifts.*

Sec. 3 - The Superintendent shall be a member in good standing of Resurrection Fellowship.

Sec. 4 - The Superintendent's responsibilities are to be defined in a job description approved by the School Board.

Sec. 5 - The Superintendent shall be appointed each year after careful consideration of his/her spiritual and academic qualifications and the Board conducted evaluation.

Sec. 6 - The School Board shall evaluate the Superintendent annually based upon his/her job description and other appropriate factors.

### ARTICLE X - INDEMNIFICATION

The school shall indemnify each School Board member and officer who was or is a party, or is threatened to be made a party to any threatened, pending, or completed action, suit, or proceeding, whether civil, criminal, administrative, arbitrative, or investigative (other than an action by or in the right of the corporation) by reason of his/her being or having been a Board member or officer of the school, against expenses (including attorneys' fees), judgments, fines, and amounts paid in settlement actually and reasonably incurred by him/her in connection with the action, suit, or proceeding if he/she acted in good faith and in the manner he/she reasonably believed to be in or not opposed to the best interests of the school, and, with respect to any criminal action or proceeding, had no reasonable cause to believe his/her conduct was unlawful.

In the event of the disposition of any action, suit, or proceeding in which no determination regarding good faith, reasonable belief, negligence, or misconduct, as applicable, has been made, such indemnity shall be conditioned upon prior determination that the Board member or officer acted in good faith and with reasonable belief and without negligence or misconduct, as applicable, and that such payments or obligations are reasonable. Such determination shall be made (i) by the Board by a majority vote of a quorum consisting of Board members who were not parties to such proceeding, (ii) by independent legal counsel in a written opinion if such a quorum is not obtainable or, even if attainable if a quorum of disinterested Board members so direct. Board members eligible to make any such

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determination or to refer any such determination to independent legal counsel must act with reasonable promptness when indemnification is sought by any Board member or officer.

Expenses incurred in defending any proceeding may be paid by the school in advance of final disposition of such proceeding, if authorized in the manner set forth in the preceding paragraph, upon receipt of an undertaking by or on behalf of the Board member or officer to repay such amount unless it shall ultimately be determined that he/she is entitled to indemnification.

Every reference herein to Board member or officer shall include every Board member or officer or former Board member or officer of the school as a Board member or officer or in similar capacity of another corporation, partnership, joint venture, trust or other enterprise and, in all such cases, the heirs, executors, and administrators of such Board member or officer.

The school may further indemnify each Board member and officer in any other manner permitted by law.

### ARTICLE XI - FACULTY AND STAFF

Sec. 1 - The faculty and staff shall be appointed by the School Board upon recommendation of the Superintendent. In making such recommendations, the Superintendent shall give careful consideration to spiritual and academic qualifications and administrative evaluations each year. For each new hire, the School Board will be provided a summary to include the following information:

- A. The number of candidates that applied for the position, and the number selected for an interview.
- B. Criteria used for the particular position (i.e. experience, education/training, skill set, etc.)
- C. How this candidate will contribute to the mission of RCS—Boldly Christian, Academically Equipped, Globally Prepared.
- D. What made this candidate the best for the position, above all others.
- E. Finally, if there were any hesitations regarding a candidate these should be duly noted and addressed by the Superintendent.
- F. A copy of the resume of the candidate should be provided with the summary.

Sec. 2 - Individuals serving on the faculty and staff shall be born-again believers and subscribe without reservation to the school's Statement of Faith and Philosophy of Education. Such individuals shall be Christian role models in the school and community.

Sec. 3 - Individuals serving on the faculty and staff shall be active members in good standing of Rez or a likeminded church whose doctrine is in accord with Article II of the Bylaws.

Sec. 4 - Faculty and staff responsibilities are to be defined in job descriptions recommended by the Superintendent and approved by the School Board.

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Sec. 5 - The Superintendent shall ensure that the administrative team evaluates faculty and staff annually based upon their job descriptions and other appropriate factors.

Sec. 6 - Each member of the faculty and staff shall receive a handbook(s) of pertinent policies and procedures for the school and shall certify annually in writing that he/she has received and reviewed the handbook(s).

Section 7 - The faculty and staff shall be terminated at the recommendation of the Superintendent and with the final approval of the School Board. In the event of a need to terminate, the School Board will be provided a summary to include the following information.

- A. A brief timeline and description of dereliction of duties and mediation attempts to improve performance of the employee.
- B. Final summary of failure to complete job requirements and comply with requested directives of the Superintendent.

### ARTICLE XII - STUDENTS

#### Sec. 1 - Non-discrimination Statement

Resurrection Christian School admits students of any race, color, national or ethnic origin to all the rights, privileges, programs and activities, generally accorded or made available to students at the school. It does not discriminate on the basis of race, color, national or ethnic origin in the administration of educational policies, admissions policies, scholarship and loan programs, athletic or other school-administered programs.

#### Sec. 2 - Parent Action Committee

The school may establish a committee for the close association and cooperation of the parents of the students and the teachers involved in the school, and as a means of coordinating parent volunteers.

### ARTICLE XIII - AMENDMENTS OF THE BYLAWS

Sec. 1 - The School Board shall have the power to alter, amend or repeal the Bylaws or adopt new Bylaws only by two-thirds vote of a quorum present.