



# BACK TO SCHOOL GUIDE

2024-25

210-733-7331  
[www.sa-academy.org](http://www.sa-academy.org)

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*The mission of San Antonio Academy of Texas is to offer  
an exceptional education intentionally crafted for boys  
Pre-K through 8th grade.*

**BE HONEST. BE KIND. BE THE BEST YOU CAN BE.\***

## KEY CONTACTS

### Head of School

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### Elementary School (3rd-5th)

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pquick@sa-academy.org  
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### Student Services & Learning Lab

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### WELL Program

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### After-School Care

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### Uniform Store

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210-733-7331 ext. 293

### Parents Club

parentsclub@sa-academy.org

# SCHOOL COMMUNICATION



To keep you informed about everything that's going on at The Academy, we use the following methods of communication.

**NEW!** The **WILDCAT PORTAL**, powered by Blackbaud, is our student information system and is used for managing enrollment, student records, parent resources, and accessing Tuition Management and Magnus Health.

**WEEK AT A GLANCE** is the weekly digital email newsletter sent to parents on Sunday mornings with important announcements and upcoming events.

**CLASS and GRADE-LEVEL EMAILS** are sent by teachers and administrators on an as-needed basis.

An **IMPACT REPORT** is published each year to highlight school achievements, provide financial transparency, and showcase the impact of donor and volunteer support.

**SOCIAL MEDIA** Please follow us on **Facebook** (@sanantonioacademy), **Instagram** (@sa\_academy), **LinkedIn** (san-antonio-academy-of-texas), and **Vimeo** (saawildcatstv).

**FLICKR** is utilized for sharing event photo galleries. High-res images may be downloaded from the site free of charge ([www.flickr.com/photos/saawildcats](http://www.flickr.com/photos/saawildcats)).

**COFFEE CHATS** are in-person events held each semester for parents and administrators to connect and discuss parent-generated topics and to take a deeper dive into The Portrait of an Academy Boy.

**PARENT-TEACHER CONFERENCES** are held each semester and provide an opportunity for parents and teachers to discuss the child's development and growth in school.

**TEXT ALERTS** are used primarily for weather or emergency-related announcements or changes that pertain to scheduling. To ensure you are opted in to receive text alerts, check that your cell phone number is up-to-date in the **Wildcat Portal** or email [mainoffice@sa-academy.org](mailto:mainoffice@sa-academy.org).



# BACK-TO-SCHOOL CHECKLIST

- ☐ Complete Summer Reading
- ☐ Complete Math Summer Workbook
- ☐ Upload annual physical and update health data in Magnus Health
- ☐ Purchase uniforms from the Uniform Store
- ☐ Label uniforms with your student's name
- ☐ Complete registration for after-school activities
- ☐ Complete the SAA registration forms in the Wildcat Portal (*forms will be emailed to families at the end of July*)
- ☐ Sync the SAA Calendar to your phone
- ☐ Follow SAA on social media
- ☐ Attend Back-to-School Day on August 9
- ☐ Plan to attend Parent Open Houses
  - *Kindergarten–4th Grade: August 27*
  - *5th–8th Grade: August 28*





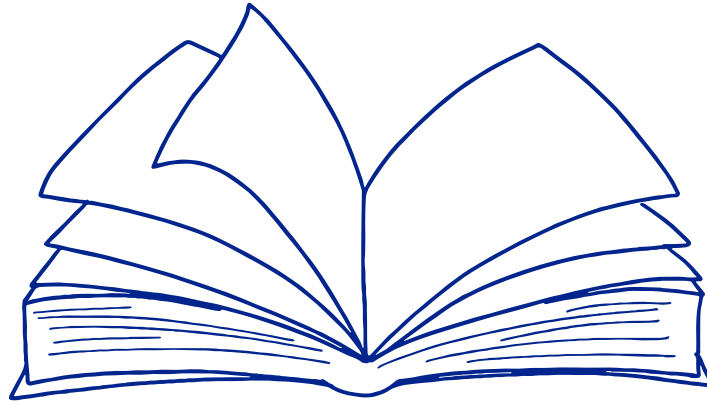
SAN ANTONIO ACADEMY

# BACK To SCHOOL DAY

Friday, August 9, 2024  
8:30 - 11:30 AM

Parents and students, join us for Back to School Day on Friday, August 9 from 8:30–11:30 AM at SAA. Stop by McCombs Gym in The Bondurant Fieldhouse and Fine Arts Building, where you'll visit tables featuring:

- **Registration:** Proof your directory listing
- **Schedules:** Receive grades 5–8 schedules. 3rd and 4th grade class lists and schedules will be posted outside classrooms.
- **Clinic:** Turn in health forms, updated vaccination record or signed medical exemption affidavit, and medications
- **Security:** Receive your Car Sticker and SAA Family Pass & Lanyard
- **Athletics:** Receive info on athletic team options
- **Music:** Sign up for Choir, Band, and Drum Corps
- **After-School Care:** Learn more about the program
- **Wildcat Extended Learning and Leadership (WELL):** Learn more about the program
- **Parents Club:** Pick up your yard sign, carpool tags, and food sale tags; turn in checks for pre-orders if you opted not to pay by credit card via Membership Toolkit
- **Fall Family Fair:** Buy a Fall Family Fair t-shirt; sign up to help
- **Grandparents:** Proof or add grandparent contact information



# SUMMER READING

Encouraging reading during the school year and throughout the summer months is one of the most important things we can do to help our boys succeed. We know it can be challenging to find the right books to keep your son interested, so the SAA Reading Department has shared our Summer Reading Lists.



*Reading lists can be accessed through the SAA Website. **Please note that summer reading is a requirement for our Elementary and Middle School boys.** However, summer reading incentives (to include medals or ribbons) are in place for all boys Pre-K through 8th grade.*

Our “Wildcat Summer Reading Program” launched May 25. If you haven’t already done so, please visit your son’s grade-level list for the requirements. Challenge your son to read every day. The more our students read, the better readers they will become.

**We strongly suggest you set up a summer reading plan to ensure your son completes his reading log and any other requirements by the first day of school (August 13, 2024).**

## READING LISTS

To access Summer Reading Lists,  
scan the QR code or visit  
[www.sa-academy.org/summerreading](http://www.sa-academy.org/summerreading)



# SUMMER MATH SKILLS WORKBOOKS

SAA recommends every student complete some type of skill review over the summer (math, language arts, Spanish, keyboarding, etc.). However, the purchase of this material or other review materials is optional.

During the spring, SAA provided a copy of Math Skills Review for students in grades kindergarten through 4th grade (new families may reach out to Charlotte Turlington at [cturlington@sa-academy.org](mailto:cturlington@sa-academy.org) to reserve a copy). Parents interested in purchasing math workbooks for 5th grade and older, or other subject areas, may order them directly from the company (Tri-C Publications, Inc.) and have the workbooks delivered directly to homes. The workbooks can be ordered at [www.summerskills.com](http://www.summerskills.com).



***As an added incentive, students who complete a Summer Math Skills Review will have the opportunity to earn a summer math medal or ribbon. To qualify for the recognition, students MUST complete the entire Summer Math Skills Review and return it by Tuesday of the second week of school to their homeroom teacher.***

\*Please note that you should order the grade level your child JUST completed.

GRADE LEVEL	AWARD FOR COMPLETING MATH WORKBOOK	SUMMER WORKBOOK
Pre-Kindergarten	Ribbon	Math workbooks will be provided by SAA; other subjects can be ordered if interested.
Kindergarten	Ribbon	
1st Grade	Ribbon	
2nd Grade	Medal	
3rd Grade	Medal	
4th Grade	Medal	Math Workbooks and other subjects are available for parents to purchase.
5th Grade	Medal	
6th Grade	Medal	
7th Grade (Pre-Algebra or Middle School Math)	Medal	
8th Grade (Algebra or Geometry)	N/A	

# PRIMARY SCHOOL UNIFORMS

## **Daily Uniform** (worn 4–5 days a week):

- White SAA T-Shirt (available in short and long sleeves) AND
- Blue Uniform Shorts, Navy Blue Uniform Sweatpants, OR his own classic 5-pocket blue jean

## **Friday Uniform** (worn 1 day a week):

- White SAA t-shirt or Fall Family Fair shirt (Fall Family Fair shirt can be purchased during back-to-school week), with **any green camo** shorts or pants.
- AFTER the Fall Family Fair, your son may wear any SAA shirt with his camo shorts or pants.

**Shoes:** Tennis shoes (please, no light-up shoes) with white socks.

## **How many will you need?**

The amount of uniforms you should purchase is based on how often laundry is done in your home. You will need more than one set of daily uniforms, but only one pair of camos. If you end up purchasing more than you need, keep in mind that any uniform pieces not washed, worn, or written in can be returned for a full refund.

Pre-K and Kindergarten parents will need a backup uniform set to keep in the class for accidents. We advise sizing up for the backup, as your son may not need it, and you can have a uniform ready to go for the following year. Take this into account when ordering.





# ELEMENTARY & MIDDLE SCHOOL UNIFORMS

The boys will follow the traditional uniform schedule (khaki pants and white SAA t-shirt for the first and last six weeks of school; full khaki uniform for the weeks in between). They will dress out in their blue P.E. uniform for P.E. class, and then camos, drill blue, and dress blue uniforms to be worn according to the uniform schedule posted on our school calendar.

**No jewelry is allowed. Analog and/or simple watches may be worn. "Smart Watches" are not allowed.**

**Shoes:** A dress pair of shoes and a daily pair of shoes will be needed. The daily shoe should be an ALL-BLACK, ALL-leather lace-up athletic shoe. The dress shoe is a black leather lace-up oxford shoe. Students may wear the black daily shoe for P.E. or may change into their choice of athletic shoe. The dress and daily shoes should be worn with logo-free, black crew socks. White socks should be worn in P.E.



***Equipping the uniform should be your son's responsibility.** We suggest printing out the guides below and having your son use them to put his uniform together.*

## UNIFORM RESOURCES

- **SAA Uniform Guidelines:** Guidelines and supplies are detailed at [sa-academy.org/uniforms](http://sa-academy.org/uniforms)
- **Military Program Guide:** For a deep dive into the uniform or if needing assistance figuring out what ribbons your son earned in Primary School (see page 16 for all Uniform Standards, page 22 for medals and ribbons).
- **SAA Store Ribbon Mounts:** If you have ribbons and need a holder for them, you can order those online. Simply enter the number of ribbons he has in the size drop-down menu.
- **School Calendar:** Subscribe to the website calendar for daily notifications and/or integration with your smartphone (see instructions in FAQ section of the webpage).

# UNIFORM STORE BACK-TO-SCHOOL SHOPPING



## ONLINE

Orders may be placed online at [saa-store.com](https://saa-store.com) and will be available for pick-up during in-store shopping hours listed below. Please allow 24 hours for fulfillment.



## IN-PERSON SHOPPING

Located on campus in the Stribling House Building

### Summer Hours:

The Uniform Store is open by appointment only this summer. To make an appointment, contact Valeria Otero at [votero@sa-academy.org](mailto:votero@sa-academy.org) or schedule a uniform fitting on the following webpage: [www.sa-academy.org/uniforms](https://www.sa-academy.org/uniforms).

### Back-to-School Week:

- **Thursday, August 8:** Primary School shopping from 5:00–7:00 PM
- **Friday, August 9 (Back-to-School Day):** 8:30 AM–2:00 PM (shop tax-free this day!)



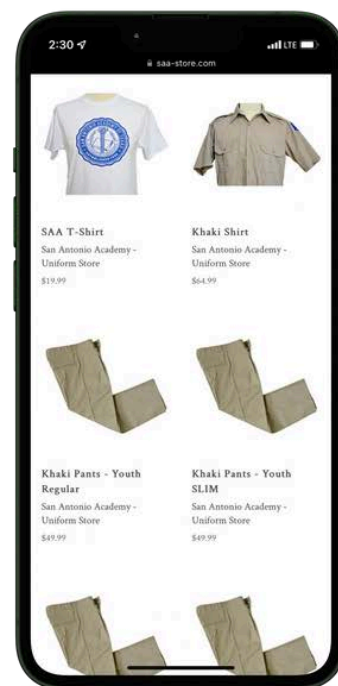
## TAX-FREE SHOPPING DAYS:

**Friday, August 9–Sunday, August 11**

Weekend shopping held online only at [saa-store.com](https://saa-store.com). Tax-free online orders will be ready for pickup on Monday, August 12 after 11:30 AM.

**TAX-FREE DAY EXEMPTIONS INCLUDE:** dress blue jacket, P.E. bags, and 3rd-8th grade accessory packs with belts, buckles, and other accouterments.

## SHOP ONLINE AT SAA-STORE.COM



## UNIFORM FITTINGS

**Rising 3rd Graders and New Upper School Families:**  
sign up for a uniform fitting at  
[www.sa-academy.org/uniforms](https://www.sa-academy.org/uniforms) or scan the QR code.



# UNIFORM OUTLET

Uniform Outlets are organized through the Parents Club and held on select dates. Don't miss these opportunities to pick up gently used uniforms at a discount.

**Look for our next Uniform Outlet coming up in September!**

*Items purchased during the Uniform Outlet are final sale.*



**SAN ANTONIO ACADEMY  
UNIFORM OUTLET**  
**SAA Uniform Store - Stribling House**  
Discounted dress blues, drill blues, camos, and more!



## SAA SPIRITWEAR

SAA has a **NEW** Spiritwear site through BSN! Order your selected items online and they will deliver straight to your home. An assortment of uniform-approved outerwear options are available, including fleece jackets, hoodies, and vests.

**This is an online-only platform and is separate from the SAA Uniform Store.** If you have any issues or questions about your order, please contact BSN Sports directly through the site.



*Spirit t-shirts may be worn on Fridays AFTER  
Fall Family Fair (Saturday, Oct. 19).*



**SHOP SPIRITWEAR**  
**Visit [www.sa-academy.org/spiritwear](http://www.sa-academy.org/spiritwear) or  
scan the QR code.**

# CELL PHONE POLICY

## Reminder: SAA is a Cell Phone Free Environment for Students

Studies have consistently shown that excessive cell phone use, particularly in the form of social media engagement, is correlated with negative effects on student behavior, mental health, and academic outcomes. In an ongoing effort to ensure that students are not distracted by personal devices, SAA will continue to be a cell-phone free environment for students. **We request that parents partner with The Academy and have their son refrain from bringing his cell phone to campus.**



If a student needs to contact a parent or guardian during the school day or after school, he may utilize a landline in the main office or any other administrative office.

If a parent needs to contact his/her son at any time, please feel free to contact the main office at (210) 733-7331, and we will ensure that the message is delivered. If calling after school and the main office number is non-responsive, please call our After-School Care direct line at (210) 245-5304.

Should a boy bring a phone to campus, he will be required to leave it in the front office during the school day and may retrieve it immediately prior to departing campus.

Thank you for your continued trust and support in our mission to provide an exceptional education intentionally crafted for boys.

**Main Office: (210) 733-7331**

**After School Direct Line: (210) 245-5304**



# STUDENT ANNUAL PHYSICAL

If you have not already done so, please schedule your son's annual medical appointment. **Annual physicals and proof of vaccinations are needed for all students by the first day of school (or at least have an appointment set).**

Yearly physicals are due for athletes before any pre-season conditioning may begin (Monday, August 5 for football players). 7th grade students will need the MCV4 and Tdap vaccinations. To claim an exclusion from immunizations, a signed and dated medical exemption affidavit will need to be submitted.

7th grade students will need the MCV4 and Tdap vaccinations.

To claim an exclusion from immunizations, a signed and dated medical exemption affidavit will need to be submitted.

**If you have questions, contact our school nurses at [nurse@sa-academy.org](mailto:nurse@sa-academy.org).**



*Physicals and medical information may be turned into the School Nurses at Back-to-School Day or updated in Magnus Health by logging in through the Wildcat Portal at <https://sa-academy.myschoolapp.com/>.*

## DOWNLOAD PHYSICAL FORM

**Scan the QR code for the  
2024-25 Annual Physical Form**



# AFTER SCHOOL

Whether you're interested in signing your son up for extracurricular activities, additional time to complete schoolwork, or supervised play, we have you covered!



*Please note dismissal times for your after-school planning:*

- **Primary School (Pre-K-2nd Grades):** 2:55 PM
- **Elementary & Middle School (3rd-8th Grades):** 3:30 PM

## **EARLY DISMISSAL/ LATE START DAYS**

Several late starts and early dismissal days have been planned for this school year (see the School Academic Snapshot Calendar for details). Before Care will be provided at 7:30 AM as well as After-School Care at dismissal for most of these days. Additional fees may apply.

## AFTER-SCHOOL CARE For Primary School (Pre-K-2nd)

**After-School Care:** M-F from 3:00–5:30 PM

**Extended Care:** M-F from 5:30–6:00 PM

### PLAN OPTIONS

**Annual Plan:** Unlimited use from 3:00–5:30 PM  
\$3,150 Yearly Rate (non-refundable).

**Delayed Pick-Up (Big Boy Carpool):** Unlimited use from 3:00–3:45 PM  
\$1,150 Yearly Rate (non-refundable) or complimentary with Upper School sibling/carpool.

### Daily Plans

- **3:00–5:30 PM:** \$40 Daily After-School Care Rate
- **5:30–6:00 PM:** \$40 Extended Care Rate (regardless of plan)
- **6:00 PM or After:** \$75 Late Fee (regardless of plan)

*Please note that the annual fee does not include Extended Care (5:30-6:00 PM), SACAL competitive sports, or holiday camps, but does include scheduled half days.*



## REGISTER FOR ASC

**Primary School Families:**  
Sign up for After-School Care at  
[www.sa-academy.org/asc](http://www.sa-academy.org/asc) or scan the QR code.



# WILDCATS EXTENDED LEARNING & LEADERSHIP (WELL)

## For Pre-K Through 6th Grade

Through the WELL program, families have the option to register Pre-K through 6th grade students for activities taking place beyond the regular school day such as STEM classes, chess, jiu-jitsu, cooking, and more. Activities offered vary from term to term and are held in addition to The Academy's After-School Care program.



### **WELL SESSION #1: August 26 through mid-October**

Registration opens the first week of school. For details and class options, look for an email to come from Brittany Schrader, WELL Program Coordinator.

## SACAL SPORTS

### For Kindergarten Through 6th Grade

SAA competitive sports teams are available for our Primary and Elementary School students through the San Antonio Christian Athletic League (SACAL). Registration is currently open for **soccer (kindergarten–6th grade)** and **flag football (5th grade only)**. For details, please look for an email from Brittany Schrader.



**For more information on the WELL or SACAL programs, visit with Brittany Schrader at Back-to-School Day or email [bschrader@sa-academy.org](mailto:bschrader@sa-academy.org).**

## WELL & SACAL SPORTS REGISTRATION

**Register via UltraCamp by scanning the QR code.**





# HOMEWORK CLUB

## For Elementary (3rd–5th) and Middle School (6th–8th)

Monday–Thursday from 3:45–4:30 PM for Elementary; 3:45–5:00 PM for Middle School

**First Day of Homework Club:** Monday, August 19

Homework Club is monitored by SAA teachers or staff to provide a quiet space and dedicated time for independent work. The monitor is available for assistance but is not expected to act as a tutor or reteach lessons. **Please register your student for Homework Club using the QR code below.**



**NEW!** Students will no longer be able to attend Homework Club as "drop-ins." If students need to work on homework as a "drop in" they may work in the library until 4:30 PM.

For Homework Club questions or registration help, contact Veronica Bordano at [vbordano@sa-academy.org](mailto:vbordano@sa-academy.org).

## HOMEWORK CLUB REGISTRATION

Register via UltraCamp by  
scanning the QR code.







# MUSIC

Sign your student up for the following activities!



## WILDCATS PEP BAND

### GRADES 5–8

All instruments and levels welcome.  
Play for Academy concerts, parades,  
and spirit events.

[sa-academy.org/pep-band](https://sa-academy.org/pep-band)



## WILDCATS CHORALE

### GRADES 3–8

No experience necessary; voice  
training provided. Sing the National  
Anthem at a Spurs game, choir  
outings, performances, and trips.

[sa-academy.org/wildcats-chorale](https://sa-academy.org/wildcats-chorale)



## DRUM CORPS TRYOUTS

### GRADES 5–8

Provide military drumming to  
accompany drills and parades.  
Commander, Executive Officer,  
Drum Major, and Bugler positions.

[sa-academy.org/drum-corps](https://sa-academy.org/drum-corps)



## MUSIC LESSON REGISTRATION

Monthly 20- and 30-minute music  
lessons held after school.

[sa-academy.org/music-lessons](https://sa-academy.org/music-lessons)



# NEW FACES FOR 2024–25

## **Coach Howard Baer: *Physical Education/Athletics***



After graduating from Southwest Texas State University (now Texas State University), Coach Baer began his journey in education and coaching in San Antonio. With over 30 years of experience, he has had the privilege of impacting young lives at several schools, including Cole High School and Alamo Heights High School. Coach Baer is dedicated to developing student-athletes by focusing on building strong relationships, promoting the importance of education, fostering a healthy sense of self, and preparing students for success at the next level. He eagerly anticipates providing a rewarding experience for our young men at The Academy.

"I'm looking forward to joining the Wildcat Nation and getting the opportunity to meet all the students and their families, as well as being part of an exceptional staff at San Antonio Academy."

## **Ariana Cavender: *Pre-Kindergarten Assistant Teacher***



Ariana Cavender was born and raised in San Antonio. She attended Baylor University and has been teaching for four years. She loves trying new foods and restaurants, spending time outdoors, and going on roadtrips with her husband and mini schnauzer, Pippa. Mrs. Cavender will be joining the Primary School team as the Pre-K Assistant.

## **Kianna Chavez: *Auxiliary Program Registrar/Kindergarten Assistant***



Kianna Chavez has been a dedicated member of SAA since summer 2022, contributing significantly in various roles. Starting as a Summer At The Academy Camp Counselor, she excelled in creating a fun and safe environment for children of all ages. Recognized for her versatility and leadership, she joined the After-School Care team, providing students with excellent care, homework assistance, and encouragement to participate in enriching activities. The following summer, she served as the Summer Campus Manager, organizing snacks and smooth daily operations. During the 2023-24 school year, she held substitute teacher and WELL classroom teacher roles, and assisted the Summer Registrar in organizing and planning summer classes and end-of-year activities.

Prior to joining SAA, Ms. Chavez gained valuable experience as a substitute teacher for IDEA Charter Schools. She is currently pursuing a Bachelor's degree in English with a concentration in Teacher Certification at Texas A&M-San Antonio.

"I find great fulfillment in working at The Academy, cherishing the mentorship from my colleagues, and taking pride in witnessing the growth and excellence of the students."

### **Alexandria (Alex) Jenkins: *Kindergarten Assistant Teacher***



Alex Jenkins is a graduate of Texas Tech University, where she majored in Human Development and Family Studies. For the past 10 years, she has worked as a Registered Behavior Technician, working with individuals on the autism spectrum between the ages of 2-30. She helped them succeed with any challenges they had such as academic skills, developmental skills, and daily life skills. She holds a passion for working with kids who have disabilities or special needs. To this day, she volunteers with the Special Olympics and babysits for families with or without a child who has special needs. Mrs. Jenkins came to SAA as a substitute and is very excited to join full-time with a change in pace and environment. She will be working in kindergarten as a teacher's assistant.

### **Christopher McDow: *Middle School Social Studies Teacher***



Christopher McDow is a graduate of Columbus State University in Columbus, Georgia, where he majored in History with Secondary Education. His historical focus was Medieval Spanish History, which led him to complete the Camino de Santiago in Spain after graduation. Mr. McDow began his teaching career at Alamo Heights Junior School as a Texas History and World Geography teacher. Five years later, he transitioned to teaching Technology Applications, Robotics, Video Game Design, and Video Production. Over the past five years, he has developed new curriculum pathways, contributed to adult learning through district and state committees, and created many extracurricular clubs, including gaming and esports. His core pedagogical philosophy is centered on a commitment to 'creation over consumption,' believing that hands-on experiences and active engagement are critical to a deep, enriching learning environment.

### **Coach Michael C. McElrath: *Physical Education/Athletics***



Coach McElrath, hailing from Ohio and an alumnus of Hanover College—home to notable figures like Vice President Mike Pence and Woody Harrelson—is eager to embark on his journey with the San Antonio Academy family. Armed with a bachelor's degree in Communications, Coach McElrath has furthered his education with certifications in ESL, First-Aid, and Generalized Education since relocating from Seoul, South Korea, as part of a military family. With over a decade of enriching experience in the Alamo Heights Independent School District, Coach McElrath brings not only passion but also expertise to the field. As a former Teacher of the Year, he is renowned for his unwavering commitment to the holistic development of every student-athlete. He eagerly awaits joining forces with the Wildcat community and anticipates an electrifying academic and athletic season ahead.

"I am thrilled to impart my enthusiasm and dedication to guiding students both academically and athletically. My unwavering commitment lies in nurturing success on and off the field for every Wildcat student. I firmly believe that through fostering strong relationships, genuine connections, and ample encouragement, every goal can be achieved, particularly through the bonds of brotherhood."

## **Marybeth Parker: 7th/8th Grade Science Teacher**

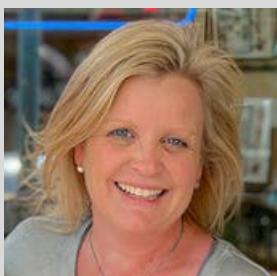


Mrs. Parker has taught high school science for 23 years, specializing in physical sciences and teaching physics for the past decade. She holds a Bachelor of Science degree in biology and has also taught biology, chemistry, anatomy and physiology, and environmental systems.

She is a mother to seven wonderful children and a grandmother—affectionately called "Grams"—to eight, with another on the way.

"I love the moments when students say, 'I got it!' But, my most favorite are the times when students say thank you for the things we share or I help with that are not education related."

## **Natalie Pinette: Middle School Spanish Teacher**



Natalie Pinette has been a Spanish instructor for 21 years—17 of them here at SAA in grades ranging from 2–8. She has taught High School Spanish 1, 2, and 2 Honors. Returning as SAA's Middle School Spanish Teacher, she will continue to share her passion for the language and culture with SAA students. She earned a Bachelor of Arts in Spanish and a Bachelor of Science in Radio-TV-Film from Texas Christian University, where she graduated magna cum laude. She has been a director of international marketing and has studied, volunteered, traveled, and worked in Spanish-speaking countries across the globe. In 2019, she won the American Association of Teachers of Spanish and Portuguese Study Abroad Scholarship, affording her a summer immersed in The True Spanish Experience in Cuenca, Spain. She draws on all of these experiences to bring an exciting, challenging, and authentic language-learning experience to her students.

"I love when students can't wait to tell me about a new connection they have made with someone thanks to the language skills they have developed in my class. The light in their eyes reminds me of myself at their age, discovering that they can use the Spanish language to build new friendships and to bridge communities."

## **Bethany Smith: Director of Annual Giving**



Bethany Smith joins SAA as Director of Annual Giving, where she will plan, implement, and manage the annual giving program to support The Academy's mission and strategic goals. She will develop and oversee the execution of a comprehensive fundraising plan and appeal schedule for the annual fund, set dollar and participation goals, create and implement strategies to achieve those goals, manage volunteers, and create and manage a calendar of multidimensional appeals that leverage a variety of media.

With over eight years of experience, she brings knowledge from multiple organizations. Most recently, she worked for the West Point Association of Graduates, where she led the Annual Giving stewardship and donor relations plan. Re-imagining various programs and implementing a first-time donor engagement strategy, she raised over \$1M in support of the Annual Fund and served as the point of contact for the Department of Foreign Languages. Prior to that, she worked at Trinity University in stewardship and at Chapman University in planned giving. She, her husband, and two children, Truman and Josephine, move from New York to San Antonio in July, and her son, Truman, starts Pre-K at SAA in August.



## **Sergeant Major Delvin Smythe: *Commandant of Cadets***



Sergeant Major Delvin Smythe was born in Peekskill, N.Y., and grew up in Phoenix, where he enlisted in the U.S. Marine Corps in 1987. He spent 30 years serving and leading Marines. SgtMaj Smythe has seen duty in Iraq, Afghanistan, Somalia, Kuwait, Cuba, aboard the USS Abraham Lincoln, and more. He spent the early stages of his career in transportation and corrections. The latter years of his career, he served with 1st Combat Engineer Battalion, Heavy Helicopters Squadron 462, and 3rd Battalion 12th Marine Regiment Artillery. He retired after back-to-back assignments as the air station Sergeant Major at Marine Corps Air Station Futenma in Okinawa, Japan, and MCAS Yuma, Ariz. After retiring from the Marine Corps, he spent one year at Tolleson High School in Phoenix as an MCJROTC Instructor. The following year, he moved to Texas to work as a Drill Instructor at Marine Military Academy in Harlingen, TX, and spent the last three years at MMA as the Commandant of Cadets.

## **Michelle Stintzi: *Database Administrator***

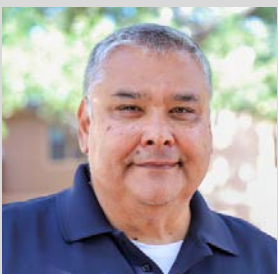


As a key member of the development team, Michelle Stintzi will play a crucial role in enhancing fundraising efforts, donor engagement, and overall development operations. She will be responsible for overseeing and managing our donor database, ensuring the accuracy, integrity, and security of donor information, and assisting in managing our event platform.

Michelle has an extensive, 15-year background in donor development for nonprofit organizations, both large and small scale. Having worked at Alamo Trust, Inc., Children's Bereavement Center, Rise Recovery, Child Advocates of San Antonio, and The Salvation Army, she is experienced in customer relationship management database administration and analysis, strategic planning, project management, donor cultivation, and communications.

Michelle has a son, Ellis, and a daughter, Jona. She and her family enjoy spending their free time playing outside. Whether they are exploring trails across the nation or simply being in the garden at home, she is always up for an adventure.

## **David Zaragoza: *Security Lead***



We are pleased to introduce David Zaragoza as San Antonio Academy's new Security Lead. With 30 years of law enforcement experience, Mr. Zaragoza has served as Chief of Police for the Southside Independent School District Police Department, Deputy Chief of Police, and Safety and Security Coordinator. At SISD, he managed emergency operations for nine school campuses, implemented safety initiatives including access control and surveillance camera projects, and trained staff in emergency response procedures like "Stop the Bleed" and CPR/AED/First Aid. With a long-time career dedicated to ensuring a safe learning environment for students and a secure working environment for staff, Mr. Zaragoza brings a wealth of expertise and a steadfast commitment to the safety of our Academy community.

# SECURITY

As we welcome both familiar faces and new additions to The Academy community, we want to take a moment to address the paramount importance of safety and security within our school.

Our commitment to our boys' well-being remains unwavering, and we would like to remind everyone of our policies and procedures. Additionally, we'd like to share the security measures in place to ensure a safe for your boys.

## MEASURES INCLUDE:

- **Security staff** that includes two guards (Mr. Richard Cantwell and Mr. Charles Turner), an armed off-duty SAPD officer, and three security personnel (Mr. Quinton Walker, Mr. La Marque Miles, and Mr. David Zaragoza), who in total cover campus from 6:00 AM until 10:00 PM, on school days and most weekends.
- **24/7 surveillance** across the campus by 25+ cameras. Any and all incidents are reviewed and dealt with accordingly.
- **Automatic door-locking systems** for buildings around campus that are accessed by card readers.
- **Gates and physical boundaries of our campus continue to be strictly monitored** with limited access (see specific Gate Hours listed in the 2024-25 Carpool Procedures).
- **SAA Family Passes** (available at Back-to-School Day) will continue to be strictly enforced. Families should visibly display their Family Pass whenever on campus for easy identification for security. There is no need to check in with security as long as you have your SAA Family Pass.

We'd also like to remind everyone of the following when arriving on campus:

- Have your **SAA car sticker** (available at Back-to-School Day) placed on each of your vehicle's windshields — our first indicator that you belong!
- If you do not have your SAA Family Pass, check in at Stribling House to receive one.
- Late arrivals will be directed to Gate 2. Please stop to speak with security for direction.
- We welcome families to attend chapel and lunch with their son. Again, we ask that your SAA Family Pass is visible at all times.

**If you have any questions or concerns, feel free to reach out to Paul Quick, Semmes Foundation Head of School.**

# CARPOOL PROCEDURES AND MAP

We ask that all families please review the 2024-25 arrival and dismissal procedures for drop-off and pick-up locations, late arrival and early pick-up processes, and specific gate hours.

## MORNING DROP-OFF

- **Gate 1 (Ellison Hall Carpool Line): 5th–8th Grade Drop-Off**

Takes place from 7:30–8:00 AM, Monday-Friday, by entering Gate 1 and dropping off behind Ellison Hall. Students may not exit their cars prior to reaching this location. Follow the carpool line through the parking lot and exit to the right.

Please be aware that Gate 1 will be locked at 8:00 AM. See late arrival instructions in the bullet below.

- **Gate 2 (Pavilion Entrance): Pre-K–4th Grade Drop-Off**

Takes place from 7:25–8:00 AM at the Pavilion, where a Safety Escort member will walk Primary School boys to Ellison Hall. Please be aware that Gate 2 will be locked at 8:15 AM. See late arrival instructions in the bullet below.

- **Families with sons in grades assigned to different drop-off locations** must use the Gate 2 Pavilion Drop-Off for all children.

- **For late arrivals after 8:00 AM, enter campus via Gate 2.** Security will direct you to either walk your son to the Main Office or to Ellison Hall for chapel (depending on arrival time). Primary School students should be escorted by a parent wearing an SAA Family Pass; Elementary and Middle School students or Primary Students with an older sibling may walk by themselves.

## SAA FAMILY PASS

- Each family is issued two new SAA Family Passes with lanyards each school year. Families should visibly display their Family Pass whenever on campus for easy identification for security. You do not need to check in with security as long as you have your SAA Family Pass. If your family is in need of additional passes, please contact the Security Office.
- All visitors without an SAA Family Pass will need to check in at our Security Office located on the front porch of Stripling House before they may conduct any business on campus. The visitor will be processed through the Raptor Visitor Management System and provided with a printed badge to be worn at all times while on campus. Current parents who have forgotten or do not have an SAA Family Pass will also be required to visit the Security Office for verification.

## SAA CAR STICKERS

SAA families are issued two car stickers each school year. Families should visibly display their car sticker on each of their vehicle's windshields — our first indicator that you belong.

## FAMILIES VISITING CAMPUS

- If wishing to attend chapel, please enter through Gate 1, park, and walk your son to Ellison Hall. Do not drop off your son in the Ellison or Gym lots, as he will have to cross the lot in the midst of vehicular traffic. **We ask that your SAA Family Pass is visible at all times.**
- Families are welcome to attend lunch with their Academy boys. Gate 1 will open 10 minutes before each lunch period (First Lunch begins at 11:50 AM and Second Lunch begins at 12:39 PM) and will close 5 minutes after the lunch period begins. Park, enter the Moody Refectory, and sign in on the lunch attendance sheet. **Again, we ask that your SAA Family Pass is visible at all times.**

## DROPPING OFF ITEMS FOR STUDENTS

Water bottles, Chromebooks, homework, sports gear, gym bags, etc. dropped off for students should be taken by the parent to the Main Office by entering through Gate 2. Should you need, you may hand the item to the security officer stationed at Gate 2 who will ensure it is delivered to your son.

## EARLY PICK-UP

For all grade levels: notify the Main Office that you will be picking your son up early. Depending on your pick-up time, they will direct you to the appropriate gate at which you should park to meet your son (either Gate 2 or Gate 4).

## AFTERNOON PICK-UP

- **Primary School (Pre-K–2nd Grades):** Students are picked up at the Pavilion beginning at 2:55 PM. Please call the Main Office before 2:00 PM to notify the school of changes. Any student not picked up by 3:10 PM will be checked into After-School Care, and at 3:15 PM, his account will be charged at the daily rate if he is not on one of the annual plans.
- **Elementary & Middle School (3rd–8th Grades):** From 3:30–4:00 PM, 5th–8th graders are picked up from the Ellison Hall lot (Gate 1 entrance), and 3rd & 4th graders are picked up from the Pavilion (Gate 2 entrance). Middle School athletics players may be picked up from the Ellison Hall lot until the gate closes at 5:00 PM. After 5:00 PM, Gate 2 will once again become the only entry point to campus.



## GATE HOURS

Gates will be open during the hours below. Outside of these timeframes, the gate will be closed and a security guard stationed at the entrance will assist you.

### ➤ GATE 1 (ELLISON HALL/GYM ENTRANCE)

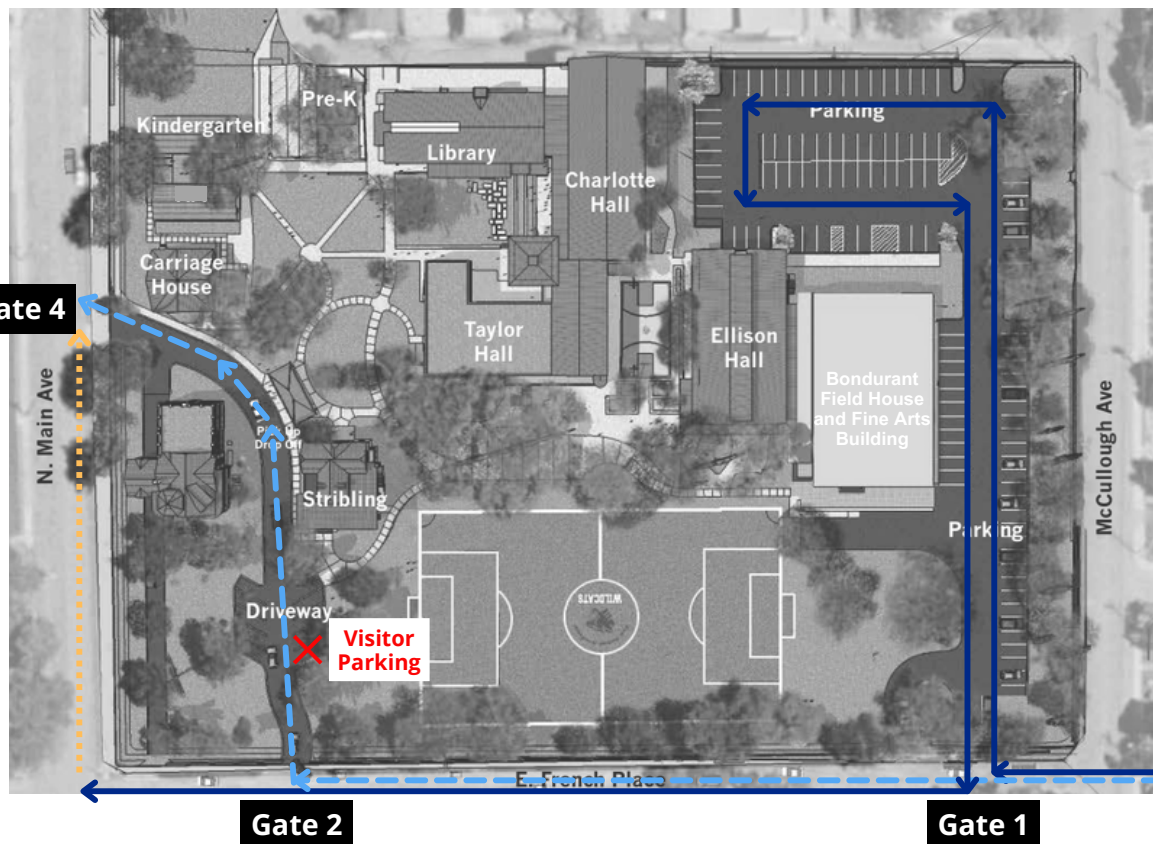
- **Morning Drop-Off:** 7:30–8:00 AM
- **1st Lunch:** 11:40 AM (lunch starts at 11:50 AM)
- **2nd Lunch:** 12:30 PM (lunch starts at 12:39 PM)
- Afternoon Pick-Up (5th–8th): 3:30–5:00 PM
- Middle School Athletics Pick-Up: 4:15–5:00 PM

### ➤ GATE 2 (PAVILION ENTRANCE)

- **Morning Drop-Off:** 7:25–8:00 AM
- **Late Arrival Drop-Off:** 8:00–8:15 AM (at 8:15 AM, the gate will close and late arrivals will check in with the security officer stationed at Gate 2 for entry)
- Afternoon/After-School Care/WELL Pick-Up: 2:50 PM–EOD

**PLEASE DO NOT USE CELL PHONES WHILE YOU ARE DRIVING ON CAMPUS.**

## DROP-OFF AND PICK-UP MAP



### KEY

- ➔ **Gate 1: Ellison Hall Carpool Line**
  - Drop-off and Pick-Up for 5th–8th Grade
  - Parking for Families attending Chapel and Lunch
- ➔ **Gate 2: Pavilion Carpool Line**
  - Drop-off and Pick-Up for Pre-K–4th Grade
  - WELL Pick-Up
  - All Early Pick-Ups Before 2:50 PM
  - Visitor Parking
- ➔ **Gate 4:**
  - Early Pick-Ups After 2:50 PM

Note: Gate #2 will be the main point of entry to campus after 8:00 AM until Upper School dismissal at 3:30 PM.

# TRANSPORTATION

San Antonio Academy offers transportation to enrolled students from North/Northwest San Antonio.

The SAA van will pick up from the following locations:

**PICK-UP SITE #1:**

**1604 and Bitters Rd.**

San Antonio, TX

Departs at 7:00 AM (no exceptions)

**PICK-UP SITE #2:**

**Northrock Church**

1278 N. Loop 1604 E.

San Antonio, TX 78232

Departs at 7:30 AM (no exceptions)

**Cost: \$1,700 for the 2024-25 School Year**

For more details and registration info,  
visit [www.sa-academy.org/transportation](http://www.sa-academy.org/transportation)  
or scan the QR code.



# BACK-TO-SCHOOL FAQs

## ➤ WHEN IS THE FIRST DAY OF SCHOOL?

Tuesday, August 13, 2024 at 8 AM

## ➤ WHAT INFORMATION DO I BRING TO BACK-TO-SCHOOL DAY ON FRIDAY, AUGUST 9?

- **Health documents for the school nurse.** If you have not already done so, please complete your son's medical appointment and ensure that his annual physical form has been uploaded into Magnus Health.
- **Medications (if necessary)**
- **Primary School (Pre-K-2nd):**
  - After-School Care Sign-Up (sign-up is online; visit the ASC table for questions)
- **Elementary School (Grades 3-5) and Middle School (Grades 6-8):**
  - Homework Club Sign-Up (sign-up is online through the WELL program/Ultracamp site; visit the WELL table at Back-to-School Day for questions)
  - Review Chromebook Procedures & Information Handbook Online

## ➤ WHAT CAN I EXPECT AT BACK-TO-SCHOOL DAY?

Visit [www.sa-academy.org/btsday](http://www.sa-academy.org/btsday) or page 3 of this guide for event information.

## ➤ WHEN DOES MY SON RECEIVE HIS SCHOOL SUPPLIES?

All necessary school supplies are purchased by SAA, and the boys will receive their supplies on the first day of school.

The supply fee also includes three name tags for Elementary and Middle School students, which will be delivered in mid-September.

## ➤ WHAT TIME DOES SCHOOL BEGIN EACH MORNING?

- **Primary School (Pre-K-2nd Grades):** Boys should be dropped off by 7:50 AM so that they are in their seats and settled for the 8:00 AM Chapel in Ellison Hall.
- **Elementary & Middle School (3rd-8th Grades):** Line-up begins at 7:52 AM, boys enter Ellison Hall at 7:55 AM, and Chapel begins at 8:00 AM.
- Please see the School Calendar at [www.sa-academy.org/calendar](http://www.sa-academy.org/calendar) for several late arrival dates this year.

## ➤ WHERE DO I DROP OFF AND PICK UP MY SON?

Please review pages 21-23 of this guide.



## ➤ WHEN ARE STUDENTS DISMISSED?

- **Primary School (Pre-K–2nd Grades):** 2:55 PM
- **Elementary & Middle School (3rd–8th Grades):** 3:30 PM
- Please see the School Calendar for early dismissal dates.

## ➤ WHAT AFTER-SCHOOL OPTIONS ARE AVAILABLE FOR MY STUDENT?

### **PRIMARY SCHOOL (PRE-K–2ND GRADES):**

Primary School students are dismissed at 2:55 PM and may be picked up at the Pavilion Drive until 3:10 PM. The following after-school options are available for Primary School students at an additional fee:

- **Big Boy Carpool (Delayed Pick-Up Plan):** 3:00–3:45 PM (after 3:45 PM, daily After-School Care fee will apply; free with Upper School Sibling/Carpool). For info, visit [www.sa-academy.org/asc](http://www.sa-academy.org/asc).
- **After-School Care:** 3:00–5:30 PM. For info, visit [www.sa-academy.org/asc](http://www.sa-academy.org/asc).
- **Wildcat Extended Learning & Leadership (WELL):** An assortment of extracurricular classes are available for Pre-K–6th grade students with times varying by class. An email with class options and registration details will be sent to families.

### **ELEMENTARY SCHOOL (3RD–5TH GRADES) AND MIDDLE SCHOOL (6TH–8TH GRADES):**

Elementary and Middle School students are dismissed at 3:30 PM and may be picked up until 4:00 PM. Additionally, the following options are available after school:

- **Homework Club:** 3:30–4:30 PM, Monday through Thursday. Homework Club is monitored by SAA teachers or staff to provide a quiet space and dedicated time for independent work. Sign up is required. *See page 13 of this guide.*
- **Competitive Sports:** Coaches will email tryouts, practices, and game details.
- **Wildcat Extended Learning & Leadership (WELL):** An assortment of extracurricular classes will be available for PK–6th grade students with times varying by class. A link to register for session #1 will be sent to families during the first week of school by the WELL program coordinator.

## ➤ HOW ARE TEXTBOOKS ISSUED?

Students in 4th–8th grades will be issued a set of textbooks that will be used at home and will remain at home. Each teacher will also provide a set of textbooks for use in class. The classroom texts will remain in the room. Additional sets of books will be available in the Bondurant Library as well as in the Homework Club classrooms.



## ➤ WHAT DOES MY SON WEAR ON THE FIRST DAY OF SCHOOL?

### **PRIMARY SCHOOL (PRE-K-2ND GRADES):**

The dress code for the Primary School grades is simple: white Academy T-shirt and SAA blue shorts, which are available at the Uniform Store, or blue jeans. Most boys prefer the SAA shorts during hot weather. Beginning the first Friday of school, the boys may wear the white Academy t-shirt or a Fall Family Fair t-shirt.

### **ELEMENTARY SCHOOL (3RD-5TH GRADES) AND MIDDLE SCHOOL (6TH-8TH GRADES):**

All 3rd-8th graders wear the warm-weather uniform during the opening six weeks of school. The uniform consists of a white SAA t-shirt, khaki pants, and black web belt with brass buckle (white belt for 8th graders), black lace-up shoes, and black socks.

Beginning the first Friday of school, the boys wear the camo fatigue uniform each Friday during August and September. The camo uniform consists of athletic shoes with white socks, camo fatigue trousers with a black web belt (white belt for 8th graders), and a white SAA t-shirt or Fall Family Fair t-shirt. **After Fall Family Fair, on Fridays boys may choose to wear 5th-8th grade leadership retreat t-shirts or SAA spirit wear.**

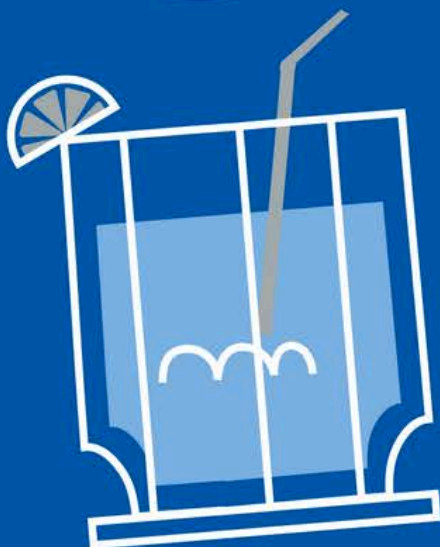
## ➤ ARE STUDENTS ALLOWED TO BRING CELL PHONES?

Students should not bring personal electronic devices (including cell phones) to school. If a parent thinks that an electronic device is necessary, this request must be approved by the school. If a student needs to contact a parent or guardian before 5:00 PM, he may utilize a landline in an administrative office.

SAA PARENTS, JOIN US FOR A

# BACK-TO-SCHOOL BASH

CHEERS TO ANOTHER GREAT YEAR!



**08/21/24**

6:00-7:30 PM

**WEAVER FAMILY  
HOME**

300 Alameda Circle, 78212

**LIGHT BITES - DRINKS - SOCIALIZING**

**RSVP**

By Wednesday, Aug. 14 @  
[www.sa-academy.org/parentbash](http://www.sa-academy.org/parentbash)

Hosted by:



RSVP



# SCHOOL CALENDAR

## 2024-2025 SAN ANTONIO ACADEMY ACADEMIC CALENDAR

**AUGUST 2024**  
(14 days)

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	<13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

**SEPTEMBER 2024**  
(20 days)

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

**OCTOBER 2024**  
(21 days)

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	<15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

**IMPORTANT DATES**

AUG 5-12	Faculty In-Service
AUG 9	Back-to-School Day
AUG 13	First Day of School
SEPT 2	Labor Day Holiday
OCT 10	11:30 AM Dismissal Faculty In-Service
OCT 11-14	Fall Break
OCT 19	Fall Family Fair
NOV 1	10:00 AM Late Start
NOV 22	11:30 AM Dismissal Grandparent Day
NOV 25-29	Thanksgiving Break
DEC 20-JAN 3	Winter Break
JAN 6	Faculty In-Service
JAN 20	MLK Jr. Holiday
JAN 31	11:30 AM Dismissal Cowboy Breakfast
FEB 13	11:30 AM Dismissal Faculty In-Service
FEB 14-17	Presidents Day Holiday
FEB 27	An Evening Under the Oak
FEB 28	10:00 AM Late Start
MAR 10-14	Spring Break
APR 17	11:30 AM Dismissal Upper Field Day
APR 18	Good Friday Holiday
MAY 1	Primary Field Day (11:00 AM Dismissal for Primary ONLY)
MAY 2	Battle of Flowers Holiday
MAY 22	Primary School Promotion 11:30 Dismissal
MAY 23	Graduation
MAY 26	Memorial Day Holiday

**NOVEMBER 2024**  
(16 days)

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

**DECEMBER 2024**  
(14 days)

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

**JANUARY 2025**  
(18 days)

S	M	T	W	T	F	S
			1	2	3	4
5	6	<7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

**FEBRUARY 2025**  
(18 days)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	

**MARCH 2025**  
(16 days)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	<17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

**APRIL 2025**  
(21 days)

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

**MAY 2025**  
(16 days)

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

**JUNE 2025**

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

**JULY 2025**

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

**GRADING QUARTERS**

	# Days
Quarter 1	August 13-October 10 42
Quarter 2	October 15-December 19 43
Quarter 3	January 7-March 7 41
Quarter 4	March 17-May 23 48
Total Days 174	

Faculty In-Service	
Blue Days	
White Days	
Student Holidays	
Early Dismissal for All	
Early Dismissal - Primary School Only	
9:00 AM Start for Faculty In-Service	
10:00 AM Start Following Event	

MAP TESTING	
FALL	8/26 - 8/30
WINTER	1/13 - 1/17
SPRING	4/14 - 4/16

Updated: July 2, 2024

**NEW!**

## ATTENTION 5TH-8TH GRADE FAMILIES:

A small but meaningful change has been made to our block schedule terminology. Starting this academic year, we will refer to our "A" and "B" block schedule days as "Blue" and "White" days. This change is driven by two main reasons:

- Alignment with Our New LMS:** As part of our commitment to enhancing the learning experience, we have adopted the Blackbaud Learning Management System (LMS), which is one of the components of the **Wildcat Portal**. This system offers numerous benefits for both students and teachers, including streamlined communication, easy access to resources, and better tracking of student progress. Renaming the block days to "Blue" and "White" will help us integrate with the new system, as these color-coded days are visually and practically easier to manage.
- School Spirit and Identity:** As our school colors, Blue and White also represent the spirit and identity of our community.

This change is reflected on our school website calendar as well as the printable versions available for download. Thank you for your continued support.

*"A" Days and "B" Days are now  
"Blue" Days and "White" Days*





## IMPORTANT BACK-TO-SCHOOL DATES

### AUGUST

8	New Parent Orientation	5:30–6:30 PM	Ellison Hall
8	Pre-K Back-to-School Night	6:30–7:30 PM	Pre-K Cottage
8	3rd Grade Back-to-School Night	6:30–7:30 PM	Carriage House
9	Back-to-School Day (come and go event)	8:30–11:30 AM	SAA Campus
13	First Day of School	8:00 AM	Ellison Hall
16	New Parent Coffee Chat	8:30–9:30 AM	Bondurant Library
21	Back-to-School Bash Parent Party	6:00–7:30 PM	300 Alameda Circle, 78212
27	Kindergarten–4th Grade Open House	6:00–7:00 PM	Starts in Ellison Hall
28	5th–8th Grade Open House	6:00–7:30 PM	Starts in Ellison Hall

Visit [www.sa-academy.org/calendar](http://www.sa-academy.org/calendar) for a more detailed academic calendar, including teacher in-service days, etc.