



**SABER COLLEGE**  
**Gateway To The Stars**

PROFESSIONAL NURSING PROGRAM  
STUDENT HANDBOOK  
2022-2023

SABER College  
Professional Nursing Program  
3990 W. Flagler St.  
Miami, FL 33134



# Professional Nursing Program Handbook

**SPANISH-AMERICAN BASIC  
EDUCATION AND REHABILITATION, INC. (SABER) dba  
SABER College**

**SABER College**  
3990 W. Flagler Street  
Miami, Florida 33134  
Telephone: (305) 443-9170  
[www.sabercollege.edu](http://www.sabercollege.edu)

**Publication Date:** 07-01-2022 (Revised 08/24/2022)

**Licensed since:** 9-27-1991

**The Commission for Independent Education Florida Department of Education**  
Additional information regarding this institution may be obtained by contacting the Commission at:  
325 West Gaines Street, Suite 1414,  
Tallahassee, FL 32399-0400,  
Toll-free telephone number (888) 224-6684;  
License #1400

Accredited since: 6/21/2002

**Council on Occupational Education (COE)**  
7840 Roswell Road, Building 300  
Suite 325  
Atlanta, Ga. 30350  
Toll free: (800) 917-2081  
[www.council.org](http://www.council.org)

**Florida Board of Nursing**  
4052 Bald Cypress Way, BIN C-02  
Tallahassee, FL 32399-3252  
(850) 488-0595  
Approved on: 11/26/2019

**CERTIFIED TRUE AND CORRECT IN CONTENT AND POLICY.**

Josefina Habif  
School Official's Name

Chief Executive Officer  
Title

Josefina Habif  
School Official's  
Signature

July 1, 2022  
Date



Dear Student:

This Handbook is intended to provide you with general guidelines, regulations and resources of SABER College. It will provide you with orientation to the school as well as to the health care industry, an exciting new world to some of you. Whether you are a young individual continuing your schooling or a mature adult furthering your education, you will find at SABER College a team of caring professionals to help you realize your dreams. We hope that it will help you become acquainted with the policies and procedures of the school as they relate to your health care career. We at SABER College applaud you for deciding to further your education and training. We know it is difficult to accomplish much without a degree or certificate in this day and age and hope you find this career rewarding, pleasurable and profitable. The program of study you have chosen will require hard work and perseverance, at the end of which you will be an important professional in the healthcare delivery field. We are here to help you, our student, realize your goals and dreams. If you have any questions, we are here to help. Contact one of the faculty members or your Department. We are at your disposal. We pride ourselves in offering individualized attention to each and every one of our students. We look forward to meeting you and congratulate you on your chosen career.

Good luck!

Sincerely,

Pavel Pugh, FNP, RN, MSN, APRN, PMHNP  
Professional Nursing Program Director  
(305) 443-9170  
[ppugh@sabercollege.edu](mailto:ppugh@sabercollege.edu)



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## INTRODUCTION

SABER College functions under Spanish American Basic Education and Rehabilitation (SABER), Inc., a private, not for profit corporation formed under the laws of the State of Florida, and which adheres to IRS regulations as a 501(c)(3) corporation. It was established to provide basic skills, language, vocational and career education in various high demand occupational areas. Founded in 1972 and under the same executive administration for the past 42 years, SABER has attained a respectable track record in the training and employment of a large segment of our workforce.

SABER College's Professional Nursing Program (PNP) receives guidance and is licensed by the State of Florida Board of Nursing and the State of Florida Department of Education, Commission for Independent Education (CIE). SABER College is accredited by the Council on Occupational Education (COE).

Students who successfully complete the Registered Nursing Program are eligible to apply with the State of Florida Board of Nursing to take the Licensing examination, NCLEX-RN. After successful completion of the examination they will be licensed as Registered Nurses (RN) and may work as RNs in the State of Florida.

Director of Nursing has ample educational background, experience and administrative competence to properly supervise all activities. Faculty members are selected for their academic qualifications and experience and are all either certified or licensed by a state or federal agency.

The instructional staff for the nursing program is made up of qualified professionals who have the proper credentials and academic requirements to teach each of their assigned courses. Clinical experiences, which are scheduled at Hospitals and Health Care Agencies, are a planned part of the curriculum and mandatory for program completion.

For RN students, this Handbook supersedes rules and regulations found in the SABER Catalog. In cases where there is a discrepancy between SABER Catalog's rules and regulations and those listed in this Handbook, the RN student must adhere to the regulations found in this Handbook.

## OBJECTIVE OF THE HANDBOOK

To provide policies and procedures, in writing, concerning admissions, attendance, vacations, holidays and any other matters related to student life. Each student must familiarize him/herself thoroughly with this handbook and use it as a resource tool in understanding and complying with SABER rules and regulations.

## COLLEGE INFORMATION

### SABER's Mission

SABER College identifies as its primary responsibility the preparation of individuals to become productive members of this society by helping them in their growth to attain educational goals and their development of ethical responsibilities.

Educational Objectives:

The objectives of SABER College are:

1. To encourage the student's intellectual pursuits and meet the healthcare, business and technology demands of the economy;
2. To prepare men and women for entry level positions in various career fields; and
3. To provide a highly qualified faculty and staff to meet the needs of the student body

### College Licensing and Accreditation

SABER College has been licensed by the Commission for Independent Education (CIE) since 1991 is accredited by the Council on Occupational Education (COE). SABER College holds a pre-accreditation status from the National League of Nursing (NLN).

### SABER Ownership

Spanish American Basic Education and Rehabilitation, Inc. (SABER) dba SABER College, 3990 W. Flagler Street, Miami, Florida 33134 is a private non-profit corporation formed under the laws of the State of Florida, and which adheres to IRS regulations as a 501 (c)(3) corporation.

### SABER History

Spanish American Basic Education & Rehabilitation, Inc. (SABER) was established in 1972 in Florida to provide knowledge, skills, abilities and trained students, due to a dire demand in the community for individuals in various occupational fields. The school was established to offer training through non-degree, vocational and degree programs to meet the demands of the industry and the workforce community in general.

## **SABER Philosophy**

The philosophy of the school is to act as a vehicle to provide basic skills, language, vocational and career education in various high demand occupational areas. It is the purpose of SABER College to contribute to the economic growth and development of the local community through training programs and activities that help improve job skills, secure/retain/create better vocational and career opportunities for its residents, as well as generate new vocational and career opportunities for those students who apply themselves. SABER College's goal is to improve the quality of life of the students in the community and to facilitate career opportunities in the market place and industry.

### **Affirmative Action: Non Discrimination Statement**

SABER College does not discriminate on the basis of age, color, disability, national or ethnic origin, race, sex, or any other characteristic protected by law in the administration of its educational, admission or registration policies, scholarships, loan programs, employment practices, or any of SABER administered programs.

SABER offers equal opportunity in its employment, admissions and educational programs and activities in compliance with Title VI and VII of the Civil Right Act of 1964, as amended, Section 504, of the Rehabilitation Act of 1973, as amended, and the American with Disabilities Act of 1990.

It is the policy of SABER to provide equal opportunity to all people and to promote the full realization of that policy through a positive, continuing program to be known as the SABER AFFIRMATIVE ACTION PLAN.

SABER College is fully committed to assuring equal employment opportunity and equal consideration to all applicants, employees and participants regarding training, promotion, salaries and other compensation, transfer and layoff or termination. In the implementation of this policy, it will aggressively seek personnel for all staff job levels by upgrading and promoting its members and also by recruiting minority group individuals.

SABER shall likewise assure equal opportunity to any handicapped person who is an applicant, employee or client unless the disability involved prevents satisfactory performance of the work involved.

## Hours of Operation

Business office will be open from 9:00 a.m. to 4:00 p.m. Evening students will have to make the necessary arrangements.

Classes will be in session Monday through Friday starting at 9:00 a.m. Length will vary according to each individual course.

**Day** classes are scheduled within the hours of 9: am to 1: pm

**Evening** classes are scheduled within the hours of 6:00 p.m. to 10:00 p.m.

**Clinical** experience is scheduled according to hospital availability.

**Skills Lab** practice is mandatory. The lab, with instructor, is available Monday through Friday from 9:00 – 1:00 pm and 6:00 pm-10:00 pm.

Program hours reflected in the Catalog represent instructional time. The student must take into consideration holidays/vacations listed below when planning their time.

SABER College is open every day except those days stated in “Calendar” Chart. If for any reason there are problems due to weather or in case of an emergency it is the students’ responsibility to call the school at 305-443-9170 and listen to the recording letting them know if class has been cancelled. Policies for preparing and recovering from the disaster issued before and after the disaster) will be communicated to employees via electronic/cellular communication (sms using “Text Alertz”) or through general coordination announcements. Procedures for canceling classes, closing buildings, releasing employees, etc. will be outlined in the announcements.

## Holidays

### Calendar

.	
<b>2022</b>	
January 3	Classes Begin
January 17	Martin Luther King Jr.
February 21	President's Day
April 14-15	Spring Break
May 30	Memorial Day
July 4	Independence Day
August 1 to 7	Summer Break
September 5	Labor Day
October 10	Columbus Day
November 11	Veteran's Day
November 24-25	Thanksgiving
December 21	Last Day of Class
December 22	Winter Break Begins
<b>2023</b>	
January 4	Classes Begin
January 16	Martin Luther King Jr.
February 20	President's Day
April 6-7	Spring Break
May 29	Memorial Day
July 4	Independence Day
August 7 to 13	Summer Break
September 4	Labor Day
October 9	Columbus Day
November 10	Veteran's Day
November 23-24	Thanksgiving
December 20	Last Day of Class
December 21	Winter Break Begins
<b>2024</b>	
January 8	Classes Begin
January 15	Martin Luther King Jr.
February 19	President's Day
March 28-29	Spring Break
May 27	Memorial Day
July 4	Independence Day
August 5 to 11	Summer Break
September 2	Labor Day
October 14	Columbus Day
November 11	Veteran's Day
November 28-29	Thanksgiving
December 20	Last Day of Class
December 21	Winter Break Begins
<b>2025</b>	
January 6	Classes Begin

## **Library & LIRN**

The library is 500 sq. ft., and is located on the 2nd floor of the school. This library contains audio/visual resources, books and subscriptions to journals, as well as a library working area which contains 30 computers with internet access. Student groups will have access to scheduled library time, and on line periodical search. The library is open Tuesdays and Thursdays from 1:00 pm to 4:00 pm and is accessible by appointment every Wednesday. SABER has a librarian, who has a Master's of Science degree in Library Studies. SABER is a member of the Library Information Resources Network, Inc. (LIRN), which is an electronic library that provides access to electronic research resources to all SABER students.

The library has a sitting capacity of 30 students.

SABER is a member of the Library Information Resources Network, Inc., which is an electronic library that provides access to electronic research resources to all students including PUB MED.

## **Counseling and Testing**

Each nursing student has an academic advisor. The Program encourages an open door policy with respect to student-faculty communication. Students are urged to confer with the Nursing Program Director for any personal issues and with their Lead Instructor for academic issues. The Nursing Program will try to help every student succeed, by offering mentorship and remediation options.

If a student struggles academically, Nursing Program Faculty will provide tutoring and remediation as necessary. Mid-semester advising will be done every semester to ensure adequate student progress. General Education Instructors will also provide tutoring and remediation services.

SABER College does not provide onsite psychosocial counseling and testing services for needed accommodations. The Program Director will refer to the Dean of Academic Affairs any student who needs these services. The Dean will make arrangements for referral to outside resources.

## **Campus Safety and Emergencies**

Saber wants to ensure that every student is safe while on campus and emergencies are handled appropriately and effectively. Students should refer to the College Catalog and Consumer Information Manual for more information.

## **Controlled Substances**

SABER College is a drug-and alcohol-free Institution. Possession, use, or being under the influence of a controlled substance while on campus property is strictly forbidden and is illegal by State and Federal law.

- Violation of this policy will meet with disciplinary action up to and including dismissal from school.
- Students who violate the controlled substances policy will be required to meet with the Dean of Academic Affairs and the Nursing Program Director. Students will be referred to outside help and resources.
- Students must present proof of professional help to continue with program. Outside professional help must give written consent that student may continue with Nursing Program.
- Drug and alcohol testing will be done at the expense of the student.
- The student will be allowed to return to the program only after a negative drug screen has been provided but will be placed on probation.
- During the probation period, it is the responsibility of the faculty to observe any indications of chemical use or abuse.
- If, at any time a student's performance is suspicious, the school reserves the right to require the student to be tested for chemical, or alcohol use/abuse.
- If the results of the test are positive while student is on probation, the student will be withdrawn from the program.
- The student may request re-admission into the program which will be considered as long as the student remains drug free.
- Failure to comply with this policy will result in the student's permanent termination from the program.
- Students should refer to Course Catalog and Consumer Information for more information.

## **Parking**

Students may park on campus. Reserved student parking spaces are provided. SABER College is not responsible for any lost or stolen items or vehicles in the parking lot.



## **Student Identification Card**

- Students will be issued a picture identification card.
- The ID card must be worn at all times on campus and clinical experience.
- The student will not be allowed on the classroom or clinical rotation experience without an Identification Card.
- If a student is expelled or suspended from the School, he/she must immediately surrender the Identification Card to the Dean of Academic Affairs or Director of the Nursing program.
- The replacement cost of the Identification Card is \$5.00.

## PROGRAM INFORMATION

### Professional Nursing Program (PNP) A.S – Traditional and Hybrid

**“The Saber College, Associate Degree in Nursing program is pursuing accreditation from the National League for Nursing Commission for Nursing Education Accreditation (NLN CNEA), located at 2600 Virginia Avenue, NW, 8th Floor, Washington, DC 20037; phone 202-909-2487. Interested parties are invited to submit third-party comments in writing directly to NLN CNEA, attention Dr. Teresa Shellenbarger, NLN CNEA Executive Director, no later than October 23, 2023 to [cneaaccreditation@nlm.org](mailto:cneaaccreditation@nlm.org).”**

The Associate Degree in Nursing program at Saber College holds pre-accreditation status from the National League for Nursing Commission for Nursing Education Accreditation, located at 2600 Virginia Avenue, NW, Washington, DC, 20037. 202-909- 2487. Holding pre-accreditation status does not guarantee that initial accreditation by NLN CNEA will be received.

**Total Semester Credit Hours: 77**

### Program Description

The Professional Nursing Program (PNP) is an intensive, full-time program comprised of 77 credit hours/1860 clock hours, which includes theory, lab and clinical rotation experience. This experience will cover medical, surgical, obstetric, pediatric, geriatric and psychiatric nursing. Reinforcement of basic skills in English, Mathematics, and Sciences appropriate for the job preparatory program will occur through didactic instruction and applied laboratory procedures/practice. This program is designed to prepare the graduate to utilize and apply the nursing process to provide nursing care to clients across the life span in a variety of settings. Upon successful completion of the curriculum and after passing comprehensive exit exam, the graduate will receive an Associate of Science Degree in Nursing and will be eligible to take the National Council Licensure Examination for Registered Nurses (NCLEX-RN). Passing the NCLEX is required for employment as a Registered Nurse.

### Program Objectives

The objectives of the Nursing (A.S.) Program is to provide the knowledge, clinical skills, nursing values, meanings and experience necessary for an entry-level professional nursing position; this program will prepare the student for employment as a registered nurse. At the end of the program, the graduate will:

- Demonstrate knowledge of the health status and functional health needs of clients and families by using the nursing process to interpret health data.
- Demonstrate knowledge in formulating nursing plans of care in collaboration with clients, families and interdisciplinary healthcare team members.
- Demonstrate knowledge in implementing a plan of care within the legal and ethical parameters.
- Demonstrate knowledge in developing teaching and learning plans to implement with clients and families, whether directly or through assignment to other members of the healthcare team
- Demonstrate knowledge in evaluating client’s and families’ responses and outcomes to therapeutic intervention in order to adjust the plan of care.
- Demonstrate knowledge in providing care to multiple clients through direct care and/or delegation of care

- Demonstrate use of critical thinking to analyze clinical data and current literature as a basis for decision making
- Demonstrate ability to act as an advocate to promote quality healthcare for culturally diverse groups.
- Demonstrate ability to coordinate resources for the provision of quality care
- Demonstrate ability to function within the organizational framework of various healthcare settings.
- Demonstrate responsibility and accountability for quality of nursing consistent with the legal scope of the practice.

### **Program Mission Statement**

By combining the values of the individual with the acquisition of knowledge and nursing skills, the Professional Nursing Program (PNP) fosters the development of the whole person as a responsible, accountable professional committed to the principles of life-long learning and service to others using a holistic approach to the practice of the nursing profession.

### **Professional Nursing Program Philosophy**

To provide quality education that prepares entry-level nurses capable of providing safe, ethical, and effective registered nursing services under the direction and supervision of an RN to help meet the healthcare needs of the community in a variety of healthcare facilities

## Curriculum

<b>1<sup>st</sup> Semester A</b>			
<b>Course No</b>	<b>Course Name</b>	<b>Credit Hours</b>	<b>Clock Hours</b>
BSC 1001	Human Anatomy and Physiology I	3	45
BSC 1002	Human Anatomy and Physiology Lab I	1	30
ENG 1001	English Composition I	3	45
<b>TOTAL</b>		<b>7</b>	<b>120</b>

<b>1<sup>st</sup> Semester B</b>			
<b>Course No</b>	<b>Course Name</b>	<b>Credit Hours</b>	<b>Clock Hours</b>
BSC 1011	Human Anatomy and Physiology II	3	45
BSC 1012	Human Anatomy and Physiology Lab II	1	30
ENG 1011	English Composition II	2	30
<b>TOTAL</b>		<b>6</b>	<b>105</b>

<b>2<sup>nd</sup>. Semester A</b>			
<b>Course No</b>	<b>Course Name</b>	<b>Credit Hours</b>	<b>Clock Hours</b>
MAC 1105	College Algebra	3	45
PSY 1000	Introduction to Psychology	3	45
<b>TOTAL</b>		<b>6</b>	<b>90</b>

<b>2<sup>nd</sup>. Semester B</b>			
<b>Course No</b>	<b>Course Name</b>	<b>Credit Hours</b>	<b>Clock Hours</b>
BSC 2001	Microbiology	3	45
BSC 2002	Microbiology Lab	1	30
PSY 1001	Human Growth and Development	3	45
<b>TOTAL</b>		<b>7</b>	<b>120</b>

<b>3<sup>rd</sup> Semester</b>			
<b>Course No</b>	<b>Course Name</b>	<b>Credit Hours</b>	<b>Clock Hours</b>
NURS 1001	Fundamentals of Nursing	4	60
NURS 1002	Fundamentals of Nursing Clinical Practicum	3	135
NURS 1002-L	Fundamentals of Nursing Lab	2	60
NURS 1100	Nursing Pharmacology I	3	45
<b>TOTAL</b>		<b>12</b>	<b>300</b>

<b>4<sup>th</sup> Semester</b>			
<b>Course No</b>	<b>Course Name</b>	<b>Credit Hours</b>	<b>Clock Hours</b>
NURS 2001	Psychiatric Nursing	2	30
NURS 2002	Psychiatric Nursing Clinical Practicum	2	90
NURS 3001	Medical-Surgical Nursing I	4	60
NURS 3002	Medical-Surgical Nursing I Clinical Practicum	3	135
NURS 1111	Nursing Pharmacology II	2	30
<b>TOTAL</b>		<b>13</b>	<b>345</b>

5 <sup>th</sup> Semester			
Course No	Course Name	Credit Hours	Clock Hours
NURS 3011	Medical-Surgical Nursing II	3	45
NURS 3012	Medical-Surgical Nursing II Clinical Practicum	2	90
NURS 5001	Obstetrics and Pediatrics	4	60
NURS 5002	Obstetrics and Pediatrics Clinical Practicum	4	180
		<b>13</b>	<b>375</b>

6 <sup>th</sup> Semester			
Course No	Course Name	Credit Hours	Clock Hours
NURS 7001	Leadership	2	30
NURS 7002	Leadership Clinical Practicum	2	90
NURS 8001	NCLEX Review	3	45
NURS 8002	Comprehensive Clinical Practicum	5	225
<b>TOTAL</b>		<b>12</b>	<b>390</b>

## Student Orientation

Orientation of new students is conducted for each academic start. New students will learn about SABER College, including procedures, rules and regulations. Students will receive their program schedule and will get acquainted with the school facilities on the first day of class, when an orientation session will be provided. Catalog and Handbook are available at [www.SABER College.edu](http://www.SABER College.edu) in the school website.

## Promotion

In the Professional Nursing Program (AS), a student who fails NURS 1001-Fundamentals of Nursing will not be advanced to the following nursing courses. Student will be given the chance to repeat the course and if the student fails again the student will not continue in the nursing core.

**In the Professional Nursing Program (AS), a student may repeat a course only once. A student who fails a course may repeat it, however, if the student fails another course, he/she will not be allowed to repeat the third course failed and will be terminated immediately.**

## Clinical Experience

Clinical experience is an integral part of the program, and is set up to give the student a learning experience that puts into practice the classroom instruction.

1. Instructors will carry cell phones during the clinical experience. Students may reach the school, who will contact the instructors.
2. Instructors are to be present in the clinical facility when students are present.
  - a. Students are not to go on duty before meeting the Instructor.
  - b. Students are not to leave until dismissed by the Instructor
  - c. Students are not to use the overhead paging system at a clinical facility unless specifically instructed to do so.
  - d. Students who arrive late at the clinical facility must page the Instructor prior to reporting to a re-assigned area.

## **Class/Laboratory/Clinical Rotation**

Classes may be scheduled between the hours of 9: am and 10: pm Monday through Fridays. **Clinical Rotation will be scheduled as made available by the hospitals. Student's schedules/hours may vary during externship to accommodate site and programmatic requirements.**

**Schedules may require eight hours/day attendance up to forty hours per week. It is necessary that the student be aware and plan in advance, in order to be able to accommodate schedules.** School makes the utmost effort to maintain class schedules at the original times. However, the school reserves the right to schedule class/clinical hours within the limitations discussed above.

## **Program Costs**

Students are given program costs during application process by Admissions Advisor. During application and enrollment process, all students meet with a financial aid advisor that will provide students with important information regarding financial aid assistance. Detailed Financial Aid Information is available in the Consumer Information Manual.

## **Textbooks/Supplies**

Textbooks may be purchased through the internet for general education and through or the school for nursing core courses.

- Laboratory supplies are provided as needed and cost is included in the cost of the program.
- A syllabus is distributed with each course. An understanding of the course objectives as stated in the syllabus is an essential part of class preparedness. Students must sign form attesting that they have read and understand syllabus.

Students are recommended to have a binder or notebook for each course. As each course is completed, all course material should be carefully stored to use in the future for reviews and preparation for the licensing exam.



## Costs of Attending

### Associate Degree Programs

Nonrefundable Registration Fee	\$100.00*
Nonrefundable Application Fee	\$ 50.00*
Testing Fees – Entrance Exams	\$ 50.00**
* Per Semester	
** Per Exam	

### General Education Courses – Traditional and Hybrid

Tuition	\$565.00
26 credit hours	per Semester Credit Hour \$14,690

### Professional Nursing Program (PNP) – Traditional and Hybrid 50 credit hours

Tuition	\$565 per Semester Credit Hour \$28,250
Skills Lab Fees	\$500.00*
Materials and Supplies	\$300.00
OTHER COSTS: Uniforms, Liability Insurance, IDs, Lanyards, Water Bottles, etc.	\$300.00
<b>Books-</b> Cost of books	\$1,546.23

Other books may be purchased with the specific vendor (must meet Syllabus specifications)

## Student Fees

1. Students entering the program must make a deposit during pre-registration. The balance of the fee will be paid on the first day of class unless special arrangements are made. There will be an Application Fee and a Registration Fee of \$150.00 total; \$100.00 of which is not refundable upon withdrawal. In the case of payment arrangements, the student will be provided with guidelines for payment installments.
2. Each student will be issued a receipt upon payment. Student must keep the registration receipt and present it at time of enrollment in the school.
3. Those students that have applied for Title IV, or for any other form of tuition assistance, will pay fees until distribution of monies have been made to the school. At this time, student will be reimbursed for expenses paid.

## APPLICATION FOR FINANCIAL AID

Students, who apply for Financial Aid, must complete their FA (Title IV) FAFSA for the current year upon application. The second year FAFSA should be completed as soon as the Department of Education posts it on its website (FAFSA.com)

## Tuition and Refund Policy

- Our outlined refund policy is designed according to Fair Consumer Practices. Should student be terminated or cancelled for any reason, all refunds will be made according to the following refund schedule.
- Cancellation must be made in person or Certified mail.
- All monies will be refunded if the applicant is not accepted by the school or if the student cancels within 3 business days after signing the Enrollment agreement (if student signs before the first day of class) and making initial payment.
- Cancellation after the 3<sup>rd</sup> business day, but before the first class, will result in a refund of all monies paid, with the exception of the nonrefundable registration and application fee.

Termination Date: The termination date for refund computation purposes is the last date of actual attendance by the student unless earlier written notice is received.

- SABER College will keep records on file for at least one year of any student who is dismissed or denied entry.
- Refund will be made within 30 days following determination of termination or receipt of Cancellation Notice

### **Refunds for classes Canceled by SABER**

- The School reserves the right to cancel any Programs and/or courses. If tuition fees are collected in advance of the start date of a program and SABER cancels the class, 100% of the tuition and fees collected must be refunded. The refund shall be made within 45 days of the planned start date.

### **Refunds for Students Who Withdraw On or Before the First Day of Class**

- If tuition and fees are collected in advance of the start date of classes and the student does not begin classes or withdraws on the first day of classes, no more than \$100 application and registration fees may be retained by the institution. Appropriate refunds for a student who does not begin classes shall be made within 30 days of the class start date.

### **Refunds for Students Enrolled Prior to Visiting SABER College**

- Students who have not visited the school facility prior to enrollment will have the opportunity to withdraw without penalty within three days following either attendance at a regularly scheduled orientation or following a tour of the facilities and inspection of the equipment.

### **Refunds for Withdrawal after Class Commences**

#### **1. Refund Policy for Programs Obligorating Students for Periods of 12 Months or Less**

The refund policy for students attending SABER College, who incur a financial obligation for a period of 12 months or less, shall be as follows:

- a) During the first 10% of the period of financial obligation, the institution shall refund at least 90% of the tuition;
- b) After the first 10% of the period of financial obligation and until the end of the first 25% of the period of obligation, the institution shall refund at least 50% of the tuition;

- c) After the first 25% of the period of financial obligation and until the end of the first 50% of the period of obligation, the institution shall refund at least 25% of the tuition; and,
- d) After the first 50% of the period of financial obligation, the institution may retain all of the tuition.

2. Refund Policy for Programs Obligating Students for Periods beyond Twelve Months:

Institutions with programs longer than 12 months that financially obligate the student for any period of time beyond 12 months shall release the student of the obligation to pay beyond the 12 months if the student withdraws during the first 12 months. The calculation of the refund for the unused portion of the first 12 months shall be based on section (4)(1) above.

If the student withdraws during any subsequent period following the first 12 months, the student's refund for the unused portion of the tuition applicable to the period of withdrawal shall be based on section (4)(1) above.

**This refund policy applies to all loans and school loans for those who qualify.** Although some loans may be repaid after the program has been completed, students are obligated, as with any other loans, to repay in full the loan that they received.

## Admissions

In order to be accepted into the Professional Nursing Program an applicant must meet the following requirements:

- Applicant must submit a High School Diploma (or equivalent in their country of origin) or GED.
- Applicant must be 18 years of age by program completion
- The Kaplan (65) is one of SABER's College official entrance exams. The Kaplan exam will be offered no more than 3 times with waiting times as follows: 72 hrs. after the first exam, and 30 days for the third exam. Applicants may be granted acceptance into the nursing program based upon equivalent entrance test scores on other qualifying exams including ACT (18) SAT (1330 prior to 3/5/16), SAT (980 on or after 3/6/2016) general education courses or having a Bachelor's degree, or above, may be waived from taking the Kaplan. Foreign students must have their degrees evaluated by Joseph Silney.
- Applicant must submit results of a 10-panel drug screening

- Applicant, if a foreign physician, will be required to present written certification from an approved credential evaluation service (e.g. Josef Silney Translators), as proof of successful completion of courses in Anatomy, Physiology, to be extended Advanced Placement credits. In this case, applicant will be exempt from taking the above-mentioned courses again, however, applicant will still be responsible for the full 900 hours of clinical training. Students unable to provide such documentation will be required to take the full curriculum as offered.
- Applicant requesting credit for the first core semester, must submit an official transcript for each core course with a minimum GPA of 3.0 in a 4.0 scale. Nursing courses will not be accepted for transfer if they were completed five or more years from the date of enrollment; Courses older than five years will have to be repeated. . In the case of foreign physicians, presenting proof of direct patient care during the last five years, they will be granted credit for general education courses
- Applicant must successfully complete a personal oral and written interview with the Program Director and or an administrative representative of the program in order to evaluate the applicant's ability to communicate satisfactorily as required by the health care delivery system. The interviewer will be aided in this process by requesting a series of essays as a tool to further assess English proficiency and Critical Thinking.
- Applicant must undergo an AHCA Level II Background Check. If applicant according to library information resource service area has a recent history of chemical abuse, or an arrest record indicating the same, he/she will be required to contact the Intervention Project for Nurses (IPN). Based on the evaluation results of IPN the applicant may be asked to enter into a contractual agreement for services with IPN. Failure to enter into the stipulated contract and/or to comply with any of the requirements of the contract will result in denial of admission into the program.
- (During the enrollment period, it is the responsibility of the faculty to observe any indications of chemical use or abuse. If, at any time a student's performance is suspicious, the school reserves the right to require the student to be tested for chemical, or alcohol use/abuse. If the results of the test are positive, the student will be withdrawn from the program and instructed to contact IPN. At the recommendation of IPN, the student may be required to enter into a contractual agreement with IPN. The student may request reentry into the program which will be approved as long as the student remains in compliance with the IPN Contract. Failure to comply with this policy or with the agreements of the contract will result in the student's permanent withdrawal from the program.)

## Health Requirements

A student's health record will be kept on file.

Prior to starting the clinical component of program (3<sup>rd</sup> semester), students will have to provide the School with their Health Record, which will include proof of immunity/immunization against:

- Tetanus – verify within 10 yrs., 5 yrs. if injured.
- MMR – Measles, Mumps, Rubella – written verification of Rubella immunization after 1968, or a positive titer to show immunity.
- Varicella (Chickenpox)
- PPD – PPD skin test must be completed and read as negative prior to any clinical experience. PPD results cannot be accepted if over 12 months from the day of admission.
- Hepatitis B
- CPR/BLS Card-Endorsed by the American Heart Association
- Flu vaccine

If documentation is not available, re-immunization will be necessary.

Acceptable records of immunization will be:

- High School: Copy of immunization record containing information such as month/day/year.
- Personal immunization record: Record from family physician will be acceptable
- Local health department: copy of immunization record.

Appointments for the above physical examinations must be made prior to or after class.

Each student is responsible for his/her health as follows:

- The students are responsible to have medical insurance to cover accidents / illnesses while in training. The students will assume all risks of, and be solely responsible for, any injury, illness or loss sustained while in training.
- A student who becomes ill during school hours shall report it to an instructor. If on clinical practice, the student should report it to the supervisor, and must page the instructor.
- If a student becomes ill while on duty at a hospital, and requests treatment, this treatment will be given at the student's request and expense.
- Students are NOT to consult with any physician regarding personal matters while on duty. Any student violating this policy will be placed on probation and may be asked to withdraw from the program, since this is considered unethical conduct.

- A student sustaining an injury during school hours shall report immediately to the instructor. An Accident Form will be initiated and completed within 24 hours of the injury occurrence. If in clinical practice, the student may receive care at the hospital's Emergency Area if necessary, and at the student's own expense. Any student may refuse treatment by signing a release form.
- If a student is exposed to blood or body fluid, the instructor will immediately implement the Post-Exposure Protocol
- Upon the request of an instructor, a student may be required to obtain a written statement from a physician for an absence due to illness. An absence of more than two (2) days, must be documented by a physician.
- If a student becomes pregnant, a doctor's written permission must be submitted to the instructor in order to remain in class or clinical practice. It is the responsibility of the student to take the necessary precautions in the clinical experience in terms of x-rays, radiation, chemicals, etc.
- The instructor reserves the right to withdraw a student from a clinical experience based upon evidence of illness. This absence would be considered excused.
- The instructor reserves the right to require random drug testing based upon reasonable cause. Reasonable cause will be considered to be:
  - a. Observable indications of potential drug or alcohol use while in the classroom or clinical experience.
  - b. Direct Observation of drug use
  - c. Abnormal conduct or erratic behavior, or a significant deterioration in performance.
  - d. A report of suspected drug or alcohol use.
- Drug and alcohol testing will be done at the expense of the student. The student will be allowed to return to the program only after a negative drug screen has been provided.
- During the enrollment period, it is the responsibility of the faculty to observe any indications of chemical use or abuse. If, at any time a student's performance is suspicious, the school reserves the right to require the student to be tested for chemical, or alcohol use/abuse. If the results of the test are positive, the student will be withdrawn from the program and instructed to contact IPN. At the recommendation of IPN, the student may be required to enter into a contractual agreement with IPN. The student may request re-entry into the program which will be approved as long as the student remains in compliance with the IPN Contract and is drug free. Failure to comply with this policy or with the agreements of the contract will result in the student's permanent withdrawal from the program.

## ACADEMIC POLICIES

### Academic Progress

#### Minimum CGPA Achievement

Each student must achieve the minimum cumulative grade point average of 2.75 at the time of the evaluation in order to remain as a regular student.

Students' learning will be assessed using the developed set of competencies for each training area.

A series of quizzes will be administered throughout the school term in order to assess student progress. A written examination will be given at the completion of each course. The written portion of the examination will be graded based on the following scale:

Scholastic Standards: Quantitative requirements will be measured in terms of grades. Academic grades for students shall be "A", "A-", "B+", "B", "B-", "C+", "C" (passing), "D", "F", "WF", "I" or "NP".

A brief explanation of grades will follow:

- A grade of "A+" (97-100% - 4.0) indicates that the student has demonstrated excellent achievement in the subject and/or the skills area.
- A grade of "A" (93-96% - 4.0) indicates that the student has demonstrated excellent achievement in the subject and/or the skills area.
- A grade of "A-" (90-92% - 3.7) indicates that the student has demonstrated achievement in the subject and/or the skills area.
- A grade of "B+" (87-89% - 3.3) indicates that the student has demonstrated good but not outstanding achievement in the academic area.
- A grade of "B" (83-86% - 3.0) indicates that the student has demonstrated good but not outstanding achievement in the academic area.
- A grade of "B-" (80-82% - 2.7) indicates that the student has demonstrated good but not outstanding achievement in the academic area.
- A grade of "C+" (77-79% - 2.3) indicates satisfactory academic achievement and is the minimum level of acceptable performance in this program.
- A grade of "C" (73-76% - 2.0) indicates unsatisfactory academic achievement. Course failed
- A grade of "C-" (70-72% - 1.7) indicates unsatisfactory academic achievement. Course failed
- A grade of "D+" (67-69% - 1.3) indicates a level of academic performance that is unsatisfactory. Course failed
- A grade of "D" (65-66% - 1.0) indicates a level of academic performance that is unsatisfactory. Course failed.
- A grade of "F" (Below 65 – 0.0) indicates that course was completed but student failed to achieve course objectives.



- A grade of “WF” indicates that course was not completed; student stopped attending/ limited class participation.
- A grade of “I” indicates that the performance is insufficient to permit an evaluation. Students in this category may have their grade adjusted upon presentation of the required assignments. This period may not exceed 60 days. For this grade to be awarded, the extenuating circumstances must be approved by the Dean of Academic Affairs or Director. **If a student does not provide the required documentation to receive a final grade for a course within the prescribed timeframe the grade of “I” shall be changed to a grade of “F”. This can have a significant impact on a student’s academic progress.**
- A grade of “NP” (NOT PASSING) indicates that the student has not met the score required for passing selected course, however the student has still achieved a minimum grade of C or higher. The student will be required to retake the course to meet the program minimum grade requirement. Once the student achieves the course minimum grade requirement the original grade will be replaced and a note will be made to the transcript of the course retake.

**Students that do not successfully pass periodic quizzes will be encouraged to complete additional work for practice and may be placed on probation (see below section “Probation”). If student does not pass the adaptive exam after each semester he/she must retake the course. Students who fail a course may repeat the course once. Students only have one opportunity to repeat a course throughout the course of a program. Students must be mindful of the impact the initial failure will make on a student’s satisfactory academic progress. Because of pre-requisite course work, a student who fails a nursing course will not be able to advance to the following semester until all the nursing courses for that semester have been passed. We will accept credit for courses passed. Students will not be allowed to continue in the program if they have to repeat more than two courses and fail a third one. Student must pass all general education courses in order to pass to the nursing core component of program.**

If a student fails the final exit examination after each course, student will be allowed to re-take exams. **Student will take a final diagnostic NCLEX Review exam on the 6<sup>th</sup> semester. Student will then be eligible to sit for the Comprehensive and the Exit Final Exam. The Comprehensive may be repeated once. The Exit Final Exam may be repeated one time (1) upon certain requirements set forth in the course syllabus. Prior to gaining authorization to test, he/she must pass both exams to attempt NCLEX State Exam.**

Students must adhere to the requirements as listed in the Handbook.

**For Title IV purposes, Satisfactory Academic Progress will be reviewed by the Program Director at the calendar point of the payment period. At this point the student must have successfully completed 67% of the contact hours and maintain a minimum of a 2.75 GPA. Even if this is the case, by school policy, if a student fails two core courses during the program he/she will not have made SAP and will be unable to continue in the program.**

### ***Impact of Withdraws, Termination***

Students who fail to make satisfactory academic progress will be placed on probation until the end of each course at which time they will be re-evaluated. Students, who fail to make satisfactory academic progress at the end of a course, will be terminated from the program. Students terminated from a program of study can attempt re-entry after 3 months. The final decision for re-entry will be determined by the Program Director.

Students who withdraw from the program will receive a grade of “W”. The last date of attendance will be the point where the refund policy will initiate. Students will receive a W on their progress report and will be required to repeat the course. If the student has already repeated two courses they fail a third one, they will not be able to continue in the program.

SABER College does not award non-punitive grades, or remedial course work.

Students will remain eligible for Title IV while on probation.

Students must adhere to grading requirements as stated in their Handbooks.

### **Successful Rate of Progression**

Each student must meet minimum successful rate of completion at the evaluation periods in order to remain as a regular student.

1. A program may not be longer than 150% of its published length. At SABER, courses required for each program are offered with sufficient frequency for the student to complete the program within the publicized time frame.
2. For Title IV purposes, Satisfactory Academic Progress will be reviewed by the FA office at the calendar point of the payment period. At this point the student must have successfully completed 60% of the clock/credit hours.
3. Students who fail to make satisfactory academic progress will be placed on probation until the end of each course at which time they will be re-evaluated. Students, who fail to make satisfactory academic progress at the end of a term, will be terminated from the program.
4. Students will remain eligible for Title IV while on probation for one payment period.
5. Students must adhere to grading requirements as stated in their Handbook. These standards are in force for all students regardless of whether they receive financial aid.

### **Theory Grading:**

Exams will constitute the major portion of the “theory” grade. They may be objective or essay, and quizzes may also be included. **A grade of 77% on theory will be the minimal acceptable level of mastery of the course content.**

At the end of each semester, students will be administered the Adaptive test. Student is allowed to re-take the final Nursing exam when failed.

All laboratory practice must be rated as “satisfactory”. In order to complete the course, passing grades and standards as described in this Student Handbook (attitude, judgment, concern for patient welfare, grooming) must be satisfactory.

**Clinical Performance:**

Progress in the clinical areas will be evaluated as satisfactory or unsatisfactory, followed up with frequent counseling in areas which need strengthening. At the end of each Clinical Rotation the instructor will complete a performance evaluation and discuss it with the student. The clinical competency checklist in the Student Training Record identifies the duties and competencies of each clinical assignment. Successful completion of all competencies is required.

If a student fails a course with a clinical or lab component, both courses **MUST** be repeated (lecture and clinical/lab).

## ACADEMIC TERMINATION

1. **Illness** – Must be documented.  
A student who needs to withdraw from the program due to illness or medical condition (including pregnancy) that is documented by the doctor as preventing the student from attending classes, may be re-instated in another class; this student may not receive credit for part of the dropped course. The complement clinical and or theoretical experiences must also be repeated with the course in order to reinforce the course theory and increase the likelihood of success.
2. **Lack of Academic Progress**- A student who is dismissed due to lack of academic progress, will need to re-apply. If re-applying within the first 90 days following termination, General Education courses will be waived. If student re-applies after 90 days, student must start the program from the first core course.

## REQUIREMENTS FOR GRADUATION

Requirements for graduation from the Professional Nursing Program (PNP) will include the following:

- **Theory – 77% overall average**
- Laboratory Practice - satisfactory rating
- Professional Attitude – satisfactory rating
- Nursing Judgment - satisfactory rating
- Concern for Patient Welfare – satisfactory rating
- Personal Grooming – satisfactory rating
- Field trips, conferences, workshops and/or special service assignments - written reports
- Completion of required program hours
- Completion of an assessment exit exam, such as the HESI Exit Exam (900 passing grade) or any other Exit Exam and completion of a comprehensive exam with a passing score of 75% passing probability or higher.
- Fulfillment of all monetary obligations to the school

## METHOD OF EVALUATION:

### Course passing score is 77%

#### Grading for Theory:

a. Specialty Final Exam		40%
b. Mid-Term Exam		25%
c. LIRN		5%
d. Quizzes		30%
-One quiz before Midterm Exam	15%	
-One quiz before Final Exam	15%	
<b>TOTAL:</b>		<b>100%</b>

#### Grading for Clinical:

a. CBVAs		60%
-Mid Skills	30%	
-Final Evaluation	30%	
b. Assignments/Homework.		40%
-Adaptive Quizzes	20%	
-VSIM	10%	
-Picmonic	10%	
<b>TOTAL:</b>		<b>100%</b>

- Exit Exam – minimum score or higher.
- Comprehensive Exit Exam with a minimum score of 75%

## TERMINATION DUE TO VIOLATIONS

Students are expected to conduct themselves in a professional manner. The following are considered violations and student may be subject to dismissal:

- that the student has been offensive in his/her conduct toward a fellow student or instructor.
- that student suffers from some permanent chronic mental ailment which incapacitates him/her from performance in the classroom.
- that the student has violated any lawful regulation when such violation amounts to a serious breach of discipline which may reasonably be expected to result in an accident or lower morale in the school
- that the student through negligence or willful conduct has caused damage to school property or waste of school supplies.
- that the student has been intoxicated while in school
- that the student has misappropriated school property or has illegally disposed of it.

## General Rules of Conduct:

1. Students will help maintain a clean environment and project a professional image at all times.
  - a. No eating or drinking in the classroom.
  - b. No smoking is permitted anywhere in the building, as SABER is a smoke free environment
  - c. Place all waste paper, coffee cups, bottles, and other trash in designated receptacles
  - d. Do not leave any personal belongings on the shelves, chairs, or desks as SABER is not responsible for any lost or stolen items.
2. No food or articles are allowed to be sold by students anywhere on school grounds
3. Students should wear appropriate clothing. Students must wear uniforms at all times whether in class or clinical setting.
4. Cellular phones, beepers, and watches with alarms must be in silent mode.
5. No bicycles or motorcycles are allowed in the classroom or corridors.
6. SABER does not allow children to be on school property without supervision. We are not responsible for any children or young adults as they are not in our care. Parents must make prior arrangements and not take children with them to class.
7. A student must be registered to attend class. Friends, children, or other relatives cannot accompany students to class.
8. Students are to park their cars in the school's parking lot. If it is necessary to park on the street in front of a residence, do not block the driveway. Please observe and respect all traffic signs on school property and in the neighborhood. In cooperation with the Miami Police Department, illegally parked cars will be ticketed or towed. Tickets and towing charges may exceed \$100.00
9. No visitors are allowed on the school property unless they obtain a pass from the main office.
10. Students are to abide by an honor code as absolutely no cheating is allowed.
11. English must be spoken at all times during Theory Class and Clinical Rotations, as classes are all delivered in English.
12. Use of dictionaries/translators, calculators and other electronic devices such as computers, is strictly forbidden during quizzes, tests, exams and clinical rotations.
13. School reserves the right to administer exams at hours other than the scheduled class hours. School reserves the right to assign students to classrooms and seats as deemed best by the Department.

## **Nursing Rules of Conduct:**

1. Students must be prepared for class at all times
2. Class participation is strongly encouraged. However, courtesy must be observed at all times, only one student should talk at once.
3. Ethical practice in the hospital requires that students address members of the staff as Mr., Mrs., or Ms. If hospital protocol requires another mode of address, student should follow that mode. Student must never address staff or patients as “Dearie”, “Mi Amor”, or other terms of endearment. The school encourages friendliness, not familiarity.
4. Students must refrain from playing with the lab equipment, or lying or sitting on beds.
5. Students will not eat, drink or chew gum in the classrooms or clinical facility.
6. Confidentiality must be observed at all times. Students must refrain from discussing patients at home. Patient information, such as lab or x-ray results must never be photocopied. This is a breach of confidence and grounds for dismissal.
7. Student must carry with him/her supplies needed for the clinical experience at all time.

## **Termination by “Due Process”**

The school reserves the right to ask a student to withdraw from the program for any of the following additional reasons:

1. Unsatisfactory academic or clinical performance
2. Unsatisfactory demonstration of the expected affective behaviors
3. Ethical and/or social misdemeanor such as cheating on exams.
4. Violation of attendance policies
5. Violation of school policy
6. Violation of Student Training Agreement

A student who is failing due to lack of academic progress, will need to re-apply. If re-applying within the first 90 days following termination, student will be given credit for general education courses previously taken, to be considered for re admittance at the same level in which he/she was terminated. If student re applies after 90 days, student must start the program from the first core course.

A student may re-take a course only once. A student may not receive credit for part of a course. The complement clinical experiences must also be repeated with the course in order to reinforce the course theory and increase the likelihood of success.

“Due Process” will be observed as follows:

1. Evaluation – a student having difficulty will be given a “deficiency notice”
2. Recommendation and re-evaluation – a corrective action plan will be drawn up together with the student delineating activities to be followed, goals and timeframes.
3. Probation – if the student fails to show evidence of improvement, the Program Director may choose to place the student on probation for a stipulated period of time. During this period satisfactory performance must be maintained at all times (e.g. no absences, tardiness, test failures, etc. will be accepted).
4. Termination – If at the end of the probationary period the student has made little or no improvement, the student will be asked to withdraw, or repeat the course at his/her own expense or may be allowed to resign or be terminated. A student who does not achieve satisfactory academic progress at the end of a course will be terminated.

### **Grievance Policy**

Grievance – A student, staff member who feels he/she may have been unjustly treated may appeal the policy or procedure. The purpose of this process is to provide an equitable process of resolving student and personnel grievances.

1. Student with a complaint should discuss it first with their instructor.
2. Staff and faculty should address the matter with their immediate supervisor.
3. If conflict is unresolved, student or if faculty was unavailable, student may then submit a written grievance and meet with the Dean of Academic Affairs (DAA) and/or Director within three days of having met with instructor.
4. Staff and faculty may lodge a complaint with the Director/ Chief Administrative Officer.
5. DAA must inform SABER College’s Chief Administrative Officer of the grievance within 24 hours of meeting with student.
6. If at this point conflict remains unresolved, student can then meet with the Academic Affairs Committee, comprised of faculty and administrative staff.
7. The student, staff or faculty member will be able to equitably express their position on the issue, and if available, provide documentation to substantiate their position.
8. The Academic Affairs Committee will consider all sides and render a decision on the disposition of the policy violation or other issue.
9. Provisions for resolutions shall be concluded within ten (10) business days after receipt of the written grievances.



In cases when these informal meetings do not resolve the conflict, student may then appeal and file a grievance to:

**Commission for Independent Education**

325 West Gaines Street  
Suite 1414  
Tallahassee, FL 32399-0400  
(850) 245-3200  
Toll Free: 1-888-224-6684

**Council on Occupational Education**

7840 Roswell Road, Building 300  
Suite 325  
Atlanta, Ga. 30350  
Toll free: (800) 917-2081  
[www.council.org](http://www.council.org)

**Department of Health**

**Board of Nursing**

4052 Bald Cypress Way Bin C-02  
Tallahassee, FL 32399-3252  
(850) 488-0595

**Exams**

Exams and quizzes are given throughout each course as described in course syllabi. Exams are meant to serve as an assessment of course understanding. Students should refer to syllabi for course objectives in preparation for examinations, as well as unit objectives given in lesson plans. Course syllabus and outline include quizzes and exam dates for student to follow (as well as other assignments as indicated). The program reserves the right to administer exams at hours other than the scheduled class hours, especially during Finals week. The program reserves the right to assign students to classrooms and seats as deemed best. Students must abide by the Honor Code at all times. If a student feels an exam question's correct answer is an error, the student may complete the Request for Review of Examination Question form and challenge the exam question.

## Testing on-Line Regulations

General Education exams will be taken through CANVAS platform and proctored through Zoom. Nursing Core exams will be taken through CANVAS platform and proctored in person. If student misses an exam, student must contact instructor, student advisor, and/or Dean and provide an official document to excuse the absence. Student is allowed to re-take final General Education exam when failed (one re-take). Student is allowed to re-take final Nursing exam when failed.

## Probation

If a student is showing lack of academic progress within a semester, poor attendance, or not abiding by policy and procedures, he/she will meet with Instructor, then with Lead Instructor and then with Program Director or assigned faculty member. Student will be placed on probation and a corrective action plan will be developed to assist student success in the program.

Students will need to follow the corrective action plan. The corrective action plan will list specific objectives, measurable behaviors, and date of completion required for continuation in the program. If student fails to follow the action plan, student may be withdrawn or dismissed.

## Withdrawal

- In the Professional Nursing Program, a student may repeat or withdraw from a nursing course only once.
- If the student fails two nursing core courses, he/she will not be allowed to repeat a third course failed and will be dismissed.
- If a student fails three general education courses, he/she will not be allowed to repeat the third course failed and will be dismissed.
- All students are encouraged to seek guidance prior to voluntary withdrawal from school. Students should note that withdrawal will have consequences related to progression and readmission into the program.
- Students who withdraw in good academic standing following a completed semester may be readmitted in the correct sequence. Remediation may be recommended including coursework. Student must notify the program director in writing of their intention to return to the program and make an appointment to discuss timeline and requirements for readmission.
- The Program Director will recommend withdrawal of a student for excessive absenteeism, tardiness, or less than a passing score which would result in failure of a course. Student will be allowed to resume Professional Nursing Program at the beginning of the semester where student failed or was withdrawn. No partial credit will be awarded for any courses failed or not completed.
- All students who withdraw will need to follow the readmission procedure and work closely with their advisor in order to seek readmission.

- The student must also meet with a finance advisor to finalize payment responsibilities and notify department of withdrawal. All refunds will be made following refund policy as reflected in school Catalog.
- Students will not receive credit for incomplete courses. This includes Nursing Core Courses and General Education Courses.
- General Education courses may be repeated up to two times.

## **Dismissal**

Dismissal from the Professional Nursing Program will result as a consequence of the following:

1. Failure to comply with the policy and procedures of SABER College, the Nursing Program, and its affiliating clinical sites.
2. Participates in conduct that violates the SABER College and Nursing Program Policies and Procedures.
3. Demonstrates behavior that puts any student, faculty member, and/or patient at risk for injury or harm.
4. Falsifies any records.
5. Failure of a Nursing course twice
6. Failure of a General Education course twice.

Note: Dismissal decisions are final. No re-admittance into the program of any kind will be allowed.

## **Re-Admission**

1. Student must schedule an appointment time to meet with the Program Director, or their assigned advisor, no later than 30 days after the interruption in progression, for assistance and for planning remediation. Readmission to the program needs to occur no greater than 3 months from the date of withdrawal or failure.
2. Student must meet the conditions and complete assigned activities within the specified amount of time.
3. Provide a letter to program director, or designee, citing reasons and/or circumstances for leaving the program and reasons for seeking readmission by due date. Be certain to identify steps in remediation plan and indicate steps to achieve plan.
4. Provide updated transcripts, records and other forms as required by the Professional Nursing Program by due date.
5. Provide any other documentation as required by the Nursing Program.
6. Any changes to Nursing curriculum or program policies and procedures will be applicable to any student upon readmission.
7. Students will be notified prior to the semester's registration date if their request for readmission is approved or denied.
8. Readmission into the program is contingent upon space and resource availability, including clinical education sites.
9. Students who choose not to follow the procedure outlined above may reapply to the program as a "new" student. Students whose academic records indicate previous enrollment in the Professional Nursing Program are not given priority for admission as a new student.

NOTE: Decisions regarding readmission into the program are made by the Admissions Committee in consultation with the Program Director. No guarantees will be made to students about readmission. Consideration will always be given to employment rates, clinical education site availability, equipment and space. An application for re-admission will be considered on an individual basis.

### **Academic Integrity and Cheating**

- Students will sign an Honor Code.
- Students are to abide by the Honor Code as absolutely no cheating is allowed.
- Students who are caught cheating on exams will be dismissed from the program immediately.

Examples of Cheating include but are not limited to:

1. Taking an exam from or for someone else.
2. Purchasing term papers and turning them in as your own work
3. Faking an illness to avoid a test.
4. Copying from another student's test.
5. Studying a copy of an exam prior to taking a make-up exam.
6. Giving another student answers during an exam.
7. Reviewing previous copies of an instructor's exam without permission.
8. Reviewing a stolen copy of an exam.
9. Sabotaging someone else's work.
10. Failing to report grade errors.
11. Giving test questions to students in other classrooms.
12. Sharing answers during exams by utilizing a system of signals.
13. Developing a personal relationship with an instructor to get test information.
14. Hiring a ghost writer.
15. Using papers found on the internet as your own.
16. Altering or forging an official school document
17. Guiding and/or helping lab partner during skills checks and lab practicals

18. Using unauthorized materials, note cards, calculators, hand held computers, cell phones, etc. on quizzes, tests, and exams.

## **Plagiarism**

- Plagiarism is the act of obtaining or attempting to obtain credit for academic work by copying another person's idea or written work and claiming it as his/her own.
- If a student has doubts about the nature and meaning of plagiarism, he/she should discuss the matter with the course instructor.
- Students will sign an Honor Code.
- Students who are caught in the act of plagiarism will be placed on probation.
- Once a student is on probation and is caught again with plagiarism in their work, the student will be dismissed from the program.

## **Clinical Education Requirements**

Students are required to successfully complete seven clinical education experiences that will provide students with exposure in inpatient and outpatient settings. Students are required to provide their own transportation to and from clinical settings. Students must also complete all clinical education requirements prior to clinical site placement including: CPR, immunizations, physical exam, criminal background check, and drug screening. Students will receive clinical orientation on their first day at clinical site.

## **Student Advising and Remediation**

All nursing students receive a Midterm Advising session by their academic advisor. Student's progression in the program is discussed including: grades, preparedness for clinical education, and goals/suggestions are made to continue improvement and progression in the program. If a student is at risk of failure of a course, student will be placed on probation and a corrective action plan will be initiated which will include appropriate remediation according to student's deficits.

Remediation is given to students who are not demonstrating adequate understanding of course materials as evident by course grades or upon student request. Remediation may include one to one or small group instruction by a faculty member. Remediation may also include additional work/time student must dedicate to the course. For students not demonstrating adequate progress or upon request, additional advising sessions may be scheduled.

Students must attend the remediation sessions at no further cost to them, if they fail to pass the Exit Exams.

Failure to successfully pass a clinical education experience will require the student to repeat the clinical experience along with accompanying theory course that is designed to specifically target the area of deficiency. The student must successfully complete this experience to meet the requirements for graduation.

### **Termination Due To Violations**

The following are considered violations and student may be subject to dismissal:

- a. the student has been offensive in his conduct toward a fellow student, faculty, staff, or administration.
- b. student suffers from some permanent chronic mental ailment which incapacitates him/her from performance in the classroom.
- c. the student has violated any lawful regulation when such violation amounts to a serious breach of discipline which may reasonably be expected to result in an accident or lower morale in the school
- d. that the student through negligence or willful conduct has caused damage to school property or waste of school supplies.
- e. the student has been intoxicated while in school or found in possession of an illegal substance.
- f. the student has misappropriated school property or has illegally disposed of it.
- g. the student has violated copyright laws as stated in the SABER College Catalog.
- h. the student has committed plagiarism. A student will have committed plagiarism if he/she reproduces someone else's work without acknowledging it's source; or if a source is cited which the student has not cited or used. Plagiarism will also occur in a group project if one or more of the members of the group does none of the group's work and participates in none of the group's activities, but attempts to take credit for the work of the group.
- i. the student has violated sexual harassment laws as stated in the SABER College Catalog.
- j. the student has been found to be in possession of weapons of any kind, as defined under the City, State, or Federal Law.
- k. the student has been found to be cheating.
- l. the student has been charged with a felony

If student commits any of the violations above, the student will meet with the Dean of Academic Affairs and Program Director. Appropriate course of action will be taken on an individual basis ranging but not limited to probation, withdrawal, or termination from the Nursing Program.

### **Termination by "Due Process"**

The school reserves the right to ask a student to withdraw from the program for any of the following additional reasons:

1. Unsatisfactory academic or clinical performance
2. Unsatisfactory demonstration of the expected values based behaviors
3. Ethical and/or social misdemeanor such as cheating on exams
4. Violation of attendance policies
5. Violation of school or Nursing Program policies

**“Due Process”** will be observed as follows:

1. Evaluation – a student having difficulty will be given a “deficiency notice” at the time of a formal advising session that will take place at least once a semester.
2. Recommendation and re-evaluation – a corrective action plan will be drawn up together with the student delineating activities to be followed, goals and timeframes.
3. Probation – if the student fails to show evidence of improvement, the Program Director may choose to place the student on probation for a stipulated period of time. During this period satisfactory performance must be maintained at all times (e.g. no absences, tardiness, test failures, etc. will be accepted.)
4. Termination– If at the end of the probationary period, the student has made little or no improvement; the student may be placed on a Hold from the Nursing Program or terminated. If placed on Hold, the student will be allowed to resume courses failed or not completed the following year when the course is offered again.

## **PROGRAM POLICIES**

### **Attendance**

Given that health care professionals are de facto required to be dependable and reliable, attendance to class is of paramount importance at the school. Employability Skills, which is taught as part of the curriculum is an integral part of this Program. The patient’s welfare depends on it.

Attendance: regular attendance is required for the student to take full advantage of the curriculum offered. Student will be marked present when they are:

- b. present in classroom
- c. present in a school sponsored function on or off campus.

### **Excused Absences:**

- a. illness or medical condition (including pregnancy). Medical evidence must be submitted
- b. death of an immediate family member – evidence must be submitted.
- c. emergency involving an immediate family member – evidence must be submitted
- d. any other reasons approved by Program Director or designee upon prior request. Excused absences will be approved on a case-by-case basis

**Any excused absences, including illness or medical condition may not exceed the maximum time allowed per class of 10%, or cumulative of 75 hours for the entire program year. Absences exceeding 10% of the course time, or 75 hours for the entire program will result in termination from the program.**

### Unexcused Absences:

Absences not included above will be considered unexcused. Transportation problems are not considered excused absences. After three unexcused absences the student will be placed on probation. If student is absent while on probation, student may be terminated at the discretion of the Program Director. While absences are occurring, student will receive counseling and a record will be established. Counselor will diligently work with student to try and help solve any problems that may be affecting attendance, such as transportation, childcare, etc.

### Tardiness or leaving early:

Student arriving after attendance has been taken will be marked tardy unless a valid excuse is presented. Three tardy arrivals will be considered one (1) unexcused absence and/or will be deducted as six (6) clinical hours depending whether student is absent from the classroom or the clinical practice. The same criteria will be used for leaving early. Frequency in late arrivals or leaving prior to completion of class or clinical experience, will establish doubt as to the student's ability to be a dependable employee, and denotes unacceptable performance, poor attitude and lack of interest in the program. Instructors reserve the right to consider frequent late arrivals or leaving early, even with valid excuse or proper notification, as a tardy. Instructor will inform the student in advance when this criterion will be established. If student is tardy nine (9) times in any six-month period, the student will be withdrawn from the program.

### Hours:

Daily attendance is expected of all students.

Classroom Attendance on a daily basis is mandatory, and school will not allow excused absences of more than seventy five hours (75 hrs.) for the entire program. A student may not miss more than 10% in each course, however, if cumulative absences exceed seventy five hours (75 hrs.), student will be terminated. If student misses 8% of classroom time during each course, academic grades will be evaluated, and if student is performing below a "B" average, student will be placed on probation.

All classroom work missed must be made up. Make up sessions will be scheduled once a week, at the discretion of the Program Director, to make up tests, quizzes, exams, or viewing films missed due to excused absences. Student MUST make all necessary arrangements to attend the makeup session on the first available day after the absence outside of regular class or clinical rotation hours. Make up quizzes, tests or exams will have a maximum score of 80%. Failure to attend make-up exam on assigned day, which will be the first available day after the absence, will result in a grade of "0" for that quiz, test or exam. There will be no make-up sessions for unexcused absences as the student will automatically receive a grade of "0".

When an instructor and/or department identifies a pattern of absences on test days, the department will meet with the student to discuss problem and the student will be placed on probation; if student is absent during another quiz, test or exam during this probationary period, the student may be terminated from the program at the Discretion of the Director.



Clinical Attendance is expected of the student during his/her nursing program. Tardiness in this training area is not acceptable without prior approval, since staff will assume assignments if student is not present at time of assignment. To be eligible for graduation a student may not have more than 30 hours of absenteeism in this clinical area.

At the discretion of the Program Director, with prior approval from the Dean of Academic Affairs, a student may have to make-up clinical hours by registering and enrolling in an additional rotation.

Absenteeism is calculated on a weekly basis, and information is available to student upon request. In cases where student disagrees with record, he/she may ask for a review.

Absences of 10% or more in any course will require withdrawal from the program and re-enrolling to repeat the course involved.

### **Student's Responsibility:**

1. A student will attend school daily and on time for the duration of the program, unless excused.
1. A student will notify instructor / school by telephone at least ½ hr. before class or clinical practice, if unable to report. Failure to do so will result in a tardy.
3. A student will be responsible for obtaining and completing all assignments missed during excused absences.
4. A student will be prepared for class or clinical practice at all times, by bringing appropriate materials. A student who frequently fails to do so may be asked to leave the facility by the instructor.
5. A student will make all efforts to attend additional skills lab practice hours offered.
6. English must be spoken at all times during Theory and Clinical Rotation, as classes are all delivered in English

### **School's Responsibility:**

1. The school has a written plan to track attendance.
2. Attendance records are available to students upon request.
3. Discrepancies will be discussed with students and corrections made if necessary
4. Attendance will be considered by the school as the time during which a student is under the jurisdiction of an instructor.
5. School informs student that all assigned work missed during unexcused absence(s) will receive a grade of zero (0). The student may submit a written request for a waiver to the instructor, who may, given certain special circumstances that justify exception, accept work.

All classes including Theory and Clinical Rotations will be delivered in English.

## Confidentiality of Student Records: FERPA

Student records are kept in the program office in a locked fire proof-safe. Student information is not shared with anyone other than student unless student has given written and signed permission. FERPA is the Family Educational Rights and Privacy Act. SABER College adheres to all FERPA guidelines and requirements. For more information refer to SABER College's Catalog or visit:

<http://www2.ed.gov/policy/gen/guid/fpco/ferpa/index.html>.

## Student Uniforms and Dress Code

It is the responsibility of each student to purchase the approved uniform for SABER College's Professional Nursing Program.

- School will inform students of where to buy the approved Nursing Program school uniform.
- Nursing students are required to wear the approved scrubs with the official SABER College Nursing Program patch and sneakers.
- While a student is in our program, you will be required to wear proper student uniform at all times.
- For this reason, school encourages you to have at least 2 uniforms.

During clinical education, you must abide by the student uniform code required by the clinical site where you are conducting your clinical experience rotation. You may wear your school uniform if the clinical site allows.

Note: We encourage the student to keep all receipts for uniforms bought. Under no circumstances will students be allowed to wear uniforms except those selected and approved by the school.

Well-groomed encompasses the following:

1. Uniforms - Clean, well-fitted and ironed.
2. Shoes – closed sneakers. Clean shoelaces. No open toes or heels.
3. Bathe and use deodorant daily, or as often as needed
4. Hair- clean, appropriate and conservatively styled and restrained off the face and shoulders.
5. Nails – manicured, and of moderate length. Artificial nails are not allowed.
6. Cosmetics – moderate use of blush and lipstick
7. No perfume, cologne or scented lotion when in clinical experience, light scent when in classroom.
8. Jewelry – No jewelry except smooth yellow or white metal band, no stones, small post earrings for pierced ears only.

9. Apparel shall be such that it does not disrupt the classroom atmosphere, become unusually distracting to others, or violate health and safety rules.
10. Hats are not allowed in the school building.
11. Apparel with obscene, suggestive, or drug-related messages is not permitted.
12. Tee shirts must have sleeves and sides.
13. Skin-tight stretch pants of any material are not acceptable.
14. Clothing that is torn or excessively worn is not considered appropriate

### Use of Telephones and/or Electronic Devices

- School telephones are to be used by students in case of emergency only and with permission from the instructor. Telephones may be used only during breaks.
- Cell phones may be used outside the campus building during breaks, lunch and before or after class.
- When inside the building, cell phones must be turned off or placed in “vibrate” mode.
- Students may not leave class to answer phones or place calls except in extreme emergencies when previous approval has been obtained from instructor.
- Cell phones are not allowed at the clinical sites or during exams.
- Use of dictionaries/translators, calculators and other electronic devices such as computers, is strictly forbidden during quizzes, tests, exams and clinical rotations unless otherwise stated by the instructor.
- Computers may not be used during courses unless otherwise requested by instructor.

### Social Media

Students must demonstrate appropriate and professional behaviors when engaging in social media participation. Students must follow the program’s social media policy. Violation of this policy will result in disciplinary action up to dismissal from the program.

#### Social Media Policy:

- Students must make sure they are sharing personal views and not representing SABER College.
- Never pretend to be someone else. Tracking tools are available to track anonymous posts.
- Never use harassing, abusing, threatening, endangering, fear-provoking, or harmful language to others.
- Consider that future employers may access social media sites to screen applicants.

- Use appropriate and respectful tone when engaging in online discussion and behavior.
- Students may be held legally liable on what they post on their site or site of others.
- Never use the SABER logo or name for promotion or endorsement
- Never post pictures while on a clinical site or inappropriate pictures while representing or wearing the SABER College uniform.

## Safety in Classroom and Laboratory

Students will be exposed to the requirements for environmental and patient safety in the nursing therapy clinic and will share responsibility with faculty for routine safety inspection of the equipment and the environment. To ensure safety while participating in the Nursing Program at SABER College, safety issues will be discussed in several courses throughout the program. The following are a list of basic safety procedures that need to be followed during participation in the Nursing program. Further details will be introduced as appropriate, throughout the program. Students will receive orientation that includes rules and procedures for safety in classroom and laboratory.

Safety and use of common sense is of utmost importance to protect students, faculty, staff and patients. This includes using appropriate precautions for infection control, electrical and other equipment safety, body mechanics, spills and other hazards on floors, and chemical safety. It is imperative to develop good safety habits from the first day of the program.

Safety precautions will be taught for each piece of equipment and procedures in association with that piece of equipment will be discussed. Students, who do not understand or have questions regarding equipment or procedures, should seek the help of the instructor. Substances such as alcohol, lotions, gels, etc. will be handled and disposed of according to published and posted guidelines in the lab. Students should report any piece of equipment that appears unsafe to the instructor. Any equipment noted to be inoperable is to be tagged as out of order. All equipment shall be maintained and tested for electrical leakage and calibrated at least once a year by a qualified biomedical engineer or certified vendor.

Lab Equipment: This equipment is expensive and can be dangerous if misused. All lab equipment must be kept clean and treated with respect.

## Exposure to Body Substances and Hazardous Materials

A First Aid Kit will be located in the nursing laboratory and may be used to address minor incidents in the lab.

Students who sustain major injuries, or those requiring immediate medical attention, should seek out medical treatment immediately by calling 911. Transportation and all medical expenses are the responsibility of the student.

## On-campus Incidents and Accidents

All accidents and incidents must be treated as appropriate and reported. The following procedure is to be followed in the event that a student is injured while on campus:

Seek appropriate emergency care: If the injury is of a serious nature, call the EMS at 911.

If the injury is not serious enough to require paramedic attention, take appropriate first aid measures and medical follow-up care. The student is responsible for all costs of medical care.

All involved individuals must complete an Incident Report and submit the form to the Program Director within two working days of the incident/accident. The report shall include the date and time of the incident, as well as details, including procedure being practiced, where and how the incident occurred, and any other pertinent information.

## COVID-19 Return to Campus Protocols

At SABER College, it is our priority to keep our students and their families healthy, especially in the midst of the COVID-19 pandemic. We will abide by governmental guidelines when possible as we strive to balance public health concerns with the needs of our college. This document details how we plan to reopen our organization and still keep all our students safe to every extent possible. This plan, which pulls from Centers for Disease Control and Prevention (CDC) and Occupational Safety and Health Administration (OSHA) guidance, highlights the responsibilities of faculty, staff, and students, and outlines the steps we are taking to address COVID-19. While we will implement various protocols to ensure your safety, it's up to all of us, faculty, staff and students to execute these protocols daily. By releasing this return to campus protocol, we hope to clearly communicate our plans moving forward, highlight campus protocols in place to protect your safety and establish a level of comfort for all of our students as we ask you to return to campus. We understand that every student's situation is different and encourage those with specific risks or concerns to reach out to their program director, dean or student advisor to discuss alternate arrangements, should they be necessary.

### ***Protocols to Follow When Returning to Campus***

SABER College has implemented various protocols designed to preserve the health and safety of our students as they return to campus. This section further explains these protocols. For additional information, please reach out to your program director, dean, or student advisor. Keeping students safe is our priority. To accomplish this task, we have created various procedures for screening students who return to campus, dealing with exposure to COVID-19 and responding to a confirmed case of COVID-19, reporting transparency, keeping social distancing, and student and employees health and safety protocols.

### ***Student Screening Protocols***

Any student screening will be implemented on a nondiscriminatory basis, and all information gathered should be treated as confidential medical information—specifically, the identity of students exhibiting a fever or other COVID-19 symptoms should only be shared with members of the administration with a true need to know.

Every person will be expected to have read the posted screening questions, which have also been sent to all employees and students, attesting that they do not have any symptoms or are at high risk for being exposed to COVID-19

### ***Student Health and Safety Protocols***

The success of our return to campus protocol relies on how well our students and staff follow health and safety protocols. In general, the more closely you interact with others and the longer that interaction, the higher the risk of COVID-19 spread. As such, the following protocols have been implemented to ensure your health and safety. Please bring any concerns regarding the following protocols to your program director immediately.

Specifically, students are asked to:

- Use face coverings or masks on campus at all times, to prevent common area surface contamination from droplets
- Keep these items on hand when returning to campus: a mask, tissues, and hand sanitizer with at least 60% alcohol, if possible
- Avoid tasks that require face-to-face work with others when possible
- Avoid physical contact with others whenever possible (e.g., handshakes)
- Avoid touching surfaces that may have been touched by others when possible.
- Distance yourself from anyone who appears to be sick
- Avoid gathering when entering and exiting the facility; students should also only enter and exit designated areas
- Disinfect your classroom space often
- Avoid touching your face
- Avoid nonessential gatherings

## ***General Student Health and Hygiene***

Practicing good hygiene is essential to prevent the spread of COVID-19. Do your part by practicing good hygiene on campus and at home.

- Regularly wash your hands for at least 20 seconds throughout the day after you have been in a public place and touched an item or surface that may be frequently touched by other people, such as door handles, tables, elevator buttons, etc. Before touching your eyes, nose or mouth because that's how germs enter our bodies.
- Cover coughs and sneezes
- Avoid touching your eyes, nose and mouth
- To help students remain healthy, the College has hand sanitizer and disinfecting wipes available throughout the buildings. It is suggested that students wash their hands more frequently than normal.
- In addition, students are required to wear face coverings at all times. Students will provide their own face coverings in accordance with CDC guidelines. It is required that students wear face coverings when entering and exiting the building and when using common areas such as hallways, elevators, stairwells, and bathrooms.
- Finally, students who are feeling sick, experiencing COVID-19 symptoms, tested positive for COVID-19, or have had unprotected exposure (i.e. without adequate personal protective equipment) to someone with COVID-19 must follow CDC guidance to self-isolate or stay home. Students who have severe symptoms such as trouble breathing, persistent pain or pressure in the chest, new confusion, inability to wake or stay awake, bluish lips or face should immediately seek medical attention and follow the guidance of a health care provider. Students who are feeling ill, have been diagnosed with or are aware they've been directly exposed to COVID-19 should notify their instructor, who will explain how to proceed.

## ***COVID-19 Confirmed Illness Protocol***

All students must inform the college if they have tested positive for COVID-19 or if they learn of a positive case of COVID-19 at the college. This will allow SABER College to provide the resources and support students need, and also determine if others were exposed and may be at risk. It is the role of the Florida Department of Health to oversee and carry out contact tracing. A student may be informed of a positive case of COVID-19 by a local health department and/or depending on the circumstances, the college may notify impacted students if there is a confirmed case on campus. Students who have had close contact with a person diagnosed with COVID-19 will be instructed to stay home, contact their health care provider, self-monitor for symptoms, and follow CDC guidance if symptoms develop.