

Staff Handbook

School Year 2018-19

Choctaw Tribal Schools

Mississippi Band of Choctaw Indians

**Approved as Policy by the Choctaw Tribal Council
April 10, 2018**

**You can find us on the internet at
www.choctawtribalschools.com**

Mississippi Band of Choctaw Indians

Phyliss J. Anderson, Tribal Chief

Choctaw Tribal Council

Bogue Chitto

Roderick Bell
Davita McClelland
*Kendall Wallace

Pearl River

**Deborah Martin
Barry McMillan
Lola Parkerson

Bogue Homa

*Berdie Steve

Red Water

Richard Isaac
*Sharon Johnson

Crystal Ridge

*Christopher Eaves

Standing Pine

Loriann Ahshapanek
*Richard Sockey

Conehatta

Randy Anderson
Tarina Anderson
*Hilda Nickey

Tucker

Wilma Simpson-McMillan
*Dorothy Wilson

*Member of the Tribal Council Committee on Education
**Chairperson of the Tribal Council Committee on Education

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**Choctaw Tribal Schools
P. O. Box 6008
122 Division of Schools Drive
Choctaw, MS 39350
Phone 601-650-7302 FAX 601-656-9454
Willa Brantley, Director, Division of Education
David Germany, Director, Department of Schools**

**Bogue Chitto Elementary School
13241 Highway 491 North
Philadelphia, MS 39350
Phone 601-389-1000 Fax 389-1002
Principal: Jammy Davis**

**Standing Pine Elementary School
538 Highway 487 East
Carthage, MS 39051
Phone 601-267-9225 Fax 267-9129
Principal: Linda Peoples**

**Conehatta Elementary School
851 Tushka Drive
Conehatta, MS 39057
Phone 601-775-8254 Fax 775-9229
Principal: Brian Parkman**

**Tucker Elementary School
126 East Tucker Circle
Philadelphia, MS 39350
Phone 601-650-9039 Fax 656-8775
Principal: Lari York**

**Pearl River Elementary School
470 Industrial Road
Choctaw, MS 39350
Phone 601-656-9051 Fax 656-9054
Principal: Suzanne Hyatt**

**Choctaw Central Middle School
150 Recreation Road
Choctaw, MS 39350
Phone 601-663-7777 Fax 656-1558
Principal: Bruce Burns**

**Red Water Elementary School
107 Braves Blvd.
Carthage, MS 39051
Phone 601-267-8500 Fax 267-5193
Principal: Robert Eiland**

**Choctaw Central High School
150 Recreation Road
Choctaw, MS 39350
Phone 601-663-7777 Fax 663-7776
Principal: Fred Hickmon**

**Occupational Training Center
404 Industrial Road, Suite 2
Choctaw, MS 39350
Phone 601-663-7801 Fax 663-7814
CCHS Asst. Principal: Liddia Hughes**

**Choctaw Virtual Learning Center
390 Industrial Road
Choctaw, MS 39350
Phone 601-663-7928
CCHS Asst. Principal: Gene Cliburn**

Halitoh!

Holissoh ápisa ilappak falamat hash áyalaka yakókih oklilah. Hapi náyoppah okle chipesakat.
Chahta Immi hicha Chahta annopa átokma okchalichih bannat oklah kil atoksalechi.

Hello!

We say thank you for choosing to come back to this school. We are happy to see you.
Let us work on keeping our Choctaw culture and Choctaw language alive.

We are the schools of the Mississippi Band of Choctaw Indians, and we are deeply proud of the unique heritage that is ours. Our schools are important places for learning about grammar, reading, mathematics, science, social studies, the arts, and sportsmanship. But they are also very important places for learning about the Choctaw language and culture. We hope that every person associated with the Choctaw Tribal School System – students and staff, tribal members and non-tribal members – will all learn together about our rich Choctaw past, our vibrant Choctaw present, and our bright and shining Choctaw future!

The following is the “Pledge of Allegiance” in the Choctaw language:

United States of America | shapha hicha im áyalhtoka ya im áyalhilih,
Ná miya yakómika ghikíyah átoko,
Yakni moyyót Chihówa inotákah,
Itti filammichi iksho,
Oklah moyyóma kat yoka kiyoh,
Hicha ná ittim áyalhpisáchih.

(We thank the Choctaw Language Program for providing these Choctaw translations.)

OUR MOTTO, VISION, AND GOALS

Our Motto

Alla Momat Ikkana Chih
(All Children Will Learn)

Our Vision

In the pursuit of excellence and believing that Alla momat ikkana chih, all children will learn, Choctaw Tribal Schools strive to become exemplary and preeminent schools which inspire, challenge, and empower students and staff for success in a globally competitive society.

Our Purpose

The Choctaw Tribal School System, in partnership with the families and communities, will educate and inspire all students to become responsible, contributing citizens of the global community.

Our Goals

- Increase the rigor of the curriculum and assessment system and the use of technology
- Raise achievement levels for all students and close the gap between district and national achievement levels
- Develop cultural pride and demonstrate knowledge of the Choctaw language and cultural heritage
- Reduce dropout rate by 50% and increase graduation rate
- Maintain school campuses where students are safe and parents feel welcomed, informed, and involved

Believing all children learn, we commit to . . .

- Creating an educational environment that will challenge, inspire and excite students
- Preparing all students to reach their fullest potential
- Creating a positive school climate that is fostered by caring individuals who model respect and set high expectations for students
- Providing instruction and activities for the development of each student's mental, physical, social, and emotional well being

HISTORY

The Choctaw Indian Reservation consists of approximately 35,000 acres of trust land scattered over seven counties in east central Mississippi. The over 10,000 members of the Mississippi Band of Choctaw Indians live in the eight reservation communities of Bogue Chitto, Bogue Homa, Conehatta, Crystal Ridge, Pearl River (the site of tribal headquarters, the industrial park, Pearl River Resort, the health center/hospital, and other tribal services), Red Water, Standing Pine, and Tucker.

Members of the Mississippi Band of Choctaw Indians are descendants of the proud Choctaw individuals who refused to be removed to Oklahoma in the 1830's. For nearly 150 years, most Mississippi Choctaws lived in isolation and poverty with little or no access to education. No schools at all existed for Choctaw students prior to the 1920's and 1930's, when the Bureau of Indian Affairs built elementary schools. Choctaw Central High School was constructed in 1963. Before that time, segregation prohibited attendance by Choctaw students in either the black or white Mississippi public schools. Choctaw students who wished to attend high school had to attend federal boarding schools in North Carolina, Oklahoma, or Kansas. Few did so. Most tribal members worked as sharecroppers or agricultural laborers and were only seasonally employed. Virtually all tribal business was managed by Bureau of Indian Affairs and Indian Health Service officials.

In the mid-1960's, the tribe determined to improve its circumstances and began to work toward economic and governmental independence. Tribal leadership provided by the Tribal Chief and the seventeen-member Tribal Council (representatives elected from each of the Choctaw communities) has enabled the establishment of a centralized system of self-government that provides comprehensive health, education, social, law enforcement, courts, housing, and economic development services.

In the 1970s the U.S. Congress passed two significant laws that opened the door for the Tribe to take control of its own educational programs – the Indian Self-Determination Act (PL 93-638) and the Tribally Controlled Schools Act (PL 100-297). In 1988, with the Choctaw Tribal Council as the official school board, the Tribe contracted from the Bureau of Indian Affairs all operations of the tribal schools and today continues to administer the schools as a BIA grant-funded school system, the largest unified reservation school system in the country – six elementary schools, a middle school, and a high school. The school system reports administratively to the South and Eastern States Education Office of the Bureau of Indian Education in Nashville, Tennessee, and to the office of the BIE Director in Washington, D.C. The Bureau of Indian Education is considered a “state” education agency by the U.S. Department of Education. The Choctaw Tribal Schools must fully comply with all federal requirements for No Child Left Behind, special education, and other federal programs. As Bureau of Indian Education funded schools, enrollment in the Tribal Schools is limited to students who hold a Certificate of Degree of Indian Blood of at least one-quarter.

II. Organizational Directory

The administrative head of the Choctaw Tribal School System is the Tribal Chief of the Mississippi Band of Choctaw Indians. The Tribal Council, particularly through the Committee on Education, determines policy for the Department of Schools. The Director of the Division of Education and the Director of the Department of Schools execute policy and provide leadership and management for the school system. Annually, the Choctaw Tribal School System requests accreditation from the Mississippi Department of Education as a nonpublic school. The Department of Schools maintains a strong support office to provide technical coordination of all school services. Each local school is led by a Principal who handles the day-to-day supervision of all facets of local school operation. At each school, the Local Advisory Committee On Schools (LACOS) serves as a board of parents/guardians and interested community members who meet with the local school administration on a monthly basis in an advisory capacity for the hiring of school employees and the discussion of all aspects of the school program.

Director of Education	601-650-1596
Director of Schools	650-7302
Department of Schools	650-7302
School Business Office.....	663-7652
Exceptional Education Office.....	663-7653
District Registrar’s Office.....	650-7371/663-7609
District Food Services Office	656-0766
District Maintenance Office	656-6612
District Transportation Office.....	650-9211
Parent/Education Center	656-5724
Bogue Chitto Elementary	389-1000
Conehatta Elementary.....	775-8254
Pearl River Elementary.....	656-9051
Red Water Elementary.....	267-8500
Standing Pine Elementary.....	267-9225
Tucker Elementary.....	656-8775
Choctaw Central Middle School.....	663-7777
Choctaw Central High School	663-7777
Occupational Training Center.....	663-7801
Choctaw Virtual Learning Center.....	663-7925
Tribal Office	656-5251
Tribal Insurance Office.....	650-1579

If your phone call is not an emergency, please leave a message and the school staff member you need to reach will get back with you. If the call is an EMERGENCY, please continue to call until you reach someone. In the case of school closure, several schools have emergency message systems on their telephone system which will allow you to access important information. Staff should verify that their personal contact information is updated in the school information database as this information is used to send out emergency notifications. Please contact your local school NASIS Administrator for more information.

Choctaw Tribal Schools
 2018-2019 School Calendar
 210 Contract Period – August 6, 2018, to May 24, 2019

First Semester (90 instructional days)

Aug. 6-7 – Staff Work Days / District Mtg.
 Aug. 8 – Students’ First Day
 Aug. 10 – Nanih Waiya Day
 Sep. 3 – Labor Day
 Sep. 12 – 1st Term Progress Reports
 Sep. 28 – American Indian Day
 Oct. 12 – End 1st Term (45 Days)
 Oct. 15 – Begin 2nd Term
 Oct. 26 – Prof. Dev. Day (No Students)
 Nov. 12 – Veterans Day
 Nov. 14 – 2nd Term Progress Reports
 Nov. 21-23 – Thanksgiving Holidays
 Dec. 21 – 60% Day for Students
 Dec. 21 – End 2nd Term (45 Days)
 Dec. 24 – Jan. 4 – Christmas / New Year

Second Semester (90 instructional days)

Jan. 7 – Begin 3rd Term
 Jan. 21 – M L King Holiday
 Feb. 6 – 3rd Term Progress Reports
 Feb. 18 – Presidents’ Day
 Mar. 8 – End 3rd Term (43 Days)
 Mar. 11-15 – Spring Holidays
 Mar. 18 – Begin 4th Term
 Apr. 19-22 – Easter Holidays
 Apr. 17 – 4th Term Progress Reports
 May 21 – CCHS Graduation
 May 23 – 60% Day for Students
 May 23 – End 4th Term (47 Days)
 May 24 – Staff Work Day

11	Federal/Tribal Holidays
15	School Holidays
4	Staff Work Days / Professional Development
180	Instructional Days
210	Total Employee Contract Days

The following are 60% days for students so that staff may engage in Professional Development:
 Aug. 29, Sep. 26, Nov. 28, Jan. 30, Feb. 27, Mar. 27

IV. Employee Policies and Benefits

All employees of the Choctaw Tribal School System are employees of the Mississippi Band of Choctaw Indians and, as such, are subject to the regulations and policies of the Administrative Personnel Policy & Procedures of the Mississippi Band of Choctaw Indians or any revision of the tribal personnel policy. All employees should receive a copy of the Administrative Personnel Policy & Procedures of the Mississippi Band of Choctaw Indians; every supervisor and employee should be familiar with this publication; additional copies are available through local school offices or from the Tribal Personnel Office. **In all cases, the Administrative Personnel Policy & Procedures of the Mississippi Band of Choctaw Indians supersedes any guidelines published in this Staff Handbook. If the Tribal Administrative Policy is revised, then the revised regulations and policy will take effect as approved.**

1. Line of Communication/Authority

Each employee of the Choctaw Tribal Schools is ultimately responsible to the Tribal Chief and the Choctaw Tribal Council first through the Director of Schools and then through the Director of Education.

All employees shall refer matters requiring administrative action **in writing** to the supervisor immediately in charge of the area in which the problem arises. Supervisors shall refer the matter to the next higher authority as necessary. All employees shall have the right to appeal to the next higher authority if they are dissatisfied after having fully communicated concerns or problems to the immediate supervisor. All matters to be submitted to the Tribal Chief shall first be brought before the Director of Schools and then before the Director of Education.

2. Salaries Employee salaries are based upon the uniform Choctaw Education Compensation Plan. Employees earn incremental increases for experience and may be awarded merit increases for exceptional job performance. All Education Contract employees are paid their salaries in pro-rated, bi-weekly installments over a 12 month period.

Salaries are based on level of education license and years of experience as an educator. Newly hired employees may count only ten years of experience outside the Tribal Schools for salary purposes. Allowable experience includes years working as an educator at any accredited school or college.

During the period of a valid contract, an employee's salary will not be adjusted to reflect increases in certification levels, additional college hours, or other personal improvements. Such a salary increase will be part of the next year's regular contract.

Certain deductions to an employee's paycheck are mandatory -- federal and state withholding taxes and social security. The employee may also participate in the tribal 401K retirement fund program, insurance options, the Choctaw Community Fund, and other personal deductions. Information about these programs is available through the appropriate tribal offices. Any change in the employee's deductions, withholding status, or name or address must be reported immediately to the MBCI Human Resources office.

3. Notification of Non-renewal of Contract

In compliance with Choctaw Tribal Council Resolution 04-191 (as amended by CHO 08-054), employees shall be duly notified of contract non-renewal according to the following dates:

- Principals shall receive written notice of non-renewal on or before March 15.
- All other instructional personnel (administrators, support staff, and classroom staff) shall receive written notice of non-renewal on or before the first Friday in April.
- The failure to give timely notice of non-renewal does not automatically renew the contract and does not give the employee any right of renewal or any cause of action for non-renewal.

4. Employee Health and Life Insurance

The Tribe pays for health insurance coverage for each employee. The employee has the option of purchasing family coverage through pay-roll deductions. Employees may also purchase dental insurance and/or vision insurance – either individual or family coverage. Each fall, every employee will review a “cafeteria plan” of insurance options for additional health, disability, and specialized insurance options. The Tribe provides two life insurance policies for each employee. Other life insurance options are available through the cafeteria plan.

5. Employee Retirement Plans

Each pay-period, the Tribe pays an amount based on the employee's salary into a 401(k) retirement account for each employee. Employees have the option of having up to 25% of their salary placed into this retirement account according to IRS guidelines; the Tribe will match employee retirement contributions up to 8%. Employees have several options for managing their retirement accounts through mutual funds accounts. Contact the Tribal Risk Management office at 650-1579 for further information.

6. Leave Policies

All education employees are subject to the leave policies for contract employees as outlined in the Administrative Personnel Policy & Procedures of the Mississippi Band of Choctaw Indians. Twelve month employees of the Choctaw Tribal School System earn leave according to the Administrative Personnel Policy & Procedures of the Mississippi Band of Choctaw Indians. **Any revision of the Tribal Administrative Personnel Policy regarding leave will supersede any current tribal school policies.**

Personal leave is accrued based on the number of years of employment with the MBCI. Instructional personnel may not take personal leave during the first two weeks or the last two weeks of the school year; nor may they take personal leave the day before or the day after a holiday. Except under extraordinary circumstances, personal leave may not be taken on the Friday following pay day.

Forms requesting Annual Leave or Personal Leave must be submitted at least two (2) work days prior to the actual dates of the leave.

Requests for Sick Leave in excess of two (2) working days must be supported by a medical certificate from either a physician or an Indian practitioner.

When an employee retires or leaves the Tribal School System, he or she will not be paid for any unused sick leave, although the employee may transfer up to 100 hours of sick leave to his spouse or child or parent or sibling who is also an employee of Tribal Government Services Division. Employees are entitled to two (2) paid days of bereavement leave for the death of immediate family members (as the term is defined in the personnel policy and subject to the restrictions in said policy).

Absences for professional meetings or training must take into consideration the good of the students and the school. Attendance at such events is contingent upon such factors as numbers involved, expense to the district, and amount of time away from the school. All requests for attending workshops, conferences, training, or other professional meetings must be submitted in writing and approved by the Principal and the Director of Schools. A brief written narrative report must be submitted to the employee's supervisor upon the employee's return from workshops, conferences, or other professional meetings. This report should include highlights of the meeting and what benefits the employee gained from attendance.

The Choctaw Tribal School System encourages and assists employees who are Tribal members to earn college degrees. With the approval of the Principal, Director of Schools, Director of Education, and the Tribal Chief, CTS Tribal member employees may be granted administrative leave for attending college classes, provided the leave does not disrupt the school's instructional program. When such leave is granted, employees will work on their college assignments on their own time – not during work hours at their work sites. As with all other employees, all tour-of-duty hours must be devoted to the responsibilities of the employee's position.

In order to cause as few disruptions in the school program as possible, school employees are limited to attending one (1) self-selected workshop or professional development opportunity that takes place on instructional days. (One workshop or training may include more than one day.) This does not include training or professional development that is assigned by the school or program. Certified staff members are encouraged to use summer opportunities, on-line and evening courses, and weekend meetings to earn C.E.U.'s or SEMI hours necessary for license renewal.

7. Orientation

Staff members are required to participate in a tribal orientation/background check and a local school orientation. These orientations are meant to help employees familiarize themselves with their job description, complete necessary paperwork, learn employment requirements and have any questions answered regarding their employment. Instructional staff will be assigned a local school mentor for guidance during their first year of employment. Your immediate supervisor will provide clarification of all job duties.

8. Documenting Employee Attendance

All local school staff will follow a daily work schedule of 7:30 a.m. until 3:30 p.m. All staff members will eat lunch and breakfast with students. Employees must go to the cafeteria unless otherwise assigned by the Principal.

Both certified and non-certified employees must call in to their Supervisors by 6:00 a.m. on any day that they will be absent from work, if previous notification has not been made. Employees must personally call into their supervisor by the time their work days begins if they know they will be tardy to work. If a non-exempt employee does not call in they will be charged leave without pay until they report to work. Exempt employees who do not call in will receive disciplinary action. Employees who did not call in tardy and then report to work must meet with the supervisor prior to beginning their work day. Employees who work shifts other than 7:30 a.m. until 3:30 p.m. must call in at least 2 hours prior to the beginning of the shift. Employees who are absent and fail to report in may be subject to disciplinary action.

Employees are expected to be at their assigned work sites and duty stations at the starting time for their day. If a staff member is tardy three times, the supervisor will issue a written warning using the current Corrective Interview Record form and process; a Corrective Interview Record and corresponding paperwork will be filed for each subsequent tardy. The fourth tardy will result in a Corrective Interview with a written reprimand and the fifth tardy will result in a Corrective Interview with a recommendation for probation (ninety days); if an additional tardy occurs during the period of probation, the staff member may be recommended for termination.

Employees must not leave their assigned work site without proper authorization from their supervisor. If a staff member is AWOL (Away Without Leave – this includes being tardy and not calling the supervisor) three times, the supervisor will issue a verbal warning. If the staff member is AWOL a fourth time, a corrective interview will be held. After the corrective interview, if the staff member is again AWOL (fifth time), the staff member will be recommended for probation (thirty, sixty, or ninety days). If the employee is AWOL during the period of probation, the staff member will be recommended for termination. ***Employees must sign out when they leave their work sites for any reason during the day. Except for routine work duties, employees must have their supervisor's approval before leaving the work site.***

Employees will clock-in and clock-out according to the following guidelines:

- Employees must immediately clock-in when they arrive for work.
- Failure to clock-in and clock-out may result in leave-without-pay and/or corrective action.
- Employees shall be responsible for clocking-in and clocking-out for themselves only.
- Employees who clock-in or clock-out for another employee will be subject to immediate corrective action.
- Employees who have their time card clocked-in or clocked-out by another employee will be subject to immediate corrective action.
- Employees must clock-out when they leave their worksites for any reason and clock-in again immediately

upon return (doctor's appointment, etc.) They must also write the reason for their absence on the time explanation sheet.

- In special situations (workshops, travel, field-trips, extra-curricular activities, etc.), time cards will be adjusted with the supervisor's concurrence and signature.
- Employees who arrive late for work may not stay after their usual clock-out time to "make up" the time missed by their tardiness.

Principals/Supervisors must carefully monitor employee schedules to ensure that teachers do not have more than one planning period during the day. Teachers are expected to use library, music, physical education, drug education, and similar times when students are out of the classroom as planning periods, or be assigned duty or tutoring if scheduling results in more than one planning period on specific days of the week.

It is understood that employees on a school staff are an important part of the larger community. Working at school events to support the students and their accomplishments is expected beyond regular working hours.

8. Emergency School Closings

In the event of severe weather or other emergencies, the office of the Tribal Chief will announce any early school dismissal, cancellation of school for the day, and/or long-term school closing. The Director of Schools or the Director's designee will notify Principals, Program Coordinators, Tribal Office Personnel, and the MBCI Director of Public Information. It is the responsibility of supervisors to ensure the dissemination of information to their

program/school employees. Announcements of school closings will be made on local radio and TV stations. Alert Now calls and Facebook postings will also be implemented.

9. Drug/Alcohol Free Work Place

Staff members are subject to all applicable policies as outlined in the Tribal Administrative Personnel Policies, the Mississippi Band of Choctaw Indians Drug & Alcohol Policy and the DOT Drug & Alcohol Policy, which includes random drug testing. The manufacture, distribution, or possession of any controlled substance, except as authorized by a physician, or any alcoholic beverage is prohibited. School officials will cooperate fully with law enforcement in the prosecution of drug violations occurring in the work place. Violators are subject to corrective action or dismissal. According to Mississippi Department of Education regulations, the teaching license of certified staff may be suspended or revoked for conviction of a drug offense. Employees are prohibited from the possession or use of alcoholic beverages on any school property or while on Tribal duty or while on authorized travel. Employees who report to work under the influence of alcohol will face immediate corrective action or dismissal for misconduct as described in the currently approved Tribal Administrative Personnel Policy.

Pursuant to the Drug Free Workplace Act of 1988, school employees shall abide by the terms of this policy and shall notify school officials of any criminal drug or alcohol statute conviction no later than five days after such conviction. The Mississippi Band of Choctaw Indians prohibits the possession, manufacture, distribution, dispensing, or use of illegal drugs on tribal property. Violators of this standard are subject to disciplinary action, including termination for cause, in accordance with the tribal Personnel Policies.

All employees are subject to the detection of illegal substances by drug dogs or observation. When a principal or supervisor has reasonable suspicion that an employee possesses or uses illegal substances on school grounds, he/she will proceed according to adopted policy regarding drug/alcohol testing, which may include notification of law enforcement.

10. Smoking and Use of Tobacco

The use of tobacco in any form is prohibited in all school and office buildings and on the grounds of all school and office buildings. There are no approved smoking areas. The use of tobacco in any form is prohibited on all school buses. Employees assigned the responsibility for supervising students at school or on any school-sponsored activity, regardless of where the activity is conducted, shall not use tobacco in any form while in attendance or on duty.

11. Weapons

Besides being a dangerous safety hazard, it is a violation of Choctaw Tribal Code to have in one's possession — whether on one's person, in one's vehicle, or in a drawer, locker, or other storage — any firearm or weapon or explosive device while on any property of the Choctaw Tribal School System.

School employees, students, or visitors having any weapon in their possession, whether in lockers, desks, vehicles, on their person, or elsewhere, will be reported to law enforcement officials. Students found with any weapon or explosive device may be subject to expulsion, suspension, and/or placement in alternative programs.

12. Sexual Harassment and Other Forms of Harassment

Harassment on the basis of sex is a violation of Title II, Section D, of the Tribal Personnel Policies and an aggrieved party who is not satisfied with the outcome of an investigation may appeal in the same manner as any other grievance section of the policy. (See the Tribal Administrative Personnel Policy.) Unwelcome conduct of a sexual nature constitutes sexual harassment when any of the following occurs:

- Offensive, derogatory, inappropriate or abusive statements, comments, slurs or gestures;
- The use of sexually suggestive language and other behavior that is offensive, derogatory, inappropriate, or abusive;
- Conduct that interferes with job performance or creates an offensive or intimidating work environment;
- Unwelcome flirtation, requests for sexual favors, sexual advances or propositions, requests for “dates,” and other verbal or physical conduct of a sexual nature;
- Displays of sexually suggestive or sexually explicit pictures, greeting cards, books, drawings, photographs, magazines, websites, cartoons, or objects;
 7. Circulation of emails, text messages, or other communication or jokes, or materials that reasonably could be viewed as offensive by an employee;

8. Implying, by words or actions, that an employee must tolerate or submit to sexual advances or offensive, inappropriate, or abusive conduct.

Prevention is the best tool for the elimination of sexual harassment. The Tribe will take all necessary steps to prevent sexual harassment from occurring, such as aggressively raising the subject, expressing strong disapproval, developing appropriate sanctions, informing employees of their right to raise and how to raise the issue of sexual harassment, and developing ways to sensitize all concerned.

Complaints of harassment of any type should be reported immediately to any one of the following individuals:

- (a) The supervisor or the next level of management above the immediate supervisor
- (b) The Director of Schools
- (c) The Director of Education
- (d) The Tribal Human Resources Officer

All complaints must be reported within five days of the incident or as soon thereafter as practical and reduced to writing.

Sexual harassment may also occur between or among students. It is the duty of every employee to be alert for signs of sexual harassment among students, to intervene to end the harassment, and to report the harassment to the employee's immediate supervisor if it is severe or if it continues after intervention efforts have been made.

Staff members in all positions are prohibited from developing or maintaining any relationship with any student that goes beyond a professional, friendly level. Dating students or establishing any type of romantic or sexual relationship will be grounds for immediate corrective action which will include termination of employment. Staff members must be extremely cautious of student-staff phone calls, emails, texts, and other communication.

Other forms of harassment include harassment due to race, color, religion, pregnancy, age, national/tribal origin; citizenship status, veteran status, physical or mental disability, genetic information, or other basis that is protected by applicable law.

13. Professional Conduct

An educator shall abide by federal, state, and local laws and statutes and tribal policies. Unethical conduct includes, but is not limited to, the commission or conviction of a felony or sexual offense. As used herein, conviction includes a finding or verdict of guilty, or a plea of *nolo contendere*, regardless of whether an appeal of the conviction has been sought or situation where first offender treatment without adjudication of guilt pursuant to the charge was granted. **Educator/Student Relationship:** An educator should always maintain a professional relationship with all students, both in and outside the classroom. Ethical conduct includes, but is not limited to, the following:

1. Fulfilling the roles of mentor and advocate for students in a professional relationship. A professional relationship is one where the educator maintains a position of teacher/student authority while expressing concern, empathy, and encouragement for students
2. Nurturing the intellectual, physical, emotional, social and civic potential of all students
3. Providing an environment that does not needlessly expose students to unnecessary embarrassment or disparagement
4. Creating, supporting, and maintaining a challenging learning environment for all students

Unethical conduct includes, but is not limited to the following:

1. Committing any act of child abuse
2. Committing any act of cruelty to children or any act of child endangerment
3. Committing or soliciting any unlawful sexual act
4. Harassment due to race, color, religion, pregnancy, age, national/tribal origin; citizenship status, veteran status, physical or mental disability, genetic information, or other basis that is protected by applicable law
5. Furnishing tobacco, alcohol, or illegal/unauthorized drugs to any student or allowing a student to consume alcohol or illegal/unauthorized drugs
6. Soliciting, encouraging, participating or initiating inappropriate written, verbal, electronic, physical or romantic relationship with a student.

Professional Conduct in communications with parents and students: New technologies, such as social networking tools, provide exciting ways to collaborate and communicate. Nevertheless we must exercise care to be sure we use such tools with students and parents in ways that are both age-appropriate and consistent with the

mission of the school. School faculty and staff are expected to behave honorably in both real and virtual (online) spaces. Activities which are improper, unethical, illegal, or which cause undue discomfort for students, employees, parents, or other members of the school community should be avoided in both physical space and cyberspace.

If the school district believes that an employee's activity on a social networking site, blog, personal website or cell phone may violate the school's policies, the school may request that the employee cease such activity. Depending on the severity of the incident, the employee may be subject to disciplinary action.

Related to class use and course work, all media must be approved by the schools' principal and IT department and run through the school network. Online courses that have built in message systems can be monitored by district administrators. These message systems only allow for teacher-to-student messages related to the course content.

Because school staff must grade student work, evaluate students or provide feedback in ways that friends do not, **employees may not "friend" a student on social media.** (Exceptions to this would include staff members who are relatives of a student. Even in this case, caution should be used in what is shown and discussed on social media sites). **Staff must be extremely cautious of communicating with students through personal texting, personal email or personal social media.** Staff may communicate with students through the school monitored email systems, accounts and phones. **Staff text messaging a student on a personal phone is not a school approved use of media.** Staff may communicate with adult parents/guardians via cell phone and or text messages.

After a student graduates, Choctaw Tribal School System urges that staff members use discretion and good judgment when "friending" alumni who may still have siblings in the school, alumni who may be connected with current students, or alumni who are under the age of eighteen (18).

14. Statement of Non-Discrimination

The Mississippi Band of Choctaw Indians and the Choctaw Tribal School System does not discriminate in policies, procedures, employment, admissions, or eligibility for class or program participation on the basis of race or racial heritage, color, national origin, religion, gender, or disability in violation of the law.

However, in accordance with federal law, the Mississippi Band of Choctaw Indians adheres to a publicly announced policy and practice of extending preferential treatment to qualified Indians in regard to employment. Additionally, student enrollment in the Choctaw Tribal School System is limited to children who hold a Certificate of Degree of Indian Blood which certifies one-fourth or more Indian ancestry, according to Title 25 of the Code of Federal Regulations in Part 31.

All students shall be guaranteed equal access to all school programs, courses, services, and extra-curricular activities regardless of gender or disability.

Any employee complaints of discrimination shall be handled in accordance with the Mississippi Band of Choctaw Indians Administrative Personnel Policy Section XVIII entitled "Grievance." Student or parent/guardian complaints of discrimination may be filed according to the procedures described elsewhere in this handbook.

15. Religious Activities in the Work Place

The Mississippi Band of Choctaw Indians and the Choctaw Tribal School System strongly encourage all employees to actively pursue religious affiliation according to their own personal beliefs. The Choctaw Tribal School System expressly forbids discrimination against employees for religious beliefs or personal practices. However, in the interest of religious freedom for all, employees are prohibited from recruiting, proselytizing, or harassing other employees or students regarding religious convictions. Religious practices or observances which are disruptive to the work place or learning environment are prohibited. Teachers must take care to neither encourage nor discourage any particular creed or religious system of thought in their classrooms. The sending of unsigned religious materials through the school district's traditional or electronic mail systems is prohibited.

16. Duty Assignments

Principals will assign staff members to student supervision during breakfast, lunch, bus loading and unloading, and extracurricular activities. At Choctaw Central High School, the Principal or an Assistant Principal, along with other assigned staff, will be present to supervise students during breakfast and lunch periods every day. CCHS teachers will walk their classes to and from the cafeteria for lunch period and supervise students during the lunch. Teachers are required to have a listing of their current student roster with them at all activities that require them to be away from the classroom supervising students.

17. Dress

School staff are not required to wear uniforms; however, any staff person may wear school uniforms if he/she chooses. All staff are expected to dress professionally and appropriately. No jeans or t-shirts may be worn. Apart from physical education and athletic department staff, no staff members may wear any type athletic wear, including sweat shirts/pants, wind suits/ warm-up suits, and other similar attire. No “scrubs.” No leggings without a top that falls below the hip line. Female teachers must exhibit professional modesty, including not wearing low-cut tops.

Certain programs, such as Food Services, Dormitory, Facilities and Maintenance, and School Transportation may require their employees to wear uniforms.

Principals may occasionally designate a special day to allow a deviation from the dress code for students and staff. These days will be announced and promoted prior to the date. No sleepwear or underwear worn outside the clothing is allowed on any day, including both students and staff. Non-school personnel who accompany students on field trips or extracurricular activities are expected to comply with appropriate standards of dress.

18. “Hickeys” and “Passion Marks”

All staff members must be acceptable role models for Choctaw youth, and the presence of “hickeys” or “passion marks” is a distraction and is not allowed at work. Any staff member who reports to work displaying these marks will be counseled by his or her supervisor or principal, and appropriate action will be taken as necessary, including the following:

- a. At the first offense, the employee will be given a written warning and a copy placed in the employee’s personnel file.
- b. At additional offenses, the employee may be suspended without pay until the mark has cleared.

19. Mailboxes

Every teacher has a mailbox in the teacher workroom. Each morning, staff members should check this important communication link with the office. Boxes are also provided for inter-office correspondence and for outgoing mail. The distribution of chain letters and the like is expressly prohibited, as is the sending of unsigned materials. ***Permission from the school principal or the Director of Schools must be obtained before distributing flyers or promotional information through school system mail boxes, or other mail outs to staff or students.***

Incoming and Outgoing Mail shall be sorted and/or handled only by the Secretary or the Principal’s designee. All mail must be stamped and initialed as it is received, and logged and initialed as it is sent out.

Regulations regarding electronic mail (e-mail) include those stated above as well as the policy established in the Choctaw Tribal School System’s Internet/Computer Acceptable Use Policy. E-mail may be monitored by the principal, supervisor, or network system operator. Employees who violate established policy will be subject to disciplinary action which may lead to termination.

20. Keys

Staff members are issued keys for their designated areas as necessary. Keys are the property of the school and are not to be duplicated; all keys must be turned in to the principal/supervisor at the end of the school year.

21. School Telephones

Each local school will establish its own guidelines for use of the telephone. Instructional staff members are not to make or receive telephone calls – including cell phone calls – during instructional time. Lines that are installed for computer modems must not be used for telephones. **Fax machines must not be used to make personal calls.** A staff member may use the fax machine as a telephone only if a situation is deemed an emergency by the supervisor.

Students are not allowed to answer school telephones. Office telephones must be answered by the school secretary or other adult staff.

22. Cell Phones and Other Personal Electronic Devices

Staff may use personal electronic devices **only** during planning periods or during supervisor designated breaks. It is recommended that personal electronic devices be stored in an employee’s vehicle during the work day. Personal electronic devices are the responsibility of the employee. The Choctaw Tribal School System is not responsible for personally owned damaged, lost, or stolen electronic devices or any other personal property. In some cases work cell phones are provided to staff members (ONLY for emergencies) so that contact can be made in

locations where a radio or intercom is not available. Staff are reminded to stay on task and not be on any personal electronic device while carrying out the duties of their job.

23. School Cafeteria

All instructional staff are expected to eat with students in the cafeteria and to help in student supervision. Soft drinks and similar beverages may not be brought into the cafeteria unless they are in a generic container such as a thermos or an unlabeled cup – no outside cans or bottles. Although staff members are welcome to bring their lunches from home, packaged restaurant food items may not be brought into the cafeteria.

Staff members who eat in the cafeteria with students and assist in the cafeteria supervision of students may leave for the day at 3:30 p.m.; staff members who do not eat with students or help in cafeteria supervision must work until 4:00 p.m.

No unauthorized individual is permitted in the kitchen area or in the serving area at any time.

At Choctaw Central High School, the Principal or an Assistant Principal, along with any other assigned staff, will be present to supervise students during breakfast and lunch periods every day.

School cafeterias will close at 7:50 a.m. each school morning. Students arriving after 7:50 a.m. will not be served breakfast, with the exception of students arriving on a late bus.

CCHS Lunch Period Teacher Responsibilities

- a. Teachers must record class attendance before going to the cafeteria.
- b. Teachers who have classes assigned to second lunch will not release their classes until the second lunch bell has sounded.
- c. Teachers will escort their classes to and from the cafeteria as a class.
- d. Teachers will take their attendance books with them to the cafeteria to account for students in case of an emergency.
- e. Teachers will immediately report any student non-compliance to an administrator on duty in the cafeteria.
- f. Teachers will not leave the cafeteria until all their assigned students are present and accounted for.
- g. The school principal will assign cafeteria duty to staff to ensure that students are properly monitored at all times.

24. Professional Development

A variety of Professional Development activities are planned for the school year. All staff members are required to participate in these activities for their own personal professional growth and for school-wide and district-wide communications.

Staff members who have attended conferences, workshops, or other professional meetings are required to submit a brief information summary upon their return to work and may be asked to present information at Staff Development activities.

In order to cause as few disruptions in the school program as possible, employees are limited to attending one self-selected workshop or professional development opportunity that takes place on instructional days. (One workshop or training may include more than one day if approved by supervisor.) This does not include training or professional development that is assigned by the school or program. Certified staff members are encouraged to use summer opportunities, on-line and evening courses, and weekend meetings to earn C.E.U.'s necessary for license renewal.

All food service managers must attend the Nutrition Education Training Program which is administered by the State Department of Child Nutrition of Mississippi. This is a six week course required for manager certification. The certificate must be renewed every three years. All food service employees are required to have continuing nutrition education, follow USDA Regulations, State Board of Health Requirements, EPA regulations, Food Preparation and serving food safe. The Safe Serve Certificate must be renewed every five years.

25. Cultural Awareness

As part of working in the Choctaw Tribal School System, employees are expected to develop an understanding of the language and culture that is uniquely Choctaw. To this end, new non-Choctaw employees of the Choctaw Tribal School System are required to take a one-semester course in Choctaw language and culture during their first year of employment. This course is offered free of charge during non-school hours through the school district's Title VII program, or the course may be arranged at the employee's expense through Mississippi State University.

This requirement applies to all personnel, whether part-time or full-time, including tutors and other instructional enhancement teachers.

26. Choctaw Tribal Schools Classroom Management Plan

1. All staff should be courteous and kind to all other school employees at all times.
2. Teachers should maintain professional relationships with students at all times.
3. The day's objectives and homework must be posted on the board.
4. Minimum classroom rules must be posted.
5. Classrooms should be neat and organized.
6. All students should be on task at all times.
7. Students should be orderly and disciplined at all times.
8. Teachers should be consistently interacting with students and moving about the classroom.
9. Bulletin boards should be current and demonstrate current student work. (Changed at least once a month.)
10. Teachers should show consistency in student discipline and in adherence to the school discipline plan.
11. Teachers should demonstrate use of creative and innovative teaching methods.
12. Teachers are required to maintain an electronic and paper copy of all grades and attendance for students they teach. The electronic data is entered in the student information system on a daily basis and the paper copy or book should be turned in at the end of the school year for official record.
13. Teachers are required to sign off that grades in their gradebook (paper & electronic) match. Their signature also verifies that the grades reflect the student's true performance on the grade and/or course standards. Electronic input of grades will be periodically monitored by administrators and on the parent portal. Failure to electronically input grades on a regular basis will be noted on the teacher's formal evaluation.
14. Teachers should show evidence of Common Core State Standards instruction.
15. Teachers should show evidence of preparation for state assessments and objective instruction, if applicable.
16. Teachers will follow the chain of command in all matters.
17. Teachers should utilize the Instructional Aide in classroom management, planning and to promote an effective learning environment.
18. Teachers and Instructional Aides should turn in lesson plans and reports as required.
19. Teachers and Instructional Aides must not leave their classrooms while students are present.
20. Instructional Aides are present to assist in instruction. Instructional Aides should conduct learning exercises with individuals and small groups.
21. Instructional Aides will work cooperatively and effectively with all staff members.
22. Instructional Aides will assist the teacher in the implementation of the classroom management plan.
23. Instructional Aides will assist the teacher in taking students to the cafeteria, will eat in the cafeteria when the students eat, and will assist the teacher in taking the students back to the classroom.
24. Instructional Aides will follow the chain of command in all matters.
25. Staff members must not make social visits during instructional time or in instructional settings.
26. Teachers and Instructional Aides will monitor student dress for compliance with the student dress code as stated in the Parent-Student Handbook.
27. In order for students to meet and exceed Accelerated Reader **minimum expectations**, a regular reading time of at least 15 minutes should be built into the classroom routine and supported by the school principal. Additionally, teachers should be scheduled by the librarian on a regular basis to bring their classes to the library to check out books.
28. Staff are required to document all parental contacts.

27. Home Visits and Community Involvement

Teachers and Assistants shall make visits to all their students' homes during the course of the school year and document these visits in the student information system. At least twice each year (and more often if needed), Teachers, in cooperation with support staff, must make documented visits to the homes of students who are determined to be at risk or in danger of failure or who have attendance problems. Principals and/or assigned administrators will monitor documentation of visits through the student information system and follow-up by documenting student truancy as a behavior referral in the system according to the attendance requirements established in the parent/student handbook. Documentation of these required visits will be part of each teacher's annual performance evaluation.

All education staff members are encouraged to participate in the activities of the Choctaw communities. To achieve community-based support, teachers and administrators must establish and maintain communication with parents, guardians, grandparents, and other community members. Attendance at festivals, the Choctaw Indian Fair, ball games, and other activities, as well as appropriate social events, is an important link to the community.

In the community, the reputation and credibility of the schools depends greatly upon the reputation and credibility of employees. All employees are expected to demonstrate high ideals of morality and integrity in their personal lives, including during non-school hours. Employees who fail to meet this standard will face corrective action by their supervisor.

28. Monitoring Student Attendance

When a student has three (3) unexcused absences and/or five (5) unexcused late checkins/checkouts to school, or has additional unexcused absences after the first referral, the classroom teacher must contact the guardian regarding the reason for the absences and refer the student's name to the school counselor and/or staff assigned to monitor truancy. School truancy staff will refer the student's name to the district attendance officer at any point during the school year when the student has five (5) unexcused absences and/or unexcused late check ins/checkouts which have accumulated to the same number of absences.

29. Responsibility for Student Supervision

All staff members, including para-professionals and support staff, share an ethical responsibility for supervision of student behavior that ensures the students' well-being and safety. This supervision is applicable in classrooms, corridors, rest rooms, and all other areas of the school premises. Responsibility for supervision also extends to field trips and other school sponsored off-campus activities. Teachers and other chaperones must travel with students both to and from any off-campus event. Staff members who accompany students on field trips or other student travel must make certain that students attend those activities to which they were sent.

30. Supervision of After School Events

Any teacher or coach conducting after school activities has responsibility for supervising students participating in those activities. This responsibility continues, following the activity, until all students leave the campus, or until students are released into the custody of the parents/guardians.

31. Sponsorship of School Clubs or Programs

Teachers may serve as advisors/sponsors of school activities, special interest clubs, or programs, either as volunteers or as appointees.

32. Officially Approved School Clubs and Student Organizations

To become an officially approved club, a *Choctaw Tribal Schools – Application to Establish Class and Club Account* must be completed and filed with the school principal by September 1 of the current school year. The application requires that a statement of purpose of the organization be completed, a proposed staff sponsor(s) named, and fundraising information listed. Once the completed application has been received it will be reviewed by the school principal and forwarded to the Choctaw Tribal Schools district office for district level approval by the School Business Manager, the Director of Schools, and the Director of Education. The application is then presented to the Education Committee and the Tribal Chief for review and final approval. Intercom announcements, fundraising, campus events, and on-campus advertisements/notices are limited to officially approved extracurricular clubs, classes, and school sports teams as well as tribally recognized entities and community partners.

33. School Activity Funds

All monies raised by any school activity, event (including athletic events), program, club, organization, special group, vending machine, or gift from any organization must be deposited in the Finance Office. Teachers serving as advisors/sponsors must carefully follow the rules governing the collection and disbursement of activity funds. No money is to be left in any school overnight; funds must be deposited in the MBCI Finance Office by 3:30 p.m.

All funds raised by the individual members of a group become the property of the group. Individual students have no claim to funds except for group participation expenses. No student may expect any refund in the event that he or she cannot participate in the group activity. Generally, these funds may be redistributed to students only.

These funds may not be provided to staff members, chaperones, or group sponsors for any reason other than lodging or per diem expenses.

All groups raising funds for any reasons are required to have a parent meeting prior to beginning fund-raising in which all policies and guidelines are thoroughly explained. Parents will sign a form at this meeting indicating their understanding of fund-raising policies.

34. Depositing Funds at the Finance Office

Funds may be deposited only between the hours of 8:00 am and 12:00 p.m. and between 1:00 and 3:30 p.m. Within five business days of depositing monies at the Finance Office, the depositor should send the original Finance receipt with the completed **CTS-Submission of Collected Funds** form to the School Business Manager. This receipt lets the School Business Manager verify that the funds have been properly deposited in the correct account. A copy of the **CTS-Submission of Collected Funds** is found at the end of this handbook.

35. Intercom and Announcements

Each morning the principal or the principal's designee will use the school intercom to make necessary announcements for the entire student body. Since intercom announcements can be a disruption of instructional time, pages and other incidental uses should be avoided or kept to a minimum. All notices or written announcements must be in the principal's office by 7:30 a.m. in order to be included in daily announcements.

Intercom announcements, fundraising, campus events, and on-campus advertisements/notices are limited to officially approved extracurricular clubs, classes, and sports teams of the school as well as tribally recognized entities and community partners.

All principals are expected to use email for the distribution of daily morning announcements/ information to all local school staff, to the Director of Education, and to the Director of Schools.

36. Ordering Materials

No materials, supplies, or services may be ordered without an approved purchase order. Such purchase orders must originate with the principals or program directors. Staff members who need supplies or materials should request that the principal or program director initiate a purchase order. Staff members who place phone orders or other charge orders are accountable for payment of the bills, since no invoice will be paid without an approved purchase order.

37. Safety and Liability

All staff members are strongly advised to exercise continuous caution when dealing with students in all school settings. Preventing an accident is far preferable to dealing with its consequences. Employees must become familiar with all safety programs and their own responsibilities for keeping students and personnel safe. It is the policy of the Choctaw Tribal School System to provide a clean, safe, and pleasant environment for teaching and learning. Any factor that might disrupt this environment should be reported immediately to the area supervisor.

Employees must report to their immediate supervisor any injury, regardless of its severity, as soon as practical after the incident and then follow up with filling out the required tribal insurance forms.

In case of a natural disaster or other emergency, the school must follow the procedures outlined in the COOP Plan (Continuity of Operations Plan).

38. Health Services

In non-emergency illness or injury, the school nurse or the principal's designee may provide routine medical care for students. Only medicines which are properly labeled with identification and instructions and with parental consent will be dispensed to students.

In cases of injuries which require emergency care during school hours, parents will be notified as soon as possible, and the school will provide transportation to and from health facilities as necessary. Parents must sign a medical release form before a child can receive care at a hospital.

39. Emergency Drills

Fire drills will be conducted eight times during the school year. Likewise, two tornado drills, two emergency bus evacuation drills, and one earthquake drill will be conducted. Teachers will give instructions for performance of these drills to students during the first week of the school year and post evacuation instructions in their classrooms. These drills are mandatory for accreditation standards. Each school has developed an Emergency Operations Plan and a COOP Plan (Continuity of Operations Plan) for school safety which contains detailed instructions for drill procedures.

40. Lock Down Drills - Lock Down drills will be conducted four times a year according to the following procedure:

1. Lock all exterior doors and Lock all interior doors
2. Assign staff to secure specified and pre-arranged areas; monitor conditions
3. Recognize need and be ready for contingencies
4. Turn off gas, water, and electricity immediately if directed to do so
5. Always send two people for initial assessment

41. Daily Lock Down Procedures

1. All exterior doors, except the front entrance, must be locked at all times
2. All interior rooms must be locked when vacant. Teachers must lock the class room when at recess or lunch. All teachers must have a key to the classroom and to the nearest exterior door.
3. Students are not allowed to unlock doors or to stay in a classroom without an adult present.
4. All closets and storage areas must be locked at all times.
5. All staff must instruct students to under no circumstances allow any non-school persons into the building unless they have a pass or are part of a rescue team. All parents/guardians and other visitors must enter by the front door.

42. Lesson Plans

Teachers will write daily lesson plans according to the guidelines established by their local school principal. Failure to submit *original* lesson plans as required is cause for disciplinary action.

43. Substitute Teachers

As soon as a teacher knows that he or she will be absent from school, the teacher should notify the principal so that arrangements can be made for a substitute teacher. Principals should always be notified by 6:00 a.m. on the morning of a teacher's absence. Teachers should have a back-up lesson plan on file in the principal's office for use by substitute teachers in the event of an unexpected absence. When teachers have planned absences, they should prepare lesson plans which continue the regular classroom program of study as closely as possible. Local school principals may have additional expectations for their staff in regard to leave requests, substitute lesson plans, and regular lesson plans.

When possible, the teacher should notify the principal the day before the expected return to class.

Program regulations prohibit the use of tutors and Title VII personnel as substitute teachers, whether for a full day or for just one or two periods.

44. Child Abuse Reporting Procedure

Pursuant to federal mandatory reporter laws, all school employees are mandated reporters and are individually responsible for making reports of suspected abuse or neglect. Any persons, including specialists providing services to students under contract, subcontract or grant, shall report suspected abuse or neglect. Reporting procedures are as follows:

- (a) All suspected cases of child abuse/neglect shall be immediately reported to the principal, assistant principal or guidance counselor. The assistant principal or counselor shall report immediately to the principal.
- (b) An appropriate administrative official, counselor or school nurse shall make immediate notification, by telephone, to both the Tribe's Department of Public Safety and to the Tribe's Department of Children and Family Services ("CFS"). Law enforcement and/or CFS personnel will conduct an in-school conference with any child who has been reported for suspected abuse/neglect.

- (c) Immediately after the response from law enforcement and/or CFS, the person(s) responsible for receiving the initial information concerning the alleged abuse/neglect shall complete an *Indian Child Protection Referral* form. (See the forms section of this handbook.)
- (d) The ICPR form shall be routed according to the instructions on the form and in accordance with the mandatory reporter training that has been provided by the Attorney General's office. The form must be submitted less than 24 hours after the initial report of the incident. No forms shall be withheld due to the absence of any administrative school personnel, nor shall any administrative personnel withhold the submission of any form to the appropriate reporting agencies.
- (e) Delivery of the ICPR form shall be preferably made by in-person delivery to the reporting agencies. The ICPR form should be maintained in a confidential envelope at all times until delivered.
- (f) School personnel are prohibited from discussing any incidents of reported abuse/neglect except with those designated administrative personnel, law enforcement, CFS or the Attorney General's office.

Federal law allows investigation of ICPR incidents without notification to parents or guardians. It is important school administrators and staff do not contact parents/guardians in the event that a child at school is visited or removed from school by Choctaw Child and Family Services or the Choctaw Police Department. To do so may compromise both the child's safety and the implementation of the ICPR. Violation of this directive will result in corrective action for the employee.

45. Drug, Alcohol and Tobacco Reporting Procedure

Employees are responsible for reporting to the school principal any student who is in possession of an illegal substance – including possession of prescription or non-prescription drugs – for immediate discipline according to the school policy. In addition, the school must immediately call the Choctaw Police Department and request that police come to the school campus. All illegal substances will be turned over to police, and charges will be filed as appropriate. The employee will give a written or verbal statement to law enforcement about the incident. The Drug, Alcohol, and Tobacco Policy is listed in the Student/Parent handbook.

46. Violence Response

At any Choctaw Tribal School, when physical violence between two parties is witnessed, the school must immediately call the Choctaw Police Department and request that police come to the school campus. School Security Officers shall act as "first responders" and make the scene safe by separating parties as soon as possible, according to training received.

47. Employee Evaluations

Every staff member will receive periodic evaluations from the supervisor. These evaluations are conducted for the following reasons: (1) to evaluate the professional competency of the staff; (2) to improve school programs; (3) to identify in-service or training needs; (4) to consider individuals for transfer or promotion; (5) to assess personnel selection practices; (6) to plan individual staff member improvement programs as necessary; and (7) to recognize contributions and efforts of staff. Copies of evaluation forms are available in the Principal's office at each school. From time to time there may also be classroom observations made by district staff or education consultants.

48. Student Cumulative Folder Policy

Teachers and principals will work diligently to ensure that student information in Cumulative Folders and Permanent Records is accurate and timely. Established district guidelines for documentation and recording new information must be strictly followed. Occasional audits by D.O.S. staff will be made in order to ensure compliance in record-keeping. Detailed information regarding student records is available from the district Registrar's Office.

49. Field Trip Requests - Travel Authorizations

Individuals may request travel for themselves or their students to activities that will benefit the educational process in the Choctaw Tribal Schools. At times, Principals, Program Coordinators, or other supervisors may request that an employee attend a certain conference, workshop, or other meeting. **An appropriate request for**

travel or a field trip must be properly submitted at least two weeks in advance and approved before any travel of employees or students can take place. Approved travel is always considered approved leave from the work site. The Principal or Supervisor must sign all travel or field trip request forms. A signature of final approval must be obtained from the office of the Director of Schools.

Teachers in regular classrooms are limited to two class field trips during the school year, and each of these trips must be clearly related to instructional objectives and outlined in the lesson plans. Purely recreational field trips will not be approved. Other staff members are also limited to participating in no more than two field trips per year.

When additional adult supervision is needed for a field trip, parents of the students involved will be given first option to participate as chaperones.

Except when needed as a chaperone, the spouse of an employee may not participate in school field trips – even if the spouse pays all costs for his or her participation.

Non-school personnel who accompany students on field trips or extracurricular activities are expected to comply with appropriate standards of dress.

The school system shall not sponsor nor support any Senior trips, other than educational field trips taken as part of the regular school year academic program.

50. Complaint Procedure

Problems of a **general school nature** for which a grievance process is not outlined in the MBCI Administrative Personnel Policy should be taken directly to the **principal**. Problems that involve students in a particular classroom situation should be brought to the attention of the **classroom teacher** for first consideration. If a satisfactory solution cannot be found with the teacher, the next step in the solution of the problem is consultation with the **school principal**. If the principal and the teacher are unable to solve the problem, it should be directed to the Director of Schools. **It is important that employees follow this chain of command.**

1. Problems involving attendance, testing, and pupil records should be first taken to the school counselor.
2. Problems involving school facility operations/maintenance or school business affairs should be taken to the school principal.
3. Problems involving curriculum, instruction, or a specific teacher should be taken to the principal.
4. Problems, complaints, information, or suggestions relating to the schools that should be brought to the attention of school authorities, for which there appears to be no appropriate channels of communication, should first be taken to the principal.
5. If the problem is not solved by steps as stated above, it should be taken to the Director of Schools for the final decision.
6. Should the problem not be resolved through the Director of Schools, it may be submitted to the Director of Education and the Tribal Chief for a final decision.
7. Principals/Supervisors should be given reasonable time to address a complaint.
8. The Principal shall keep documentation of the complaint process.

51. Staff Appreciation Awards

Each year, during May, all staff members at each local school will vote for individuals to receive the awards such as the following. Schools/programs may choose to award fewer or different awards as appropriate.

Teacher of the Year	Custodian of the Year
Assistant Teacher of the Year	Bus Driver of the Year
Support Staff Person of the Year	Cafeteria Worker of the Year
Maintenance Worker of the Year	Grounds Keeper of the Year

When deciding for whom to vote, staff members should keep in mind the following qualities:

- Attendance
- Tardiness
- Attitude
- Ability to work well with co-workers
- Work performed beyond the call of duty or after regular work hours
- Principals and Supervisors may use evaluation forms as needed, keeping in mind confidentiality.

It is preferable that the same individual not receive the award two years consecutively. The Awards will be presented at the Staff Appreciation Program at the end of the school year.

52. Worker's Compensation - General Information

- a. An employee must sign sick leave, annual leave, or leave-without-pay to go to the doctor when an injury or a job-related illness occurs at work.
- b. An employee must take sick leave, annual leave, or leave-without-pay up to five calendar days off work due to a job-related injury or illness.
- c. There is a five calendar-day waiting period before worker's compensation will pay for a job-related injury or a job-related illness. If an employee is off for more than fourteen calendar days due to a job-related injury or job-related illness, worker's compensation will go back and pay for the first five days waiting period.
- d. Horseplay injuries or horseplay illness will not be paid by worker's compensation.
- e. The Employment Security Commission approves maximum benefits. Benefits will not be as much as an employee's current salary.

Worker's Compensation - Reporting a Claim

Injured employees are entitled to prompt payment of benefits while disabled. Delay may impose unnecessary hardship. EMPLOYEES MUST REPORT ALL SERIOUS OR FATAL INJURIES IMMEDIATELY BY TELEPHONE. ALL ACCIDENTS MUST BE PROMPTLY REPORTED TO THE MBCI INSURANCE OFFICE:

Tribal Risk Management, 601-650-1531, Tribal Office Building, FAX 601-650-9684

The following must be completed immediately upon being advised of an accident or injury:

- a. Worker's Compensation - First Report of Injury or Illness. Completed by employee, supervisor, or assistance by Insurance Clerk.
- b. Supervisor's Incident Report - To be completed by injured employee's Supervisor. This will assist in determining facts of injury and assist in prevention. The employee need not sign. Employee's treatment must not be delayed in order to obtain signature.

The following must be completed as soon as possible following an accident. In case of emergency, medical care must not be delayed to complete forms.

- a. Medical Authorization - The employee should be asked to sign a release of medical records at the time of the filing of the Employee Injury Report.
- b. Request to Doctor - When an employee is treated or sent to a doctor, the employee must present this report form to the doctor when the first visit is made.

If applicable, a Wage Statement must be completed. The Insurance Office will handle this statement if the employee is off work more than the five-day waiting period. Questions regarding Workers Compensation should be directed to the tribal insurance office.

53. Activities Beyond the Workplace

When an employee's outside activities – whether other employment or personal activities – interfere with or otherwise effect an employee's job performance or effectiveness, the employee's supervisor should take administrative action to address the problem. Contract employees in the Choctaw Tribal School System may not take employment that requires working after 11:00 p.m. Sunday through Thursday. Full-time employees are required by Tribal personnel policies to receive permission from the Tribal Chief before taking a second job or other supplementary employment.

54. Workplace Relationships

Professional friendships and relaxed interpersonal relationships are encouraged among staff members. However, relationships that advance to courtship, on-the-job romance, and inappropriate physical contact are prohibited at any time during the work day.

55. End-of-Year Checklist

No teacher or other instructional staff member will be dismissed at the end of the school year until he or she has met with the school principal and cleared the End-of-School Checklist. All books, equipment, keys, and other materials must be returned to the school before the Checklist can be cleared. Teachers and all other employees must be careful to remove all personal items from their work area at the end of the school year. The Choctaw Tribal School System cannot be responsible for items left in classrooms and other work areas. During non-school times, workers may remove all items from rooms for cleaning and servicing the area.

56. School Enrollment for Employees' Children

The Choctaw Tribal School System offers a complete program of fully accredited instructional and extra-curricular activities. The schools and their many opportunities are competitive in all ways with other schools in the Choctaw communities. Employees of the school system are strongly encouraged to enroll their own children in the tribal schools whenever eligible. It is an important statement to students, community, and the public in general when employees choose to enroll their eligible children in the tribal schools.

57. Security Guards

Security Guards assigned to the schools will follow all guidelines established in this handbook and other applicable school policy.

Campus security officers will assist the school principal in completion of all safety inspections, searches, and other duties as assigned by the principal to ensure that the campus is a safe environment conducive to learning.

58. Gate Attendants

It is the responsibility of Gate Attendants to record the license plate number of each vehicle entering the Choctaw Central campus and to require each driver to sign-in upon entering campus and to sign-out upon exit. Gate Attendants must observe carefully for suspicious persons, activities, and materials. In the event of any suspicious persons, activities, or materials, the Gate Attendant should immediately call School Security and/or the MBCI Department of Public Safety. The Gate Attendant may deny any suspicious individual or vehicle access to the campus.

59. Wellness Policy

The Choctaw Tribal School System has adopted the Wellness Policy published by the Mississippi Department of Education and approved by the Choctaw Tribal Council as official policy and guidance for school programs, activities, and curriculum. This policy includes goals for nutrition education, physical activity, and other promotions of student wellness, as well as guidance/requirements for school meals, snacks, refreshments, and food-sales. All schools will follow the guidelines established in this policy. All schools will also closely follow accreditation guidelines for physical education time and activity.

60. Deliveries at School

Schools will not accept deliveries of flowers, candy, gifts, and other such items at any time.

61. Recording Student Behavior Incidents in NASIS

Student behavior events will be logged in the student's Behavior Tab within the school's NASIS database by a school administrator or his/her designee. These recorded behavior events may be used as documentation should the student be referred to the District Discipline Review Committee or appeal a disciplinary decision.

V. Students and Instruction

The Parent-Student Handbook published by the Choctaw Tribal School System contains detailed and critical policy regarding student attendance and student discipline. All staff members must carefully follow the policy and guidelines established by the Parent-Student Handbook.

1. Student Removal from Class

Only the school principal or the counselor with the approval of the principal may remove a student temporarily from a class. The Parent-Student Handbook details the procedures for student suspension or expulsion from school.

2. Rights of Student Victims

Principals and Teachers will carefully adhere to all Due Process procedures as presented in the Parent-Student Handbooks and will investigate every incident to ensure that victims and innocent students are not punished or disciplined as if they were violators of school rules. It is unfair and unjust to dispense equal punishment for unequal offenses.

3. Scheduling of Student Events During NAYO Events

So that the students of the Choctaw Tribal Schools may have no conflicts participating in NAYO tournaments, Tribal School activities will avoid NAYO dates as clearly as possible. This is especially important during the

annual Good Friday NAYO tournaments. The Choctaw Tribal Schools will not schedule or participate in any softball/baseball or other MHSAA activities from Thursday through Monday of Easter weekend.

4. Grades

A student's grades and/or transcript cannot be withheld due to unpaid fees.

Head Lice and Scabies

Near the beginning of the school year, and as needed, children in the elementary schools will be screened by either classroom teachers, school staff members, or trained tribal employees for the presence of head lice and scabies (whenever one child in the class is identified, all will be checked). Educational information and related school procedures concerning the control of head lice and scabies will be provided following these screenings.

- A student found to be infested with head lice will be sent home as soon as possible with proper treatment and information.
- Upon return to school, students will be examined by the school nurse (or designated personnel) to ensure that proper treatment was performed and was effective. If the examination's results are unacceptable, the student will be again sent home until satisfactory results are obtained.
- When a student is sent home because of head lice or scabies, only the first day's absences may be counted as "excused;" all other days absent for this cause are "unexcused."
- If a student's head lice problem cannot be solved through the above steps, the community health center nurse will be notified. If the problem continues, Children and Family Services will be notified.

**Because of the serious nature of lice on one child infesting another child,
the above guidelines will be strictly enforced.**

VI. Technology Standards for Teachers

The Choctaw Tribal School System follows the Mississippi Technology Standards for Teachers. Copies of these standards are available from the district Instructional Technology Office or at each school from the site administrator.

VII. National Board Certification

The National Board for Professional Teaching Standards (NBPTS) offers certification of teachers in specific licensure areas. National Board Certification is a rigorous process that only the best, most committed teachers can attain. Certification for NBPTS in all licensure areas contains a teaching component, which requires teachers to document their work with students. In order to encourage the standard of excellence among the teaching staff, the Choctaw Tribal Schools will follow the guidelines of the Mississippi Department of Education in offering incentives for teachers who achieve National Board Certification. To that end, Choctaw Tribal Schools will offer the following guidelines for providing incentives for teachers who achieve National Board Certification:

- Eligible teachers holding NBPTS certification will receive a salary supplement of \$6,000 for each year of the life of the NBPTS certificate.
- The salary supplement for the first year of achieving NBPTS certification will begin with the date of the letter announcing certification, when the certification actually is awarded, and be prorated for the remainder of the year.
- The initial NBPTS certification fee, less any scholarship or federal subsidies, will be reimbursed for each teacher, who successfully achieves NBPTS certification. Fees for repeating entries will not be reimbursed.
- Counselors, librarians and speech pathologists are considered classroom teachers.
- Choctaw Tribal Schools recognize that Speech Pathologists work with students in a clinical setting, and the American Speech, Language and Hearing Association governs training for this purpose. Therefore, Speech pathologists, who have achieved ASHA Certification, will receive the same salary supplement as NBPTS teachers.

- The Choctaw Tribal Schools recognizes counselor certification offered by both the NBPTS and the National Board of Certified Counselors for granting new salary supplements or for renewal of existing national counselor certification.

It is the teacher's responsibility to initiate the NBPTS certification process, to pay all costs and fees during the process, and to spend his or her own personal time in the pursuit of certification. When certification is successfully achieved, the teacher should notify the local school principal, who will recommend the pay increase and the reimbursement of fees.

To encourage and assist teachers who wish to work through the National Board Certification process, the Tribal School System has a Central Office staff person assigned exclusively to the program. Teachers may contact the National Board Certification Trainer/Mentor at 601-663-7650.

VIII. District Resources

A number of exemplary programs operate as supplemental to the regular programs of the Choctaw Tribal Schools, offering special services for students, parents, and teachers/assistants. All staff members are encouraged to make full use of these programs and services. The Department of Schools Central Office is open daily, throughout the year, from 7:30 a.m. until 4:30 p.m. Contact Central Office at 650-7302 for more information.

The Choctaw Tribal School System encourages parents/guardians, family, and community members to serve as volunteers in the schools. Interested individuals should contact the local school Principals to obtain an application form which must be completed before one may serve as a volunteer in the schools.

IX. Personnel Evaluations

Principals, Program Coordinators, and other supervisors are expected to regularly monitor and evaluate the job performance and personal work habits of all employees. Throughout the year, informal evaluations take place. At least once each semester, supervisors will conduct a formal Employee Evaluation for every employee under their supervision. The forms used for these evaluations are available in the Principal's office at each school.

X. Notice of the Presence of Asbestos Containing Material (ACM)

The campuses of Bogue Chitto Elementary School, Conehatta Elementary School, Pearl River Elementary School, Red Water Elementary School, Standing Pine Elementary School, and Tucker Elementary School have been certified as asbestos-free. However, the campuses of Choctaw Central High School and Choctaw Central Middle School have areas of asbestos which have been abated and posted. Concerned individuals should contact these schools to review the respective schools' asbestos management plans.

XI. Intellectual Property

The Choctaw Tribal School System employs outstanding professionals who have developed high quality products of excellence in such areas as curriculum, instructional design, software and computer programs, and other education-related matters. Many of these products are of such high caliber that they are sought by companies, consultants, and individuals for their own uses. Employees of the Choctaw Tribal School System are reminded that the unauthorized sharing of intellectual property is unethical and in many cases illegal.

The Choctaw Tribal School System and the Mississippi Band of Choctaw Indians retain all rights to ideas, processes, procedures, and material used in developing or providing products and/or services in the Choctaw Tribal School System. Employees are prohibited from sharing in any form (copied, hand-produced, electronic, spoken, or other) the products or service designs developed by CTS/MBCI programs and employees with any company representative, consultant, or other non-CTS/MBCI individual.

XII. Attached Forms

The following pages present important documents required to obtain certain services or approvals. Please review these forms carefully and be prepared to submit completed copies as necessary.

1. Volunteer Service Form – A completed, approved form is required for an individual to serve as a volunteer in any school or program of the Choctaw Tribal Schools.
2. Acceptable Use Policy – A signed form agreeing to the terms of this document is required before any individual (student, staff, or other) can be granted internet/network access in the Choctaw Tribal Schools.
3. Application to Establish School-Approved Club or Organization
4. Request to Establish Class and Club Account – A completed, approved form is required of any school group (students, staff, parents) applying for financial recognition as a Class and Club organization.
5. Submission of Collected Funds to Finance Office
6. Child Protection Reporting Form – Required when any kind of child abuse or neglect is suspected.

Choctaw Tribal Schools – Voluntary Service Application

This form must be completed by any individual volunteering for service in any school of the Choctaw Tribal School System. The Choctaw Tribal School System acknowledges the many benefits of service provided by volunteers and seeks to encourage community and parent/guardian involvement in this area. The volunteer must successfully pass the MBCI background check before being allowed to serve in any capacity in the schools.

1. Name _____ Phone _____
Address _____
City _____ State _____ Zip Code _____

2. Describe any experience working with children. _____

3. Describe relevant education, employment, special skills, or other experience. _____

4. In what area of service do you wish to volunteer? (example: academic tutoring, classroom assistant, Choctaw culture/language, library, after school, recreation, etc.) _____

5. At which school or schools do you wish to volunteer? _____
What days and hours are you available to work in the school? _____

6. Thank you for your willingness to serve the students of the Choctaw Tribal School System. Please read the following carefully. By signing this document you are agreeing to these statements.

- I have never been convicted of, plead guilty or nolo contendere to a felony as defined by state or federal law.
- I have never been convicted of, plead guilty or nolo contendere to crimes of violence; sexual assault, molestation, exploitation, contact or prostitution; crimes against persons; or any offense against children as defined by tribal, state, or federal law.
- My service is completely voluntary. I will receive no salary/compensation for my service.
- I may choose to terminate my service at any time. The school Principal, with the approval of the Director of Schools, may terminate my service at any time.
- If the school accepts me as a volunteer, the school will make every reasonable effort to provide me a role of effectiveness and meaningful contribution, although this is not guaranteed by the school.
- I agree that the Mississippi Band of Choctaw Indians and the Tribal School System may perform a background check including but not limited to criminal history.
- I agree to voluntarily submit to random drug screens at any time.
- I agree to defend, indemnify, and hold harmless the school, the Choctaw Tribal School System, and the Mississippi Band of Choctaw Indians in any and all matters, causes of action, or incidents arising out of my volunteer service, including but not limited to personal injury or loss.

Volunteer	Date	Director of Education	Date
Principal	Date	Tribal Chief	Date
Director of Schools	Date		

(Copies: 1-Volunteer; 2-Principal; 3-Director of Schools, 4-Director of Education, 5-Human Resources)

CHOCTAW TRIBAL SCHOOLS INTERNET USE POLICY

USE POLICY

Internet and network access is provided to the students and staff at Choctaw Tribal Schools. Education is the primary function of Choctaw Tribal Schools. Computers are tools with which to perform research, retrieve information, compile data, and create documents. By signing the Acceptable Use Policy, the students, staff, and students' parents or guardian agree to obey the rules outlined in the Acceptable/ Agreement / Use Policy. This document describes responsibility for use of the network and internet and also consequences when the privileges are abused. The use of equipment, computers, network resources, and the internet is a privilege, not a right, and inappropriate use will result in a cancellation of these privileges.

NETWORK ETIQUETTE- Users are expected to abide by the general accepted rules of network etiquette. These include but are not limited to the following:

- Be polite. Messages should not be abusive to others.
- Use appropriate language. Do not swear, use vulgarities or any other inappropriate language.
- Do not reveal addresses, credit card numbers, or phone numbers
- Illegal activities are strictly forbidden
- Electronic mail is not guaranteed to be private. People who operate the system have access to all mail.
- Messages relating to or in support of illegal activities may be reported to the authorities.
- Do not use the network in such a way that others' use of the network would be disrupted.

USERS AGREE TO ABIDE TO THE FOLLOWING:

- Use of the network must be in support of education and research.
- Users must not reveal their password or use other users' passwords.
- Users shall not damage computers, computer systems or computer networks, which include altering software components of a computer or system.
- Users are prohibited from transmitting or intentional receipt of hate mail, harassment, and other antisocial behaviors on the network.
- Users shall not use the network to access or process pornographic material, inappropriate text files, or any illegal activity.
- Users agree not to use the chat rooms.
- Users agree not to send chain letters.
- Students agree not to play games on the computers unless authorized by monitoring staff member.
- Students shall not send, receive or check personal E-mail, except with permission before or after school.

COMPUTER LAB USAGE:

- Staff members assigned to a group of students is responsible for monitoring and overseeing their network and internet activity.
- No food or drinks allowed in the computer labs.
- Teachers are expected to have lesson plans before students use the internet, which includes researching sites that are used.

CONSEQUENCES OF UNACCEPTBLE USE ARE:

- Suspension and/or termination of network and internet privileges.
- And/or additional disciplinary action as determined at the administrative level regarding unacceptable language and /or behavior.
- And/or referral to law enforcement authorities for criminal or civil prosecution.

CHOCTAW TRIBAL SCHOOLS
INTERNET USE POLICY
ACCEPTABLE AGREEMENT / USE POLICY

User's Full Name: (Please print): _____

I understand and will abide by the terms and conditions for Internet Access. I further understand that any violation of the federal and /or state regulation is unethical and may constitute a criminal offense. Should I commit any violation, my access privileges may be revoked, and school disciplinary and/or appropriate legal action may be taken.

User's signature: _____ Date _____

PARENT or GUARDIAN AGREEMENT:

(Completion of this section is required for students under the age of 18)

As the parent/guardian of this student, I have read the terms and conditions for Internet Access. I understand that this access is designed for education purposes and that Choctaw Tribal Schools has taken available precautions to eliminate controversial material. However, I also recognize it is impossible for Choctaw Tribal Schools to prevent access to all controversial material. I hereby give my permission to grant access for my child and certify that the information contained on this form is correct. This form must be signed for each child attending Choctaw Tribal Schools. I grant permission for my child's picture and name to be displayed on Choctaw Tribal Schools Internet materials.

Signature of Parent / Guardian _____ Date _____

The principal enters into this agreement on behalf of the instructors in this school who agree to instruct the students on acceptable use of the network and proper network etiquette. The principal's signature is on file in the school office. The students may use the network for individual work in the context of several classes, and we cannot be held responsible for the student's use of the network or the quality of the information which they acquire.

Choctaw Tribal Schools – Application to Establish Class and Club Account

This form must be completed by any group requesting the establishment of a Class and Club Account for their organization. For the purposes of financial accountability, the Choctaw Tribal School System encourages non-profit school-associated groups to apply for a Class and Club Account. However, the organization must assure that it is in full compliance with, and will remain in full compliance with, all applicable financial and business procedures and policies of the Choctaw Tribal Schools and of the Mississippi Band of Choctaw Indians.

[School Business Office Use Only: Acct. # _____]

1. Organization Name _____
School _____

2. Sponsors _____

3. Statement of Purpose of Organization _____

3. Primary Source of Funds _____

4. Primary Use of Funds _____

5. List all Individuals Authorized to Request and Expend Funds _____

6. List Required Signatures to Approve Requests for Expending Funds _____

7. Required Attachments: 1. Copy of Organization By-laws, including financial procedures
 2. List of current organization officers

By signing below, the organization's representatives affirm that they have read and understand School and Tribal financial procedures as they apply to Class and Club Accounts.

Representative	Date	Representative	Date
----------------	------	----------------	------

APPROVAL:

School Business Manager	Date	Director of Education	Date
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Director of Schools	Date	Tribal Chief	Date
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(Copies: 1-Organization; 2-School Bus. Mgr.; 3-Director of Schools, 4-Director of Education, 5-MBCI Finance)

Choctaw Tribal Schools – Application to Establish School-Approved Club or Organization

This form must be completed by any group requesting the establishment of a School-Approved Club or Organization. Intercom announcements, on-campus fundraising, campus events, and on-campus advertisements and notices are limited to officially approved extra-curricular clubs, classes, and school sports teams as well as tribally recognized entities and community partners. **Submission deadline: September 1 for current school year.**

1. Organization Name _____
School _____

2. Sponsor(s) _____

3. Statement of Purpose of Organization _____

4. Describe any national or state organizational affiliation: _____

5. When will the group meet? Where? How often? What activities will probably take place through the year?

6. Describe any probable fund-raising activities: _____

7. Describe the use of any club/organization funds: _____

(If this organization will have any funds, an Application to Establish Class and Club Account must be submitted.)

8. A copy of club/organization by-laws must be attached to this application.

Student Representative	Date	Sponsor	Date
------------------------	------	---------	------

APPROVAL:

School Principal	Date	Education Division Director	Date
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Director of Schools	Date	Tribal Chief	Date
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(Copies: 1-Organization; 2-School Principal; 3-School Bus. Mgr.; 4-Director of Schools)

**Choctaw Tribal Schools
Submission of Collected Funds to Finance Office**

Account Number _____ Activity/Event _____

School/Program _____ Sponsor _____

Cash Submitted for Deposit:

_____	Ones	H	1.00	=	\$ _____
_____	Fives	H	5.00	=	\$ _____
_____	Tens	H	10.00	=	\$ _____
_____	Twenties	H	20.00	=	\$ _____
_____	Hundreds	H	100.00	=	\$ _____
_____	Pennies	H	.01	=	\$ _____
_____	Nickels	H	.05	=	\$ _____
_____	Dimes	H	.10	=	\$ _____
_____	Quarters	H	.25	=	\$ _____
_____	Half Dollars	H	.50	=	\$ _____
_____	Checks			=	\$ _____
TOTAL					\$ _____

Signatures:

Counted by Cashier/Money Handler _____

Counting Witnessed By _____

School/Program Official _____

Received at Finance By _____ Date Rec'd at Fin. _____

INDIAN CHILD PROTECTION REFERRAL

CONFIDENTIAL INFORMATION

PERSON FILING THIS REPORT:

NAME _____
AGENCY: _____

DATE: _____
PHONE: _____

SUBJECT INFORMATION:

NAME: _____
PARENT: _____
ADDRESS: _____
SCHOOL: _____

DOB: _____
SEX: M or F
PHONE: _____
GRADE: _____

NATURE OF INCIDENT: PHYSICAL OR SEXUAL ABUSE AND/OR NEGLECT
NAME OF CHILDREN: _____

DATE & DESCRIPTION OF INCIDENT : _____

ANY PREVIOUSLY KNOWN/SUSPECTED ABUSE AND/OR NEGLECT OF THIS CHILD OR SIBLINGS? YES or NO IF SO, DATE: _____

NAME OF SIBLINGS & HISTORY: _____

INFORMATION CONCERNING THE ALLEGED OFFENDER:

NAME: _____ PHONE: _____
ADDRESS: _____

PERSON REPORTING THE ALLEGED ABUSE AND/OR NEGLECT:

NAME: _____ PHONE: _____
ADDRESS: _____

***THIS MUST BE FILED IMMEDIATELY WITH CHOCTAW POLICE DEPT. AND CHILDREN & FAMILY SERVICES**

ROUTING ORDER
ORIGINAL TO CHOCTAW POLICE DEPARTMENT
1 COPY TO CHOCTAW CHILDREN'S ADVOCACY CENTER
1 COPY TO SOCIAL SERVICES
1 COPY TO BE RETAINED BY PERSON FILING THIS REPORT