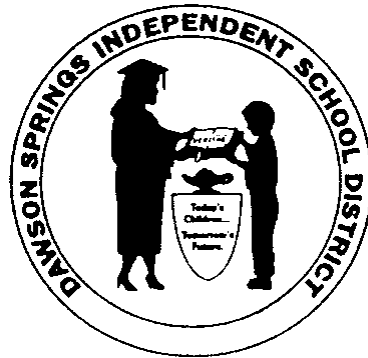


**DAWSON SPRINGS INDEPENDENT  
SCHOOLS**



**2018 - 2019  
Employee  
Handbook**

DAWSON SPRINGS INDEPENDENT SCHOOLS

# 2018 - 2019 Employee Handbook

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Leonard Whalen, Superintendent  
Dawson Springs Independent Board of Education  
118 East Arcadia Avenue  
Dawson Springs, KY 42408  
Phone (270) 797-3811 Fax (270) 797-5201  
[www.dsprings.k12.ky.us](http://www.dsprings.k12.ky.us)

As required by law, the Board of Education does not discriminate on the basis of race, color, national origin, age, religion, sex, genetic information or disability in its programs and activities and provides equal access to its facilities to the Boy Scouts and other designated youth groups.

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# Introduction

## Welcome

Welcome to Dawson Springs Independent Schools.

The purpose of the handbook is to acquaint you with general Board of Education policies that govern and affect your employment and to outline the benefits available to you as an employee of the District.

Because this handbook is a general source of information, it is not intended to be, and should not be interpreted as, a contract. It is **not** an all-encompassing document and may not cover every possible situation or unusual circumstance. If a conflict exists between information in this handbook and Board policy or administrative procedures, the policies and procedures govern. It is the employee's responsibility to refer to the actual policies and/or administrative procedures for further information. Copies of specific documents are available at the Central Office. Policies and procedures also are available online via the District's web site or through this Internet address: <http://policy.ksba.org/d03/>. Any employee is free to review official policies and procedures and is expected to be familiar with those related to his/her job responsibilities. Employees and students who fail to comply with Board policies may be subject to disciplinary action. **01.5**

School council policies, which are also available from the Principal, may also apply in some instances. **02.4241**

In this handbook, **bolded policy codes** indicate related Board of Education policies. If an employee has questions, s/he should contact his/her immediate supervisor or Human Resources in the Central Office.

## District Mission

The mission of the Dawson Springs Independent School System is to prepare our students to be confident, responsible citizens who possess the educational and social skills necessary for future growth and achievement through a community based education system emphasizing quality, excellence and high expectations.

## Future Policy Changes

Although every effort will be made to update the handbook on a timely basis, the Dawson Springs Independent Board of Education reserves the right, and has the sole discretion, to change any policies, procedures, benefits, and terms of employment without notice, consultation, or publication, except as may be required by contractual agreements and law. The District reserves the right, and has the sole discretion, to modify or change any portion of this handbook at any time.

## Board of Education

Vicki Allen - Board Chair	Tracy Overby – Vice Chair
Wes Ausenbaugh	Lindsey Morgan
Steve Morse	

## Central Office Personnel and School Administrators

Person/Address	Telephone/E-mail	Fax
Superintendent Leonard Whalen 118 East Arcadia Ave. Dawson Springs, KY 42408	(270) 797-3811 <a href="mailto:leonard.whalen@dawsonsprings.kyschools.us">leonard.whalen@dawsonsprings.kyschools.us</a>	(270) 797-5201
DPP/Director of Student Services Kent Workman	(270) 797-3811 <a href="mailto:kent.workman@dawsonsprings.kyschools.us">kent.workman@dawsonsprings.kyschools.us</a>	(270) 797-5201
Director of District-Wide Programs/ Dir. of Special Education/504 Coordinator Kristin Merrill	270-797-3811 <a href="mailto:kristin.merrill@dawsonsprings.kyschools.us">kristin.merrill@dawsonsprings.kyschools.us</a>	(270)-797-5202
Finance Officer Amanda Workman	(270) 797-3811 <a href="mailto:amanda.workman@dawsonsprings.kyschools.us">amanda.workman@dawsonsprings.kyschools.us</a>	(270) 797-5201
Accounts Payable/Secretary to Superintendent/Secretary to Board Debbie Smith	(270) 797-3811 <a href="mailto:debbie.smith@dawsonsprings.kyschools.us">debbie.smith@dawsonsprings.kyschools.us</a>	(270) 797-5201
Human Resources Karla Mitchell	(270) 797-3811 <a href="mailto:karla.mitchell@dawsonsprings.kyschools.us">karla.mitchell@dawsonsprings.kyschools.us</a>	(270) 797-5201
Registrar Crystal Davenport	(270) 797-3811 <a href="mailto:crystal.davenport@dawsonsprings.kyschools.us">crystal.davenport@dawsonsprings.kyschools.us</a>	(270) 797-5201
Director of Technology Karen Wallace	(270) 797-3811 <a href="mailto:karen.wallace@dawsonsprings.kyschools.us">karen.wallace@dawsonsprings.kyschools.us</a>	(270) 797-5201
Director of Guidance Lori Wooton	(270) 797-3811 <a href="mailto:lori.wooton@dawsonsprings.kyschools.us">lori.wooton@dawsonsprings.kyschools.us</a>	(270) 797-5201
Principal Jennifer Ward Assistant Principal K-6/Athletic Director Laura James Dawson Springs Elementary School 317 Eli St. Dawson Springs, KY 42408	(270) 797-2991 <a href="mailto:jennifer.ward@dawsonsprings.kyschools.us">jennifer.ward@dawsonsprings.kyschools.us</a> <a href="mailto:laura.james@dawsonsprings.kyschools.us">laura.james@dawsonsprings.kyschools.us</a>	(270) 797-*5202
Principal Todd Marshall Dawson Springs Jr/Sr High School 7-12 Assistant Principal Kent Workman 317 Eli St. Dawson Springs, KY 42408	(270) 797-2957 <a href="mailto:todd.marshall@dawsonsprings.kyschools.us">todd.marshall@dawsonsprings.kyschools.us</a> <a href="mailto:kent.workman@dawsonsprings.kyschools.us">kent.workman@dawsonsprings.kyschools.us</a>	(270) 797-5204

## Coordinators and Telephone Extensions

504 Plans - Kristin Merrill - 2004	Calling System Jr/Sr High - Lori Wooton - 4004
ACT Coordinator - Lori Wooton - 4004	Career Pathways – Lori Wooton - 4004
ARC Chairperson Elementary - Kristin Merrill - 2004	COBRA - Karla Mitchell - 5005
ARC Chairperson Jr/Sr High - Kristin Merrill - 2004	CTE Coordinator – Karen Wallace - 4013
Asbestos Management Coordinator - Kent Workman - 4005	Director of Building & Grounds – Leonard Whalen - 5003
ASSIST Coordinator Elementary - Jennifer Ward - 2003	Director of Transportation – Leonard Whalen - 5003
ASSIST Coordinator Jr/Sr High - Todd Marshall - 4001	District Assessment Coordinator – Lori Wooton - 4004
Athletic Director - Laura James - 2002	District Assets –Karen Wallace- 4025
Attendance District - Crystal Davenport - 5000	District Budget Coordinator - Amanda Workman - 5002
Attendance Elementary - Melissa Dulin - 2000	DPP - Kent Workman - 4005
Attendance Jr/Sr High – Tracy Bruce - 4003	DSEA Employee Contact – Kyle Chappell & Elizabeth Robinson
Behavior K-6 - Laura James – 2002 Behavior 7-12 – Kent Workman - 4005	Employee Benefits - Karla Mitchell - 5005
Behavior RTI District Coordinator - Laura James - 2002	Employee Pay & Deductions - Karla Mitchell - 5005
Budget Coordinator – Amanda Workman - 5003	Employee Records - Karla Mitchell - 5005
Building & Grounds District, Janitorial – Leonard Whalen - 5000	Employee Reimbursement - Debbie Smith - 5001
Building and Grounds Maintenance - Kent Workman - 4005	Enrollment - Crystal Davenport - 5000
Building Assessment Coordinator (KPREP/EOC) Jr/Sr High Kent Workman - 4005	ESS Coordinator - Kristin Merrill - 2004
Building Assessment Coordinator Elementary – Laura James - 2002	Evaluation Coordinator – Jennifer Ward - 2003
Building Inspection Jr/Sr High Kent Workman- 4005	Family Resource Youth Service Center – Christy Winfrey- 2016
Building Inspection Elementary - Jennifer Ward - 2003	Federal Programs Coordinator – Kristin Merrill - 2004
Bus Driver Coordinator - Ladonna Hooper - 4007	Field Trips – Leonard Whalen - 5003
Bus Maintenance - Kent Workman - 4005	Food Service Director - Ladonna Bennett - 4030
Cafeteria Employee Coordinator – Ladonna Bennett - 4009	Preschool Director - Kristin Merrill - 3005
Calling System District - Kent Workman - 4005	Professional Development Coordinator – Jennifer Ward - 2003
Calling System Elementary - Jennifer Ward - 2003	Purchase Coordinator - Debbie Smith - 5001
FRAM Coordinator - Kent Workman - 4005	Purchase Orders Elementary - Ashley Marsili - 2000
Gifted & Talented Coordinator- Kristin Merrill - 2004	Purchase Orders Elementary - Jennifer Ward - 2003
Health Records - Crystal Davenport - 5000	Purchase Orders Jr/Sr High – Mary Beth Coy - 4000
Home Bound Clerk - Crystal Davenport - 5000	Purchase Orders Jr/Sr High –Todd Marshall- 4001
Home Bound Coordinator - Kent Workman - 4005	RTI Elementary Coordinator - Tammy Audas - 3001
Instructional Leader Elementary - Jennifer Ward - 2003	RTI Jr/Sr High Coordinator - Lori Wooton - 4004
Instructional Leader Jr/Sr High Todd Marshall - 4001	SBDM District Coordinator – Kent Workman -4005
Instructional Supervisor District – Paulette Gray - 2003	Safe Schools Coordinator - Laura James - 2002
ISLN Coordinator Elementary - Jennifer Ward - 2003	SBDM Elementary Chairperson - Jennifer Ward - 2003

ISLN Coordinator Jr/Sr High - Todd Marshall - 4001	SBDM Jr/Sr High Chairperson - Todd Marshall - 4001
Janitorial Needs Elementary - Jennifer Ward - 2003	School Vehicle Coordinator -- Ladonna Hooper - 4007
Janitorial Needs Jr/Sr High - Todd Marshall - 4001	Software, Hardware, Network - Karen Wallace - 4025
KEA Employee Coordinator – Kyle Chappell & Elizabeth Robinson	Strategic Planning Coordinator – Leonard Whalen - 5003
KESPA Contact - Karen Wallace - 4025	Student Information System (Tickets, Calendar, Attendance) – Lori Wooton - 4004
KOSSA - Sasha Fight - 4012	Substitutes - Ashley Marsili - 2000
LEAD Coordinator - Kent Workman - 4005	Technology Acquisitions – Karen Wallace -4025
Librarian - Rhonda Simpson - 4006	Technology Needs - Karen Wallace - 4025
Local Assessment Coordinator (MAP) Elementary – Laura James - 2002	Technology Needs Todd Marshall - 4001
Local Assessment Coordinator (CERT, Stanford 10) Jr/Sr High - Todd Marshall - 4001	Technology Needs Elementary - Jennifer Ward - 2003
MPR/GYM Rental - Laura James - 2002	TEDS Coordinator -Sasha Fight - 4012
MSDS Management Coordinator - Kent Workman - 4005	Textbook Coordinator – Jennifer Ward - 2003
Newsletter - Karla Mitchell - 5005	Title I Coordinator – Kristin Merrill - 2004
Operation Preparation Coordinator - Lori Wooton - 4004	Vendor Coordinator - Debbie Smith - 5001
Pest Management Coordinator – Kent Workman - 4000	Work Orders – Kent Workman - 4005
AP Assessment Coordinator - Lori Wooton - 4004	Workers Compensation - Karla Mitchell - 5005



## 2018-2019 Calendar

August 13	Professional Development Day
August 14	Opening Day for Staff
August 15	First Day for Students
September 3	Labor Day (Holiday 1)
October 8-12	Fall Break
November 21	Break Day
November 22	Thanksgiving (Holiday 2)
November 23	Break Day
December 20-31	Break
December 25	Christmas (Holiday 3)
January 1	New Year's Day (Holiday 4)
January 2	Professional Development Day (Make Up Day if Needed)
January 3	Students Return
January 21	Martin Luther King (Break)
February 15	Professional Development Day (Make Up Day if Needed)
March 15	Professional Development Day (Make Up Day if Needed)
April 1-5	Spring Break
April 19	Break Day (Make Up Day if Needed)
May 24	Last Day for Students (Graduation)
May 27	Holiday (Not Counted as Teacher Holiday)
May 28	Closing Day for Staff
May 29-June 11	Make Up Days if Needed

### **Calendar Requirements:**

Provide at least one thousand sixty-two hours (1062) of instructional time or not less than one-hundred seventy (170) student attendance days.

Teachers required to work one-hundred-eighty-five (185) days (175 Instructional and 10 days listed below).

- 4 Professional Development (8/13/18, 1/2/19, 2/15/19 & 3/15/19)
- 4 Holidays (9/3/18, 11/22/18, 12/25/18 & 1/1/19)
- 1 Opening (8/14/18) and 1 Closing Day (5/28/19)

Schedule make up dates missed due to emergency equal to greatest number of days missed system wide over the preceding five (5) years and days on which school shall be dismissed.

Schools shall be closed on the Tuesday after the first Monday in November in Presidential election years.

## **Section**

# **1**

## **General Terms of Employment**

### **Equal Opportunity Employment**

The Dawson Springs Independent Board of Education is an Equal Opportunity Employer. The District does not discriminate on the basis of age, color, disability, race, national origin, religion, sex, or genetic information, as required by law.

Reasonable accommodation for individuals with disabilities will be made as required by law.

If considerations of sex, age or disability have a bona fide relationship to the unique requirements of a particular job or if there are federal or state legal requirements that apply, then sex, age or disability may be taken into account as a bona fide occupational qualification, provided such consideration is consistent with governing law.

If you have questions concerning District compliance with state and federal equal opportunity employment laws, contact the Superintendent at the Board of Education's Central Office.  
**03.113/03.212**

### **Harassment/Discrimination**

The Dawson Springs Independent Board of Education intends that employees have a safe and orderly work environment in which to do their jobs. Therefore, the Board does not condone and will not tolerate harassment of or discrimination against employees, students, or visitors to the school or District, or any act prohibited by Board policy that disrupts the work place or the educational process and/or keeps employees from doing their jobs.

Any employee who believes that he or she, or any other employee, student, or visitor to the school or District, is being or has been subjected to harassment or discrimination shall bring the matter to the attention of his/her Principal/immediate supervisor or the District's Title IX/Equity Coordinator as required by Board policy. The District will investigate any such concerns promptly and confidentially.

No employee will be subject to any form of reprisal or retaliation for having made a good-faith complaint under this policy. For complete information concerning the District’s position prohibiting harassment/discrimination, assistance in reporting and responding to alleged incidents, and examples of prohibited behaviors, employees should refer to the District’s policies and related procedures.

**03.162/03.262**

The following have been designated to handle inquiries regarding nondiscrimination under Title IX and Section 504 of the Rehabilitation Act of 1973:

<u>Laura James</u>	<u>118 E. Acadia, Dawson Springs, KY 42408</u>	<u>270-797-3811</u>
<i>Title IX Coordinator Name</i>	<i>Address</i>	<i>Telephone</i>
<u>Kristin Merrill</u>	<u>118 E. Acadia, Dawson Springs, KY 42408</u>	<u>270-797-3811</u>
<i>Section 504 Coordinator Name</i>	<i>Address</i>	<i>Telephone</i>

**01.1**

Employees wishing to initiate a complaint concerning discrimination in the delivery of benefits or services in the District’s school nutrition program should go to the link below or mail a written complaint to the U.S. Department of Agriculture, Director, Office of Adjudication, 1400 Independence Avenue, S.W., Washington D.C. 20250-9410, or email, [program.intake@usda.gov](mailto:program.intake@usda.gov).

[http://www.ascr.usda.gov/complaint\\_filing\\_cust.html](http://www.ascr.usda.gov/complaint_filing_cust.html)

**07.1**

## Hiring

Except for noncontracted substitute teachers, all certified personnel are required to sign a written contract with the District. All regular full-time and part-time classified employees also shall receive a contract.

A list of all District job openings is available at the Central Office.

For further information on hiring, refer to policies **03.11/03.21**.

## Transfer of Tenure

All teachers who have attained continuing–contract status from another Kentucky district serve a one (1)-year probationary period before being considered for continuing-contract status in the District.

**03.115**

## Job Responsibilities

Every employee is assigned an immediate supervisor. All employees receive a copy of their job description and responsibilities for review. Immediate supervisors may assign other duties as needed. Employees should ask their supervisor if they have questions regarding their assigned duties and/or responsibilities. **03.132/03.232**

All employees are expected to use sound judgment in the performance of their duties and take reasonable and commonly accepted measures to protect the health, safety, and well-being of others, as well as District property. In addition, employees shall cooperate fully with all investigations conducted by the District as authorized by policy or law. **03.133/03.233**

**Certified Employees:** All teachers in the District shall review records of assigned students to determine whether an IEP or 504 plan is in place.

## **Criminal Background Check and Testing**

Applicants, employees, and student teachers must undergo records checks and testing as required by law.

New hires and student teachers assigned within the District must have both a state and a federal criminal history background check. and a letter from the Cabinet for Health and Family Services documenting the individual does not have a substantiated finding of child abuse or neglect.

An employee shall report to the Superintendent if the employee has been found by the Cabinet for Health and Family Services to have abused or neglected a child, and if the employee has waived the right to appeal such a substantiated finding or the finding has been upheld upon appeal. **03.11/03.21**

Link to DPP-156 Central Registry Check and more information on the required Cabinet Letter:

<http://manuals.sp.chfs.ky.gov/chapter30/33/Pages/3013RequestfromthePublicforCANChecksandCentralRegistryChecks.aspx>

## **Confidentiality**

In certain circumstances employees will receive confidential information regarding students' or employees' medical, educational or court records. Employees are required to keep student and personnel information in the strictest confidence and are legally prohibited from passing confidential information along to any unauthorized individual. Employees with whom juvenile court information is shared as permitted by law shall be asked to sign a statement indicating they understand the information is to be held in strictest confidence.

### *Access to be Limited*

Employees may only access student record information in which they have a legitimate educational interest. **03.111/03.211/09.14/09.213/09.43**

Both federal law and Board policy prohibit employees from making unauthorized disclosure, use or dissemination of personal information regarding minors over the Internet. **08.2323**

## **Information Security Breach**

Information security breaches shall be handled in accordance with KRS 61.931, KRS 61.932, and KRS 61.933 including, but not limited to, investigations and notifications.

Within seventy-two (72) hours of the discovery or notification of a security breach, the District shall notify the Commissioner of the Kentucky State Police, the Auditor of Public Accounts, the Attorney General, and the Education Commissioner. **01.61**

## Salaries and Payroll Distribution

Direct Deposits are issued according to a schedule approved annually by the Board. At the end of the school year, employees who have completed their duties may request to be paid their remaining salary before the end of the fiscal year (June 30). **03.121/03.221**

**Certified Personnel:** Salaries for certified personnel are based on a single-salary schedule reflecting the school term as approved by the Board in keeping with statutory requirements. Compensation for additional days of employment is prorated on the employee's base pay.

Determination of and changes to certified employees' rank and experience are determined in compliance with Policy **03.121**. No later than forty-five (45) days before the first student attendance day of each year or June 15<sup>th</sup>, whichever comes first, the Superintendent will notify certified personnel of the best estimate of their salary for the coming year.

**Classified Personnel:** Classified personnel may be paid on an hourly or salary basis, as determined by the Board. **03.221**

**Pay Dates:** July 20, August 18, September 20, October 20, November 20, December 20, January 19, February 20, March 20, April 20, May 18, June 20

## Hours of Duty

**Certified Employees:** Certified employees are not allowed to leave their job assignment during duty hours without the express permission of their immediate supervisor. **03.1332**

Certified employees may be required to perform additional duties as directed by school policy or assigned by their immediate supervisor.

Employees are expected to be present during the student instructional days and professional development days to fulfill their contract. This would be from 7:30 a.m. to 3:20 p.m. for certified staff and classified staff are expected as scheduled by their supervisor.

## Supervision Responsibilities

While at school or during school-related or school-sponsored activities, students must be under the supervision of a qualified adult at all times. All District employees are required to assist in providing appropriate supervision and correction of students. **09.221**

Employees are expected to take reasonable and prudent action in situations involving student welfare and safety, including following District policy requirements for intervening and reporting to the Principal or to their immediate supervisor those situations that threaten, harass, or endanger the safety of students, other staff members, or visitors to the school or District. Such instances shall include, but are not limited to, bullying or hazing of students and harassment/discrimination of staff, students or visitors by any party.

The Student Discipline Code shall specify to whom reports of alleged instances of bullying or hazing shall be made. **03.162/03.262/09.422/09.42811**

## **Bullying**

"Bullying" is defined as any unwanted verbal, physical, or social behavior among students that involves a real or perceived power imbalance and is repeated or has the potential to be repeated:

1. That occurs on school premises, on school-sponsored transportation, or at a school-sponsored event; or
2. That disrupts the education process. **09.422**

## Section

# 2

## Benefits and Leave

### Insurance

The Board provides unemployment insurance, workers' compensation and liability insurance for all employees. In addition, the state of Kentucky provides group health and life insurance to employees who are eligible as determined by Kentucky Administrative Regulation. **03.124/03.224**

Optional insurance coverage available to employees includes:

American Fidelity

Family Heritage

Grange Life

### Salary Deductions

Dawson Springs Independent School District makes all payroll deductions required by law. Employees may choose from the following optional payroll deductions:

- **Certified Employees:** KTRS
- **Classified Employees:** CERS
- Health/life insurance program;
- Tax Sheltered Annuity program including 403, 401K, and 457 Plans;
- Cancer Insurance Plans;
- Dental/Vision Insurance;
- Fitness Formula;
- School Counts;
- Credit Union;
- State approved deferred compensation plan;
- Prepaid Legal;
- Air Evac;
- State-designated Flexible Spending Account (FSA) and Health Reimbursement Account (HRA) plans;

- Membership dues in professional/job-related organizations, when thirty percent (30%) of eligible members request deductions.
- A minimum of ten (10) employees must enroll in a program for the Board to consider new payroll deductions.

Deductions for membership dues of an employee organization, association, or union shall only be made upon the express written consent of the employee. This consent may be revoked by the employee at any time by written notice to the employer. **03.1211/03.2211**

## **Expense Reimbursement**

Provided the Superintendent/designee has given prior approval to incur necessary and appropriate expenses school personnel are reimbursed for travel that is required as part of their duties or for school-related activities approved by the Superintendent/designee. Allowable expenses include mileage, gasoline used for Board vehicles, tolls and parking fees, car rental, fares charged for travel on common carriers (plane, bus, etc.), food (as authorized by policy and/or procedure), and lodging. Itemized receipts must accompany requests for reimbursement.

Employees must submit travel vouchers within one (1) week of travel and will not be reimbursed without proper documentation. Should employees receive reimbursement based on incomplete or improper documentation, they may be required to reimburse the District. **03.125/03.225**

## **Holidays**

All certified employees and classified employees are paid for four (4) annual holidays as indicated in the school calendar. **03.122/03.222**

- Employees with a 181 – 211 day contract receive 4 holidays
- Employees with a 212 – 239 day contract receive 5 holidays
- Employees with a 240 and above contract receive 6 holidays

## **Contracted Days**

**Certified Employees:** Use of noncontracted days must be approved in advance by the Superintendent or the Superintendent's designee. Noncontracted days shall not accumulate. **03.122**



## Vacations

**Classified Employees:** Full-time twelve-month employees shall be entitled to one week of vacation annually after being employed in the District for one (1) year. Employees who have worked for the District on a full-time, twelve-month basis for at least two (2) years shall be granted two weeks vacation annually. **03.222**

## Leave Policies

In order to provide the highest level of service, employees are expected to be at work and on time every day. However, when circumstances dictate, the Board provides various types of leave under which absences may be authorized. Employees who must be absent should inform their immediate supervisor as soon as possible.

Listed below is general information regarding several types of leave available to employees. Please note that in many cases a written request, submitted for approval before leave begins, is required.

Employees on extended leave, including those on professional leave serving in charter schools, who plan to return the next school year must notify the Superintendent/designee in writing of their intention to return to work by April 1.

Authorization of leave and time taken off from one's job shall be in accordance with a specific leave policy. Absence from work that is not based on appropriate leave for which the employee is qualified may lead to disciplinary consequences, up to and including termination of employment.

Employees shall not experience loss of income or benefits, including sick leave, when they are assaulted while performing assigned duties and the resulting injuries qualify them for workers' compensation benefits. **03.123/03.223**

For complete information regarding leaves of absence, refer to the District's *Policy Manual*.

## Personal Leave

Full-time employees are entitled to three (3) days of paid personal leave each school year. Part-time employees or employees who work for less than a full year are entitled to a prorata part of the authorized personal leave days. Your supervisor must approve the leave date, but no reasons will be required for the leave. Unused personal days roll over into sick days for the next school year (they are not lost).

Employees shall not take a personal leave on a Professional Development or Planning day on the last work day before a vacation or Holiday or the first work day following a vacation or Holiday. Employees may use a sick leave day for such events, but the training must be made up on nonwork hours. **03.1231/03.2231**

## **Sick Leave**

Full-time employees are entitled to ten (10) days of paid sick leave each school year. A sick leave day is equal to the employee's regular work day. Part-time employees or employees who work for less than a full year are entitled to a prorata part of the authorized sick leave days. Sick leave days not taken during the school year they were granted accumulate without limit for all employees. **03.1232/03.2232**

See the “Retirement” section for information about reimbursement for unused sick leave at retirement.\*Unused sick days may be very beneficial in your retirement calculation.

## **Sick Leave Donation Program**

Employees who have accumulated more than fifteen (15) days of sick leave may request to donate sick leave days to another employee authorized to receive the donation. Employees may not disrupt the workplace while asking for donations.

Applications to donate sick leave should be returned Human Resources.

Any sick leave that is not used will be returned on a prorated basis to the employees who donated days. **03.1232/03.2232**

## **Family and Medical Leave**

Employees are eligible for up to twelve (12) workweeks of family and medical leave each school year, if they have been employed by the District for twelve (12) months, have worked at least 1,250 hours during the twelve (12) months preceding the start of the leave, and otherwise qualify for family and medical leave for one of the reasons below:

1. For the birth and care of an employee’s newborn child or for placement of a child with the employee for adoption or foster care;
2. To care for the employee’s spouse, child or parent who has a serious health condition, as defined by federal law;
3. For an employee’s own serious health condition, as defined by federal law, that makes the employee unable to perform her/his job.
4. To address a qualifying exigency (need) defined by federal regulation arising out of the covered active duty or call to active duty involving deployment to a foreign country of the employee’s spouse, son, daughter, or parent who serves in a reserve component or as an active or retired member of the Regular Armed Forces or Reserve in support of a contingency operation; and

## BENEFITS AND LEAVE

5. To care for a covered service member (spouse, son, daughter, parent or next of kin) who has incurred or aggravated a serious injury or illness in the line of duty while on active duty in the Armed Forces that has rendered or may render the family member medically unfit to perform his/her duties or to care for a covered veteran with a serious injury or illness as defined by federal regulations.

When family and medical military caregiver leave is taken based on a serious illness or injury of a covered service member, an eligible employee may take up to twenty-six (26) workweeks of leave during a single twelve-month period.

Paid leave used under this policy will be subtracted from the twelve (12) workweeks to which the employee is entitled. Employees should contact their immediate supervisor as soon as they know they will need to use Family and Medical Leave. **03.12322/03.22322**

Following is a summary of the major provisions of the Family and Medical Leave Act (FMLA) provided by the United States Department of Labor.

## FML Basic Leave Entitlement

FMLA requires covered employers to provide up to 12 weeks of unpaid, job-protected leave to eligible employees for the following reasons:

- For incapacity due to pregnancy, prenatal medical care or child birth;
- To care for the employee's child after birth, or placement for adoption or foster care;
- To care for the employee's spouse, son, daughter or parent, who has a serious health condition; or
- For a serious health condition that makes the employee unable to perform the employee's job.

**Military Family Leave Entitlements** - Eligible employees whose spouse, son, daughter or parent is on covered active duty or call to covered active duty status may use their 12-week leave entitlement to address certain qualifying exigencies. Qualifying exigencies may include attending certain military events, arranging for alternative childcare, addressing certain financial and legal arrangements, attending certain counseling sessions, and attending post-deployment reintegration briefings.

FMLA also includes a special leave entitlement that permits eligible employees to take up to 26 weeks of leave to care for a covered servicemember during a single 12-month period. A covered servicemember is: (1) a current member of the Armed Forces, including a member of the National Guard or Reserves, who is undergoing medical treatment, recuperation or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list, for a serious injury or illness\*; or (2) a veteran who was discharged or released under conditions other than dishonorable at any time during the five-year period prior to the first date the eligible employee takes FMLA leave to care for the covered veteran, and who is undergoing medical treatment, recuperation, or therapy for a serious injury or illness.\*

\*The FMLA definitions of "serious injury or illness" for current servicemembers and veterans are distinct from the FMLA definition of "serious health condition".

**Benefits and Protections** - During FMLA leave, the employer must maintain the employee's health coverage under any "group health plan" on the same terms as if the employee had continued to work. Upon return from FMLA leave, most employees must be restored to their original or equivalent positions with equivalent pay, benefits, and other employment terms.

Use of FMLA leave cannot result in the loss of any employment benefit that accrued prior to the start of an employee's leave.

**Eligibility Requirements** - Employees are eligible if they have worked for a covered employer for at least 12 months, have 1,250 hours of service in the previous 12 months\*, and if at least 50 employees are employed by the employer within 75 miles.

\*Special hours of service eligibility requirements apply to airline flight crew employees.

**Definition of Serious Health Condition** - A serious health condition is an illness, injury, impairment, or physical or mental condition that involves either an overnight stay in a medical care facility, or continuing treatment by a health care provider for a condition that either prevents the employee from performing the functions of the employee's job, or prevents the qualified family member from participating in school or other daily activities.

Subject to certain conditions, the continuing treatment requirement may be met by a period of incapacity of more than 3 consecutive calendar days combined with at least two visits to a health care provider or one visit and a regimen of continuing treatment, or incapacity due to pregnancy, or incapacity due to a chronic condition. Other conditions may meet the definition of continuing treatment.

**Use of Leave** - An employee does not need to use this leave entitlement in one block. Leave can be taken intermittently or on a reduced leave schedule when medically necessary. Employees must make reasonable efforts to schedule leave for planned medical treatment so as not to unduly disrupt the employer's operations. Leave due to qualifying exigencies may also be taken on an intermittent basis.

**Substitution of Paid Leave for Unpaid Leave** - Employees may choose or employers may require use of accrued paid leave while taking FMLA leave. In order to use paid leave for FMLA leave, employees must comply with the employer's normal paid leave policies.

**Employee Responsibilities** - Employees must provide 30 days advance notice of the need to take FMLA leave when the need is foreseeable. When 30 days notice is not possible, the employee must provide notice as soon as practicable and generally must comply with an employer's normal call-in procedures.

Employees must provide sufficient information for the employer to determine if the leave may qualify for FMLA protection and the anticipated timing and duration of the leave. Sufficient information may include that the employee is unable to perform job functions, the family member is unable to perform daily activities, the need for hospitalization or continuing treatment by a health care provider, or circumstances supporting the need for military family leave.

Employees also must inform the employer if the requested leave is for a reason for which FMLA leave was previously taken or certified.

Employees also may be required to provide a certification and periodic recertification supporting the need for leave.

**Employer Responsibilities** - Covered employers must inform employees requesting leave whether they are eligible under FMLA. If they are, the notice must specify any additional information required as well as the employees' rights and responsibilities. If they are not eligible, the employer must provide a reason for the ineligibility.

Covered employers must inform employees if leave will be designated as FMLA-protected and the amount of leave counted against the employee's leave entitlement. If the employer determines that the leave is not FMLA-protected, the employer must notify the employee.

**Unlawful Acts by Employers** - FMLA makes it unlawful for any employer to: interfere with, restrain, or deny the exercise of any right provided or to discharge or discriminate against any person for opposing any practice made unlawful by FMLA or for involvement in any proceeding under or relating to FMLA.

**Enforcement** - An employee may file a complaint with the U.S. Department of Labor or may bring a private lawsuit against an employer. FMLA does not affect any Federal or State law prohibiting discrimination, or supersede any State or local law or collective bargaining agreement which provides greater family or medical leave rights.

## **Maternity Leave**

Employees may use up to thirty (30) days of sick leave immediately following the birth or adoption of a child.

The parent of a newborn or an employee who adopts a child may also request an unpaid leave of absence not to exceed the remainder of the school year in which the birth or placement occurred. Thereafter, leave may be extended in increments of no more than one (1) year.

Employees eligible for family and medical leave are entitled to up to twelve (12) workweeks of unpaid leave to care for the employee's child after birth or placement of a child with the employee for adoption or foster care. Leave to care for an employee's healthy newborn baby or minor child who is adopted or accepted for foster care must be taken within twelve (12) months of the birth or placement of the child. **03.1233/03.2233**

## **Extended Disability Leave**

Unpaid disability leave for the remainder of the school year is available to employees who need it. Thereafter, leave may be extended by the Board in increments of no more than one (1) year.

The Superintendent may require an employee to secure a medical practitioner's verification of a medical condition that will justify the need for disability leave. **03.1234/03.2234**

## **Educational Leave**

**Certified Employees:** The Board may grant unpaid leave for one (1) year for educational or professional purposes. An additional year may be recommended by the Superintendent and granted by the Board. Leave may be granted for full-time attendance at universities or other training or professional activities. Leave will not be granted for part-time educational activities.

The Board shall grant a two (2) year unpaid leave to employees under continuing service contracts who have been offered employment with a charter school.

A teacher with continuing status shall notify the District of the teacher's intent to work in a converted charter school.

A teacher working in a converted charter school shall notify the District of the teacher's intent to return to employment the next school year by April 15 of each year of the granted leave.

Written application for educational/professional leave must be made at least sixty (60) days before the leave is to begin. **03.1235**

**Classified Employees:** Upon recommendation by the Superintendent, the Board may grant short-term paid leaves to classified employees for training necessary to enhance skills required for their jobs or in anticipation of a different position within the school system. **03.2235**

## **Jury Leave**

Any employee who serves on a jury in local, state or federal court will be granted paid leave (minus any jury pay, excluding expense reimbursement) for the period of her/his jury service.

Employees shall reimburse the District in the amount of \$5.00 for each day of paid Jury Leave on scheduled work days.

Employees who will be absent from work to serve on a jury must notify their immediate supervisor in advance. **03.1237/03.2237**

## **Military/Disaster Services Leave**

Military leave is granted under the provisions and conditions specified in law. As soon as they are notified of an upcoming military-related absence, employees are responsible for notifying their immediate supervisor.

The Board may grant disaster services leave to requesting eligible employees. **03.1238/03.2238**

## Section

# 3

## Personnel Management

### Transfer

Employees who wish to request a voluntary transfer should contact their immediate supervisor for assistance.

Employees charged with a felony offense may be transferred to a second position with no change in pay until such time as they are found not guilty, the charges are dismissed, their employment is terminated, or the Superintendent determines that further personnel action is not required. **03.1311/03.2311**

### Employee Discipline

Termination and nonrenewal of contracts are the responsibility of the Superintendent. **03.17/03.27/03.2711**

Certified employees who resign or terminate their contracts must do so in compliance with KRS 161.780.

### Retirement

Employees who decide to retire should give the Superintendent/designee notice as far in advance as possible, but no later than two (2) weeks before retirement. Retirement benefits are solely a matter of contract between the employee and her/his retirement system (the Teacher's Retirement System or the County Employee's Retirement System).

The Board compensates employees only upon initial retirement for each unused sick day at the rate of thirty percent (30%) of the daily salary, based on the employee's last annual salary. **03.175/03.273**

### Evaluations

All employees are given an opportunity to review their evaluations and an opportunity to attach a written response to the evaluation. Any employee who believes that s/he was not fairly evaluated may appeal his/her evaluation in accordance with Policy. **03.18/03.28**

## **Training/In-Service**

The Board provides a high quality, personalized, and evidence-based program for professional development and staff trainings.

**Certified Personnel:** Unless an employee is granted leave, failure to complete and document required professional development during the academic year will result in a reduction in salary and may be reflected in the employee's evaluation. **03.19**

## **Personnel Records**

One (1) master personnel file is maintained in the Central Office for each employee. The Principal/supervisor may maintain a personnel folder for each person under his/her supervision. Employees may inspect their personnel files. **03.15/03.25**

## **Retention of Recordings**

Employees shall comply with the statutory requirement that school officials are to retain any digital, video, or audio recording as required by law. **01.61**



## Section

# 4

## Employee Conduct

### Absenteeism/Tardiness/Substitutes

Employees are expected to notify their immediate supervisor when they must be tardy or absent. Staff in positions requiring substitutes must contact their immediate supervisor or Ashley Marsili/Elementary Secretary no later than 10:00 pm the evening before and no earlier than 6:00 am on the morning of the event to request a substitute for the day.

It is important to understand that current employees who wish to apply for other positions that may become open in the district, that attendance is a major factor for consideration.

### Staff Meetings

Unless they are on leave, all staff members shall attend meetings called by the Superintendent, building Principals, Supervisors or their designees. Absence from staff meetings must have approval of the administrator who called the meeting. **03.1335**

### Political Activities

Employees shall not promote, organize, or engage in political activities while performing their duties or during the work day. Promoting or engaging in political activities shall include, but not be limited to, the following:

- Encouraging students to adopt or support a particular political position, party, or candidate; or
- Using school property or materials to advance the support of a particular political position, party, or candidate. **03.1324/03.2324**

In addition, KRS 161.164 prohibits employees from taking part in the management of any political campaign for school board.

## **Disrupting the Educational Process**

Any employee who participates in or encourages activities that disrupt the educational process may be subject to disciplinary action, including termination.

Behavior that disrupts the educational process includes, but is not limited to:

- conduct that threatens the health, safety or welfare of others;
  - conduct that may damage public or private property (including the property of students or staff);
  - illegal activity;
  - conduct that interferes with a student’s access to educational opportunities or programs, including ability to attend, participate in, and benefit from instructional and extracurricular activities; or
  - conduct that disrupts delivery of instructional services or interferes with the orderly administration of the school and school-related activities or District operations.
- 03.1325/03.2325**

## **Previewing Student Materials**

Except for current events programs and programs provided by Kentucky Educational Television, teachers shall review all materials presented for student use or viewing before use. This includes movies and other videos in any format. **08.234**

## **Controversial Issues**

Teachers who suspect that materials or a given issue may be inappropriate or controversial shall confer with the Principal prior to the classroom use of the materials or discussion of the issue. **08.1353**

## **Drug-Free/Alcohol-Free Schools**

Employees must not manufacture, distribute, dispense, be under the influence of, purchase, possess, use, or attempt to obtain, sell or transfer any of the following in the workplace or in the performance of duties:

1. Alcoholic beverages;
2. Controlled substances, prohibited drugs and substances, and drug paraphernalia; and or any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana or any other controlled substance as defined by federal regulation.

3. Substances that "look like" a controlled substance. In instances involving look-alike substances, there must be evidence of the employee's intent to pass off the item as a controlled substance.

In addition, employees shall not possess prescription drugs for the purpose of sale or distribution.

Employees who violate the terms of the District's drug-free/alcohol-free policy may be suspended, non-renewed or terminated. Violations may result in notification of appropriate legal officials.

Employees who know or believe that the District's alcohol-free/drug-free policies have been violated must promptly make a report to the local police department, sheriff, or Kentucky State Police. **09.423**

Any employee convicted of any criminal drug statute involving illegal use of alcohol, illicit drugs, prescription drugs, or over-the-counter drugs shall, within five (5) working days after receiving notice of a conviction, provide notification of the conviction to the Superintendent.

Teachers are subject to random or periodic drug testing following reprimand or discipline for misconduct involving illegal use of controlled substances. **03.13251/03.23251**

**DRUG/ALCOHOL TESTING PROGRAM: Pre-employment/Post Offer and Reasonable Suspicion Testing**

The Board has established drug and alcohol testing program for employees. A plan to implement the drug and alcohol testing program has been developed by District personnel in cooperation with the testing company approved by the Board and shall be provided to all schools and kept on file in the Central Office. **03.13251/03.23251**

**Weapons**

Except where expressly and specifically permitted by Kentucky Revised Statute, carrying, bringing, using or possessing any weapon or dangerous instrument in any school building, on school grounds, in any school vehicle, or at any school-sponsored activity is prohibited. Except for authorized law enforcement officials, including peace officers and police as provided in KRS 527.070 and KRS 527.020, the Board prohibits carrying concealed weapons on school property. Staff members who violate this policy are subject to disciplinary action, including termination.

Employees who know or believe that this policy has been violated must promptly make a report to the local police department, sheriff, or Kentucky State Police. **05.48**

## **Dress and Appearance**

Faculty and staff will dress and act professionally and be an example for students. People should be able to tell you from your students by your appearance and behavior. In order to provide a learning environment consistent with the purpose of educating children, all employees shall dress professionally, and in a manner commensurate with their professional responsibilities. (This shall adhere to the Student Dress Code as a minimum.) All custodians and maintenance personnel shall wear Board provided uniforms.

During the course of the school year, Principals may designate special days when some departure from the dress code may be allowed. Principals/designees shall announce these days. Principals shall enforce the dress codes in their schools. Employees whose appearance does not conform to these rules will be asked to change clothing to meet this code. **03.1326/03.2326**

## **Tobacco Products**

The use of any tobacco product is prohibited in any building owned or operated by the Board. Adult employees may smoke in their personal vehicle. The use of tobacco while on duty is also prohibited in the presence of students either on or off school grounds. **3.1327/03.2327**

Bus drivers shall not use tobacco products while on the bus. **06.221**

## **Use of School Property**

Employees are responsible for school equipment, supplies, books, furniture, and apparatus under their care and use. Employees shall immediately report to their immediate supervisor any property that is damaged, lost, stolen, or vandalized.

No employee shall perform personal services for themselves or for others for pay or profit during work time and/or using District property or facilities.

Employees may not use any District facility, vehicle, electronic communication system, equipment, or materials to perform outside work. These items (including security codes and electronic records such as e-mail) are District property.

District-owned telecommunication devices shall be used primarily for authorized District business purposes. However, occasional personal use of such equipment is permitted.

Employees may not use a code, access a file, or retrieve any stored communication unless they have been given authorization to do so. Employees cannot expect confidentiality or privacy of the information in their e-mail accounts. Authorized District personnel may monitor the use of electronic equipment from time to time.

Employees shall, prior to driving a Board-owned vehicle or transporting students, report any traffic citation received during the year to the Superintendent and upon request, provide the Superintendent with a copy of their driving records from the Kentucky Department of Transportation. **03.1321/03.2321**

## **Use of Personal Cell Phones/Telecommunication Devices**

Except in the event of an emergency, personal calls and personal text messages not directly related to instruction should not be made or received during scheduled instructional times. As a general rule, personal calls and text messages should be made/received during planning periods, lunch breaks, or before/after school.

Due to privacy concerns, and except for emergency situations, personally owned recording devices are not to be used to create video or audio recordings or to take pictures while on duty or working with students except with prior permission from the Principal/designee or immediate supervisor. Such devices include, but are not limited to, personal cell phones and tablets.

For exceptions, see Board Policies **03.13214/03.23214**.

## **Health, Safety and Security**

It is the intent of the Board to provide a safe and healthful working environment for all employees. Employees should report any security hazard or conditions they believe to be unsafe to their immediate supervisor.

In addition, employees are required to notify their supervisor immediately after sustaining a work-related injury or accident. A report should be made within 24 hours of the occurrence and prior to leaving the work premises, UNLESS the injury is a medical emergency, in which case the report can be filed following receipt of emergency medical care.

For information on the District's plans for Hazard Communication, Bloodborne Pathogen Control, Lockout/Tagout, Personal Protective Equipment (PPE), and Asbestos Management, contact your immediate supervisor or see the District's *Policy Manual* and related procedures.

Employees should use their school/worksite two-way communication system to notify the Principal, supervisor or other administrator of an existing emergency. **03.14/03.24/05.4**

## **Assaults and Threats of Violence**

Employees should immediately report any threats they receive (oral, written or electronic) to their immediate supervisor.

Under provisions of state law (KRS 158.150) and regulation (702 KAR 5:080), school personnel may remove threatening or violent students from a classroom or from the District's transportation system pending further disciplinary action. However, before the need arises, employees should familiarize themselves with policy and procedures that are required. **09.425**

## **Child Abuse**

Any school personnel who knows or has reasonable cause to believe that a child under eighteen (18) is dependent, abused or neglected, or a victim of human trafficking shall immediately make a report to a local law enforcement agency, the Cabinet for Health and Family Services or its designated representative, the Commonwealth's Attorney or the County Attorney. **09.227**

## **Use of Physical Restraint and Seclusion**

Use of physical restraint and seclusion shall be in accordance with Board policy and procedure. **09.2212**

## **Civility**

Employees should be polite and helpful while interacting with parents, visitors and members of the public. Individuals who come onto District property or contact employees on school business are expected to behave accordingly. Employees who fail to observe appropriate standards of behavior are subject to disciplinary measures, including dismissal.

In cases involving physical attack of an employee or immediate threat of harm, employees should take immediate action to protect themselves and others. In the absence of an immediate threat, employees should attempt to calmly and politely inform the individual of the provisions of Policy **10.21** or provide him/her with a copy. If the individual continues to be discourteous, the employee may respond as needed, including, but not limited to: hanging up on the caller; ending a meeting; asking the individual to leave the school; calling the site administrator/designee for assistance; and/or calling the police.

As soon as possible after any such incident, employees should submit a written incident report to their immediate supervisor. **10.21**

## **Grievances/Communications**

The Superintendent/designee has developed specific procedures to assist employees in making a complaint. For full information refer to Policy **03.16/03.26** and related procedures.

Grievances are individual in nature and must be brought by the individual employee. The Board shall not hear grievances or complaints concerning simple disagreement or dissatisfaction with a personnel action. **03.16/03.26**

## **Gifts**

No employee shall accept, for personal use, any gifts valued at over \$25 from current or potential suppliers or vendors. **03.1322/03.2322**

## **Outside Employment or Activities**

Employees may not perform any duties related to an outside job during their regular working hours. **03.1331/03.2331**

## **Other District Information**

When inclement weather shall dictate the closing of school, employees will be notified through the District telephone notification system and local television and radio broadcasts.

Board meetings are scheduled by the Board of Education and generally are on the third Monday of each month, but there are exceptions to this schedule.

Emergency information provided by Alert Now Communications.

## **Required Reports**

Although you may be directed to make additional reports, the following reports are required by law and/or Board policy:

- Within seventy-two (72) hours of the discovery or notification of a security breach, the District shall notify the Commissioner of the Kentucky State Police, the Auditor of Public Accounts, the Attorney General, and the Education Commissioner. **01.61**
- An employee shall report to the Superintendent if the employee has been found by the Cabinet for Health and Family Services to have abused or neglected a child, and if the employee has waived the right to appeal such a substantiated finding or the finding has been upheld upon appeal. **03.11/03.21**
- Report to the immediate supervisor damaged, lost, stolen, or vandalized school property or if District property has been used for unauthorized purposes. **03.1321/03.2321**
- Notify the Principal as soon as possible when you use seclusion or physical restraint with a student, but no later than the end of the school day on which it occurs, and document in writing the incident by the end of the next school day. **09.2212**

- If you know or believe that the District's alcohol-free/drug-free policies have been violated, promptly make a report to the local police department, sheriff, or Kentucky State Police. This is required if you know or have reasonable cause to believe that conduct has occurred which constitutes the use, possession, or sale of controlled substances on the school premises or within one thousand (1,000) feet of school premises, on a school bus, or at a school sponsored or sanctioned event. **03.13251/03.23251/09.423**
- Report potential safety or security hazards to the Principal and notify your supervisor immediately after sustaining a work-related injury or accident. **03.14/03.24/05.4**
- Upon the request of a victim, school personnel shall report an act of domestic violence and abuse or dating violence and abuse to a law enforcement officer. School personnel shall discuss the report with the victim prior to contacting a law enforcement officer.  
School personnel shall report to a law enforcement officer when s/he has a belief that the death of a victim with whom s/he has had a professional interaction is related to domestic violence and abuse or dating violence and abuse. **03.13253/03.23253/09.425**
- Report to the Principal/immediate supervisor or the District's Title IX Coordinator if you, another employee, a student, or a visitor to the school or District is being or has been subjected to harassment or discrimination. **03.162/03.262/09.42811**
- If you suspect that financial fraud, impropriety or irregularity has occurred, immediately report those suspicions to Principal or the Superintendent. If the Superintendent is the alleged party, employees should address the complaint to the Board chairperson. **04.41**
- Report to the Principal any student who is missing during or after a fire/tornado/bomb threat drill or evacuation. **05.41 AP.1/05.42 AP.1/05.43 AP.1**
- When notified of a bomb threat, scan the area noting any items that appear to be out of place, and report same to Principal/designee. **05.43 AP.1**
- If you know or believe that the District's weapon policy has been violated, promptly make a report to the local police department, sheriff, or Kentucky State Police. This is required when you know or have reasonable cause to believe that conduct has occurred which constitutes the carrying, possession, or use of a deadly weapon on the school premises or within one thousand (1,000) feet of school premises, on a school bus, or at a school sponsored or sanctioned event. **05.48**
- District bus drivers taking medication either by prescription or without prescription shall report to their immediate supervisor and shall not drive if that medication may affect the driver's ability to safely drive a school bus or perform other driver responsibilities.**06.221**
- District employees who know or have reasonable cause to believe that a student has been the victim of a violation of any felony offense specified in KRS Chapter 508 (assault and related offenses) committed by another student while on school premises, on school-sponsored transportation, or at a school-sponsored event shall immediately cause an oral or written report to be made to the Principal of the school attended by the victim.

The Principal shall notify the parents, legal guardians, or other persons exercising custodial control or supervision of the student when the student is involved in such an incident.



Within forty-eight (48) hours of the original report of the incident, the Principal also shall file with the Board and the local law enforcement agency or the Department of Kentucky State Police or the County Attorney a written report containing the statutorily required information. **09.2211**

- If you know or have reasonable cause to believe that a child under eighteen (18) is dependent, abused or neglected, or a victim of human trafficking, you shall **immediately** make a report to a local law enforcement agency or Kentucky State Police, the Cabinet for Health and Family Services or its designated representative, the Commonwealth's Attorney or the County Attorney. (See **Child Abuse** section.) **09.227**
- District employees shall report to the Principal or to their immediate supervisor those situations that threaten, harass, or endanger the safety of students, other staff members, or visitors to the school or District. Such instances shall include, but are not limited to, bullying or hazing of students and harassment/discrimination of staff, students or visitors by any party. In serious instances of peer-to-peer bullying/hazing/harassment, employees must report to the alleged victim's Principal, as directed by Board Policy **09.42811**.

In certain cases, employees must do the following:

1. Report bullying and hazing to appropriate law enforcement authorities as required by policy **09.2211**; and
  2. Investigate and complete documentation as required by Policy **09.42811** covering federally protected areas. **09.422**
- Report to the Principal any threats you receive (oral, written or electronic). **09.425**

## Code of Ethics for Certified School Personnel

SOURCE: 16 KAR 1:020

### Section 1. Certified personnel in the Commonwealth:

- (1) Shall strive toward excellence, recognize the importance of the pursuit of truth, nurture democratic citizenship, and safeguard the freedom to learn and to teach;
- (2) Shall believe in the worth and dignity of each human being and in educational opportunities for all;
- (3) Shall strive to uphold the responsibilities of the education profession, including the following obligations to students, to parents, and to the education profession:
  - (a) To students:
    1. Shall provide students with professional education services in a nondiscriminatory manner and in consonance with accepted best practice known to the educator;
    2. Shall respect the constitutional rights of all students;
    3. Shall take reasonable measures to protect the health, safety, and emotional well-being of students;
    4. Shall not use professional relationships or authority with students for personal advantage;
    5. Shall keep in confidence information about students which has been obtained in the course of professional service, unless disclosure serves professional purposes or is required by law;
    6. Shall not knowingly make false or malicious statements about students or colleagues;
    7. Shall refrain from subjecting students to embarrassment or disparagement; and
    8. Shall not engage in any sexually related behavior with a student with or without consent, but shall maintain a professional approach with students. Sexually related behavior shall include such behaviors as sexual jokes; sexual remarks; sexual kidding or teasing; sexual innuendo; pressure for dates or sexual favors; inappropriate physical touching, kissing, or grabbing; rape; threats of physical harm; and sexual assault.
  - (b) To parents:
    1. Shall make reasonable effort to communicate to parents information which should be revealed in the interest of the student;
    2. Shall endeavor to understand community cultures and diverse home environments of students;
    3. Shall not knowingly distort or misrepresent facts concerning educational issues;
    4. Shall distinguish between personal views and the views of the employing educational agency;
    5. Shall not interfere in the exercise of political and citizenship rights and responsibilities of others;
    6. Shall not use institutional privileges for private gain, for the promotion of political candidates, or for partisan political activities; and

7. Shall not accept gratuities, gifts, or favors that might impair or appear to impair professional judgment, and shall not offer any of these to obtain special advantage.

(c) To the education profession:

1. Shall exemplify behaviors which maintain the dignity and integrity of the profession;
2. Shall accord just and equitable treatment to all members of the profession in the exercise of their professional rights and responsibilities;
3. Shall keep in confidence information acquired about colleagues in the course of employment, unless disclosure serves professional purposes or is required by law;
4. Shall not use coercive means or give special treatment in order to influence professional decisions;
5. Shall apply for, accept, offer, or assign a position or responsibility only on the basis of professional preparation and legal qualifications; and
6. Shall not knowingly falsify or misrepresent records of facts relating to the educator's own qualifications or those of other professionals.

Section 2. Violation of this administrative regulation may result in cause to initiate proceedings for revocation or suspension of Kentucky certification as provided in KRS 161.120 and 704 KAR 20:585.

# Acknowledgement Form

2018-2019 School Year

I, \_\_\_\_\_, have received a copy  
*Employee Name*

of the Employee Handbook issued by the District, and understand and agree that I am to review this handbook in detail and to consult District and school policies and procedures with my Principal/supervisor if I have any questions concerning its contents.

I understand and agree:

1. that this handbook is intended as a general guide to District personnel policies and that it is not intended to create any sort of contract between the District and any one or all of its employees;
2. that the District may modify any or all of these policies, in whole or in part, at any time, with or without prior notice; and
3. that in the event the District modifies any of the policies contained in this handbook, the changes will become binding on me immediately upon issuance of the new policy by the District.

*I understand that as an employee of the District I am required to review and follow the policies set forth in this Employee Handbook and I agree to do so.*

\_\_\_\_\_  
*Employee Name (please print)*

\_\_\_\_\_  
*Signature of Employee*

\_\_\_\_\_  
*Date*

Return this signed form to the Central Office.