

ST. CLAIR COUNTY SCHOOLS
410 Roy Drive • Ashville • AL • 35953

Dear Colleagues,

This handbook is a compilation of pertinent information for employees of the St. Clair County Board of Education. The policies and procedures represented in this handbook and the complete Board Policy Manual found on-line are products of collaborative efforts.

It is our desire that you be informed about the rules, regulations and procedures that govern our daily operations. This handbook is designed to assist you in carrying out your assigned duties in the most effective manner possible. Employees are encouraged to review Section 6 of the St. Clair County Policy Manual for all the policies related to employment. This handbook primarily covers procedures while most of the policies are covered in the Policy Manual.

Sincerely,

Jenny Seals
Superintendent

DISTRICT SLOGAN

- Preparing Tomorrow's Leaders Today

VISION

- The vision of the St. Clair County School System is to be recognized as one of Alabama's premiere systems by providing a rigorous and relevant curriculum which will enable all students to graduate from high school and be successful in the 21st century

BELIEFS

- Given a safe and supportive environment all students can learn
- Effective teachers are the key to student achievement
- Support from stakeholders provides enhanced opportunities and impacts student success
- Creating a culture that embraces change and promotes continuous improvement will result in success for all

CONTINUOUS IMPROVEMENT GOALS

- All teachers will develop and deliver effective, strategic instruction daily
- All classrooms will be "student-centered" learning environments
- All schools will promote meaningful parent and community involvement in academics

CODE OF ETHICS

A professional educator constantly strives to uphold the honor and integrity of the profession in all actions and relations with pupils, colleagues, and the community. The professional educator should recognize the worth and dignity of each individual. He/she should recognize the supreme importance of the pursuit of truth, devotion to excellence, and the nurturing of democratic citizenship.

The professional educator should obey local, state, and national laws; should hold himself/herself to high ethical and moral standard; and should give loyalty to his/her country and to the causes of democracy and liberty. He/she should carry out in good faith all policies duly adopted by the Board and should render professional service to the best of his/her abilities.

The professional educator should not permit private gain or personal economic interest to affect the discharge of professional responsibilities. He/she should recognize the magnitude of the responsibility he/she has accepted in choosing a career in education.

The professional educator should be responsible to his/her supervisors, the Board, and the public whom he/she serves.

Alabama Educator Code of Ethics

Introduction

The primary goal of every educator in the state of Alabama must, at all times, be to provide an environment in which all students can learn. In order to accomplish that goal, educators must value the worth and dignity of every person, must have a devotion to excellence in all matters, must actively support the pursuit of knowledge, and must fully participate in the nurturance of a democratic citizenry. To do so requires an adherence to a high ethical standard.

The Alabama Educator Code of Ethics defines the professional behavior of educators in Alabama and serves as a guide to ethical conduct. The code protects the health, safety and general welfare of students and educators; outlines objective standards of conduct for professional educators; and clearly defines actions of an unethical nature for which disciplinary sanctions are justified.

Code of Ethics Standards

Standard 1: Professional Conduct

An educator should demonstrate conduct that follows generally recognized professional standards.

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

- Encouraging and supporting colleagues in the development and maintenance of high standards.
- Respecting fellow educators and participating in the development of a professional and supportive teaching environment.
- Engaging in a variety of individual and collaborative learning experiences essential to developing professionally in order to promote student learning.

Unethical conduct is any conduct that impairs the certificate holder's ability to function in his or her employment position or a pattern of behavior that is detrimental to the health, welfare, discipline, or morals of students. Unethical conduct includes, but is not limited to, the following:

- Harassment of colleagues or students.
- Misuse or mismanagement of tests or test materials.
- Inappropriate language or behavior on school grounds.
- Physical altercations.
- Failure to provide appropriate supervision of students.

Standard 2: Trustworthiness

An educator should exemplify honesty and integrity in the course of professional practice.

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

- Properly representing facts concerning an educational matter in direct or indirect public expression.
- Advocating for fair and equitable opportunities for all children.
- Embodying for students the characteristics of intellectual honesty, diplomacy, tact, and fairness.

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

- Falsifying, misrepresenting, omitting, or erroneously reporting professional qualifications, criminal record, or employment history when applying for employment or certification.
- Falsifying, misrepresenting, omitting, or erroneously reporting information submitted to federal, state and/or other governmental agencies.
- Falsifying, misrepresenting, omitting, or erroneously reporting information regarding the evaluation of students and/or personnel.
- Falsifying, misrepresenting, omitting, or erroneously reporting reasons for absences or leaves.
- Falsifying, misrepresenting, omitting, or erroneously reporting information submitted in the course of an official inquiry or investigation.

Standard 3: Unlawful Acts

An educator should abide by federal, state and local laws and statutes.

Unethical conduct includes, but is not limited to, the commission or conviction of a felony or of any crime involving moral turpitude. 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 a situation where first offender treatment without adjudication of guilty pursuant to the charge was granted.

Standard 4: Teacher/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:

- Fulfilling the roles of trusted confidante, mentor, and advocate for students' growth.
- Nurturing the intellectual, physical, emotional, social, and civic potential of all students.
- Providing an environment that does not needlessly expose students to unnecessary embarrassment or disparagement.
- Creating, supporting, and maintaining a challenging learning environment for all students.

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

- Committing any act of child abuse, including physical or verbal abuse.
- Committing any act of cruelty to children or any act of child endangerment.
- Committing or soliciting any unlawful sexual act
- Engaging in harassing behavior on the basis of race, gender, national origin, sexual orientation, religion, or disability.
- Soliciting, encouraging, or consummating an inappropriate written, verbal, or physical relationship with a student.
- Furnishing tobacco, alcohol, or illegal/unauthorized drugs to any student or allowing a student to consume alcohol or illegal/unauthorized drugs.

Standard 5: Alcohol, Drug and Tobacco Use or Possession

An educator should refrain from the use of alcohol and/or tobacco during the course of professional practice and should never use illegal or unauthorized drugs.

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

- Factually representing the dangers of alcohol, tobacco and illegal drug use and abuse to students during the course of professional practice.

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

- Being under the influence of, possessing, using, or consuming illegal or unauthorized drugs.
- Being on school premises or at a school-related activity involving students while documented as being under the influence of, possessing, or consuming alcoholic beverages or using tobacco. A school-related activity includes, but is not limited to, any activity that is sponsored by a school or a school system or any activity designed to enhance the school curriculum such as club trips, etc., where students are involved.

Standard 6: Public Funds and Property

An educator entrusted with public funds and property should honor that trust with a high level of honesty, accuracy, and responsibility.

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

- Maximizing the positive effect of school funds through judicious use of said funds.
- Modeling for students and colleagues the responsible use of public property.

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

- Misusing public or school-related funds.
- Failing to account for funds collected from students or parents.
- Submitting fraudulent requests for reimbursement of expenses or for pay.
- Co-mingling public or school-related funds with personal funds or checking accounts.
- Using school property without the approval of the local board of education/governing body.

Standard 7: Remunerative Conduct

An educator should maintain integrity with students, colleagues, parents, patrons, or businesses when accepting gifts, gratuities, favors, and additional compensation.

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

- Insuring that institutional privileges are not used for personal gain.
- Insuring that school policies or procedures are not impacted by gifts or gratuities from any person or organization.

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

- Soliciting students or parents of students to purchase equipment, supplies, or services from the educator or to participate in activities that financially benefit the educator or his/her family members unless approved by the local governing body.
- Accepting gifts from vendors or potential vendors for personal use or gain where there appears to be a conflict of interest.
- Tutoring students assigned to the educator for remuneration unless approved by the local board of education.

Standard 8: Maintenance of Confidentiality

An educator should comply with state and federal laws and local school board policies relating to confidentiality of student and personnel records, standardized test material, and other information covered by confidentiality agreements.

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

- Keeping in confidence information about students that has been obtained in the course of professional services unless disclosure serves professional purposes or is required by law.
- Maintaining diligently the security of standardized test content, supplies and resources.

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

- Sharing confidential information concerning student academic and disciplinary records, health and medical information, family status/income, and assessment/testing content or results unless disclosure is required or permitted by law.
- Violating confidentiality agreements related to standardized testing including copying or teaching identified test items, publishing or distributing test items or answers, discussing test items, and violating local school system or state directions for the use of tests or test items.
- Violating other confidentiality agreements required by state or local policy.

Standard 9: Abandonment of Contract

An educator should fulfill all of the terms and obligations detailed in the contract with the local board of education or educational agency for the duration of the contract.

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

- Abandoning the contract for professional services without prior release from the contract by the employer.
- Refusing to perform services required by the contract.

Reporting

Educators are required to report a breach of one or more of the Standards in the Alabama Educator Code of Ethics as soon as possible, but no later than sixty (60) days from the date the educator became aware of the alleged breach, unless the law or local procedures require reporting sooner. Educators should be aware of their local school board policies and procedures and/or chain of command for reporting unethical conduct. Complaints filed with the local or state school boards or with the State Department of Education Teacher Certification Section, must be filed in writing and must include the original signature of the complainant.

Alabama Administrative Code 290-3-2-.05

(1)-5-c Each Superintendent shall submit to the State Superintendent of Education within ten calendar days of the decision, the name and social security number of each employee holding an Alabama certificate or license who is terminated, or non-renewed, resigns, or is placed on administrative leave for cause, and shall indicate the reason for such action.

Disciplinary Action

Disciplinary action shall be defined as the issuance of a reprimand or warning, or the suspension, revocation, or denial of certificates. "Certificate" refers to any teaching, service, or leadership certificate issued by the authority of the Alabama State Department of Education.

Alabama Administrative Code 290-3-2-.05

- (1) Authority of the State Superintendent of Education

- (a) The Superintendent shall have the authority under existing legal standards to:
1. Revoke any certificate held by a person who has been proven guilty of immoral conduct or unbecoming or indecent behavior in Alabama or any other state or nation in accordance with Ala. Code §16-23-5-(1975).
 2. Refuse to issue a certificate to an applicant whose certificate has been subject to adverse action by another state until after the adverse action has been resolved by that state.
 3. Suspend or revoke an individual's certificate issued by the Superintendent when a certificate or license issued by another state is subject to adverse action.
 4. Refuse to issue, suspend, or recall a certificate for just cause.

Any of the following grounds shall also be considered cause for disciplinary action:

1. Unethical conduct as outlined in the Alabama Educator Code of Ethics, Standards 1-9.
2. Order from a court of competent jurisdiction.
3. Violation of any other laws or rules applicable to the profession.
4. Any other good and sufficient cause.

An individual whose certificate has been revoked, denied, or suspended may not be employed as an educator, paraprofessional, aide, or substitute teacher during the period of his or her revocation, suspension, or denial.

ALCOHOL OR CONTROLLED SUBSTANCES

The Board prohibits the use or possession of alcohol or other controlled substances by employees during the school day or at any time when there is contact with students. Use of tobacco is also prohibited. Appropriate disciplinary action will be initiated by the Board for violation of this policy. Please consult Board policy for further details.

BENEFITS



Insurance Benefits¹

1-877-517-0020 www.rsa-al.gov

Any changes in status or coverage will be made directly through PEEHIP

The Board provides a number of employee benefits. Many of these benefits are listed below:

Retirement

All regular employees of the school system are required to be members of the Teachers Retirement System of Alabama. The major portion of the contribution is provided by the State of Alabama through legislative appropriation. Any member of the Retirement System who had service for which he or she received credit in the Employees' Retirement System or in the Teachers' Retirement System prior to January 1, 2013 is considered a Tier 1 plan member. The employee contribution (7.5% of contract salary) is tax sheltered. This means that employees do not pay income tax on their 7.5 per cent contribution

until such time as it is received by the employee as retirement income. The retirement program provides for retirement at age 60 with 10 years or more of participation service or at any age with 25 years of service. A Tier 2 plan member is any member of the Retirement System who first began eligible employment with an Employees' Retirement System or a Teachers' Retirement System participating employer on or after January 1, 2013, and who had no eligible service in the Employees' Retirement System or the Teachers' Retirement System prior to January 1, 2013. The employee contribution is 6%. The retirement program provides for retirement at age 62 with at least 10 years of service credit. In addition to retirement benefits, the Retirement System provides life insurance in an amount equal to the annual salary paid to the employee during the last scholastic year (July 1-June 30) and \$15,000 life insurance for full time employees and \$7,500 for half-time employees. More information is provided under the section "Retirement" in this handbook.

Health Insurance

Medical insurance through a combination of State and employee contributions is available through the Public Education Employees Health Insurance Plan (PEEHIP) or Complete Health Care. Each employee may choose the particular plan desired. The choice must be made by August 31 of each academic year in order to complete processing. Online changes may be made up until September 10th. Each full-time employee receives a monthly allotment, which may be applied toward the cost of health care. Support employees working less than 4 hours per day and certified employees working less than full-time receive a prorated health insurance allotment. In cases where the spouse of an employee has other hospital insurance, the state allocation may be used to purchase additional optional insurance to cover hospital indemnity, dental, vision and cancer for single or family coverage. Optional insurance is available to those who are insured through the state plan at an additional cost. More detailed information about hospital/medical insurance is available from the www.rsa-al.gov

Personal Leave

The Board shall permit each employee who works twenty (20) hours weekly to be absent two days each year to attend to personal or business affairs. Employees hired by the Board to begin work during the first semester (July 1-Dec 31) shall be allowed two (2) days of personal leave. Employees hired by the Board to begin work during the second semester (Jan 1 – June 30) shall be allowed one (1) day of personal leave. Such leave days shall not be cumulative.

Maximum Years of Experience	Sick Leave Days Accumulated	Personal Leave Days Awarded
Less than 5	--	2
5 or more but less than 10	--	3
10 or more but less than 15	Less than 20	3
10 or more but less than 15	20 or more	4
15 or more but less than 20	Less than 30	4
15 or more but less than 20	30 or more	5
20 or more	--	5

New employees (first year) may use one half of their personal leave days in the first semester and one half in the second semester.

Teachers should attempt to plan personal leave so that the educational process will experience a minimum of disruption. No more than ten percent (10%) of a local school staff may take personal leave concurrently. Requests will be approved on a first submitted basis.

Personal leave days not used by the deadline, nor reimbursed to the employee at the end of the school year will be converted to sick leave. (Reimbursement will be made at the daily rate of pay as paid to a substitute working in the position of the employee.)

Reimbursement for un-used personal days must be requested in writing by the employee within the same deadline for the personal days to be used. **(Certificated only)**

PERSONAL LEAVE USE	
# Months Contract	Deadline
9	Last day of the school year
10-11-12	Last day of June pay period

Sick Leave

An employee of the St. Clair County Board of Education that works twenty (20) or more hours per week may earn sick leave at the rate of one (1) day per month. In no case shall sick leave be utilized until it has been earned except as may otherwise be provided by policies governing the Sick Leave Bank.

Sick leave is defined as the absence from regular duty by an employee because of one of the following:

- 1) Personal illness.
- 2) Bodily injury which incapacitates the employee.
- 3) Death in the immediate family of the employee (spouse, child, parent, sibling, nephew, niece, grandparent, grandchild, uncle, aunt, mother/ father-in-law, son/daughter-in-law, brother-in-law, sister-in-law)
- 4) Where unusually strong personal ties exist because an employee has been supported or educated by a person of some relationship other than those listed above the relationship will be recognized for leave purposes. In such cases, the employee concerned shall file with the Board a written statement of the circumstances which justify an exception to the general rule.
- 5) Attendance to an ill member of the immediate family of the employee or a person standing in loco parentis (spouse, child, parent, sibling)

If an employee is on sick leave for 6 or more consecutive work days the employee shall provide his/her immediate supervisor with a statement signed by his/her attending physician. The use of personal days as part of the 6 days does not negate this requirement. This statement shall be submitted with payroll as certification to the illness or injury.

If absences occur frequently, if the absences constitute a pattern, or if there is a reason to question whether an absence is in compliance with the stated reasons for sick leave, the superintendent or his/her designee may require that the employee provide verification of the reasons.

Sick Leave transfer from another system

Personnel employed by the St. Clair County Board of Education may transfer an unlimited number of days of sick leave from another Alabama school system upon proper verification of the number of days from the previous employing board.

Sick Leave Bank Policy

I. Purpose – The St. Clair County Board of Education Sick Leave Bank (SLB) is established to provide a loan of leave days for its participating members **after their accumulated and personal leave days have been exhausted**. It is the purpose of the SLB to allow any school employee who earns sick leave and who wishes to participate to also have access to the catastrophic sick leave provisions as established by law.

II. The Sick Leave Bank Committee

- ◆ **Composition** – The SLB Committee shall consist of five members. Four of these members shall be members of the SLB and are to be elected by the participating members of the SLB. The remaining member shall be appointed by the Chief Executive Officer.
- ◆ **Terms of Office** – Members of the SLB Committee will serve a term of one year. The terms of office shall begin on October 1 and expire on September 30.
- ◆ **Administration & Policies** – The SLB Committee is charged with the administration, operation, and the establishment of policies of the SLB. The Committee shall also take any other actions deemed necessary for the effective and efficient operation of the SLB consistent with these guidelines.
- ◆ **Guidelines** – The SLB Committee shall be responsible for writing the guidelines which shall govern the operations of the SLB and Catastrophic Leave policies.

A. Duties of the SLB Committee

- ◆ **Officers** – The SLB Committee will elect, primarily by secret vote, a chairperson from among its members at the beginning of each year. Other officers may be elected as the Committee shall determine.
- ◆ **Meetings** – Meetings of the SLB Committee shall be scheduled as needed as determined by the chairman or by a majority of the Committee.
- ◆ **Decisions & Votes** – Decisions affecting the SLB and Catastrophic Leave are to be made exclusively by the SLB Committee by a majority of recorded vote.
- ◆ **Forms** – The SLB Committee is charged with the responsibility of developing and distributing the necessary forms so that all eligible employees will have reasonable access to the necessary forms. All forms developed by the SLB Committee shall be available at the Central Office and will be available from the local UniServ Director, the local AEA President, and the local ESP president. The following is a list of available forms.
 1. Membership Application
 2. SLB Resignation Form
 3. Application for Leave

III. Loans from the Sick Leave Bank –

Request for loans from the sick leave bank **must be submitted to the local bookkeeper within two days of returning to work and should be accompanied by the physician's statement.**

Abuse – Any alleged abuse of the SLB shall be investigated by the Committee and, on finding a wrongdoing, the violator shall repay all the sick leave credits drawn from the SLB and be subject to appropriate disciplinary action by the St. Clair County Board of Education.

IV. Eligibility & Participation

- ◆ **Participation** in the SLB shall be voluntary; however, any member wishing to withdraw from the SLB may do so only at the end of the school year or upon employment departure from the institution.
- ◆ **Donor & Beneficiary** – Membership is required. Both the employee donor and the beneficiary employee must be members of the SLB.
- ◆ **Eligibility & Membership** – Any employee of the St. Clair County Board of Education who earns sick leave is eligible to join the SLB. Any eligible employee who has completed a SLB authorization form contributing or committing the requisite number of days to the SLB shall be a member.
- ◆ **Requisite Number of Days** – To be a member of the SLB an employee must contribute two (2) sick leave days per job to the SLB. New employees who do not have the necessary two days to contribute to the SLB for membership shall be credited with the days upon his/her employment in order to join the SLB. **Current employees (not new employees) who want to join the sick leave bank must have 2 days to contribute to become a member.**
- ◆ **Enrollment Period** - Contribution of sick leave days for membership in the SLB must take place during a definite enrollment period which shall be from Institute Day through September 15 for the first semester and from January 2 through January 15 for the second semester.
- ◆ **Exhaustion of All Leave** – To be eligible for a loan from the SLB a participating member must have exhausted all accumulated leave in his/her personal account.
- ◆ **Maximum Days Loaned** – No employee shall be allowed to borrow or owe a number of days in excess of fifteen (15) days more than the employee has on deposit in the SLB unless a majority of the participating members of the SLB vote to extend the limit.
- ◆ **Days Deposited Count Toward Maximum Accumulation of Sick Leave** – The sick leave days an employee has placed in the SLB for membership are to be counted toward the cumulative total maximum sick leave days allowed. *Code of Alabama 1975 – Section 16-1-18.1*
- ◆ **Records & Reports** – The Payroll Department of the St. Clair County Board of Education shall maintain records of all contributions to and withdrawals from the SLB and the status of the SLB. Reports shall be provided on a timely basis at the request of the SLB Committee.
- ◆ **Loan Application** – In cases where the member has become incapacitated, his/her designated agent may apply on the member's behalf except as provided in the Catastrophic Leave provisions of the guidelines. **Requests for SLB loans may be in whole day or half-day increments.**
- ◆ **Retroactivity** – At the discretion of the SLB Committee and upon the request of the applicant, loans may be granted retroactive to the first day of the employee's absence.
- ◆ **Physician's Statement** – As a prerequisite for awarding a loan from the SLB the SLB Committee shall require a statement from the beneficiary employee's physician certifying that the member has an illness or disability. Forms adopted by the SLB Committee shall be made available to the physician for his/her statement regarding the employee's inability to work.
- ◆ **Repayment of Loaned Days** – Members of the SLB who borrow from the bank shall be required to repay the SLB as he/she accrues days monthly. An individual cannot leave employment without repaying any outstanding debt of leave days to the SLB except as provided by the catastrophic provisions of these guidelines. If a member has no sick leave days remaining then his/her final check will be garnished at the prevailing rate of pay for the number of days owed to the bank. If there are not sufficient funds in the final check, the employee will be responsible for paying the Board of Education within 60 days of termination. Such monies collected from former members of the SLB by the administration shall be used to replace the number of days borrowed from the SLB. If a member of the SLB has days borrowed and is on sick leave and cannot return to work due to a permanent disability, the employee or his/her designee may request a donation of days under the catastrophic sick leave provisions of law and these guidelines; in such cases, the donated days

shall be used to repay the SLB and the beneficiary employee's last paycheck shall not be garnished. Repayment of days borrowed from the SLB should only be for the days used and donated for the current loan/sickness. Members may not use donated days for this illness/leave to pay back days for prior illness/leave.

- ◆ **Retirement** – Any member who is retiring may withdraw his/her donated days from the SLB for retirement credit as provided in the *Code of Alabama 1975 Section 16-25-11.1*.
- ◆ **Use of Days** – Days borrowed from the SLB for the member's own sickness and/or to attend to covered family, friends, and circumstances as provided in the *Code of Alabama 1975 Section 16-1-18.1*.
- ◆ **Resignation** – Resignation from the SLB must be submitted to the SLB on the appropriate form according to the stipulated timeline. If a member resigns from the SLB, any days the member has on deposit will be re-credited to the employee's sick leave account. Resignations will be accepted at the end of the school year or before September 15.
- ◆ **Disagreement & Appeals** – Any individual who disagrees with the initial decision of the SLB Committee may appeal the decision in writing for reconsideration to the Sick Leave Bank Committee. The committee shall have the authority to, but is not required to, put the issue to a vote of the full membership of the SLB. The decision of the SLB shall be final and binding on all parties.

Catastrophic Sick Leave Guidelines

- 1) **Sick Leave Bank Membership Required** – An employee must be a member of the SLB to donate or receive catastrophic sick leave days.
- 2) **Prerequisite of Receipt of Days** – In accordance with the *Code of Alabama 1975 Section 16-22-9*, when a SLB member or other family member or friend (*Code of Alabama 1975 Section 16-1-18.1*) is suffering a catastrophic illness or injury the member, upon depleting all sick leave and other earned leave, shall be eligible to receive sick days from other members of any sick leave bank to cover the period of time the beneficiary employee is not at work. However before receiving any catastrophic sick leave days from another member, the beneficiary must have borrowed the maximum number of days allowed from the SLB (not to exceed 15 days). The beneficiary employee must use any sick leave days, personal or vacation leave days earned before utilizing loaned or donated days.
- 3) **Terms & Definitions** – The employee receiving donated catastrophic sick leave days shall be known as the "beneficiary employee." The employee donating catastrophic sick leave days shall be known as the "donor employee." The term catastrophic illness or injury shall be defined as required in *Code of Alabama 1975 Section 16-22-9*. Pregnancy or a condition relating to childbirth is specifically included in the definition of a catastrophic illness; therefore, upon a physician's signature and completion of the required form, a pregnancy or condition related to childbirth may fall within the parameters of a catastrophic illness.
- 4) **Repayment not Required** – The beneficiary employee shall not be required to repay the donated days to the sick leave bank for days used.
- 5) **Eligibility of Donor** – Any member of the SLB or any other public education SLB in the state may donate sick leave days to the beneficiary employee.
- 6) **Limit of Days Donated** – No employee may donate more than thirty (30) sick leave days to the beneficiary employee, as required in the *Code of Alabama 1975, Section 16-22-9*. The thirty-day limitation is a permanent ongoing limitation and not just per illness or per pregnancy.
- 7) **Application for Days** – A letter of request by the employee to receive catastrophic sick leave is desirable but in cases when the employee is physically unable or incapacitated, a letter of request

by the member may not be necessary; however, before donations to any beneficiary employee will be deposited into the sick leave account of the employee, certification of the illness by the employee's physician as required by the *Code of Alabama 1975 Section 16-22-9*. The SLB Committee shall authorize a standard form for certification by the physician. The form that will be used is the leave request form for FMLA/Medical Leave.

- 8) **Coordinator** – The SLB Committee may appoint a member of the Sick Leave Bank to serve as a “Catastrophic Sick Leave Coordinator.” If a Coordinator is appointed it is the responsibility of the Coordinator to make a recommendation as to the number of days that a beneficiary employee may need to have donated. The Coordinator will also monitor the situation with the beneficiary employee to assist the employee in receiving an adequate number of sick leave days for the illness. The Coordinator shall take care to monitor and ensure that no abuses will occur in the transfer of sick leave days due to catastrophic circumstances.
- 9) **Voluntary Donations** – Donations of days to a beneficiary employee shall be solely at the discretion of the participating members of the SLB. An employee donating catastrophic sick leave days shall be clearly informed that the days donated shall not be repaid if used by the beneficiary employee. However, any days donated for catastrophic purposes that are not used by the beneficiary employee shall revert to the employee(s) making the donation. If donated days are partially but not completely used for current catastrophic illness, the days will revert to the donating employee(s) in a proportionate manner, odd days reverting by lot. Donated days that are not used for leave may be used to pay back the Sick Leave Bank. The SLB Committee shall be the final authority in determining the reversion of days to the donors of unused days. Any such reversion of unused days shall not occur until the expiration of thirty (30) days after the beneficiary employee has returned to work.
- 10) **Changes in Catastrophic Leave Policy-**
 - A master sheet for each catastrophic leave has been developed that will track the days given to the beneficiary.
 - This sheet will be used to distribute days needed per pay period.
 - Days will be used on an as needed basis instead of all days being taken from the donating employees
 - Days will be taken from immediate family members first.
 - Days donated will remain anonymous
 - Changes to transfer authorization form (see form)

An employee who is seeking catastrophic leave should not contact or solicit other members to request donation of days. No employee shall solicit days on behalf of another employee.

· Catastrophic Leave must be requested before the payroll period is complete for the pay period in which the leave will be used.

**** The last day donated days can be accepted is 10 business days from the date the employee returns to work.**

Social Security

Each employee is required to participate in the Social Security program. Information about the array of benefits from Social Security may be obtained from the local Social Security office.

Vacation

The St. Clair County Board of Education shall have the authority, under such rules and regulations as may be promulgated from time to time by the State Board of Education, to provide for vacation leave for twelve (12) month employees of the Board. Vacation leave must be scheduled and approved by the employee's supervisor and Superintendent.

Twelve-month employees shall earn vacation days at the rate of one day per month, beginning July 1 of the contract year and ending June 30 of the contract year. One-half month or more will be considered a full month in computing vacation time. No credit will be given for less than one-half month. Twelve month employees may accrue vacation days not to exceed 30 by June 30th.

Vacation time may not extend beyond the termination of an employee's contract. No compensation will be paid in lieu of vacation time upon termination of an employee's contract.

The employee's Supervisor and the Superintendent must approve all requests for vacation leave. All administrative personnel shall schedule with the Superintendent the days on which they plan to take their vacation. Substitutes will not be provided for employees on vacation leave without prior approval of the superintendent. Vacation leave may be taken while school is in session, with the Superintendent's approval.

A vacation day must be earned before it is used.

***Vacation days over the limit of 30 will be lost if not taken before June 30th.

Voluntary Payroll Deductions

As a service to employees a number of voluntary payroll deductions can be made. These include:

- American Federation of Teachers
- Alabama Conference of Educators
- First Educators Credit Union
- American Fidelity
- American General
- Horace Mann
- Liberty National
- Life of Alabama
- American Family Life
- Ohio National
- Colorado Bankers Life
- VSP
- Texas Life
- United Way
- RSA-1 (formerly known as PEIRAF)
- St. Clair Educational Foundation

Direct Deposit

Direct deposit is required for all employees.

Allocations

A member receives the State insurance allocation for each month as long as that member is in pay status at least one-half of the working days of that month.

Allocations are earned in the actual month worked. To be eligible for a full allocation support employees must work at least twenty (20) hours per week (excluding bus drivers who are full-time by law). Certified employees must work full time to earn full benefits.

Leave

A member can use accrued or donated sick leave in order to be in pay status to receive the State allocation.

A member must use his/her accrued sick leave, annual leave, or catastrophic leave continuously and consecutively when not actively employed.

3-1 Rule

A member earns one month of additional insurance allocation for every three months the employee is in pay status at least one-half of the workdays in the month for that school year. The 3-1 Rule only applies in a situation where an employee has terminated employment, retires, is not in pay status at least one-half of the work days in the month, goes on an approved leave of absence without pay, or begins employment in the middle of the year.

- The 3-1 Rule is applied using a September through September year.
- Extra allocations earned by a member must be applied to insurance premiums immediately after the member is separated from employment.
- The member cannot pick and choose the months to use the allocation.
- An employee must be in pay status at least one-half of the available workdays for three full months to earn an extra one month of an insurance allocation.
- An employee can only use the earned allocation credit for the current fiscal year, i.e., the allocation credit cannot be used after September 30.
- The 3-1 Rule is handled in the same manner for all employees regardless of whether they are paid on a 9, 10, 11, or 12-month basis

The table below should be used when calculating the number of months an employee is entitled to receive the insurance allocation.

Actual Service (in months)	Earned Allocation(s)
1	1
2	2
3	4
4	5
5	6
6	8
7	9
8	10
9	12
10	12
11	12
12	12

Terminated Employee

The system is not required to pay the September allocation for an employee terminated at the end of May when the employee has worked September through May. These employees have earned the insurance allocation through August and should not be given credit for the September insurance allocation.

Family Medical Leave Act (FMLA)

The 3-1 Rule applies even when a member is granted leave under the Family Medical Leave Act. If the employee earns additional allocations under the 3-1 Rule prior to going on leave under FMLA, the extra allocations should be applied to the months following said leave.

Death

Extra insurance allocations earned under the 3-1 Rule can only be used by the employee and cannot be used by the employee's family in the event of the employee's death

Retiring Members

Retiring members are eligible to receive the extra allocations earned under the 3-1 Rule.

Family & Medical Leave Act (FMLA)

The Family and Medical Leave Act of 1993 requires employers to continue health benefits to employees taking FMLA Leave. **The FMLA Act allows employers to deem absences that meet the criteria for FMLA to be deemed FMLA leave but the employer must notify the employee and provide the number of days that will be charged to their FMLA account.**

Eligibility

Employees are eligible for leave under FMLA if they have worked 1,250 hours over the prior twelve (12) months and if they have worked for a covered employer for at least one year. (Although bus drivers are classified as full-time, normally they do not work 1,250 hours)

Conditions

- Leave earned under FMLA is for a maximum of 12 weeks – not 3 months.
- Employees must provide (60)-day notice for foreseeable leave. Leave under FMLA cannot be granted retroactively.
- Leave granted under FMLA cannot and should not be applied to the summer months for 9-month employees or during any time that the employee is not required to be at work. FMLA should begin when the member is required to be at work.
- If an employee earns an extra summer allocation under the 3-1 Rule, that month should be applied to the end of the 12 weeks that were granted under FMLA.
- An employee cannot earn the insurance allocation under FMLA if he/she is retiring or not returning to work unless the reason for not returning to work is a serious health condition or circumstance beyond the control of the employee.
- PEEHIP will invoice for premiums due while the employee is on leave under FMLA and should collect premiums for any extra months earned under the 3-1 Rule if an employee is in a no pay status.
- Employees on FMLA do accrue extra insurance allocation while on leave under FMLA. Therefore, the 3-1 Rule **does apply** while an employee is on FMLA.

Optional Plans

There are four Optional plans offered through PEEHIP. Employees should refer to the PEEHIP Member Handbook for detailed information and limitations on these plans. The 2015-2016 PEEHIP Open Enrollment/Member Handbook is now available online or members can request a hard copy to be mailed to them by contacting the member’s services department at 877-517-0020. The information available in the members handbook is effective October 1, 2015. All optional plans must be retained for the entire insurance year, i.e., until the end of September 30. New employees employed during the Open Enrollment period cannot enroll in the Optional plans on their date of employment and cancel the plans October 1 of that same year.

If a member is enrolled in one or more of the Optional plans, the contracts must be all family or all single plans. Members enrolled in family optional plans cannot change to single Optional plans outside of the Open Enrollment period unless all dependent(s) become ineligible due to age, death, or divorce. Optional plans offered include Cancer, Dental, Hospital Indemnity, and Vision.

Premium Rates

PEEHIP Hospital Medical or HMO Plans			
Coverage		Allocation	Monthly Out-of-Pocket
Single	\$795.00	\$ 780.00	\$15.00
Family	\$957.00	\$ 780.00	\$177.00
Supplemental Coverage \$150.00			
*requires sign up during open enrollment			
Tobacco Use \$50 per month for employee and \$50 for spouse			
COBRA and Leave of Absence Rates			
Single		\$409.00	
Family		\$1041.00	
Optional Coverage - Monthly Rates			
Plan	Individual	Family	
Cancer	\$ 38.00	\$ 38.00	
Indemnity	\$ 38.00	\$ 38.00	
Dental	\$ 38.00	\$ 50.00	
Vision	\$ 38.00	\$ 38.00	

Spousal Surcharge-3 Year Phase-In Schedule

Spouses on active contracts and non-Medicare eligible spouses on retired contracts

- Year 1: \$25 Effective 10-1-2015
- Year 2: \$50 Effective 10-1-2016
- Year 3: \$75 Effective 10-1-2017

Medicare primary spouses on retired contracts

- Year 1: \$10 Effective 10-1-2015
- Year 2: \$20 Effective 10-1-2016
- Year 3: \$25 Effective 10-1-2017

Note: the spousal surcharge will not apply to spouses who are independently eligible for PEEHIP.

PEEHIP Wellness Program Deadline has been extended to 8/31/15. If you miss the deadline, you will be charged the wellness premium beginning with the October coverage period. If you complete your wellness requirements after August 31, 2015, the wellness premium will be waived prospectively (not retroactively). Log on to www.MyActiveHealth.com/PEEHIP to check your completion status.

PEEHIP Supplemental Coverage Plan

Provides secondary coverage to the members and covered dependent(s) when primary coverage is provided by another employer.

Federal Poverty Level Assistance Program (FPL)

Provides premium assistance to PEEHIP members with a combined family income of less than or equal to 200% of the Federal Poverty Level (FPL) as defined by Federal Law.

CASH IN BUILDING

In the interest of building security, no cash or other valuable articles should be left in classrooms or other locations in the school. School funds should be receipted in the office before school is dismissed for the day. Personal articles of value should be secured in a locked cabinet or removed from the building by the owner.

CERTIFICATION

It is the responsibility of each employee to keep track of his/her renewal times. The valid period of each certificate is noted on the certificate. Certified employees are encouraged to keep a current copy of their certificates and to give a copy to their principal. The personnel staff will assist employees upon request but will not be responsible for notification of expiration of certificates.

CHILD ABUSE/ NEGLECT

Under Alabama law, all public K-12 employees, including all school teachers and officials, are required to report known or suspected child abuse or neglect immediately, either by telephone or direct communication, followed by a written report, to a "duly constituted authority." Ala. Code § 26-14-3(a). A "duly constituted authority" under the law is "[t]he chief of police of a municipality or municipality and county; or the sheriff, if the observation of child abuse or neglect is made in an unincorporated territory; or the Department of Human Resources; or any person, organization, corporation, group, or agency authorized and designated by the Department of Human Resources to receive reports of child abuse and neglect; provided, that a 'duly constituted authority' shall not include an agency involved in the acts or omissions of the reported child abuse or neglect." Ala. Code § 26-14-1(4). A "child" is defined as someone "under the age of 18 years." Ala. Code § 26-14-1(3).

Child abuse under Alabama law is defined as the "[h]arm or threatened harm to a child's health or welfare," which can "occur through non-accidental physical or mental injury, sexual abuse or attempted sexual abuse, or sexual exploitation or attempted sexual exploitation." Ala. Code § 26-14-1(1). "'Sexual abuse' includes the employment, use, persuasion, inducement, enticement, or coercion of any child to engage in, or having a child assist any other person to engage in, any sexually explicit conduct or any simulation of the conduct for the purpose of producing any visual depiction of the conduct; or the rape, molestation, prostitution, or other form of sexual exploitation of children, or incest with children as those acts are defined by Alabama law." Ala. Code § 26-14-1(1). "'Sexual exploitation' includes allowing, permitting, or encouraging a child to engage in prostitution and allowing, permitting,

encouraging, or engaging in the obscene or pornographic photographing, filming, or depicting of a child for commercial purposes.” Ala. Code § 26-14-1(1).

Neglect is defined as Alabama law as the “negligent treatment or maltreatment of a child, including the failure to provide adequate food, medical treatment, supervision, clothing, or shelter.” Ala. Code § 26-14-1(2). Certainty that child abuse or neglect has occurred is NOT required to trigger your mandatory reporting responsibility. All that is required is a reasonable suspicion that a child is a victim of abuse or neglect. If you have a reasonable suspicion, you must report.

The mandatory reports required by Alabama law “shall state, if known, the name of the child, his or her whereabouts, the names and addresses of the parents, guardian, or caretaker, and the character and extent of his or her injuries.” Ala. Code § 26-14-5. “The written report shall also contain, if known, any evidence of previous injuries to the child and any other pertinent information which might establish the cause of such injury or injuries, and the identity of the person or persons responsible for the same.” Ala. Code § 26-14-5.

Failure to comply with Alabama’s mandatory reporting law is a crime. Under Ala. Code § 26-14-13, “[a]ny person who shall knowingly fail to make the report required by [the law] shall be guilty of a misdemeanor and shall be punished by a sentence of not more than six months' imprisonment or a fine of not more than \$500.00.”

CONFLICTS OF INTEREST

The St. Clair County Board of Education prohibits School System employees from engaging in additional employment or any other personal pursuits that would affect their efficiency or usefulness as employees in the system; that would make time and/or energy demands upon such individuals which would interfere with their effectiveness in performing their contractual obligations to the Board; that would compromise or embarrass the School System; that would adversely affect their St. Clair County School System employment status or professional standing; or that would in any way conflict with or violate professional ethics or the state ethics.

The St. Clair County Board of Education prohibits any employee of the School System from directly or indirectly reaping personal profit or reward from the sale or purchase of goods or services to students in the School System or to parents of students.

St. Clair County School System employees acting as individuals are further prohibited from directly or indirectly furnishing or supplying a list or roster of names and addresses of students in the School System or parents of students to persons, firms, corporations, associations or organizations or to the salespersons or agents of any such entities who are engaged directly or indirectly in the business of selling school supplies or school-related activities, equipment or items without the written approval of the Superintendent.

CONTRACT VARIANCE FOR PROFESSIONAL DEVELOPMENT DAYS*

In order to exchange a workshop for a professional development day (**Swap Day**), the workshop attended must meet the following requirements:

- 1) The workshop must last six (6) hours or longer.
- 2) The workshop must be approved in advance by the local supervisor.

- 3) The workshop must be approved by the superintendent. An approval must be submitted ten (10) or more days prior to the workshop in order for approval to be granted.
 - 4) Contract variance forms received via fax will not be acknowledged.
 - 5) The contract variance form must be completed in its entirety.
 - 6) The contract variance form must be accompanied by a copy of the brochure or itinerary advertising the workshop.
 - 7) The workshop must be research-based and relevant to the employee's work assignment & professional development need. The professional development need of the employee may be based on PEPE, PDP, PLP, the school improvement plan, or the district improvement plan.
 - 8) Written documentation must be provided in the form of a certificate of attendance for the workshop and must be submitted with the appropriate time sheet for payroll purposes.
 - 9) The attendee must share the information from the workshop with the faculty/staff at his/her local school; however, this does not necessarily mean a formal presentation at a faculty meeting. The information may be shared at a grade level or small group meeting.
 - 10) If an employee receives a stipend for a workshop, the workshop will not qualify for contract variance purposes.
 - 11) College coursework cannot be used for contract variance purposes.
- * **CONTRACT VARIANCE IS FOR CERTIFIED EMPLOYEES ONLY.**

COURT APPEARANCES & CIVIC DUTIES

Jury Duty - An employee of the St. Clair County Board of Education who is required to serve on a jury shall receive his/her regular pay to which he/she is entitled, in addition to any monies he/she receives for jury duty. A copy of the *Certificate of Jury Service* must accompany the appropriate time sheet for documentation.

Jury summons that require an employee to report for service after 12:00 PM will entitle the employee to ½ day leave. Jury summons that require an employee to report for service before 12:00 PM will entitle the employee to 1 full day of leave.

Job Related Subpoenas - An employee of the St. Clair County Board of Education who receives a subpoena due to their job with the St. Clair County Board of Education shall receive the regular pay to which he/she is entitled. A copy of the subpoena should be submitted with the appropriate time sheet for documentation.

Other Subpoenas - An employee of the St. Clair County Board of Education who receives a subpoena for personal reasons or another reason not specifically job-related will be required to use their own personal leave for the absence(s).

Civic Duties - An employee of the St. Clair County Board of Education, who is asked to serve or volunteers to serve as a poll worker, or as a member of a land condemnation team, etc., will be required to use their own personal leave for the absence(s).

DRESS CODE

Employees of the St. Clair County Board of Education are required and expected to dress professionally while on the job. Shorts, sweats, logo apparel (other than school mascot) should not be worn in the classroom. Employees should follow the student dress code at a minimum. Administrators will strictly enforce proper dress code.

Physical Education teachers may wear clothing appropriate for the physical education environment while maintaining dress code regulations. Nurses are encouraged to wear lab jackets or scrubs.

DRUG AND ALCOHOL TESTING

In accordance with the Federal Transportation Employee Testing Act of 1993, certain employees involved in the operating of St. Clair County School System owned vehicles on a regular basis are required to submit to drug and alcohol testing. The Board, in compliance with the Act, has adopted the following provisions:

- All employees of the School System, including substitutes, who are required to hold a Commercial Driver's License (CDL) as a precondition to employment or to continued employment, will be subject to drug and alcohol testing. Such employees will be prohibited from performing assigned duties while under the influence of any prohibited drug or alcohol. While employees are prohibited from having any alcohol present in their systems while on duty, a Blood Alcohol Count (BAC) of .04 will be accepted as a presumptive evidence of intoxication. An employee who tests between .01 and .039 BAC will be removed from job related functions until they test below .01 or until their next duty period, which must be at least 24 hours.
- The proper use of medication prescribed by a physician is not prohibited; however, the Board prohibits the misuse of prescribed (or over-the-counter) medications and requires all employees using drugs at the direction of a physician (or over-the-counter drugs) to notify the Board's Medical Review Officer (MRO), or the employee's supervisor where these drugs may affect their job performance, such as causing drowsiness.
- Employees who are required to hold a CDL as a precondition to employment or to continued employment who refuse or do not pass a drug or alcohol test will be recommended for termination or removed from consideration for employment.
- Employees testing positive by urinalysis or alcohol/breathalyzer test or requesting treatment may be referred to a mental health substance abuse counselor for an assessment of needs and possible referral for treatment. All such treatment shall be at the individual employee's expense.
- Drug and alcohol testing will include the following categories:
 1. Pre-employment: (Post-Offer - This is to be interpreted as a conditional offer of employment.) Each person, after a conditional offer of employment has been made, will have to undergo a drug test before being employed in a position that requires the employee to hold the CDL.
 2. Reasonable Cause Testing: Each employee that is required to hold the CDL as a precondition to employment or to continued employment will be subject to drug and alcohol testing based on reasonable cause as established by a supervisor through the use of objective evidence.
 3. Post-Accident: Any employee who is required to hold the CDL as a precondition to employment or to continued employment that is involved in a reportable accident will undergo drug and alcohol testing within two (2) hours following any accident.
 4. Random Testing: All employees required to hold a CDL as a precondition to employment or to continued employment will undergo testing on a random basis. Random testing will be administered in

a number equal to or greater than 50 percent (drug screening) and 25 percent (alcohol screening) of the CDL work force, without advanced notice, in the first 12 months of testing. There will be no maximum number of samples that any one employee will be required to provide during the testing period. Employees refusing to be tested may be suspended pending a recommendation for termination.

5. Return to Duty Testing: Any employee who is required to hold a CDL as a precondition to employment or to continued employment and tests positive or refuses testing must pass a "Return to Duty Drug Test." In such instance, the Medical Review Officer must determine when and under what conditions the employee may return to duty. Any employee subject to "Return to Duty Drug Testing" will be subject to random and/or unannounced drug testing for sixty (60) months after return to duty. Follow-up tests for alcohol are unannounced and at least six (6) tests must be conducted in the first 12 months after an employee returns to duty.

6. The Medical Review Officer is designated by the Board.

7. Test results will not be released by the Board beyond the MRO without the individual's written authorization.

8. Procedures for drug testing shall be distributed to all affected employees. Receipt of St. Clair County School System Drug Free Workplace regulations and procedures shall be acknowledged by employees on signed acknowledgement forms as required for initial and continued employment.

EMERGENCY CLOSING OF SCHOOLS

Schools will be closed when, in the opinion of the Superintendent or designee, weather conditions or other emergency situations prevent the safe operation of schools. Decisions about the closing of school will be released to the news media at the appropriate time. In addition, personnel may be called to work by the Superintendent. Personnel who find it absolutely impossible to come to work must notify their supervisor or principal. The Superintendent will determine whether such days are considered as excused or not.

EMPLOYEE COMMUNITY RELATIONS

Employees should:

- Refrain from discussing confidential information as it pertains to students and other employees.
- Resolve personal differences through the established grievance procedure.
- Support the ideals, policies, and services of the schools.
- Maintain a professional attitude during contacts with parents and other school patrons.
- Discuss with the principal news items pertaining to the school program. It is the principal's responsibility to contact the appropriate individuals for news releases, publications, etc.

FIELD TRIPS

The St. Clair County Board of Education recognizes that educational field trips and trips to various types of contests for instructional purposes help provide desirable learning experiences. The Board delegates to the Superintendent the responsibility for development of administrative criteria governing field trips. However, only those field trips that grow out of the instructional program or are otherwise related to the course of study are to be permitted during school hours. **Other trips, such as those involving band**

or athletic activities should be confined to after school hours except when the school is engaged in an activity, competition, or contest that must take place during school hours.

Teachers planning field trips or out-of-class learning experiences shall submit an application, in writing, to the school Principal for approval well in advance of the trip. If the Principal approves the trip, he/she will forward the request to the Transportation Director or his/her designee for approval. The application shall include an itinerary of the trip and the course of study objectives that will be met or enhanced as a result of the trip, mode of travel, and how the trip will be financed. If school buses will be utilized for travel, a *Transportation Request Form* shall be included with the request for approval. Teachers planning a field trip are responsible for scheduling a board approved bus driver(s) to drive on the day of the trip. If assistance is needed in finding a driver, the teacher should contact the Transportation Department for assistance. If the principal and transportation director approve the trip, a copy of the application with the itinerary of the trip should be submitted to the head nurse for notification. A list of health needs should be included in the packet provided to the head nurse. The teacher applying for approval for a field trip should have conversations with the head nurse to discuss any health concerns and to plan for students health needs. Allow adequate time to plan with the head nurse for health issues.

After the trip has been approved by the Superintendent the teacher will secure written parental/guardian permission for each child planning to participate in the trip. Students who have not submitted the appropriate permission forms shall not be allowed to take the trip.

Employees attending field trips must be participating sponsors regularly assigned to work with the students involved or use personal leave or non-paid leave (with their supervisors' prior approval) and pay the cost of a substitute if participating in the field trip.

An employee trained in giving medications must attend all field trips.

FILING FOR RETIREMENT

Written application should be made to the State Retirement System not less than thirty (30) days or more than ninety (90) days before the date of expected retirement. For example, if you wish to retire on June 1, you must file by the end of April. A representative of the Retirement System conducts local retirement seminars periodically throughout the year for school system employees planning to retire. Information regarding these meetings is available on the RSA website. Any employee who plans to retire shall submit his/her resignation in writing to the St. Clair County Board of Education through the Superintendent. Code of Alabama 16-25-1

GRIEVANCES

The St. Clair County Board of Education is committed to the task of maintaining the highest possible level of professional relations among members of the staff of the school system and of maintaining good morale among employees. Grievances and problems which may arise from time to time should be resolved at the lowest possible level that provides equitable and satisfactory solutions. The goal is to encourage the best possible relations among employees and to enhance morale. Persons who become concerned in grievance matters are urged to work together constructively in a sincere effort to resolve their disagreements. Whenever a St. Clair County School System employee believes that he/she has a

complaint every effort is to be made to arrive at a satisfactory resolution of the problem on an informal basis. When this cannot be done, employees can resort to the more formal procedures as provided in the St. Clair County Policy Manual.

A brief explanation is as follows; (for the entire policy, see the Policy Manual)

Step 1 is an informal discussion. If an employee believes, there is a basis for complaint, he/she shall discuss the complaint with his/her immediate supervisor (except in cases of discrimination or harassment involving the supervisor, in which case the complainant shall report to the Equity Coordinator or other person designated by the Superintendent within five (5) days of the occurrence of the alleged violation except in cases involving harassment or discrimination in which thirty (30) days will be allowed.

Step 2 is a Level One Procedure. If the complainant is not satisfied with the informal resolution, he/she may, within ten (10) days, file a formal complaint in writing and deliver it to his/her immediate supervisor or alternate. The supervisor or alternate shall communicate his/her answer in writing to the complainant. Class complaints involving more than one (1) supervisor and complaints involving and administrator above the building level may be filed by the complainant at level two.

Step 3 is a Level Two Procedure. If the complainant is not satisfied with the resolution at level one, he/she may, within ten (10) days of the answer, file a copy of the complaint with the Superintendent. The Superintendent shall indicate his/her disposition in writing to the complainant.

Step 4 is a Board Appeal. If the complainant is not satisfied with the resolution by the Superintendent, he/she shall have the right to appeal to the Superintendent's decision to the St. Clair County Board of Education, provided request for placement on the Board agenda is filed within ten (10) days.

HOMEWORK

The St. Clair County Board of Education recognizes that homework should be meaningful and reasonable. The Board also encourages the use of reasonable homework assignments that both support instructional objectives and expand the scope of instruction limited by the constraints placed on classroom teaching.

Homework should not be a substitute for teaching but should enhance the classroom lesson by practical application and enrichment of what has been taught. Consideration should be given to the time required to complete a homework assignment. Homework assignments should be commensurate with the resources available to the student. Homework assignments that do not directly support a clearly defined instructional objective should not be made.

IDENTIFICATION BADGES

All employees of the St. Clair County Board of Education will be issued photo badges. The first badge is issued to an employee at no charge. An additional or replacement badge may be obtained for a nominal fee paid by the employee. The ID badge is to be worn at all times while performing assigned duties on school property during a normal school day. The badge is the property of the St. Clair County Board of Education and must be surrendered upon termination of employment. The ID badge may be used for admittance to sporting events within the school district unless it is a state playoff.

INSTITUTE DAY

Institute is a mandatory attendance day for all certificated employees of the St. Clair County Board of Education. Exceptions to this mandatory attendance rule require an excuse from the employee's

attending physician and/or prior written approval from the Superintendent. Failure to provide the required documentation for an Institute absence will result in a loss of pay equal to one day.

INSURANCE-BENEFITS AND ALLOCATIONS

Insurance coverage is available to each employee of the system. See section under Benefits. More individual questions can be answered by contacting the Payroll Department.

MAIL DISTRIBUTION

Personal mail will not be distributed through the Central Office in-house mail system. Employees should not give the school or Central Office as a return or destination address.

MEDIA-VIDEO/ELECTRONIC

All video/electronic materials shall be previewed by the teacher and approved by the school principal prior to showing in the classroom. Video/Electronic content should relate and correlate to the unit being taught or contain positive educational value to justify viewing the material. Films with any rating other than "G" require written permission from the principal prior to being viewed by students.

MEDICATIONS

Medications must be double locked and only accessible by the nurse and medication assistant. No employee shall endorse or encourage students to use protein drinks or any other supplements.

NAME, ADDRESS, OR TELEPHONE CHANGES

The St. Clair County School Board does not accept address changes over the phone. The change of address form is available at www.sccboe.org

ON THE JOB INJURY

<p style="text-align: center;">ST. CLAIR COUNTY BOARD OF EDUCATION ON-THE-JOB INJURY</p>

Procedures for ON-THE-JOB INJURY CLAIMS

- The ON-THE-JOB INJURY FORM must be completed within **1 business day** and submitted to immediate supervisor.
 - Any exceptions must be extraordinary in nature,
 - Determined on a case by case basis, and
 - Approved by the personnel director and chief school financial officer.

- If the employee is off due to their injury received while ON-THE-JOB, the PHYSICIAN CERTIFICATION FORM must be turned in to the payroll department within **(2) business** days of the injury along with a doctor excuse.
 - Any exceptions must be extraordinary in nature,
 - Determined on a case by case basis, and
 - Approved by the personnel director and chief school financial officer.

- A PHYSICIAN CERTIFICATION FORM is required for each subsequent doctor visit as long as the employee is off work.
 - Original signature is required from a medical doctor.
- The ON-THE-JOB INJURY REPORT and PHYSICIAN CERTIFICATION FORM will be reviewed by the chief school financial officer.
 - The board reserves the right to require additional information as well as requirement of the employee to see a doctor of the board's choosing. If requested, this will be paid by the board.
 - The employee will receive one of the following if requesting time off for the ON-THE-JOB injury:
 - Approval of the on-the-job absence,
 - Employee is required to provide additional information, or
 - Absence is not approved as an on-the-job injury.
 - The employee will receive notification of receipt of the on-the-job injury form if the employee is not requesting time off.
 - Employee's Leave:
 - Once an on-the-job injury claim is approved, leave shall not be deducted from the employee if absence from work is found to be a result of an on-the-job injury. Days requested as on-the-job injury will not be considered until all requested documentation has been provided. Days claimed as a result of a repetitive or pre-existing injury will not be granted.
 - If employee is requesting reimbursement for out of pocket expenses, the claim must be filed directly with the Board of Adjustment. Forms can be downloaded at www.bdadj.alabama.gov.

SUBMIT ALL FORMS TO YOUR DIRECT SUPERVISOR

OVERTIME/COMPTIME

For the purpose of computing overtime pay in a workweek, any time taken as sick leave, annual leave, other paid leaves and other time already compensated at an overtime rate do not count toward hours worked.

Non-exempt employees who work more than contract hours during a workweek will be:

- Paid at the overtime rate of their hourly rate of pay for hours worked in excess of required contract hours for the week or one and one half times their regular rate of pay for hours in excess of 40 hours in a week OR

- Granted compensatory time off at the rate their hourly rate of pay for hours worked in excess of required contract hours but less than 40 hours in a week or at the rate of one and one half times the number of hours worked over 40. Employees may choose to accrue and use compensatory time off in lieu of pay for overtime hours worked. The business needs of departments will dictate the use of compensatory time.

To provide this form of compensation, the employee must complete the overtime/compensatory time approval form and indicate compensatory time on the form. If comp time is indicated on the form, the employee will be granted compensatory time instead of cash compensation. Such an agreement or understanding must be reached prior to the performance of work, and must be entered into voluntarily by the employee.

Compensatory time is subject to the following provisions:

1. Compensatory time must be credited to the employee at the rate straight time for all hours worked in excess of contract but not over 40 hours and a rate of time and one half times all hours worked over 40 in a workweek, Accrued compensatory time may not exceed 240 hours.
2. When an employee has reached the maximum accrual of 240 hours compensatory time, all additional overtime hours worked must be **paid** at the overtime rate.
3. Upon termination of employment or at retirement, compensatory time must be paid in a lump sum and may not be used as creditable service or in adjusting the last day worked by an employee.

The board of education offers non-exempt employees the choice of being compensated for any overtime hours they work either by monetary compensation or by compensatory time off. Non-exempt employees will elect each year which option they desire for that school year. They may elect to receive compensatory time off or to receive monetary compensation. Once the choice has been made and the agreement has been signed, the agreement will be in effect for the school year until new forms are provided for the next year. If the compensatory time off agreement is not received by the payroll department, the employee will receive monetary compensation for all overtime worked.

Compensatory time may be accrued only for overtime which is actually worked and documented on employee time records. It will be recorded on the employee payroll record as hours or increments thereof.

The establishment of and changes in employee work schedules are the responsibility of departmental supervisors and managers – not staff employees. Non-exempt employees should not work overtime without the prior knowledge and approval of the appropriate supervisors and/or managers. Hourly paid employees should not start working before the beginning of their scheduled time and should not work beyond the ending of their scheduled time without management's prior approval. Also, hourly paid employees should not be allowed to continue to work at their work stations while having lunch.

It is important for supervisors and/or managers to monitor overtime and compensatory time violations. If staff employees fail to adhere to overtime and compensatory time guidelines, disciplinary action should be taken. However, all overtime worked must be compensated, regardless of whether or not it was approved.

Specific questions regarding completion of time records for non-exempt employees should be directed to the Payroll Office. It is the responsibility of the Payroll Office to make the final determination on how to accurately record hours worked.

A work week is defined as 12:00 AM Sunday through 11:59 PM Saturday.

The board has the discretion to pay down comp time if the systems needs so require.

PARENT CONFERENCES

The St. Clair County Board of Education requires that at least once each semester every classroom teacher attempt to schedule a conference with the parent/guardian of each student for whom that teacher is responsible. The purpose of the parent/guardian/teacher conference is to provide the teacher an opportunity to advise parents of the academic progress of each student and to discuss with the parent/guardian suggested strategies that the parent/guardian can implement in supporting the teacher's instructions. Each teacher should develop written documentation of each parent/guardian conference and the objectives discussed during the conference. Copies of conference documentation should be maintained for a minimum of three (3) years. Conferences should be scheduled at times when teachers are not engaged in classroom instruction.

PAYDAYS

All payroll checks are submitted for direct deposit and are available to employees on the last work day of the month. Questions related to salary matters should be directed to the Payroll Office.

PRINCIPAL-PERSONNEL RELATIONS

The principal is responsible for the supervision of all personnel assigned to the school. Professional cooperation is expected between the principal and all personnel.

PROFESSIONAL ORGANIZATIONS

Certified and non-certified personnel of the School System shall respect each other's rights to choose for themselves the professional organizations with which they affiliate. Membership in professional organizations shall be on a voluntary basis. Administrators of the School System or local schools shall not take punitive action against employees because of their membership in professional organizations or because of their failure to affiliate with said organizations.

SAFETY

All personnel are encouraged to be safety conscious and to establish classroom practices and procedures that insure the protection of students and other staff members. It is the responsibility of classroom teachers to provide for the safety of students assigned to them. In cases where the activity may be hazardous, it is important that students are instructed in measures that insure their safety. Safety hazards are to be reported in writing to the principal. All personnel are asked to assist with this important activity.

SALARIES

All regular personnel shall be paid in accordance with salary or hourly wage schedules as adopted by the St. Clair County Board of Education, provided the salary schedule for certified staff is no less than 100 percent of the State Minimum Salary Schedule. All teaching/administrative experience gained in all public elementary and secondary schools and/or state or regionally accredited public institutions of higher learning shall be approved as credit for placement on the salary schedule. No teaching/administrative experience gained in private elementary and secondary schools shall be considered for credit for placement on the salary schedule.

Any employee subject to the overtime provisions of the Fair Labor Standards Act of 1988, as amended, and who is required to work in excess of forty (40) hours in any work week, shall be compensated for the hours in excess of forty (40) as provided in the FLSA of 1988 at the rate of one and one-half (1½) times the regular rate of pay for the service performed. Any St. Clair County School System employee working beyond his/her designated total weekly hours without prior permission of the Superintendent through the principal or supervisor may be subject to disciplinary action.

SALARY DEDUCTIONS

The St. Clair County Board of Education will make salary deductions which are required by law, including federal income tax, state income tax, retirement, and other deductions in accordance with applicable laws and regulations. The Board may make certain other salary deductions when 75 employees properly request such deductions. The deductions shall be made from salaries earned in at least nine (9) different pay periods and shall be remitted to the appropriate recipient as specified by the employee within ten (10) days following each deduction. Deductions made for membership dues and voluntary contributions shall be made based upon membership lists and forms provided by the respective organizations. New authorization for payroll deductions may be added or terminated/revoked during open enrollment for that specific deduction. Upon termination, amounts owed under the authorization of an employee shall be deducted from an employee's final pay. When amounts have been correctly deducted and remitted by the Board, the St. Clair County Board of Education shall bear no further responsibility or liability for further transactions. The Board shall not be liable for any error while acting in good faith to make the subject deductions. Questions regarding payroll deductions should be directed to the Payroll Department. **See section, BENEFITS.**

STAFF MEETINGS

An administrator, supervisor, and/or principal may call staff meetings when he/ she feels such meetings are warranted. Mandatory attendance by employees may be required. However, such compulsory attendance should be stated within the notice announcing the meeting.

Staff meetings should be planned and announced as far in advance as possible in order to allow employees to appropriately plan their individual schedules.

SUBSTITUTES

We have contracted with Kelly Services for all our substitutes with the exception of substitute bus drivers and nurses. Any employee needing assistance with obtaining a substitute (with the exception of bus drivers and nurses) through Kelly Services, see an administrator at your school or the bookkeeper. They can provide assistance with the process of securing a substitute. Bus drivers are required to have proof of a high school diploma or GED, hold an Alabama Driver's License, hold a Commercial Driver's License, hold a school bus certificate and obtain a clear background check. Those interested in becoming a substitute bus driver should contact the transportation office at 205-629-6255

TECHNOLOGY SECURITY/INTERNET ACCESS AGREEMENT

Computers and computing resources are important tools for furthering the St. Clair County School District's educational mission. The Board's goal in providing these resources to teachers and students is to promote educational excellence by facilitating resource sharing, innovation, and communication. Using these resources is a privilege not a right. Appropriate use regulations are provided herein to insure you are aware of the responsibilities you have acquired.

In general, computer users are responsible for the following:

- Reporting policy violations promptly
- Cooperating with system administrators when policy violations are suspected or confirmed
- Behaving courteously, ethically, and legally in Internet and email

Students, teachers, and other employees will have access to the following;

- Electronic mail communication with people all over the world
- Information and news from research institutions
- Public domain software and software of various types
- Discussion groups on a variety of topics, including blogs and wikis
- Access to many virtual libraries in the state and country

SECURITY

Appropriate security precautions must be taken when using school resources to post online content. Publishing student's personal information, including telephone numbers, addresses, schedules, IM screen names, or other information that could be used to identify or locate students is prohibited. Before posting student pictures on your class website, ensure that their parents granted permission for you to do so.

Users may not authorize anyone, including family members, to use their account(s) or log in information for any reason. Users are responsible for all activity on accounts assigned to them and must take all reasonable precautions, including password maintenance and file protection measures, to prevent use of their accounts by unauthorized persons.

In addition to the responsibilities associated with the use of online technologies, employees of the St. Clair County School System must also understand the importance of keeping network resources secure. Network and wireless passwords must only be shared with authorized staff (never students or nonemployees) unless granted permission by the district technology department. Employee passwords should be changed every six weeks and kept secure. Allowing student use of an employee's password could allow student access to secure network resources, which could be in violation of the Family Educational Rights and Privacy Act (FERPA), a federal law that protects the privacy of students.

EMAIL

Administrators, teachers and school employees are REQUIRED to check their sccboe.org email daily. This form of communication will be used by central office employees to provide information in a timely manner. Remember, this is a professional e-mail address to be used for work-related communication. Emails will be retained for a minimum period of the beginning of a school year until the beginning of the next calendar year. Backups of all Emails sent and received on the sccboe.org server will be backed up

and stored on removable drives or other electronic storage systems and stored in a secure place determined by the technology director.

UNACCEPTABLE EMAIL AND INTERNET USE

Any communication that would be improper or illegal on any other medium in a school environment are equally so on a computer network. Inappropriate behaviors include but are not limited to:

- Offensive content of any kind including pornographic material or sites
- Promoting discrimination
- Threatening, violent behavior or profane or offensive language
- Illegal activities
- Commercial Messages
- Messages of a political or racial nature
- Gambling
- Sports entertainment, gaming (this does not include necessary use for athletic departments)
- Personal financial gain
- Personal email (AOL, Hotmail, Yahoo)
- Forwarding email chains
- Sending material or information about students or other employees that could compromise the safety or well-being of the student or other employee
- Spamming email
- Unnecessary “reply to all” or blast group emails that are unsolicited
- Material protected under copyright laws

SUPERVISION

Students using technology must be supervised at all times. This is an active process that may require walking around computers in order to view student screens as much as possible. Teachers must never leave their students unattended if they are utilizing technology.

SOFTWARE AND LICENSING

Software piracy occurs when one installs and/or uses software for which proper payment has not been made. Protected software may not be copied into, from, or by any St. Clair County facility or system, except by license. Users authorized to install software are expected to consult the SCCBOE Technology staff when considering purchasing or installing software to certify doing so will comply with vendor licensing agreements. Copying software between school and home computer is prohibited.

The Director of Technology is responsible for ensuring that the computers are fully compliant with vendor licensing agreements. All school owned software licenses acquired by donations, departmental or grade level purchases, or promotional programs must be registered with the Technology Department. School owned software may not be copied personally owned computers.

COPYRIGHT INFRINGEMENT

The St. Clair County School District’s computing facilities may not be used to steal content owned or copyrighted by others. Fair use laws regarding copyright apply; in general, a single copy made for person uses falls within fair use laws, while multiple copies do not.

USING SHARED RESOURCES

Users of SCCBOE technologies, Internet connections, and e-mail have no right to expect privacy with respect to such usage. The St. Clair County Board of Education has the right, but not the duty, to monitor all communications and downloads that pass through its facilities, at its sole discretion, to ensure proper system performance, management and maintenance functions, policy compliance, and system security. The St. Clair County School District owns all data stored on school-owned equipment, including but not limited to data network, computers, mobile storage devices, and all connected peripherals. It is inadvisable to use school-owned computer for conducting sensitive or confidential personal business or storing such data. When monitoring reveals possible Acceptable Use Policy violations, system personnel may provide this data to school and/or district administrators

Any attempt to deliberately degrade or disrupt system performance or to interfere with the work of others is a breach of this policy. Limits may be set on certain computing resources such as disk storage space, printing access, bandwidth priority for specific applications, computer login time, etc. Users may not attempt to bypass these limitations.

Damage to computers, computer systems, or computer networks (including changing workstation and printer configurations when not authorized, unauthorized streaming, and use of proxies, etc.) is expressly prohibited.

PERSONAL DEVICES

The Board reserves the right to place conditions on, restrict, or prohibit the use of personally-owned technology resources on its property. Unauthorized use of cell phones during instructional time or in a supervisory role is prohibited.

SOCIAL MEDIA

SCCBOE recognizes the value of social media, both for personal and professional use. However, professionalism is expected when educators use social media. Please use wisdom and common sense when engaging in social media.

DATA STORAGE

It is the responsibility of the employee to back up their own crucial data created on their laptop or desktop computers. While the SCCBOE does backup servers on regular basis the employee should perform their own backup and the SCCBOE backup should only be counted on as a last resort to restoring personal files.

TIME KEEPING RECORDS

All employees (exempt and nonexempt) are required to use the time clock system to record their hours worked. Nonexempt employees are required to clock in and out for payroll and attendance purposes. Exempt employees are required to clock in. The time clock records will be used to track attendance for exempt employees.

Window for Clocking In and Out

Kronos "clock in" and "clock out" punches will be rounded according to a seven-minute grace period with a fifteen-minute round. Employees should clock in no sooner than 7 minutes before or after the scheduled shift and clock out no later than 7 minutes before or after the scheduled shift.

Principals/supervisors may change the established work day or shift according to the business needs of the school or department. Nonexempt employees are required to clock in and out for unencumbered lunch breaks in addition to at the beginning and end of the day.

If an employee misses a punch, the employee must enter their time in the KRONOS system. Employees who repeatedly miss time clock entries will be subject to disciplinary action.

Prohibited Time Clock Actions

Employees may not use another employee's fob to clock in or clock out for another employee. Employees who have lost a fob must report the lost badge to the payroll department. The employee will be issued a new fob. Employees may be charged a fee for lost fobs.

Overtime

Nonexempt employees are permitted to work overtime only with prior authorization from their supervisors. Overtime includes clocking in early or late or working through the scheduled lunch period. Nonexempt employees who work overtime without prior authorization will be subject to disciplinary procedures.

Worked Hours

All Employees must observe the attendance rules regarding hours of work. You are in "pay status" when actually working or when on authorized paid leave. The normal work week for most Employees is eight hours a day, Monday through Friday, However, the beginning and ending work hours may vary in some schools/locations. Every Employee is expected to comply with established work hours. If an employee's work time along with their authorized paid leave is less than their scheduled work hours for the week, payroll will use compensatory time, vacation time, and personal leave, in that order for all time worked less than their scheduled hours for the week.

Tardiness and absenteeism disrupt work schedules and place an added burden on fellow employees and supervisors, and may subject you to disciplinary action.

TIME SCHEDULES FOR CERTIFIED PERSONNEL

Time schedules for certified personnel may be designated by the Superintendent and/or the immediate supervisor of said personnel. All administrative and supervisory personnel shall normally observe an eight (8) hour work day, unless otherwise assigned by the Superintendent. Local school administrators shall be on duty no less than thirty (30) minutes prior to the time fixed for school to open and thirty (30) minutes after the close of school. Certified teaching personnel are generally required to be on duty 15 minutes before the time set for the opening of their respective school and 15 minutes after the close of the school day, Monday through Friday, and the necessary time to transact faculty meetings, school business, and safe orderly dismissal of students, etc.

TIME SCHEDULES FOR NON-CERTIFIED PERSONNEL

Time schedules for non-certified personnel may be designated by the Superintendent or the immediate supervisor of said personnel. In all cases, the Superintendent and/or supervisor in charge shall have the right to establish time schedules to encompass said employee's workday. Said work schedules shall be in compliance with the Fair Labor Standards Act.

TEST SECURITY

Failure to follow security procedures promulgated by the Alabama State Board of Education and published in the Alabama State Board of Education, State Department of Education Administrative Code (290-040-020-.04) the Student Assessment Handbook, and the test administrator's manual may result in disciplinary action by the local board of education and/or revocation of the teaching certificate by the Alabama State Department of Education. Each employee will be required to sign a test security policy stating specific actions which are inappropriate and violate, in spirit and intent, the stated policy.

TRAVEL EXPENSE REIMBURSEMENT GUIDELINES FORM (including summer travel)

TRAVEL EXPENSES

The Board authorizes the reimbursement of professional personnel for travel expenses incurred as a requirement of their jobs. Reimbursement may be made for travel which is at the request of, or has received prior approval from, the Superintendent and said employee's immediate supervisor. Such reimbursement shall not exceed travel and per diem authorized by the Board. Prior approval for all travel shall be obtained before any travel expenses may be incurred.

Local Travel Expense

Local travel will be paid from worksite to worksite only. Commuting mileage between the employee's residence and worksite is not allowable mileage for reimbursement purposes.

Travel Expense In-State

Travel expenses incurred to send employees to attend a required educational workshop within the state are an allowable cost. Reimbursement will be limited to only those costs that are considered reasonable. Any expenditure deemed unreasonable may be disallowed. Travel that is necessary and that is directly related to the operation of the St. Clair County Schools will be an allowable cost for reimbursement purposes pursuant to the following provisions;

- (a) Automobile
 - 1. Reimbursement will be based on a standard mileage rate and will be limited to mileage which is documented by MapQuest. Reimbursement to employees for the use of their personal vehicles will be reimbursed at the rate designated by the IRS.
 - 2. The standard mileage rate is as follows: The IRS mileage rates in effect as of the date on which the report is filed.
 - 3. Mileage will be paid from either home or worksite, whichever is less.

(b) Meals

1. No reimbursement for meals will be paid for a trip of less than 6 hours in duration.
2. A per diem rate of \$15.00 will be paid for a day trip of 6-12 hours in duration.
3. A per diem rate of \$25.00 will be paid for a day trip of 12 or more hours in duration.
4. The per diem rate for meals during an overnight stay will be \$40.00 per day.

(c) Overnight Travel

Travel which requires an overnight stay must have prior approval of immediate supervisor & Superintendent and be documented by a Professional Development Form which includes the following:

1. Date
2. Name of person
3. Destination
4. Business Purpose
5. Conference agenda or schedule
6. Actual cost of lodgings (must be supported by a detailed invoice).

Lodging reimbursement amount will be limited to the conference rate or \$150.00 per day, whichever is greater. However, if the employee chooses to stay at a hotel with a rate less than the conference rate, reimbursement will be paid for not more than the actual lodging cost.

- Any exceptions must be extraordinary in nature,
- Determined on a case by case basis, and
- Approved by the personnel director and chief school financial officer.

Employees are expected to use the school system purchasing cards for all lodging unless prior approval is obtained.

Travel Expense Out-of-State

- (1) Costs of travel to out-of-state conventions or association meetings will be limited to those reasonable costs incurred by an employee. Reimbursement will be considered only for employees of the St. Clair County Schools whose attendance will benefit the operation of the St. Clair County Schools. The employee must submit documentation to verify that the travel was St. Clair County School related. Such evidence may be: (a) seminar registration receipts, (b) continuing

education certificates, or (c) similar documentation. If verification cannot be made, reimbursement will not be allowed.

- (2) Travel expenses in or out-of-state will be limited to the ordinary and necessary costs of transportation, food, lodgings, and required registration costs.
- (3) Whenever out-of-state travel could be accomplished at a lower cost by utilizing air travel, reimbursement will be limited to the costs which would have been incurred if such air travel had been utilized at the costs normally incident to such air travel (meals, lodgings, etc.)
- (4) No travel expenses of a non-business nature will be reimbursed.
- (5) Under extenuating circumstances the Superintendent could give prior approval in writing for an advance of cash to cover travel expenses.
- (6) Travel which requires an overnight stay must be documented by a Professional Development Form which includes the following:
 1. Date
 2. Name of person
 3. Destination
 4. Business Purpose
 5. Conference agenda or schedule
 6. Actual cost of lodgings (must be supported by a detailed invoice).

Lodging reimbursement amount will be limited to the conference rate or \$150.00 per day, whichever is greater. However, if the employee chooses to stay at a hotel with a rate less than the conference rate, reimbursement will be paid for not more than the actual lodging cost.

- Any exceptions must be extraordinary in nature,
- Determined on a case by case basis, and
- Approved by the personnel director and chief school financial officer.

Rental of an automobile may be reimbursed only when the Superintendent has given written approval prior to departure on the trip.