

Hardeman County Board of Education

5 - PERSONNEL

Descriptor Code	Policy Title	Issued Date
Employment Practices		
5.100	Personnel Goals	01/21/00
5.101	Line and Staff Relations	01/21/00
5.102	Personnel Classification and Qualifications	01/21/00
5.103	Job Descriptions	01/21/00
5.104	Equal Opportunity Employment	01/21/00
5.105	Recruitment	01/21/00
5.106	Application	02/17/11
5.107	Orientation and Probation	08/15/02
5.108	Supervision	11/10/16
5.109	Evaluation	02/11/16
5.110	Compensation Guides and Contracts	01/21/00
5.1101	Differentiated Pay Plan	03/09/17
5.111	Utilization of Career Level Educators	01/21/00
5.112	Extended Contracts	01/21/00
5.113	In-Service and Professional Learning Opportunities	02/28/13
5.114	Personnel Records	03/11/10
5.1141	Teacher Effect Data	01/21/00
5.115	Assignment/Transfer	09/11/14
5.116	Staff Positions	08/15/02
	Creation of Positions	
	Reduction in Force	
5.117	Teacher Tenure	11/09/17
5.118	Background Investigations	09/10/15
Separation Practices		
5.200	Separation Practices for Tenured Teachers	08/17/17
5.201	Separation Practices for Non-Tenured Teachers	08/17/17
5.202	Separation Practices for Non-Certified Employees	02/05/15
5.203	Recommendations and File Transfers	04/12/18
Employee Leaves		
5.300	Short Term Leaves of Absence	01/21/00
5.301	Emergency and Legal Leave	10/06/16
5.302	Sick Leave	01/21/00
5.3022	Bereavement Leave	01/10/13
5.303	Personal and Professional Leave	01/21/00
5.304	Long Term Leaves of Absence	01/21/00

5.305	Family and Medical Leave	03/09/17
5.306	Military Leave	04/10/08
5.307	Physical Assault Leave	07/25/13
5.308	Sabbatical Leave	01/21/00
5.309	Legislative Leave	01/21/00
5.310	Vacations and Holidays	01/21/00

Employee Health Practices

5.400	Health Examinations/Communicable Diseases	08/12/10
5.401	Acquired Immune Deficiency Syndrome	05/15/06
5.402	Hepatitis B	08/12/10
5.403	Drug and Alcohol Testing	08/15/02

Grievances

5.500	Discrimination/Harassment (Sexual, Racial, Ethnic & Religious)	01/21/00
5.501	Complaints and Grievances	01/21/00
5.502	Complaints about School Personnel	01/21/00

Employee Rights and Responsibilities

5.600	Staff Rights and Responsibilities	08/17/17
5.601	Staff Conflicts of Interest	01/21/00
5.602	Staff Time Schedules	02/11/16
5.603	Staff Meetings	01/21/00
5.605	Staff Gifts and Solicitations	01/21/00
5.606	Staff Community Relations	01/21/00
5.607	Non-School Employment	05/10/01
5.608	Tutoring for Pay	01/21/00
5.609	Consultants	01/21/00
5.610	Staff-Student Relations	01/10/02
5.611	Ethics	01/21/00

Temporary Personnel

5.700	Interim Employees	10/12/06
5.701	Substitute Teachers	08/17/17
5.702	Student Teachers	01/21/00
5.703	Substitute Workers	01/21/00

Recruitment and Employment of the Director of Schools

5.800	Director of Schools	01/21/00
5.801	Recruitment and Selection	08/13/09
5.802	Qualifications/Duties	04/12/18
5.803	Evaluation of the Director of Schools	09/18/12
