

Golden Plains

Unified School District 316

Thomas County, Kansas

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Classified Staff Handbook

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INTRODUCTION

This handbook is designed to inform classified personnel about employment information whether required by law, regulation, board policy, or practice. Also, it assists district administrators in administering laws, regulations, and board policy or practice.

Any handbook provisions with statutory or policy references may be changed at any time by the legislature or Board of Education respectively. The superintendent may change any other provisions at any time as she sees fit. This handbook applies to all USD 316 classified employees. Nothing contained herein is intended to change, replace, negate, or expand upon any controlling statutes, board policies, or contract terms, nor may this handbook or any of its provisions be used to argue any work process, employment provisions or as a defense in any non-renewal or termination procedures.

EQUAL OPPORTUNITY EMPLOYER - GAAA

USD 316 is an equal opportunity employer and shall not discriminate in its employment practices and policies with respect to hiring, compensation, terms, conditions, or privileges of employment because of an individual's race, color, national origin, religion, sex, age, disability or genetic information.

The board shall hire employees on the basis of ability and the district's needs.

MISSION STATEMENT

The mission of Golden Plains Unified School District #316 is to coordinate and further the efforts of the parents, community, administration, faculty, and staff to provide the best education possible for each student enrolled in our district.

DEFINITIONS

Full-time employee

12 Month Employee: A full-time employee's normal work year is twelve months; the work day is eight hours; and the work week is 40 hours.

Part-time employee

10 Month Employee: A part-time employee's normal work year is ten months; the work day is eight hours or less; and the work week is 40 hours or less.

Substitute or temporary employee

A substitute or temporary employee is hired by the district to work the assigned duties of a full-time or part-time employee who is absent from work.

BENEFITS AND COMPENSATION

The board may provide certain employment benefits for classified employees.

Health Insurance and Life Insurance

The board will pay for a single health and dental plan per month provided that the employee participates in the district's health insurance program. The employee must work the required hours to be eligible for insurance.

Leaves and Absences

Leaves of absence may be granted to classified employees. Leave of absence will be submitted electronically and approved by the principal and superintendent. Leave notification forms will be submitted and approved before leave is granted. In the case of illness or emergency, notifications will be completed upon the employee's return to work. Discretionary leave time and sick leave will be used before Leave Without Pay is authorized. Full-time employees will have the option to take the day preceding and/or the day following Thanksgiving and Christmas Day as leave without pay if they so choose.

Discretionary Leave - GCRH

Each employee will be granted 104 hours (equivalent to thirteen (13)-8 hour days) or a percentage of these hours based upon the hours stated in contract, of discretionary leave at the beginning of each school year. Discretionary leave shall be granted for:

- a. Personal illness and/or doctor/dental appointment
- b. Immediate family member illness and/or doctor/dental appointment
- c. Personal leave
- d. Leave to attend a funeral or
- e. Bereavement leave

A request for leave, other than illness, requires that notification be made electronically to the principal and superintendent not less than 24 hours prior to the day of leave. Once the 104 hours are used up for any combination of discretionary leave, no additional days may be used for personal days.

Approval/Disapproval of requested leave by the principal and/or superintendent will be based on the following criteria:

- a. Availability of suitable substitute
- b. The number of leave days (hours) requested by the total building staff for the day of the requested leave date.

At the end of the school year, any unused discretionary leave days become accumulated personal sick leave to a maximum of 480 hours (equivalent to sixty (60) – 8 hour days). Employees retained all accumulated sick leave from the end of the 2019-2020 school year.

There shall be no payment for unused discretionary leave when an employee ceases employment with the district.

Sick Leave

Sick leave and/or accumulated sick leave may be used for absences caused by illness or injury of the employee, and/or the employee's immediate family after an employee's discretionary leave has been used for the year. Immediate family is defined as wife, husband, child, mother, mother-in-law, father, father-in-law, brother, sister, brother-in-law, sister-in-law, grandparents, grandchildren, or any person living in the same household.

After any illness exceeding ten (10) days, the employee must produce a written physician's statement stating the reasons additional days are required.

There shall be no payment for unused sick leave when an employee ceases employment with the district.

Holidays - *GCRH*

The following paid holidays will be observed by full-time employees: New Year's Day, Good Friday (unless school is in session), Memorial Day, Independence Day; Labor Day, Thanksgiving Day, and Christmas Day. Part-time personnel are entitled to the following paid holidays: New Year's Day, Labor Day, Thanksgiving Day, and Christmas Day.

If the holiday occurs on a Saturday or Sunday, the full-time or part-time employee will not receive pay. Holiday pay is equal to the number of contracted hours in the work day.

Temporary employees are not eligible for holiday pay.

Vacations - *GCRH*

Full-time, twelve-month employees shall receive 96 hours of vacation time July 1st each year.

Maximum accumulation of vacation leave is 20 days. Vacation time must be used within two years of accrual.

Approval for use of vacation must be arranged two weeks in advance with the immediate supervisor, principal, or superintendent.

Application for use of vacation time must be submitted electronically. Vacation time must be approved by both the immediate supervisor and the superintendent.

Part-time and temporary employees are not eligible for vacation pay.

Employees leaving the district may choose to be paid for accrued vacation time at the employee's regular daily rate of pay.

Procedure for Requesting Leave

An employee on paid leave during the year shall be compensated at his/her regular rate of pay while absent from work, if the following conditions are met: the requested leave is available in the employees account, the employee requests leave on the leave request form through their AptaFund account, and the request for leave is submitted in a timely manner.

Payment for Paid Leave

Payment for paid leave shall not exceed the contracted hours per day for each absence.

Bereavement Leave

Employees may use accumulated sick leave to attend any funeral the employee feels obligated to attend.

Family and Medical Leave - FMLA

Family and medical leave as required by federal law shall be granted for a period of up to 12 weeks during a 12-month period. For purposes of this policy, a 12-month period shall be defined as a fiscal year beginning on July 1 and ending the following June 30. Spouses employed by the district may only take an aggregate of 12 weeks of leave for the birth or adoption of a child within a 12-month period.

Leave is available for the following:

1. the birth of a son or daughter of the employee and to care for the newborn child;

2. the placement of a son or daughter with the employee for adoption or foster care and to care for the newly placed child;
 3. to allow the employee to care for the employee's spouse, son, daughter, or parent with a serious health condition;
 4. a serious health condition of the employee that makes the employee unable to perform the functions of his or her job;
 5. any qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is a covered military member on active duty (or has been notified of an impending call or order to achieve active duty) in support of a contingency operation; and
 6. the need to care for a covered service member with a serious injury or illness if the employee is the spouse, son, daughter, parent, or next of kin of the service member
- Eligible employees are, for reason (6) only, entitled to a combined total of 26 workweeks of leave during a 12-month period.

(Leave for reason 1 or 2 must be taken within 12 months of the date of birth or placement of the child.)

This leave shall normally be unpaid leave. However, if the employee has any paid vacation, personal, or sick leave that is available for use because of the reason for the leave, the paid leave shall be used first and counted toward the annual family and medical leave. The superintendent will notify the employee of the beginning date of family and medical leave and the amount of the employee's accrued paid leave designated as family and medical leave.

The employee is eligible for family and medical leave if he or she has been employed by the district for at least 12 months and has worked at least 1,250 hours during the 12-month period immediately preceding the commencement of the FMLA leave.

During the period of any unpaid family and medical leave, the board shall continue to pay the employer's share of the cost of group health benefits in the same manner as paid immediately prior to the leave. Any employee portion of the cost shall be paid by the employee to the clerk of the board on the payroll date or other time as the employee and superintendent may agree prior to the commencement of the leave. The board may terminate group health coverage if the employee's portion of the payment is not received within 30 days of the due date, so long as written notice of the delinquency in payment and the notice of intent to terminate coverage are sent at least 15 days prior to the termination.

When leave is foreseeable, the employee shall give written notice 30 days in advance. If leave is not foreseeable, notice will be given as soon as is practicable.

Upon the employee providing notice of need for leave, the employer will notify the employee of the following within 5 business days, absent extenuating circumstances:

- a. whether or not the employee is eligible for FMLA leave;
the reasons that leave will or will not count as family and medical leave,
- b. any requirements for medical certification,
- c. employer requirement of substituting paid leave,
- d. requirements for premium payments for health benefits and employee
responsibility for repayment if employer pays employee share,
- e. right to be restored to same or equivalent job, and
- f. any employer required fitness-for-duty certifications.

Family leave (reasons 1 or 2) may not be used intermittently or on a part-time basis without the prior approval of the superintendent.

Military Leave-GARID

Employees are entitled to military leave under the Uniformed Services Employment and Reemployment Act of 1994. The Act applies to military service that began on or after December 12, 1994, or military service that began before December 12, 1994, if the employee was a reservist or National Guard member who provided notice to the employer before leaving work.

Reemployment rights extend to persons who have been absent from work because of “service in the uniformed services.” The uniformed services consist of the following military branches:

- Army, Navy, Marine Corps, Air Force or Coast Guard
- Army Reserve, Navy Reserve, Marine Corps Reserve, Air Force Reserve or Coast Guard Reserve
- Army National Guard or Air National Guard
- Commissioned corps of the Public Health Service
- Any other category of persons designated by the President in time of war or emergency.

“Service” in the uniformed services means duty on a voluntary or involuntary basis in a uniformed service, including:

- Active duty
- Active duty for training
- Initial active duty for training
- Inactive duty training
- Full-time National Guard duty
- Absence from work for an examination to determine a person’s fitness for any of the above types of duty.

The employee may be absent for up to five (5) years for military duty and retain reemployment rights. There are, however, exceptions which can exceed the five (5) years limit. Reemployment protection does not depend on the timing, frequency, duration or nature of an individual’s service. The law enhances protections for disabled veterans including a requirement to provide reasonable accommodations and up to two (2) years to return to work if convalescing from injuries received during service or training.

The returning employee is entitled to be reemployed in the job that they would have attained had they not been absent for military service, with the same seniority, status and pay, as well as other rights and benefits determined by seniority. If necessary, the employer must provide training or retraining that enables the employee to refresh or upgrade their skills so they can qualify for reemployment. While the individual is performing military service, he or she is deemed to be on a furlough or leave of absence and is entitled to the non-seniority rights accorded other individuals on non-military leaves of absence. Individuals performing military duty of more than 30 days may elect to continue employer sponsored health care for up to 24 months at a cost of up to 102 percent of the full premiums. For military service of less than 31 days, health care coverage is provided as if the individual had never left. All pensions which are a reward for length of service are protected.

Individuals must provide advance written or verbal notice to their employers for all military duty. Notice may be provided by the employee or by the branch of the military in which the individual will be serving.

Notice is not required if military necessity prevents the giving of notice; or, the giving of notice is otherwise impossible or unreasonable.

Accrued vacation or annual leave may be used, but is not required, while performing military duty. The individual's timeframe for returning to work is based upon the time spent on military duty.

<i>Time spent on Military duty</i>	<i>Return to work or application for reemployment</i>
Less than 31 days	Must return at the beginning of the next regularly scheduled work period on the first full day after release from service, taking into account safe travel home plus an eight (8) hour rest period.
More than 30 but less Than 181 days	Must submit an application for reemployment within 14 days of release from service.
More than 180 days	Must submit an application for reemployment Within 90 days of release from service.

The individual's separation from service must be under honorable conditions in order for the person to be entitled to reemployment rights. Documentation showing eligibility for reemployment can be required. The employer has the right to request that an individual who is absent for a period of service of 31 days or more provide documentation showing:

- The application for reemployment is timely;
- the five-year service limitation has not been exceeded; and
- separation from service was under honorable conditions.

If documentation is not readily available or does not exist, the individual must be reemployed. However, if after reemploying the individual, documentation becomes available that shows one or more reemployment requirements were not met, the employer may terminate the individual, effective immediately. The termination does not operate retroactively.

Questions regarding military leave should be directed to Veterans' Employment and Training Service, U.S. Department of Labor.

Kansas law also requires reemployment if an individual is called to active duty by the state.

Activity Passes

The board shall make available to each classified employee a pass to district-sponsored activities with the exception of specified athletic tournaments and KSHSAA events. The employee may volunteer to work athletic events for \$5 per night. The spouse of any employee volunteering to work two athletic events will be issued a pass as defined above.

Pay Day

Salary checks for classified employees on a monthly pay schedule will be issued on the tenth day of each month. In the event a payday falls on Saturday, on Sunday, or on a holiday, the checks will be distributed on the last work day before the Saturday, Sunday, or holiday. The cut-off date for each pay period is the last day of the month.

Loyalty Oath

As required by current law, all employees must sign a loyalty oath and file the oath with the clerk before beginning employment and to be eligible for a paycheck.

Reimbursement/Travel Expenses - GAN

The board shall provide reimbursement for expenses incurred in travel related to the performance of duties of the district's employees when approved in advance by the superintendent.

Requests for reimbursement shall be submitted on a "Request for Reimbursement" form and have the following attached: receipts for transportation, parking, hotels or motels, meals and other expenses for which receipts are ordinarily available.

For the authorized use of a personal car, including approved travel between buildings, staff members shall be reimbursed at a mileage rate established by the board.

Salary Reduction Plan - GAL

All classified employees age 19 or older normally working 30 or more hours each week may participate in a district salary reduction plan. Plan options include:

- American Fidelity Assurance Company for Salary Protection and Disability Insurance, Group Term Life Insurance, Cancer Insurance, Medical Reimbursement Account, and Dependent Day Care Account;
- Blue Cross and Blue Shield of Kansas;
- KPERS Optional Term Life Insurance;

The board may change, add or delete benefit options included in the plan.

A participant may elect to terminate his/her Payroll Reduction Agreement or modify the benefits elected only if his/her family status has changed. A participant has a change in family status upon marriage, divorce, death of a spouse or child, birth or adoption of a child, or termination of employment of a spouse. The participant shall supply written verification to the district of such change and must make any termination or election changes within thirty days of the date of such change in family status. A participant desiring to make such change may discontinue participation or reduce benefits or elect new or increased benefits subject to the requirements of the particular nontaxable benefit selected and consistent with the change in family status.

Annuity Plan

All classified personnel normally working 17.5 or more hours per week may be eligible to participate in a "tax-sheltered" annuity plan.

Upon employment, newly hired personnel will be given the opportunity to select an annuity from a board-approved list of companies.

Current employees may make changes and/or additions in annuity plans within the following guidelines:

- Enrollment may include only one agreement per tax year. The salary reduction agreement must be submitted to the Clerk on or before August 10 of each year a new election is made.
- Redirecting money to different providers is not considered a new contract.

Redirection of funds may occur during a 30-day period beginning October 1 and January 1 of each year.

- Classified personnel are responsible for informing their annuity companies and the clerk of changes in their annuity plans. The district will not notify companies of changes. Proper documentation from the annuity company must be presented prior to the change.

Kansas Public Employees Retirement System

Employees who meet the qualifications for the Kansas Public Employees Retirement System must become a member. An employee contribution as determined by current law will be made each pay period. Requests for information or questions about procedures should be directed to the clerk.

Workers Compensation - EBAA, GAOE

The district will participate in workers compensation as required by current statute. The combined workers compensation benefits and salary received under allowed paid leave shall not exceed one full day's pay.

Notice of Accidents

Employees must notify the employer immediately but no later than 20 days of an accident or the claim may be barred. Additional information about your rights and responsibilities under workers compensation may be obtained from your supervisor or the district office.

Coverage

Benefits are for personal injury from accident or occupational disease arising out of and in the course of employment with the district. Injuries, which occur during recreational or social events where the employee is under no duty to attend, and where the injury did not result from, the performance of tasks related to normal job duties are not covered under workers compensation.

Any employee who is off work and drawing workers compensation shall be required to provide the clerk of the board with a written doctor's release before the employee is allowed to return to work. In addition, should the employee be released to return to work by a doctor and fail to do so, all benefits under sick leave shall be ended and those benefits under workers compensation shall be restricted as provided by current statute.

Coordination With Leave Benefits

The workers compensation plan will provide coverage for medical expenses and wages to the extent required by statute to those employees who qualify. Whenever an employee is absent from work and is receiving workers compensation benefits due to a work-related injury or is receiving district paid disability insurance, the employee may use available paid sick leave to supplement the workers compensation or district paid disability insurance payments.

In no event shall the employee be entitled to a combination of workers compensation benefits and salary in excess of his/her full salary. Available paid sick leave may be used for this purpose until 1) available paid sick leave benefits are exhausted; 2) the employee returns to work; or 3) employment is terminated. Sick leave shall be deducted on a prorated amount equal to the percentage of salary paid by the district.

The combined worker's compensation benefits and salary received under allowed sick leave, or other available leave, shall not exceed one full day's pay.

Information and Instructions for Employees Regarding Work Related Injuries and Illness

1. All employees are expected to immediately report any work-related injuries or illness to their immediate supervisor and the district's designated workers compensation representative. A claim may be denied if an employee fails to notify their employer within the earliest of the following dates:
 - A. 20 days from the date of accident or the date of injury by repetitive trauma;
 - B. If the employee is working for the employer against whom benefits are being sought and such employee seeks medical treatment for any injury or repetitive trauma, 20 calendar days from the date such medical treatment is sought; or
 - C. If the employee no longer works for the employer against whom benefits are being sought, 10 calendar days after the employee's last day of actual work for the employer.
2. If the injury or illness is immediately life threatening the employee should seek treatment at the closest emergency room. If the injury or illness is not life threatening and medical attention is necessary, the employee shall seek treatment at the Designated Health Care Providers listed below:

Logan County Hospital
211 Cherry Ave
Oakley, KS 67748
(785)672-3211

Sheridan County Health Complex
826 18th Street
Hoxie, KS 67740
(785)675-3281

Decatur County Hospital
810 W. Columbia Street
Oberlin, KS 67749
(785)475-2208

Citizens Medical Center
100 East College Drive
Colby, KS 67701
(785)462-7511

Family Center for Health Care
310 East College Drive
Colby, KS 67701
(785)462-6184

If you are dissatisfied with the designated health care provider, you are entitled to up to \$500.00 in unauthorized treatment at a provider of your choice. If you exceed the \$500.00 of unauthorized medical treatment the district is under no obligation to pay additional costs unless you return to treatment with an authorized provider.

3. All employees are expected to return to work or call immediately after seeing or being treated by the physician. We must have the physical assessment and release forms returned to the district's designated representative the day of the accident, if possible. Have the physician that you see complete these forms and return them to you before leaving the office or hospital. You will not be allowed to return to work without this form. (If necessary, every effort will be made to place you in a temporary position working within the restrictions the physician specified if modified work is recommended.)
4. It is your responsibility to keep your supervisor informed of your condition at least weekly when receiving medical care for a condition that keeps you from doing your regular job, including work related injuries and illness. This will assist your supervisor in scheduling the workload for the week. Time off will not be automatically extended. Your

physician must verify your inability to work. This must be in writing and given to your supervisor.

5. A copy of the prescription must accompany all receipts for prescriptions or durable medical equipment. The receipts may be brought to the designated district representative for submission of reimbursement. We encourage you to use the first fill process and prescription program provided by the Kansas Association of School Boards Workers Compensation Fund, Inc.
6. Injuries to employees while engaged in recreational or social events under circumstances where the employee was under no duty to attend and where the injury did not result from the performance of tasks related to the employee's normal job duties or as specifically instructed to be performed by the employer may not be compensable.

Retirement

Classified personnel planning to retire should notify the superintendent in writing 90 days before the end of the current contract period.

Unemployment Compensation

For answers to questions regarding unemployment insurance policies, benefits and claims see the clerk or contact the nearest Department of Human Resources, District Job Insurance Office.

SCHEDULES

Work Schedule - GCR

Time schedules for classified employees will be assigned by the superintendent. The normal work week for classified personnel shall consist of 40 hours per week for full-time employment.

Overtime

There shall be no overtime worked unless approved in advance by the superintendent. All overtime will be paid at the rate required by current law. All approved overtime shall be recorded on the employee's time card.

Overtime pay is paid for hours actually worked in excess of 40 hours per week. Paid leave shall not be considered as hours worked.

Time Cards

Full-time and part-time employees

Time cards are required for all hourly employees and must be signed by the employee. All hourly employees shall clock in at the beginning of each workday and clock out at the end of each workday. It shall be considered a violation of this policy if any employee clocks in or out for any other employee. "Forgetting" to use the time clock may also be considered a violation. Such violations may result in disciplinary action including termination.

Time cards shall be submitted to the clerk no later than noon the first working day following the end of each month.

If it is necessary for an employee to correct time on a time card, a Time Card Modification form must be signed by the employee and approved by the Superintendent prior to the time card being signed at the end of the month.

Substitute or temporary employees

Substitute employees or temporary employees must follow the time card requirements described above. The regular full-time or part-time employee will make a notation on their time card naming the substitute employee and the date(s) worked by the substitute. The district will pay all substitute employees according to the substitute employee wage scale adopted by the board.

Breaks

All classified personnel are allowed a break if their regular daily schedule calls for four hours or more of continuous work. Breaks are limited to 15 minutes in length and may not be accumulated or added to lunch or dinner hours.

Breaks for meal times occurring during the scheduled workday are not hours worked if the employee is completely relieved from duty for meal time. Personnel are to clock out and in for meal periods when completely relieved from duty for that purpose.

Some employees such as lunchroom workers, teacher aides, para educators, and secretaries are required to be on duty during meal time. For those employees, the meal period is counted as hours worked. Also, some may receive free meals as part of their compensation. Employees entitled to free meals may include:

- lunch monitors (if not provided an additional duty-free lunch)
- food service workers

Calendar

The district calendar is approved by the board and a copy is made available to each classified employee.

Facility Scheduling

District facilities are scheduled for use by the building principal and/or building secretary. The principal may require a classified employee to be on duty whenever a facility is used by a school group or non-school group or individual.

CONDUCT

Prohibited Substances

Drug Free Schools and Communities Act/Drug Free Workplace - GAOA

Maintaining a drug-free workplace is important in establishing an appropriate learning environment for the students of the district. The unlawful manufacture, distribution, sale, dispensation, possession, or use of a controlled substance is prohibited at school, on or in school district property; and at school sponsored activities, programs, and events. Possession and/or use of a controlled substance by an employee for the purposes of this policy shall only be permitted if such substance was obtained directly, or pursuant to a valid prescription or order issued

thereto, form a person licensed by the state to dispense, prescribe, or administer controlled substances and any use is in accordance with label directions.

As a condition of employment in the district, employees shall abide by the terms of this policy.

Employees shall not unlawfully manufacture, distribute, dispense, possess and/or use controlled substances in the workplace.

Any employee who is convicted under a criminal drug statute for a violation occurring at the workplace must notify the superintendent of the conviction within five days after the conviction. The superintendent shall then ensure that notice of such conviction is given to any granting agency within 10 days of receiving notice thereof.

Within 30 days after the notice of conviction is received, the school district will take appropriate action with the employee. Such action may include, suspension, placement on probationary status, or other disciplinary action including termination. Alternatively, or in addition to any action short of termination, the employee may be required to participate satisfactorily in an approved drug abuse assistance or rehabilitation program as a condition of continued employment. The employee shall bear the cost of participation in such program. Each employee in the district shall be given a copy of this policy.

This policy is intended to implement the requirements of the federal regulations promulgated under the Drug-Free Workplace Act of 1988. It is not intended to supplant or otherwise diminish disciplinary actions which may be taken under board policies or the negotiated agreement.

Tobacco Use - GAOC

The use, possession, or promotion of tobacco products by any staff member, in any form, is prohibited at all times in any district facility; in school vehicles, at school-sponsored activities, programs, or events; and on school owned or operated property.

“Tobacco product” means any product that is made from or derived from tobacco, or that contains nicotine, that is intended for human consumption or is likely to be consumed, whether smoked, heated, chewed, absorbed, dissolved, inhaled, or ingested by any other means, including, but not limited to, electronic nicotine delivery system, cigarettes, cigars, pipe tobacco, chewing tobacco, snuff, or snus. Tobacco product also means any component or accessory used in the consumption of a tobacco product, such as filters, rolling papers, pipes, charging devices, cartridges, and any substance used in ENDS, whether or not they contain nicotine. This definition does not include nicotine replacement therapies including transdermal patches, nicotine gum, and nicotine lozenges.

“Electronic nicotine deliver system” or ENDS means any device that delivers a vaporized solution (including nicotine, THC, or any other substance) by means of cartridges or other chemical delivery systems. Such definition shall include, but may not be limited to, any electronic cigarette, vape pen, hookah pen, cigar, cigarillo, pipe or personal vaporizer.

Relations with Students - GAF

Employees shall maintain relationships with students which are conducive to an effective educational environment. Employees shall not have any interaction of a romantic and/or sexual nature with any student at any time regardless of the student’s age or consent.

The School Board discourages school district staff from socializing with students outside of school in person or on social networking websites, including but not limited to Twitter, Snapchat and Facebook.

Personal Communication Devices and Social Media

Staff possession or use of personal communication devices on district property, in district facilities during the workday and while staff is on duty may be permitted subject to the limitations set forth in this language and consistent with any additional school rules. At no time will a personal communication device be used in a manner that interferes with staff duties and the responsibility for the supervision of students.

A personal communication device is a device, not issued by the district that emits an audible signal, vibrates, displays a message or otherwise summons or delivers a communication to the possessor of the device. These devices include, but are not limited to, walkie-talkies, either long – or – short range portable radios, portable scanning devices, cellular telephones, pagers, personal digital assistants (PDAs), laptop computers and similar devices with wireless capacity. This also includes other digital audio video devices such as, but not limited to iPods, radios and TVs.

Personal cellular telephones/pagers and other digital audio and video devices shall be silenced during instructional (or class) time, while on duty or at any other time where such use of the device would cause a disruption of school activities or interfere with work assignment. Cellular telephones, which have the capability to take photographs or video, shall not be used for such purposes while on district property or while a staff member is on duty in district-sponsored activities, unless expressly authorized by the principal or designee. Laptop computers and PDAs brought to school will be restricted to classroom or instructional related activities only. The district will not be liable for loss or damage to personal communication devices brought to district property and district-sponsored activities.

Staff members will utilize social network sites (e.g., Facebook, MySpace, and Twitter) judiciously by not posting confidential information about students, staff or district business. Staff members will treat fellow employees, students and the public with respect while posting. Communication with students using personal communication devices will be appropriate, professional and related to school assignments or activities. If communicating with students electronically, staff should use district e-mail using mailing lists to a group of students rather than individual students. Texting students is discouraged.

Exceptions to the prohibitions set forth in this policy may be made for health, safety or emergency reasons with superintendent or designee approval.

Staff is subject to disciplinary action up to and including dismissal for using a personal communication device in any manner that is illegal or violates the terms of this policy. The taking, disseminating, transferring or sharing of obscene, pornographic, or otherwise illegal images or photographs, whether by electronic data transfer or otherwise (commonly called texting, sexting, e-mailing etc.) may constitute a crime under state and/or federal law. Any person taking, disseminating, transferring, or sharing obscene, pornographic, or otherwise illegal images or photographs will be reported to law enforcement and/or other appropriate state or federal agencies.

The Superintendent shall ensure these rules are available to all employees.

Electronic Communications Between Staff, Students

Relationships between staff members and students shall at all times, foster an effective educational environment. These relationships shall never be harassing, discriminatory, retaliatory or soliciting and shall be professional, not personal. The staff member shall be responsible for ensuring relationships remain on the proper level.

Staff members are primarily responsible for the success of the teaching/learning. Part of this responsibility may include maintaining communications with students on an individual level in order to ensure students are receiving the necessary and proper instruction.

Electronic communications are one avenue for this communication. Electronic communication includes, but is not limited to, e-mail, text message, and message on a social network page (e.g., Twitter, Snapchat and Facebook, etc.).

When staff members communicate with students via email, it should be only through the district's email system. Staff members shall save a copy of all email communications sent to students through the district's email system in a folder labeled "email to students" maintained in the staff member's district email account.

Any email communication sent to a student through the district's email system, (or other electronic communication with students such as text messages, web site postings, etc.) should be proper educational purposes.

Staff members are prohibited from sending personal email or other electronic communications of a personal nature to students during the staff member's time on duty.

All staff member communication to students should be strictly related to the student's educational coursework or school sponsored activities.

Facebook

School administration will annually remind staff members and orient new staff members concerning the importance of maintaining proper decorum in the digital world as well as in person. Employees must conduct themselves in ways that do not distract from or disrupt the educational process.

- Improper fraternization with students using Facebook and similar internet sites or social networks.
- Inappropriateness of posting items with sexual content
- Inappropriateness of posting items exhibiting or advocating use of drugs and alcohol
- Examples of inappropriate behavior to avoid
- Monitoring and penalties for improper use of district computers and technology
- Avoid the use of the school's name and logo on a staff members personal website
- The possibility of penalties, including dismissal from employment, for failure to exercise good judgment in on-line conduct.

The administration may periodically conduct internet searches to see if teachers have posted inappropriate materials on-line. When inappropriate use of computers and websites is discovered, the school administration should download the offensive material and bring it to the attention of the appropriate employee.

Computer and Device Acceptable Use

Employees shall have no expectation of privacy when using district e-mail, other official communication systems, computers, or electronic devices. E-mail messages shall be used only

to conduct approved and official school business. All employees must use appropriate language in all messages. Employees are expected to conduct themselves in a professional manner and to use the system according to these guidelines or other guidelines published by the administration and the board.

Any e-mail, computer application, or information on district computers, computer systems, or electronic devices is subject to monitoring by the administration. The district retains the right to duplicate any information stored in the system or device or on any hard drive. Employees who violate district computer or electronic device policies are subject to disciplinary action up to and including termination.

Digital Photography in Schools

School staff will discourage digital and other photos being taken in school by students, due to privacy concerns. Students and staff should not participate in being photographed at school unless photographs are for an official or authorized publication. Students and staff who choose to ignore this guidance could face legal or disciplinary consequences.

Employee Protection - GAO

An employee may use reasonable force necessary to ward off an attack, to protect a student or another person, or to quell a disturbance that threatens physical injury to others.

Confidentiality

Student Information

Confidential student information, whether written or oral, shall be handled in a confidential manner and be discussed only with appropriate school personnel. If you know it because you work here – it is to be treated as confidential. Violations of this rule that violate the privacy rights of students could result in disciplinary actions being taken against the employee, including termination.

As a school employee, you will hear, read and observe information about students that is considered confidential. All school staff must always respect the privacy of students and their families.

There are federal and state laws designed to protect confidentiality of students. The law says that only educators directly involved in delivering services to a student may have access to records and information about the student. Persons not directly involved in delivering services to a student do not have a right to this information.

Please remember you are allowed access to information only for students you actually teach or work with. A breach of confidentiality is not only unprofessional, but may also be illegal. Problems of confidentiality are not always intentional, and sometimes people suffer from “slips of the tongue. Intentional or not, violations are potentially a serious matter that could put employees, students and the district at risk.

All employees will sign a Confidentiality Form each year following training on confidentiality.

Personnel Information

Confidential personnel information, whether written or oral, shall be handled in a confidential manner and be discussed only with the appropriate school personnel. Violations of

this rule which violate the privacy rights of personnel could result in disciplinary actions being taken against the employee, including termination.

Sexual Harassment - GAAC

Sexual harassment will not be tolerated in the school district. It shall be a violation of this policy for any student, employee, or third party (visitor, vendor, etc.) to sexually harass any student, employee, or other individual associated with the school. Sexual harassment may result from verbal or physical conduct or written or graphic material. Sexual harassment shall include, but not be limited to: verbal harassment or abuse of a sexual nature; pressure for sexual activity; repeated remarks to a person with sexual demeaning implication; unwelcome touching; or suggesting or demanding sexual involvement accompanied by implied or explicit threats concerning an employee's job status.

No district employee shall sexually harass, be sexually harassed, or fail to investigate or refer a complaint of sexual harassment for investigation. Complaints of sexual harassment by employees will be promptly investigated and resolved. Initiation of a complaint of sexual harassment will not adversely affect the job security or status of an employee, nor will it affect his or her compensation or work assignment. Violation of district policy shall result in disciplinary action, up to and including termination.

Employees who believe they have been subjected to sexual harassment should discuss the problem with their immediate supervisor. If an employee's immediate supervisor is the alleged harasser, or if the employee is uncomfortable discussing the issue with his/her supervisor, the employee should discuss the problem with the superintendent or the principal.

Employees who do not believe the matter is appropriately resolved may file a written complaint under the district's discrimination complaint procedure. Confidentiality shall be maintained throughout the complaint procedure.

Gifts - GAJ

Unless approved by the principal, employees shall not give gifts to any student or class of students when the gifts arise out of a class or school-related activity.

Employees are prohibited from receiving gifts from vendors or sales representatives. Premiums resulting from sales projects sponsored by the district shall become the property of the district. All other premiums, price reductions, and additional merchandise awarded based on district business shall become the property of the district.

Solicitations

Solicitation of Employees - KDC

Unless permission is granted by the appropriate supervisor, solicitation of employees by any vendor, student, other school district employee or patron during normal duty hours is prohibited.

Solicitations By Employees - GAG

No employee will attempt, during the school day or on school property, to sell or endeavor to influence any student or school employee to buy any product, article, instrument, service or other items, which may directly or indirectly benefit the school employee.

No employee will engage in sales or solicitation on behalf of the school or use the school name without the prior approval of the principal.

Dress Code - GAM

The board encourages appropriate dress for all district employees. USD 316 employees are expected to dress appropriately for the position they hold. They are expected to present themselves in a manner conducive to representing the district well.

Conflict of Interest - GAG

District employees are prohibited from engaging in any activity, which may conflict with or detract from the effective performance of their duties. No employee will attempt, during the school day or on school property, to sell or endeavor to influence any student or school employee to buy any product or service that may directly or indirectly benefit the school employee.

No school employee will enter into a contract for remuneration with the district other than a contract for employment unless the contract is awarded on the basis of competitive bidding.

Non-School Employment - GCRF

Classified employees shall not be excused during their regularly scheduled duty day to perform outside employment - unless, upon receipt of the employee's leave request, the supervisor determines:

- The requesting employee has adequate leave time available;
- The requesting employee's absence will not interfere with regular work operations; and
- The leave is approved prior to the requested leave being taken.

The supervisor may approve leave without pay for extraordinary circumstances.

Except as otherwise specified above, classified employees shall not engage in outside employment which interferes with their job duties or responsibilities.

Criminal Convictions

Any employee convicted of a felony, driving under the influence, or who enters a plea of guilty or diversion agreement, must notify the superintendent within five days after the conviction or diversion agreement.

Suspension

The superintendent shall have the authority to suspend classified employees with pay until the suspension is resolved by board action. The board may suspend with or without pay for a period determined by the board.

Termination

The board may terminate a classified employee at any time, with or without cause.

DISTRICT PROCEDURES

Assignment and Transfer - GACE

The board reserves the right to assign, reassign and transfer all employees. The board may delegate its authority to assign, reassign, or transfer any or all employees to the superintendent.

Board Policy

Employees shall follow and be familiar with all policies and regulations established by the board of education.

Complaints/Grievances -KN

The board encourages all complaints regarding the district to be resolved at the lowest possible administrative level. If the investigation and determination procedures of a complaint are not regulated in another board policy or the negotiated agreement, as applicable, it will be designated a general complaint subject to processing under this policy. Whenever a general complaint is made directly to the board as a whole or to a board member as an individual, it will be referred to the administration for study and possible resolution.

Informal Procedures:

The building principal shall attempt to resolve complaints of discrimination or harassment in an informal manner at the building level. Any school employee who receives a complaint of such discrimination or harassment from a student, another employee, or any other individual shall inform the individual of the employee's obligation to report the complaint and any proposed resolution of the complaint to the building principal. The building principal shall discuss the complaint with the individual to determine if it can be resolved. If the matter is resolved to the satisfaction of the individual, the building principal shall document the nature of the complaint and the proposed resolution of the complaint and forward this record to the district compliance coordinator. Within 20 days after the complaint is resolved in this manner, the principal shall contact the complainant to determine if the resolution of the matter remains acceptable.

If the matter is not resolved to the satisfaction of the individual in the meeting with the principal, or if the individual does not believe the resolution remains acceptable, the individual may initiate a formal complaint.

Formal Complaint Procedures:

- A formal complaint should be filed in writing and contain the name and address of the person filing the complaint. The complaint shall briefly describe the alleged violation. If an individual does not wish to file a written complaint, and the matter has not been adequately resolved through the informal procedures described herein, the building principal may initiate the complaint. Forms for filing written complaints are available in each building office and the central office.
- A complaint should be filed as soon as possible after the conduct occurs but not later than 180 days after the complainant becomes aware of the alleged violation, unless the conduct forming the basis for the complaint is ongoing.
- If appropriate, an investigation shall follow the filing of the complaint. If the complaint is against the superintendent, the board may appoint an investigating officer. In other instances, the investigation shall be conducted by the building principal, the compliance

coordinator, or another individual appointed by the board or the superintendent. The investigation shall be informal but thorough. The complainant and the respondent will be afforded an opportunity to submit written or oral evidence relevant to the complaint and to provide names of potential witnesses who may have useful information.

- A written determination of the complaint's validity and a description of the resolution shall be issued by the investigator, and a copy shall be forwarded to the complainant and the respondent within 30 days after the filing of the complaint. If the investigator anticipates a determination will not be issued within 30 days after the filing of the complaint the investigator shall provide written notification to the parties including an anticipated deadline for completion. In no event shall the issuance of the written determination be delayed longer than 10 days from the conclusion of the investigation.
 - If the investigation results in a recommendation that a staff member be subject to discipline, the specifics will not be included in the written determination provided to the parties to protect the privacy of the staff member.
 - If the investigation results in a recommendation that an employee be suspended without pay or terminated, procedures outlined in board policy, the negotiated agreement (as applicable), and state law will be followed.
- Records relating to complaints filed and their resolution shall be forwarded to and maintained in a confidential manner by the district compliance coordinator.

Appeal Procedures:

The complainant or respondent may appeal the determination of the complaint. Appeals shall be heard by the district compliance coordinator, a hearing officer appointed by the board or superintendent, or by the board itself. The request to appeal the determination shall be made within 20 days after the date of the written determination of the complaint at the lower level. The appeal officer shall review the evidence gathered by the investigator at the lower level and the investigator's report and shall afford the complainant and the respondent an opportunity to submit further evidence, orally or in writing, within 10 days after the appeal is filed. Whenever an appeal officer is appointed to review an appeal, the appeal officer will prepare a written report to the board within 30 days after the appeal is submitted for decision. The board shall render its decision not later than the next regularly-scheduled meeting of the board following the receipt of the report and provide the parties with a notice of the result of the appeal. A matter determined by the board in accordance with this process shall be valid to the same extent as if the matter were fully heard by the board without an appeal officer.

- Use of this complaint procedure is not a prerequisite to the pursuit of any other remedies including the right to file a complaint with the Office for Civil Rights of the U.S. Department of Education, the Equal Employment Opportunity Commission, or the Kansas Human Rights Commission.

If it is determined at any level that a violation of board policy or school rules occurred, the district will take prompt, remedial action to prevent its reoccurrence. The district prohibits retaliation or discrimination against any person for participation in the complaint process; or making a complaint, testifying, assisting, or participation in any investigation, proceeding, or hearing.

Complaints About Discrimination on the Basis of Sex

Complaints regarding alleged discrimination on the basis of sex, as prohibited by Title IX of the Education Amendments of 1972 and other federal and state laws regulation such discrimination and discriminatory harassment, shall be handled in accordance with the procedures outline in board policies GAAC, for staff, and shall be directed to the Title IX Coordinator at Ashley Arnberger, 335 School Street, Rexford, KS 67753, ashley@usd316.org, 785-687-3265.

Complaints About Discrimination or Discriminatory Harassment Not on the Basis of Sex

Discrimination against any individual on the basis of race, color, national origin, sex, disability, age, genetic information, or religion in the admission to, access to, treatment, or employment in the district's programs and activities is prohibited. Ashley Arnberger, Superintendent, 335 School Street, Rexford, KS 67753, ashley@usd316.org, 785-687-3265 has been designated as to coordinate compliance with nondiscrimination requirements contained in Title VI and Title VII of the Civil Rights Act of 1964 (with the exception of discrimination on the basis of sex), Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990, the Age Discrimination Act of 1975, the Personal Responsibility Work Opportunity Reconciliation Act of 1996, and the Food Stamp Act of 1977, as amended.

For information regarding the investigation or resolution process for complaints of discrimination or discriminatory harassment not involving sex-based conduct or district child nutrition programs, see board policies GAAB for staff members and JCE for students.

Work Agreement

The offer of an employment work agreement or renewal of an employment work agreement shall be presented in duplicate. The classified employee shall sign and return both copies within the time period designated by the superintendent. Upon receipt of the signed copies, the work agreement will be presented to the board for approval.

Any written work agreement shall contain a reference that the work agreement is an employment-at-will work agreement, which may be terminated by either party by giving two weeks written notice to the other. There are no rights of continuing employment.

Defensive Driving Course (School bus drivers only)

All employed school bus drivers, (CDL, regular route and substitute) must complete a Defensive Driving course program, or an equivalent approved course as required by law. CPR and First Aid is also required. The district will pay each driver and substitute driver for the time required to complete the defensive driving course, first aid and CPR upon presentation of a certificate of completion. The time will be recorded on the driver's time card.

Discrimination Complaints - GAAB

The district is committed to maintaining a working and learning environment free from discrimination, insult, intimidation and harassment due to race, color, national origin, religion, sex, age, genetic information, or disability.

Discrimination against an individual on the basis of race, color, national origin, sex, disability, age, genetic information, or religion in the admission to, access to, treatment, or employment in the district's programs and activities is prohibited. Ashley Arnberger, 335 School Street, Rexford, KS 67753, ashley@usd316.org, 785-687-3265 has been designated to

coordinate compliance with nondiscrimination requirements contained in Title VI and Title VII of the Civil Rights Act of 1964 (with the exception of discrimination on the basis of sex), Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990, the Age Discrimination Act of 1975, the Personal Responsibility Work Opportunity Reconciliation Act of 1996, and the Food Stamp Act of 1977, as amended.

Complaints regarding alleged discrimination on the basis of sex, as prohibited by Title IX of the Education Amendments of 1972 and other federal and state laws regulating such discrimination and discriminatory harassment, shall be handled in accordance with the procedures outlined in board policies GAAC and JGEC and shall be directed to the Title IX Coordinator at Ashley Arnberger, 335 School Street, Rexford, KS 67753, ashley@usd316.org, 785-687-3265. More information may be obtained on discrimination on the basis of sex by contacting the Title IX Coordinator.

Complaints alleging discrimination in child nutrition programs offered by the district shall be handled in accordance with the procedures outlined in board policy KNA, and more information may be obtained on procedures for filing such a complaint by contacting the district compliance coordinator.

Unless otherwise provided in board policy, general complaints, those not alleging acts of discrimination, will be resolved using the district's general complaint procedures in policy KN.

Any employee who engages in discriminatory, harassing, or retaliatory conduct shall be subject to disciplinary action, up to and including termination.

Except as otherwise provided in policy and board policies GAAC, JGEG, and KNA, any incident of discrimination in any form shall promptly be reported to an employee's immediate supervisor, the building principal, or the district compliance coordinator for investigation and corrective action by the building or district compliance officer. Complaints alleging discriminatory and/or harassing conduct on the part of the superintendent shall be addressed to the board of education.

Except as otherwise provided in board policy regarding complaints of discrimination on the basis of sex or regarding child nutrition programs, complaints about discrimination, including complaints of harassment, will be resolved through the following procedures:

Informal Procedures:

The building principal shall attempt to resolve complaints of discrimination or harassment in an informal manner at the building level. Any school employee who receives a complaint of such discrimination or harassment from a student, another employee, or any other individual shall inform the individual of the employee's obligation to report the complaint and any proposed resolution of the complaint to the building principal. The building principal shall discuss the complaint with the individual to determine if it can be resolved. If the matter is resolved to the satisfaction of the individual, the building principal shall document the nature of the complaint and the proposed resolution of the complaint and forward this record to the district compliance coordinator. Within 20 days after the complaint is resolved in this manner, the principal shall contact the complainant to determine if the resolution of the matter remains acceptable.

If the matter is not resolved to the satisfaction of the individual in the meeting with the principal, or if the individual does not believe the resolution remains acceptable, the individual may initiate a formal complaint.

Formal Complaint Procedures:

- A formal complaint should be filed in writing and contain the name and address of the person filing the complaint. The complaint shall briefly describe the alleged violation. If an individual does not wish to file a written complaint, and the matter has not been adequately resolved through the informal procedures described herein, the building principal may initiate the complaint. Forms for filing written complaints are available in each building office and the central office.
- A complaint should be filed as soon as possible after the conduct occurs but not later than 180 days after the complainant becomes aware of the alleged violation, unless the conduct forming the basis for the complaint is ongoing.
- If appropriate, an investigation shall follow the filing of the complaint. If the complaint is against the superintendent, the board may appoint an investigating officer. In other instances, the investigation shall be conducted by the building principal, the compliance coordinator, or another individual appointed by the board or the superintendent. The investigation shall be informal but thorough. The complainant and the respondent will be afforded an opportunity to submit written or oral evidence relevant to the complaint and to provide names of potential witnesses who may have useful information.
- A written determination of the complaint's validity and a description of the resolution shall be issued by the investigator, and a copy shall be forwarded to the complainant and the respondent within 30 days after the filing of the complaint. If the investigator anticipates a determination will not be issued within 30 days after the filing of the complaint the investigator shall provide written notification to the parties including an anticipated deadline for completion. In no event shall the issuance of the written determination be delayed longer than 10 days from the conclusion of the investigation.
 - If the investigation results in a recommendation that an employee be suspended without pay or terminated, procedures outlined in board policy, the negotiated agreement, and state law will be followed.
- Records relating to complaints filed and their resolution shall be forwarded to and maintained in a confidential manner by the district compliance coordinator.

Formal Complaint Appeal

- The complainant or respondent may appeal the determination of the complaint.
- Appeals shall be heard by the district compliance coordinator, a hearing officer appointed by the board or superintendent, or by the board itself.
- The request to appeal the resolution shall be made within 20 days after the date of the written determination of the complaint at the lower level.
- The appeal officer shall review the evidence gathered by the investigator at the lower level and the investigator's report and shall afford the complainant and the respondent an opportunity to submit further evidence, orally or in writing, within 10 days after the appeal is filed.
- The appeal officer will issue a written determination of the complaint's validity on appeal and a description of its resolution within 30 days after the appeal is filed.

If it is determined at any level that discrimination or harassment has occurred, the district will take prompt, remedial action to prevent its reoccurrence. The district prohibits retaliation or discrimination against any person for opposing discrimination, including harassment; for

participation in the complaint process; or making a complaint, testifying, assisting, or participation in any investigation, proceeding, or hearing.

Use of this complaint procedure is not a prerequisite to the pursuit of any other remedies including the right to file a complaint with the Office for Civil Rights of the U.S. Department of Education, the Equal Employment Opportunity Commission, or the Kansas Human Rights Commission.

Drug and Alcohol Testing - GAOD

All district employees performing job functions which require the employee to maintain a commercial driver's license shall be tested for alcohol and drugs as required by current federal law. Board approved rules and regulations necessary to implement the testing program shall be on file with the clerk.

Each new employee who is required to undergo alcohol and drug testing shall be given a copy of the appropriate regulations.

Compliance with the required elements of the testing program is a condition of employment as a driver in the district.

Evaluations - GCI

All classified employees shall be evaluated twice during their first year of employment and at least once a year during subsequent years. Evaluation documents will be on file with the clerk of the board.

Classified employees shall be evaluated by the supervisor to whom they are assigned. Classified employees shall be evaluated on their personal qualities, their commitment to duty and work skills related to their job description. A copy of the completed evaluation will be given to the employee after it is signed by the employee and the evaluator and will be placed in the employee's personnel file.

Supervision

The superintendent has the responsibility to supervise all classified employees not directly under the supervision of a building principal. A building principal has the responsibility to supervise all classified staff who are assigned to the building.

Job Descriptions *GACB*

A job description for each category of classified employee will be developed by the superintendent. A copy of each job description is filed with the clerk and will be available for inspection during regular office hours.

Employment Status

All classified employees are employed on an "at-will" basis, regardless of their length of service, and may be dismissed at any time.

Jury Duty

An employee called to jury duty shall be paid regular school wages if the employee endorses all jury duty pay, except reimbursement for mileage and subsistence, over to the district.

Distribution of Materials - KI

Materials from sources outside of the district may not be distributed on school grounds without prior permission from the principal. Examples of outside materials include, but are not limited to, political materials, special interest materials, and advertisements. The principal shall determine the time, place, and manner for materials distribution.

Orientation

All new classified employees shall receive an orientation as designed by the supervisor and shall be given a copy of this handbook.

Personal Property

The district is not responsible for employees' personal property and does not provide insurance on employees' personal property. If an employee's personal property is broken, damaged or stolen while the employee is on the job, repair or replacement is the employee's responsibility.

Use of Personal Vehicle

With prior approval of the administration, classified employees may use their private vehicle to perform district business. To receive mileage reimbursement, the employee shall file a report showing dates, number of miles traveled and signature of the employee with the district office four times a year. Reimbursement shall be made following board approval.

Employees are prohibited from using their personal vehicle to transport students on school business.

Weapons

Employees are prohibited from carrying weapons on school property or at school sponsored events, unless approved in advance and in writing by the superintendent.

Recruitment and Hiring - GACC

The board delegates recruiting authority to the superintendent. In carrying out this responsibility, the superintendent may involve administrators and other employees. The board shall approve the hiring of all employees. No staff member's employment is official until the contract or other document is signed by the candidate and approved by the board.

Interrogation and Investigation of Students - JCAC

No one may interrogate or investigate a student on school grounds without the permission of the principal/superintendent.

Searches of Students and Property - JCAB, JCABB

If a classified staff member believes there is a need to search a student or property, he/she shall contact the principal/superintendent.

Searches of students or property shall be conducted in accordance with the rules approved by the board. Classified personnel shall not search students or property. No law enforcement officer shall search students or property without a search warrant.

Building principals are authorized to search students or property if there is reasonable suspicion that district policies, rules or directives are being violated. All searches by the principal shall be carried out in the presence of another adult witness.

Resignation

Classified employees may resign from their jobs in accordance with the employment agreement and board policies. The resignation should be addressed to the board in care of the superintendent of schools.

Exit Interviews

An exit interview may be conducted prior to an employee leaving the district.

Staff Development - GAD

All plans for staff development involving expenditure of district funds, or which require time away from the employee's assigned responsibilities, shall be approved in advance by the superintendent.

Employees attending out of town training meetings at the request of the school district will be compensated in the following manner:

Regular or overtime pay as appropriate for time away from Rexford or Selden MINUS:

- Eight hours for sleep when overnight;
- Reasonable time for meals (normally one hour per meal); and
- Time used exclusively for pleasure or personal business.

Telephone Use

District telephones are for school business. Use of phones for personal business should be avoided except in case of an emergency. Use of phones for social calls is not permitted. Long distance calls made in an emergency must be recorded and reported to the employee's immediate supervisor so arrangements may be made to bill the employee.

RECORDS

Personnel Records - CN, GAK

Personnel files maintained by the district shall be confidential and in the custody of the appropriate supervisor and/or the superintendent. Employees have the right to inspect their files during regular business hours upon proper notice and under the supervision of an administrator.

See "Confidentiality".

Required Records - GACD

Each classified employee must have the following records/forms on file with the director of personnel before the first day of employment:

- Employment application;
- KPERS enrollment form (if employee is eligible);
- W-4 & K-4 withholding certificate;
- Social security number;

- Loyalty oath or affirmation;
- Health form (if working directly with students), see “Health Examinations,”
- Driver’s license and driving record (if required for position), see “Driving Records,”
- I-9 form (proof of identity); and

Address Changes

All address changes must be made in writing with the clerk before the end of the pay period in which the changes took place.

Driving Records - EDAA

It shall be the responsibility of all school bus drivers to annually provide documentation to the superintendent of the validity of license certification by the Kansas Department of Revenue. If a school bus driver’s license is suspended or revoked at any time, such suspension or revocation shall be immediately reported to the superintendent and the driver shall cease driving a school bus until the license is restored.

REPORTS

Accidents - JGFG

Any school employee who discovers an accident on school property shall report the accident to the building principal or designated representative. If the person requires medical treatment, the employee shall:

- send for medical help;
- make the individual as comfortable as possible while waiting for competent medical assistance to arrive; and
- notify the principal or designated representative.

If an employee present is qualified to administer first aid, that aid may be given. Qualified employees are those employees who have successfully completed an approved first aid program or the school nurse.

If an employee is injured on the job, the supervisor should be contacted immediately and a report shall be made within ten days. The supervisor will then be responsible for contacting the district central office, who will in turn supply the injured employee with the appropriate forms to complete.

The employee must keep copies of all doctor’s orders and provide a file copy to the district central office. The employee must inform the doctor or hospital that he/she is covered by the district workers compensation plan.

See “Workers Compensation”.

Child Abuse - GAAD

Any district employee who has reason to know or suspect that a child has been injured as a result of physical, mental or emotional abuse or neglect or sexual abuse, shall promptly report the matter to the local Kansas Department for Children and Families (DCF) office by phoning 1-800-992-5330 or to the local law enforcement officials.

The Code for Care of Children also provides civil immunity from prosecution if the report is made in good faith.

It is recommended the building administrator also be notified after the report is made. District employees shall not contact the child's family or any other persons to determine the cause of the suspected abuse or neglect. It is not the responsibility of school employees to prove the child has been abused or neglected.

Annual training for all school employees on child abuse and neglect reporting shall be provided, and documentation of the training shall be maintained.

Vandalism - EBCA

Employees shall report any vandalism to their immediate supervisor.

Violent Acts - EBC

See "Security".

HEALTH

Asbestos

An asbestos management plan has been developed for the district. A copy of the management plan is available from the clerk of the board.

Blood borne Pathogens - GARA

The exposure control plan for blood borne pathogens is available for review from the clerk of the board. All staff shall receive the training and equipment necessary to implement the plan.

Communicable Diseases - GAR

Whenever an employee has been diagnosed by a physician as having a communicable disease, the employee shall report the diagnosis and nature of the disease to the superintendent so a proper report may be made as required by statute.

An employee afflicted with a communicable disease dangerous to the public health shall be required to withdraw from active employment for the duration of the illness in order to give maximum health protection to other district employees and to students.

The employee shall be allowed to return to duty upon recovery from the illness, when authorized in writing by a physician.

The board reserves the right to require a written statement from the employee's physician indicating the employee is free from all communicable disease symptoms.

See "Health Examinations".

Health Examinations

Custodians, maintenance personnel, teacher aides, secretaries, paraprofessionals, clerks, food service workers and others who come into regular contact with students shall complete health examinations as required by law.

As a condition to entering employment, new employees in any of these categories in the district are required to complete a physical examination at the time of employment with the district. The employee must present a district-approved form, completed by a health care professional, to the clerk, which states "that there is no evidence of physical condition that would conflict with the health, safety, or welfare of the pupils; and that freedom from tuberculosis has

been established. If at any time there is a reasonable cause to believe any employee is suffering from an illness detrimental to the health of the pupils, the school board may require a new certification of health.” (K.S.A. 72-5213)

See “Required Records,”

The board reserves the right to have any employee examined at any time by a physician of the board’s choice to determine if the employee is able to fulfill and perform the obligations of employment and to abide by and implement the policies and rules of the board. The costs of any examination required will be borne by the board.

Physicals for Bus Drivers

Bus drivers should take the appropriate health examination form for their service group with them to their physician. The district will reimburse the bus driver for the examination upon receipt of billing from the health care provider after insurance claim has been submitted and paid.

First Aid - JGFG

See “Accidents”.

Medications, Administering - JGFGB

The supervision of any medications shall be in strict compliance with the rules and regulations of the board. District employees may not dispense or administer any medications, including prescription and non-prescription drugs, to students except as outlined in board policy.

Hazardous Waste

When hazardous waste material is produced in a class, or otherwise located in the district, its disposal shall be in accordance with state and federal laws, rules and regulations.

No employee shall bring hazardous material to school without the prior approval of the supervisor. Such material shall be in an appropriate container and properly labeled.

If an employee discovers waste material, which is, or may be, hazardous, he/she should notify his/her supervisor immediately.

Hazardous wastes include, but are not limited to, wastes, which are flammable, corrosive, infectious, highly reactive or toxic.

Hazardous waste must be placed in an appropriate container affixed with a hazardous waste label, which lists the specific contents.

Unlabeled containers whose contents are undetermined, which may contain hazardous substances, shall not be put in trash containers.

All hazardous wastes must be properly labeled and stored appropriately until they can be disposed of properly. Placing them in trash containers or the sewer system is not an acceptable disposal method.

Pest Control

The district periodically applies pesticides inside buildings. Information regarding the application of pesticides is available from the clerk of the board.

Epinephrine in Schools K.S.A. 65-2872a

Authorizes any person to administer epinephrine in emergency situations to a student or a member of a school staff. It exempts from liability for civil damages and from the practice of the healing arts any person who gratuitously and in good faith renders emergency care of treatment through the administration of epinephrine to a student or a member of a school staff at school, on school property or at a school sponsored event if the person acts as an ordinary and reasonably prudent person would have acted.

A school may NOT maintain an epinephrine kit unless the school has consulted with a pharmacist licensed by the state board of pharmacy. The consultant pharmacist shall have supervisory responsibility for maintaining the epinephrine kit. The consultant pharmacist shall be responsible for developing procedures, proper control and accountability for the epinephrine kit. Periodic inventory of the epinephrine kit shall be required. **K.S.A. 72-8258 and K.S.A. 65-1680A** authorize any person to administer epinephrine in emergency situations to a student or a member of school staff when: (1) the person administering the epinephrine reasonably believes that the student or staff member is exhibiting the signs and symptoms of anaphylactic reaction; (2) a physician has authorized, in writing, the school to maintain a stock supply of epinephrine; and (3) the epinephrine is administered at school, on school property or at a school sponsored event.

SAFETY AND SECURITY

Accidents, Reporting of - JGFG

See "Accidents".

Drills - EBBE

Emergency drills will be conducted as required. Fire drills are distinguished by a continuous alarm. Everyone must leave the building in an orderly fashion. Tornado drills are short blasts from the alarm. Everyone is to move orderly and quietly to the designated areas. The building evacuation plan and the tornado-designated areas are posted in each school.

Emergency Closings - EBBD

When the superintendent decides the weather threatens the safety of students and employees, he/she will notify the following radio/TV stations: KFNF, KXXX, KSNK, KAKE, KWCH to broadcast a school-closing announcement. Individuals will be notified with school messenger, the school Facebook page, and the school website.

Safety Practices

All employees shall engage in safe lifting, climbing and carrying practices. Employees shall ask for assistance when needed.

Security - EBC

Any district employee who believes any of the following has occurred at school, on school property, or at a school-sponsored activity shall immediately report this information to local law enforcement:

- an act which constitutes the commission of a felony or a misdemeanor; or
- an act which involves the possession, use or disposal of explosives, firearms or other weapons as defined in current law.

It is recommended the building administrator also be notified.

Securing Work Area

Employees are expected to lock or otherwise secure any files, records, safes, tools, vehicles or other district equipment at the close of each workday and other appropriate times.

See "Personal Property".

Building Opening and Closing Time

District buildings are normally opened at 7:30 A.M. and closed at 4:00 P.M. or when the last bus departs for the day when school is in session.

Keys

The building secretary is responsible for issuing keys and maintaining a current and accurate list of all people who have been issued keys.

No keys shall be duplicated without permission.

Keys should be turned in to the appropriate supervisor when an employee is no longer employed by the district or is assigned to another building.

Keys shall not be loaned to anyone. Any lost keys shall be reported immediately to the principal so measures may be taken to maintain safety and security as well as to protect district property.

Crisis Plan

Purpose

This plan exists to provide direction, support, coordination, and communication to the students, staff, and community following a sudden death or other tragic event involving a student or staff member of the district. Each crisis is different and must be treated accordingly. This plan is a guideline for action.

Crisis Team

Composition of the Crisis Team will include: superintendent, principal, administrative assistant, appointed teachers, counselor, school psychologist, and representative from High Plains Mental Health. The superintendent will serve as team leader and spokesperson for the district. In the event the superintendent is not in the district, the appropriate building principal or appointee will assume that responsibility.

The counselor will have the responsibility to maintain a listing of resource persons available to students and staff.

Procedure

- Following a crisis, information is provided by law enforcement officials to the superintendent. If the superintendent is not available, the appropriate building principal or appointee will be contacted.

- Following a crisis, the Crisis Team will meet as soon as possible, prior to classes reconvening. The purpose of this meeting is to: gather information, prepare a short, concise written statement for use by staff with students, and prepare a statement for the media.

- In the event there is a lengthy time period between the crisis and classes reconvening, a

"calling tree" will be in effect to notify staff members of facts.

- A staff meeting will be held in each building prior to the start of school to notify staff of facts and provide a prepared statement. Personnel are to be honest and accurate in relating with students.
- The prepared statement will be read to all students at the beginning of first hour by appropriate teachers.
- Resource people will be called upon to be available to meet with students, personnel, or small groups. Students will be informed of resource persons and their location within the building. Faculty members are to be aware of where their students are at all times. Parents of students absent will be contacted.
- Approximately one week following the crisis, a staff meeting will be held to assess the situation and determine if needs have/are being met.
- If the crisis results in a funeral, school will not be canceled or dismissed on the day of the funeral if possible.
- To help control the emotional well-being of students, a few practices are discouraged.
They are:
 - No memorial service will be held at school during school hours.
 - Funeral services will not be conducted in school facilities.
 - Large group assemblies will not be called.

Violent Acts (Reporting of) - EBC

See "Security".

EQUIPMENT AND SUPPLIES

Appropriate Use of Equipment and Supplies

Use of equipment and supplies is for the performance of official and approved assignments only. Use of district equipment or supplies for personal projects is prohibited without prior permission of the employee's supervisor.

Computers - IIBG

Use of or access to district computers and computer software is limited to district employees and students. Use of computers is for the performance of official and approved assignments only. Use of district computer equipment or software for personal projects is prohibited without prior permission of the employee's supervisor.

Only software purchased by the district may be loaded onto district computers. Software licensed to the district shall not be used on computers not owned by the district. District software shall not be copied for personal use.

See "Copying and Duplicating".

Employees shall not use electronic communications, including e-mail and the Internet, to harass staff, students, or other individuals.

No Right to Privacy

Employees shall have no expectation of privacy or restricted access to any information generated during the course of their official duties or entered in any district computers.

Employees waive any right to privacy in e-mail messages and consent to the access and disclosure of e-mail messages by authorized employees.

Employees shall only use passwords or other encoding or security mechanisms as assigned by the district computer system(s) administrator or other officials designated by the board. The use of a password does not affect the employer's right to monitor. All forms of electronic communication are monitored by the employer to ensure the systems are only being used for official purposes.

Ownership

Computer materials or devices created, as part of any assigned district responsibility undertaken on school time shall be the property of the district. The board's rules governing ownership of employee-produced computer materials are on file with the clerk and are available upon request.

Secure Files

All employees must secure files containing confidential student information.
See "Confidentiality".

Internet

Inappropriate use and/or transmission of any material in violation of any United States or state regulation, is prohibited. This includes, but is not limited to copyrighted material, threatening or obscene material, or material protected by a trade secret.
See "Copying and Duplicating".

Copying and Duplicating - ECH

The copyright laws of the United States make it illegal for anyone to duplicate copyrighted materials without permission. Severe penalties are provided for unauthorized copying of all materials covered by the act unless the copying falls within the bounds of the "fair use" doctrine. Any duplication of copyrighted materials by district employees must be done with permission of the copyright holder or within the bounds of "fair use," as set forth in board policy. Specific regulations concerning fair use are posted near district copy machines.

Inventory

The district maintains a fixed asset inventory of all equipment owned by it. A visual inventory of all equipment in the fixed asset inventory is taken annually, usually at the close of each school year.

Ordering Procedures - DJEG

The superintendent is the purchasing agent for the district and no other employee, unless designated by her/him, is authorized to buy goods or services charged to the district.

Requisitions - DJEF

Requisitions for the purchase of goods, services, or claim for reimbursed expenses must be approved in advance by the building principal for whom purchases are made and submitted to

the superintendent. If approved by the superintendent, a purchase order will be issued by the clerk of the board.

Vehicle Request

Employees are prohibited from using district vehicles for personal use. A Transportation Request must be completed and submitted to the building principal and forwarded on to the transportation director before using a district owned vehicle.

Acknowledgment of Receipt of Handbook

Employees are required to sign this statement annually acknowledging the receipt of the handbook and the other provisions stated below. These acknowledgments will be kept on file in the clerk's office.

I, _____ do hereby acknowledge receipt of the classified staff handbook. I have read, and I understand the contents. Further, I understand:

- This handbook is not an employee contract. Further, this handbook is not to be considered as either an express or implied contract between the school district and the employee. No employee has authority to create an employee contract by modification of this document.
- Anytime the superintendent is mentioned in this manual, his/her designee is implied.
- As a condition of employment, employees agree to follow rules and regulations which have been adopted by the board.
- This handbook may be changed or modified and items added or deleted at any time recommended by the superintendent and approved by the board.
- Classified employees are employees-at-will and employment may be terminated at any time, with or without cause. Classified employees employed pursuant to a written contract may still be employees-at-will in accordance with the written contract and employment may be terminated as provided in the written contract.

Date: _____

Signature of Employee: _____