

SUBSTITUTE TEACHER HANDBOOK

BREATHITT COUNTY
PUBLIC SCHOOLS

Published ~~July~~ November 2018

Substitute Teacher Handbook

Breathitt County Schools

Phillip Watts, Superintendent
Breathitt County Board of Education
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As required by law, the Board of Education does not discriminate on the basis of race, color, national ~~or~~ ethnic origin, age, religion, sex, genetic information, ~~or~~ disability, ~~or limitations related to pregnancy, childbirth, or related medical conditions~~ in its programs and activities and provides equal access to its facilities to the Boy Scouts and other designated youth groups.

Table of Contents

Table of Contents	ii
Introduction	1
WELCOME	1
DISTRICT MISSION	2
FUTURE POLICY CHANGES	2
CENTRAL OFFICE PERSONNEL AND SCHOOL ADMINISTRATORS	1
PAY DATES FOR 2019-2020	2
BREATHITT COUNTY SCHOOL CALENDAR 2019-2020	3
Terms of Employment	4
EQUAL OPPORTUNITY EMPLOYMENT	4
HARASSMENT/DISCRIMINATION	4
CRIMINAL BACKGROUND CHECKS	5
MEDICAL EXAMINATIONS	5
PERFORMANCE OF DUTIES	6
SUPERVISION OF STUDENTS	6
BULLYING	6
CONFIDENTIALITY	7
INFORMATION SECURITY BREACH	7
REASONABLE ASSURANCE	7
SALARIES	7
PAYROLL DEDUCTIONS	8
General Information	9
SUBSTITUTE LIST	9
LENGTH OF ASSIGNMENT	9
SCHOOL DAY	9
EMERGENCY CLOSINGS	10
LESSON PLANS	10
CLASSROOM MANAGEMENT	10
WHAT IF	11
Employee Conduct	14
GIFTS	14
POLITICAL ACTIVITIES	14
DISRUPTING THE EDUCATIONAL PROCESS	15
DRESS AND APPEARANCE	15

DRUG-FREE/ALCOHOL-FREE SCHOOLS	16
TOBACCO, ALTERNATIVE NICOTINE, OR VAPOR PRODUCTS.....	17
WEAPONS	17
USE OF SCHOOL PROPERTY	17
USE OF PERSONAL CELL PHONES/TELECOMMUNICATION DEVICES	18
HEALTH, SAFETY AND SECURITY	18
ASSAULTS AND THREATS OF VIOLENCE	19
ACCEPTABLE USE OF TECHNOLOGY	19
MATERIALS USED WITH STUDENTS	19
CONTROVERSIAL ISSUES	20
SEARCH AND SEIZURE	20
CHILD ABUSE	20
CORPORAL PUNISHMENT.....	21
USE OF PHYSICAL RESTRAINT AND SECLUSION	21
RETENTION OF RECORDINGS.....	21
REQUIRED REPORTS	21
CODE OF ETHICS	24
Appendix	26
SUBSTITUTE INFORMATION UPDATE FORM	26
PROFESSIONAL SUBSTITUTE CHECKLIST.....	27
Acknowledgement Form	29

Introduction

Welcome

Thank you for filling the important role of substitute teacher in the Breathitt County Schools. We welcome you as an important instructional partner.

Substitute teaching is a challenging task. From frequent early morning calls, to spending your working day in new and different situations with very little time to prepare, your resourcefulness and organizational skills will be tested. Our community expects the best for the students, including a chance to work with caring and skilled adults and you have been chosen as one of those individuals.

The purpose of this handbook is to acquaint you with policies and procedures of the Breathitt County Schools that govern and affect your employment as a substitute teacher and give you some basic information that will better allow you to serve the children in a skilled, professional manner.

This handbook is not intended to be, and should not be interpreted as, a contract or a source of any claim or expectation to employment as a substitute. It is not an all-encompassing document and may not cover every possible situation or unusual circumstance. If a conflict exists between information in this handbook and Board policy or administrative procedures, the policies and procedures govern.

Some policies may be associated with specific forms. It is the substitute employee's responsibility to refer to the actual policies and/or administrative procedures for further information.

Complete copies of those documents are available at the Central Office. Employees and students who fail to comply with Board policies may be subject to disciplinary action. Policies and procedures also are available online via the District's web site or through this Internet address:

<http://policy.ksba.org/B16/>

Substitutes are expected to be familiar with policies related to his/her job responsibilities. 01.5

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

In this handbook, **bolded numerical codes** refer to the Board policy or administrative procedure that addresses a particular item. Substitute employees with questions should contact the school Principal or designee.

District Mission

It is the mission of the Breathitt County School District to produce College and Career ready graduates by providing quality educational programs and services to all students in a nurturing, learning environment.

Future Policy Changes

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

Central Office Personnel and School Administrators

Person/Address	Telephone/E-mail	Fax
Superintendent Phillip Watts	693-4902 Phillip.Watts@breathitt.kyschools.us	666-2493
Assessment/Curriculum Stacey Davidson	693-4908 Stacey.Davidson@breathitt.kyschools.us	666-9464
District Innovations/ ESS Coordinator/ Federal Program/ Susan Watts	666-2491 Susan.Watts@breathitt.kyschools.us	666-9464
District Technology/ Facilities Director William Noble	693-4907 William.Noble@breathitt.kyschools.us	666-9464
Finance Officer/ Personnel Manager Stacy McKnight	693-4904 Stacy.McKnight@breathitt.kyschools.us	666-2793
Food Services & Nutrition Tabitha Napier	693-4915 Tabitha.Turner@breathitt.kyschools.us	666-9464
Special Education/Preschool/ Title IX/504 Director Wayne Sizemore	693-4913 Wayne.Sizemore@breathitt.kyschools.us	666-9464
Transportation Director Steve Banks	693-4925 or 666-2339 Steve.Banks@breathitt.kyschools.us	666-9850

Pay Dates for 201~~98~~-202019

Substitutes are paid on the 2nd payroll of each month.

July 15, 201~~98~~

August 1, 201~~98~~

August 15, 201~~98~~

September 1, 201~~98~~ (1st check for 185 Day Employees)

September 15, 201~~98~~

October 1, 201~~98~~

October 15 201~~98~~

November 1, 201~~98~~

November 15, 201~~98~~

December 1, 201~~98~~

December 15, 201~~98~~

January 1, 202019

January 15, 202019

February 1, 202019

February 15, 202019

March 1, 202019

March 15, 202019

April 1, 202018

April 15, 202019

May 1, 202019

May 15, 202019

June 1, 202019

June 15, 202019

June 30, 202019

July 15, 202019 (released on 6/30/202019)

August 1, 202019 (released on 6/30/202019)

August 15, 202019 (released on 6/30/202019)

BREATHITT COUNTY SCHOOL CALENDAR 20198-202019

July 30	Professional Development (No Students)
July 31	Professional Development (No Students)
August 1	Professional Development (No Students)
August 2	Professional Development (No Students)
August 7	Opening Day (No Students)
August 8	First Day for Students
September 3	Labor Day (Holiday)
October 8	Planning (No Students)
October 9 - 12	Schools Closed
November 6	Planning (No Students)
November 21	Schools Closed
November 22	Thanksgiving (Holiday)
November 23	Schools Closed
December 20 – January 1	Christmas Break (Schools Closed)
January 2	Planning (No Students)
January 21	Martin Luther King Day (Holiday)
April 3 - 5	Spring Break (Schools Closed)
April 8	Planning (No Students)
May 8	Last Day for Students
May 9	Closing Day

This calendar is subject to change.

TERMS OF EMPLOYMENT

Section

1

Terms of Employment

Equal Opportunity Employment

Our school system is an Equal Opportunity Employer. The District does not discriminate on the basis of ~~race, color, religion, sex, genetic information, national or ethnic origin, political affiliation, age, disabling condition, or limitations related to pregnancy, childbirth, or related medical conditions~~ disability, race, national origin, religion, sex, or genetic information, as required by law.

Reasonable accommodation for individuals with disabilities or limitations related to pregnancy, childbirth, or related medical conditions will be provided as required by law.

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If you have questions concerning District compliance with state and federal equal opportunity employment laws, contact Larry Hammond at the Central Office. 03.113

Harassment/Discrimination

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

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

No employee will be subject to any form of reprisal or retaliation for having made a good-faith complaint under this policy. For complete information concerning the District's position prohibiting harassment/discrimination, assistance in reporting and responding to alleged incidents, and examples of prohibited behaviors, employees should refer to the District's policies and related procedures. 03.162/09.42811

TERMS OF EMPLOYMENT

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

Wayne Sizemore	420 Court Street, Jackson	(606) 666-2491
<i>Title IX Coordinator</i>	<i>Address</i>	<i>Telephone</i>
Wayne Sizemore	420 Court Street, Jackson	(606) 666-2491
<i>Section 504 Coordinator</i>	<i>Address</i>	<i>Telephone</i>

01.1

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

http://www.ascr.usda.gov/complaint_filing_cust.html

07.1

Criminal Background Checks

All substitute teachers hired by the District must have both a state and a federal criminal history background check and a letter (CA/N check) from the Cabinet for Health and Family Services documenting the individual does not have a substantiated finding of child abuse or neglect in records maintained by the Cabinet. 03.4

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An employee shall report to the Superintendent if the employee has been found by the Cabinet for Health and Family Services to have abused or neglected a child, and if the employee has waived the right to appeal such a substantiated finding or the finding has been upheld upon appeal. 3.11

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

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

Medical Examinations

All newly employed certified personnel, including substitute teachers, shall present documentation of a medical examination performed by a licensed physician, physician assistant (PA), or advanced registered practice nurse (ARPN) or by a licensed medical practitioner of the employee's choice. Medical examinations performed within a ninety (90)-day period prior to initial employment will be accepted.

TERMS OF EMPLOYMENT

Unless otherwise provided in Board policy, the cost of the medical examination must be borne by the employee.

The initial medical examination shall include a risk assessment for tuberculosis and shall be documented as required by Kentucky Administrative Regulation. **03.111**

Performance of Duties

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

Supervision of Students

Each teacher and administrator shall hold pupils to a strict account for their conduct on school premises, on the way to and from school, and on school-sponsored trips and activities.

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

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

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

Bullying

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

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

TERMS OF EMPLOYMENT

Confidentiality

In certain circumstances employees will receive confidential information regarding students' or employees' medical, educational or court records. Employees are required to keep student and personnel information in the strictest confidence and are legally prohibited from passing confidential information along to any unauthorized individual.

Employees with whom juvenile court information is shared as permitted by law shall be asked to sign a statement indicating they understand the information is to be held in strictest confidence.

Access to be Limited

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

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

Information Security Breach

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

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

Reasonable Assurance

Substitute teachers on the District's substitute list shall be notified in writing each year as to whether they have reasonable assurance of continued employment for the following school year. **03.4**

Salaries

Substitutes are paid on a per diem basis according to a schedule approved annually by the Board. The salary schedule may reflect adjustments for long-term/continuous assignments. Effective July 1, 2014, all employees shall participate in direct deposit of payroll. Contact Lisa Lamb, Payroll Clerk, (606-693-4906) for direct deposit forms. **3.4**

Direct deposits shall be issued according to a schedule approved by the Board of Education. **03.121.**

TERMS OF EMPLOYMENT

It is recommended that substitute teachers maintain a personal record of days worked by location and date to enable them to confirm that they are paid correctly. If you have any questions concerning your pay, please call the Central Office.

Payroll Deductions

Substitute teachers are subject to payroll deductions required by law. Mandatory deductions include state and federal taxes, deductions required by the Teachers' Retirement System of the State of Kentucky, deductions required as a result of judicial process, and Medicare (FICA).

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

GENERAL INFORMATION

Section

2

General Information

Substitute List

Approved substitute teachers will be placed on a call list. When possible, substitutes are called to teach in fields for which they are most qualified.

When a substitute is needed, school secretaries or the Principal will make the contact.

Length of Assignment

Substitutes are called to serve for a certain time frame and, when possible, the same substitute may be used when a teacher is to be absent on consecutive days.

A substitute is expected to follow the same hours of duty and fulfill the same assignments as the regular teacher. 03.4

School Day

School	Students	Substitute Teachers
Highland Turner Elementary	7:45 a.m. - 2:45 p.m.	7:30 a.m. - 2:55 p.m.
LBJ Elementary	7:40 a.m. - 3:15 p.m.	7:40 a.m. - 3:20 p.m.
Marie Roberts-Caney Elementary	8:15 a.m. - 3:15 p.m.	7:45 a.m. - 3:15 p.m.
Sebastian Middle	8:10 a.m. - 3:00 p.m.	8:00 a.m. - 3:15 p.m.
Breathitt High	8:15 a.m. - 3:00 p.m.	7:45 a.m. - 3:15 p.m.

Substitutes are not allowed to leave their job assignments during duty hours without the express permission of the Principal/designee.

When possible, substitutes shall be on duty no later than ten (10) minutes before students are scheduled to arrive and shall remain in the building at least ten (10) minutes after the dismissal time for students. 03.1332

GENERAL INFORMATION

Substitutes working on an extended assignment shall attend meetings called by the Superintendent, building Principals, Supervisors or their designees. Absence from staff meetings must have approval of the administrator who called the meeting. **03.1335**

Emergency Closings

In case of inclement weather or other emergencies that cause school to be called off or delayed, information will be broadcast on designated radio and TV stations. Substitutes are responsible for checking for these announcements. **06.21/08.33**

Lesson Plans

Substitute teachers shall follow daily lesson plans as outlined by the regular teacher and shall leave a written record of the work completed during their length of duty. **08.212**

If no lesson plan has been left, the substitute shall confer with the Principal or a fellow teacher as to how to proceed. If the assignment is to span more than one (1) day, the substitute should request from the Principal the basic format s/he is required to follow in developing a plan for the second and subsequent days.

Classroom Management

Although the following general classroom management guidelines are not intended to be all-encompassing, substitutes are expected to follow them unless otherwise directed by the school administrator:

- Be prepared to make adjustments for any unusual changes in school schedules such as fire drills, altered class schedules or activities for the day. Each room in the school has emergency procedures posted or otherwise made available in case of fire, earthquake, tornado, lockdown or other potentially dangerous situations. Look for this information and review it prior to the beginning of the school day.
- It is the responsibility of the substitute teacher to check with the Principal/designee to determine if any of the day's assigned students have accommodations under an Individual Education Plan (IEP) or 504 plan and implement plan provided.
- Implement drill/evacuation plans.
- Display your name where it can easily be seen by all students. Take time before beginning lessons to tell the class briefly about yourself.
- Let the class know that you will try to follow the normal classroom routine, but also let them know that everyone does things somewhat differently.
- Ask the students questions: their names, classroom rules/procedures. The time spent getting oriented and becoming familiar with the class may make a difference later in the school day.

GENERAL INFORMATION

- Keep a positive attitude. Be positive in your remarks to students. When you are circulating around the room (a proven and effective management technique) comment to students on task.
- Try to be sensitive to differences.
- Any unusual requests from parents or students should be handled by the Principal/designee.
- Correct the day's work when possible. Organize any student papers and label them clearly.
- Write a complete, succinct review of the day's activities. Be sure to indicate portions of the lesson plan that may not have been completed. Mention individual students who may have been particularly helpful; list any problems that may have arisen.
- Leave the classroom in good order.
- Substitutes teachers shall not do the following:
 - ☒ Make/take personal phone calls during class time;
 - ☒ Use the internet for personal use; or
 - ☒ Engage in personal tasks such as reading, knitting, etc.

What if . . .

Unexpected activities can be experienced during a school day and substitute teachers need to be prepared to handle all situations. Following is information about the District's procedures for several drills, lockdowns, and other emergencies. It is the responsibility of the substitute to identify the specific directions that apply to the room/area in which s/he is teaching.

FIRE

Faculty/staff shall:

1. Post in each room and discuss with each class rules for fire evacuation, including student responsibilities. These will include directions on the exits, alternative exits, and the outdoor evacuation area(s).
2. Close all classroom windows and doors before leaving.
3. Turn off all lights and gas jets in the room.
4. Maintain order during the evacuation and arrange assistance for students with disabilities.

GENERAL INFORMATION

5. Take roll book and check roll when the class is in its evacuation area. No person is to remain in the building during a fire drill.
6. Report to the Principal any student who is missing. **05.41 AP.1**

BOMB THREAT

The faculty and staff shall:

1. Post in each room and discuss with each class rules for bomb threat evacuation, including student responsibilities. These will include directions on the designated exits, alternative exits, assigned evacuation area(s), and designated safety precautions such as a ban on cell phone or radio use during a bomb threat drill or evacuation.
2. If a written bomb threat is received, the employee receiving it should preserve it for investigation by the police for possible fingerprints by handling it as little as possible while placing it in a protective envelope.
3. Maintain order during the evacuation and arrange for the assistance of students with disabilities. Leave doors and windows open.
4. Direct students to take all personal items with them when an evacuation is ordered.
5. Scan the area noting any items that appear to be out of place, and report same to Principal/designee. Do not touch or move any unusual items, but notify the head of the search team.
6. Take roll book and check roll when the class is in its evacuation area. Other than adults authorized to check the premises, no person is to remain in the building during a bomb threat or bomb threat drill.
7. Report to the Principal any student who is missing. **05.43 AP.1**

TORNADO/SEVERE WEATHER

The faculty and staff shall:

1. Utilize designated safe areas during a tornado/severe weather drill or warning.
2. Instruct students in the procedures to be used during a tornado/severe weather drill, watch, or warning.
3. Maintain order during the drill, watch, or warning and arrange assistance for students with disabilities.
4. Require students to use one of the following positions, as appropriate:

GENERAL INFORMATION

- a. Rest on knees, lean forward, cover face by crossing arms above face.
 - b. Sit on floor, cross legs, cover face with folded arms.
 - c. If space does not permit use of the first or second suggested position, stand and cover face with crossed arms. Wraps or coats, when readily available, should be used as a covering.
5. Remain in the assigned safety area with students until the all-clear signal or recall signal is given.
 6. Report to the Principal any student who is missing. **05.42 AP.1**

EMPLOYEE CONDUCT

Section

3

Employee Conduct

Gifts

Acceptance of any gift presented to a school employee for the use of the school or District must have the prior approval of the Superintendent. All gifts shall be free of restrictions on the District, subject to safety inspections and fitting and appropriate for use. In addition, no gift shall contain blatant advertising or unsightly commercial identification, require excessive maintenance or involve installation costs, unless specifically permitted by the Board.

After approval and acceptance, gifts become the property of the Board of Education. Although the Board encourages public recognition of outstanding achievements by employees, it discourages the practice of students giving gifts to employees. **03.1322**

Political Activities

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

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

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

EMPLOYEE CONDUCT

Disrupting the Educational Process

Any employee who participates in or encourages activities that disrupt the orderly administration of activities or operations may be subject to disciplinary action, including termination.

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

- Conduct that threatens the health, safety or welfare of others;
 - Conduct that may damage public or private property (including the property of staff or visitors);
 - Illegal activity;
 - Conduct that interferes with a student's access to educational opportunities or programs, including ability to attend, participate in, and benefit from instructional and extracurricular activities; or
 - Conduct that disrupts delivery of services, completion of work responsibilities or interferes with the orderly administration of District activities or operations.
- 03.1325

Dress and Appearance

Teachers, counselors, aides, secretaries and administrators throughout the District are required to dress appropriately and shall not wear the following:

- Shorts of any kind including exercise or bike shorts
- Backless, see-through, tight fitting, or low-cut blouses/tops/dresses which overexpose the chest area or tops which expose the stomach area
- Regular Tee-shirts, undershirts and sweatshirts
- Spandex or yoga pants
- Sweatsuits, jogging suits
- Frayed attire
- Spaghetti straps, strapless clothing
- Athletic jerseys, thermal tops, halter tops, muscle shirts, leotards, tank tops
- Flip-flops, beach shoes or over-the knee boots.
- No hats or caps inside the building

Staff may wear dark colored denim if it is dressy or professional however denim that is faded, torn or contains holes is not appropriate.

EMPLOYEE CONDUCT

Dresses, skirts and other outer bottom garment must be knee length or longer.

Certain work assignments (P.E. teachers, etc.) may deviate from "appropriate dress", but employees shall wear suitable attire at all times.

Each school shall be allowed to have spirit dress days if recommended by the Principal and approved by the Superintendent. **03.1326**.

Drug-Free/Alcohol-Free Schools

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

1. Alcoholic beverages;
2. Controlled substances, prohibited drugs and substances, and drug paraphernalia; and or any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana or any other controlled substance as defined by federal regulation.
3. Substances that "look like" a controlled substance. In instances involving look-alike substances, there must be evidence of the employee's intent to pass off the item as a controlled substance.

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

Any employee who violates the terms of the District's drug-free/alcohol-free policies may be suspended, nonrenewed or terminated. Violations may result in notification of appropriate legal officials.

Any employee convicted of any criminal drug statute involving use of alcohol, illicit drugs, prescription drugs, or over-the-counter drugs shall, within five (5) working days after receiving notice of a conviction, provide notification of the conviction to the Superintendent. Teachers are subject to random or periodic drug testing following reprimand or discipline for misconduct involving illegal use of controlled substances. **03.13251**

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

EMPLOYEE CONDUCT

Tobacco, Alternative Nicotine, or Vapor Products

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The use of any tobacco product, alternative nicotine product, or vapor product as defined in KRS 438.305 is prohibited for all persons and at all times on or in any building and on any all property, including any vehicle, that is owned, operated, or leased, or contracted for use by the Board and while attending or participating in any school-related student trip or student activity and is in the presence of a student or students. This applies to indoor and outdoor facilities, inside Board-owned vehicles, stadium/athletic fields and during school-sponsored trips and activities. Activities occurring before, during and after school hours, on weekends and during vacation periods are included in this prohibition. Employees who violate these prohibitions shall be subject to disciplinary action.

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School employees shall enforce the policy. A person in violation of this policy shall be subject to discipline or penalties as set forth by Board 03.1327

Weapons

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

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

Use of School Property

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

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

Employees may not use any District facility, vehicle, electronic communication system, equipment, or materials to perform outside work. These items (including security codes and electronic records such as e-mail) are District property. 03.1321

EMPLOYEE CONDUCT

Use of Personal Cell Phones/Telecommunication Devices

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

For exceptions, see Board Policy 03.13214.

Health, Safety and Security

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

In addition, employees are required to notify their supervisor immediately after sustaining a work-related injury or accident. A report should be made within 24-48 hours of the occurrence and prior to leaving the work premises, UNLESS the injury is a medical emergency, in which case the report can be filed following receipt of emergency medical care.

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

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

Defibrillators - The District maintains automatic external defibrillators (AED) in the following designated locations throughout the District:

- | | |
|-----|---|
| BHS | 1. Outside the front office in the hallway |
| | 2. In the coliseum beside left water fountain in the gym area |
| | 3. Travels with sports programs/teams |
| HTS | 1. Outside teacher lounge in hallway |
| LBJ | 1. Outside the Guidance Office |
| | 2. Inside the gym/lunchroom |
| MRC | 1. Outside cafeteria in hallway |
| SMS | 1. Outside the gymnasium |

EMPLOYEE CONDUCT

An AED shall be used in emergency situations warranting its use in accordance with guidelines established by the Superintendent/designee. Expected users documented as having completed required training shall be authorized to use a defibrillator.

The District shall notify the local emergency medical services system and the local emergency communications or vehicle dispatch center of the existence, location, and type of each AED.

Defibrillators shall be maintained and tested in accordance with operational guidelines of the manufacturer and monitored as directed by the Superintendent/designee. Defibrillators shall be kept on school property and will not accompany EMS personnel to a hospital emergency room. **05.4**

Assaults and Threats of Violence

Employees should immediately report any threats they receive (oral, written or electronic) to their immediate supervisor. A "threat" shall refer to a communication made by any means, including, but not limited to, electronic and/or online methods. **09.425**

Substitute teachers should consult with the Principal/designee when serious incidents occur to make sure that students are disciplined consistent with the School Code of Acceptable Behavior and Discipline and related policy and procedures.

Acceptable Use of Technology

The Board supports reasonable access to various information formats for students, employees and the community and believes it is incumbent upon users to utilize this privilege in an appropriate and responsible manner as required by policy and related procedures, which apply to all parties who use District technology. Certified employees are required to follow Board policy and administrative procedures and guidelines designed to provide guidance for access to electronic media.

If you have questions about what constitutes acceptable use, please check with the Principal/designee. **08.2323**

Materials Used with Students

All materials presented for student use or viewing shall be reviewed by the teacher before use. Exceptions shall be current events programs and programs provided by Kentucky Educational Television.

Unless the Principal grants an exception based on documentation that the entire video is directly related to the content being taught, rather than showing an entire film, only clips of videos shall be used to highlight core content concepts. **08.234**

EMPLOYEE CONDUCT

Controversial Issues

Teachers are expected to exercise reasonable and prudent judgment in the selection and use of materials and discussion of issues in their classrooms. All classroom materials shall be current, relevant, and significant to the instructional program. Materials shall be appropriate for and within the range of the knowledge, understanding, age and maturity of students.

Neither issues nor materials that have a potentially disruptive effect on the educational process shall be discussed or chosen. Teachers who suspect that materials or a given issue may be inconsistent with this policy shall confer with the Principal prior to the classroom use of the materials or discussion of the issue. If the Principal is in doubt, s/he shall confer with the Superintendent. 08.1353

Search and Seizure

Unless otherwise permitted by policy 09.436, only those certified personnel directly responsible for the conduct of the pupil or the Principal of the school the student attends are authorized to search the student's person or his or her personal effects. Before a student's outer clothing, pockets, or personal effects (e.g., handbags, backpacks, etc.) are searched, there must be reasonable grounds to believe the search will reveal evidence that the student has violated or is violating either a school rule or the law or possesses an item harmful to the school and its students. Search of a pupil's person shall be conducted only with the express authority of the Principal.

Unless otherwise permitted by policy 09.436, no search of a pupil shall be conducted in the presence of other students. No strip searches of students shall be permitted. 09.436

Child Abuse

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

Reporting telephone numbers:

Social Services	666-7506
Jackson City Police	666-2424
State Police	(606) 435-6069
County Attorney	666-3809

EMPLOYEE CONDUCT

Corporal Punishment

The Board authorizes the use of corporal punishment as a disciplinary measure, under guidelines set out in policy. Corporal punishment shall refer to the deliberate infliction of physical pain by any means upon the whole or any part of a student's body as a punishment or penalty for misbehavior. Corporal punishment may be administered by a certified staff member, but only in the presence of another certified employee. **09.433**

Use of Physical Restraint and Seclusion

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

Retention of Recordings

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

Required Reports

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

- Within seventy-two (72) hours of the discovery or notification of a security breach, the District shall notify the Commissioner of the Kentucky State Police, the Auditor of Public Accounts, the Attorney General, and the Education Commissioner. **01.61**
- An employee shall report to the Superintendent if the employee has been found by the Cabinet for Health and Family Services to have abused or neglected a child, and if the employee has waived the right to appeal such a substantiated finding or the finding has been upheld upon appeal. **03.11**
- Report to the immediate supervisor damaged, lost, stolen, or vandalized school property or if District property has been used for unauthorized purposes. **03.1321**
- If you have been authorized to use such measures, notify the Principal as soon as possible when you use seclusion or physical restraint with a student, but no later than the end of the school day on which it occurs, and document in writing the incident by the end of the next school day. **09.2212**
- If you know or believe that the District's alcohol-free/drug-free policies have been violated, promptly make a report to the local police department, sheriff, or Kentucky State Police. This is required if you know or have reasonable cause to believe that conduct has occurred which constitutes the use, possession, or sale of controlled substances on the school premises or within one thousand (1,000) feet of school premises, on a school bus, or at a school sponsored or sanctioned event. **03.13251/09.423**

EMPLOYEE CONDUCT

- Upon the request of a victim, school personnel shall report an act of domestic violence and abuse or dating violence and abuse to a law enforcement officer. School personnel shall discuss the report with the victim prior to contacting a law enforcement officer.

School personnel shall report to a law enforcement officer when s/he has a belief that the death of a victim with whom s/he has had a professional interaction is related to domestic violence and abuse or dating violence and abuse. **03.13253/09.425**

- Immediately report to Principal after sustaining a work-related injury or accident and also report potential safety or security hazards to the Principal. **03.14/05.4**
- Report to the Principal/immediate supervisor or the District's Title IX Coordinator if you, another employee, a student, or a visitor to the school or District, is being or has been subjected to harassment or discrimination. **03.162/09.42811**
- If you suspect that financial fraud, impropriety or irregularity has occurred, immediately report those suspicions to Principal or the Superintendent. If the Superintendent is the alleged party, employees should address the complaint to the Board chairperson. **04.41**
- Report to the Principal any student who is missing during or after a fire/tornado/severe weather/bomb threat drill or evacuation. **05.41 AP.1/05.42 AP.1/05.43 AP.1**
- When notified of a bomb threat, scan the area noting any items that appear to be out of place, and report same to Principal/designee. **05.43 AP.1**
- If you know or believe that the District's weapon policy has been violated, promptly make a report to the local police department, sheriff, or Kentucky State Police. This is required when you know or have reasonable cause to believe that conduct has occurred which constitutes the carrying, possession, or use of a deadly weapon on the school premises or within one thousand (1,000) feet of school premises, on a school bus, or at a school sponsored or sanctioned event. **05.48**
- District employees who know or have reasonable cause to believe that a student has been the victim of a violation of any felony offense specified in KRS Chapter 508 (assault and related offenses) committed by another student while on school premises, on school-sponsored transportation, or at a school-sponsored event shall immediately cause an oral or written report to be made to the Principal of the school attended by the victim.

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

EMPLOYEE CONDUCT

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

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

In certain cases, employees must do the following:

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

EMPLOYEE CONDUCT

Code of Ethics

The District requires that certified staff, including substitute teachers, adhere to the following Code of Ethics (SOURCE: 16 KAR 1:020):

Section 1. Certified personnel in the Commonwealth:

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

EMPLOYEE CONDUCT

(b) To parents:

1. Shall make reasonable effort to communicate to parents information which should be revealed in the interest of the student;
2. Shall endeavor to understand community cultures and diverse home environments of students;
3. Shall not knowingly distort or misrepresent facts concerning educational issues;
4. Shall distinguish between personal views and the views of the employing educational agency;
5. Shall not interfere in the exercise of political and citizenship rights and responsibilities of others;
6. Shall not use institutional privileges for private gain, for the promotion of political candidates, or for partisan political activities; and
7. Shall not accept gratuities, gifts, or favors that might impair or appear to impair professional judgment, and shall not offer any of these to obtain special advantage.

(c) To the education profession:

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

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

Appendix

Substitute Information Update Form

TO: Human Resources
Substitute List Managers

NAME OF SUBSTITUTE: _____

☐ I hereby request to be removed from the list of approved substitute teachers.

PREFERENCES:

☐ All schools ☐ These schools only: _____

☐ All grades ☐ These grades only: _____

SECONDARY LEVEL:

☐ All subjects ☐ These subjects only: _____

☐ The following is new information:

Name: _____

Mailing Address: _____

Telephone #: _____ Emergency Contact#: _____

Email Address: _____

New certification (further documentation will be required): _____

Signature

Date

Return this signed form to the Central Office to be added to your personnel file.

Professional Substitute Checklist

<u>ARRIVAL</u>	<u>BEFORE CLASS</u>
<input type="checkbox"/> Report to Principal/school office. <input type="checkbox"/> Ask about IEP/504 plans and extra duties assigned to the regular teacher. <input type="checkbox"/> Obtain keys, daily schedule, lesson plans and teacher's grade book. <input type="checkbox"/> Ask how to report tardy or absent students and how to refer a student to the office. <input type="checkbox"/> Check the teacher's mailbox. <input type="checkbox"/> Locate teachers' restrooms and work room/lounge. <input type="checkbox"/> Introduce yourself to teachers adjacent to your classroom.	<input type="checkbox"/> Write your name on the board. <input type="checkbox"/> Scan lesson plans and locate materials to be used. <input type="checkbox"/> Locate and review building evacuation directions. <input type="checkbox"/> Check for posted fire drill, bomb threat, lock-down, tornado and other safety related instructions. <input type="checkbox"/> Review class rules as posted or listed in the teacher's lesson plans. <input type="checkbox"/> When the bell rings, stand in the doorway and greet students as they enter. <input type="checkbox"/> Use the seating chart, if provided, to take attendance.
<u>THE REST OF YOUR DAY</u>	<u>DEPARTURE</u>
<input type="checkbox"/> Greet students at the door and involve them in a learning activity right away. <input type="checkbox"/> Review the schedule and routine with the class. <input type="checkbox"/> Carry out the lesson plans and assigned duties to the best of your abilities. <input type="checkbox"/> Improvise if needed by extending practice, elaborating on activities, or supplementing lesson plans. <input type="checkbox"/> Use planning time to grade work and prepare for the remainder of the day or the next, if you will be returning. <input type="checkbox"/> Check the teacher's mailbox during the day. <input type="checkbox"/> Be fair, flexible and consistent in dealing with students. <input type="checkbox"/> Be positive and respectful in your interactions with students and staff.	<input type="checkbox"/> Instruct students to straighten and clean their work areas. <input type="checkbox"/> Remind students of homework. <input type="checkbox"/> Complete any forms the teacher/Principal directed you to prepare. <input type="checkbox"/> Leave the teacher a note of what was or was not accomplished; attach any documents received that day. <input type="checkbox"/> Organize and label work turned in by students. <input type="checkbox"/> Close windows, turn off equipment and lights, and leave the room in good order before you lock the door, if directed to do so. <input type="checkbox"/> Turn in keys, grade book, and any money collected to the office, listing who turned in the money and for what purpose. <input type="checkbox"/> Confirm if you will be needed again the next day.

Substitute Teacher Evaluation Form

Substitute Teacher/Aide Name	Classroom Teacher/Aide Name
Grade Level/Subject	Date(s) of Assignment
Location	

1. When were you notified of the assignment?

- ☐ Day of the assignment
☐ At least one day prior to assignment
☐ Other: _____

2. Was substitute teacher information made available to you, i.e., class roll, daily schedule, etc.?

- ☐ Yes ☐ No

3. Were adequate plans prepared to carry out the assignment/teacher's lesson plan?

- ☐ Yes ☐ No

If no, are you aware of circumstances which would have prevented the regular teacher from leaving adequate plans?

4. Did you assign written work?

- ☐ Yes ☐ No

If yes, please list below:

5. Class Attitude and Preparation:

- ☐ Cooperative ☐ Uncooperative ☐ Prepared ☐ Unprepared

6. Do you wish to be called for this assignment in the future?

- ☐ Yes ☐ No

7. Please list any additional comments you may have in the space provided below:

Substitute's signature _____ Date: _____

Please complete this form and return to the Principal or secretary prior to leaving school on the date of your assignment.

03.4 AP.22

Acknowledgement Form

2019-2020 School Year

I, _____, have received a copy of the Substitute
Employee Name
Teacher Handbook issued by the District understand and agree that I am to review this handbook in detail, consult District and school policies and procedures, and direct any questions concerning the contents of this material with my Principal/supervisor if I have any questions.

I understand and agree:

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

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

Employee Name (please print)

Signature of Employee

Date

Return this signed form to the Central Office.