paintsville Independent

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Schools

2024 - 2025 Employee Handbook

paintsville independent Schools

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Paintsville Independent 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 (including sexual orientation or gender identity), genetic information, 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.

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Introduction

# Welcome

Welcome to Paintsville Independent Schools.

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

Because this handbook is a general source of information, it is not intended to be, and should not be interpreted as, a contract. It is **not** an all-encompassing document and may not cover every possible situation or unusual circumstance. If a conflict exists between information in this handbook and Board policy or administrative procedures, the policies and procedures govern. It is the employee’s responsibility to refer to the actual policies and/or administrative procedures for further information. Complete copies of those documents are available at the Central Office and in the Principal’s office. Policies and procedures also are available on line via the District’s web site or through this Internet address: <http://policy.ksba.org/P02/>. Any employee is free to review official policies and procedures and is expected to be familiar with those related to his/her job responsibilities. Employees and students who fail to comply with Board policies may be subject to disciplinary action. **01.5**

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

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

# District Mission

To continue building on a tradition of excellence that produces life-long learners who will be globally competent.

# Future Policy Changes

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

# Central Office Personnel and School Administrators

|  |  |  |
| --- | --- | --- |
| **Person/Address** | **Telephone/E-mail** | **Fax** |
| **Superintendent**David Gibson | 789-2654david.gibson@paintsville.kyschools.us | 789-7412 |
| **Director of Headstart**Bryan Auxier | 789-2656bryan.auxier@paintsville.kyschools.us | 789-7412 |
| **Chief Operations Office &****Director of Assessment**Matt Ratliff | 789-2654matthew.ratliff@paintsville.kyschools.us | 789-7412 |
| **Chief Academic Officer**Dr. Karla McCarty | 789-2654karla.mccarty@paintsville.kyschools.us  | 789-7412 |
| **Director of Finance, Facilities, Technology & Information Systems**Joseph Schmitt | 789-2651joseph.schmitt@paintsville.kyschools.us | 789-7412 |
| **Director of Food Service****& Nutrition**Greg Donley | 789-2654greg.donley@paintsville.kyschools.us | 789-7412 |
| **Director of Pupil Personnel**Jami Ward | 789-2654jami.ward@paintsville.kyschools.us | 789-7412 |
| **Director of Special Education**Paul Baker | 789-2654paul.baker@paintsville.kyschools.us | 789-7412 |
| **Director of Transportation**John Miller | 789-2654john.miller@paintsville.kyschools.us | 789-7412 |
| **Paintsville Elementary School**Kristy Frazier, Principal | 789-2651kristy.frazier@paintsville.kyschools.us | 789-2575 |
| **Paintsville High School**Tiffany Austin, Principal | 789-2656tiffany.austin@paintsville.kyschools.us | 789-2582 |

Section

1

General Terms of Employment

# Equal Opportunity Employment

As required by Title IX, the District does not discriminate on the basis of sex regarding admission to the District or in the educational programs or activities operated by the District. Inquiries regarding Title IX Sexual Harassment may be referred to the District Title IX Coordinator (TIXC), the Assistant Secretary for Civil Rights, or both.

The Paintsville Independent Board of Education is an Equal Opportunity Employer. The District does not discriminate on the basis of race, color, religion, sex (including sexual orientation or gender identity), genetic information, national or ethnic origin, political affiliation, age, disabling condition, or limitations related to pregnancy, childbirth, or related medical conditions.

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

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

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

# Harassment/Discrimination/Title IX Sexual Harassment

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

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

No employee will be subject to any form of reprisal or retaliation for having made a good-faith complaint under this policy. For complete information concerning the District’s position prohibiting harassment/discrimination, assistance in reporting and responding to alleged incidents, and examples of prohibited behaviors, employees should refer to the District’s policies and related procedures. **03.162/03.262**

The following have been designated to handle inquiries regarding nondiscrimination under Title IX and Section 504 of the Rehabilitation Act of 1973 and Title IX Sexual Harassment/Discrimination: **01.1**

The District’s Title IX Coordinator (TIXC) is Paul Baker:

|  |  |  |
| --- | --- | --- |
| 305 Second StreetPaintsville, KY 41240 | (606) 789-2654 | Paul.Baker@paintsville.kyschools.us |
| Office Address | Telephone # | Email Address |

The District’s Section 504 Coordinator is Paul Baker:

|  |  |  |
| --- | --- | --- |
| 305 Second StreetPaintsville, KY 41240 | (606) 789-2654 | Paul.Baker@paintsville.kyschools.us |
| Office Address | Telephone # | Email Address |

Any person may report sex discrimination, including sexual harassment (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute sex discrimination or sexual harassment), in person, by mail, by telephone, or by electronic mail, using the contact information listed for the TIXC, or by any other means that results in the TIXC receiving the person’s verbal or written report. Such a report may be made at any time (including during non-business hours) by using the telephone number or electronic mail address, or by mail to the office address, listed for the TIXC. 09.428111

Title IX Sexual Harassment Grievance Procedures are located on the District Website.

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**

# Hiring

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

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

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

# Transfer of Tenure

The continuing service contract status of a teacher shall not be terminated when the teacher leaves employment, all provisions of KRS 161.720 to KRS 161.810 to the contrary notwithstanding, and the continuing service contract status shall be transferred to the next school district, for a period of up to seven (7) months from the time employment in the first school district has terminated.

All teachers who have attained continuing–contract status from another Kentucky district serve a one (1)-year probationary period before being considered for continuing-contract status in the District. **03.115**

# Job Responsibilities

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

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

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

# Criminal Background Check and Testing

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

New hires and student teachers assigned within the District must have both a state and a federal criminal history background check and a letter CA/N check) from the Cabinet for Health and Family Services documenting the individual does not have an administrative finding of child abuse or neglect in records maintained by the Cabinet.

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

The program and user instructions are on the Kentucky Online Gateway (KOG): https://kog.chfs.ky.gov/home/.

# Confidentiality

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

*Access to be Limited*

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

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

# Information Security Breach

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

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

# Salaries and Payroll Distribution

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

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

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

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

# Hours of Duty

**Certified Employees:** Certified employees are not allowed to leave their job assignment during duty hours without the express permission of their immediate supervisor. Employees shall be on duty for the time/s specified in Board policy. **03.1332**

# Supervision Responsibilities

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

Employees are expected to take reasonable and prudent action in situations involving student welfare and safety, including following District policy requirements for intervening and reporting to the Principal or to their immediate supervisor those situations that threaten, harass, or endanger the safety of students, other staff members, or visitors to the school or District. Such instances shall include, but are not limited to, bullying or hazing of students and harassment/discrimination of staff, students or visitors by any party, on school premises, on school-sponsored transportation (per policies 06.34 and 09.2261), or at school sponsored events.

The Code of Acceptable Behavior and Discipline shall specify to whom reports of alleged instances of bullying or hazing shall be made. **03.162/03.262/06.34/09.2261/09.422/09.42811**

# Bullying/Hazing

"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.

“Hazing” is defined as a direct action which substantially endangers the physical health of a minor or student for the purpose of recruitment, initiation into, affiliation with, or enhancing or maintaining membership or status within any organization, including but not limited to actions which coerce or force a minor or a student to:

1. Violate federal or state criminal law;
2. Consume any food, liquid, alcoholic liquid, drug, tobacco product, or other controlled substance which subjects the minor or student to a risk of serious physical injury;
3. Endure brutality of a physical nature, including whipping, beating or paddling, branding, or exposure to the elements;
4. Endure brutality of a sexual nature; or
5. Endure any other activity that creates a reasonable likelihood of serious physical injury to the minor or student.

“Organization’ is defined as a number of persons who are associated with a school or postsecondary education institution and each other, including a student organization, fraternity, sorority, association, corporation, order, society, corps, club, or similar group and includes any student organization registered pursuant to policies of the school or postsecondary education institution at any time during the previous five (5) years. **09.422**

Section

2

Benefits and Leave

# Insurance

The Board provides unemployment insurance, and workers’ compensation insurance for all certified employees. In accordance with 702 KAR 3:330, the District shall provide Certified Employee Liability Insurance in an amount not less than one (1) million dollars for the protection of the employee from liability arising in the course and scope of pursuing the duties of his or her employment. **03.124**

The Board provides unemployment insurance, workers’ compensation, and liability insurance for all classified employees. **03.224**

In addition, the state of Kentucky provides group health and life insurance to employees who are eligible as determined by Kentucky Administrative Regulation. **03.124/03.224**

Optional insurance coverage available to employees includes:

# Salary Deductions

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

* Health/life insurance program;
* Tax Sheltered Annuity program;
* Credit Union;
* State approved deferred compensation plan;
* United Way; and
* State-designated Flexible Spending Account (FSA) and Health Reimbursement Account (HRA) plans.

**03.1211/03.2211**

# Cafeteria Plan

Paintsville Independent Schools offers employees a cafeteria plan of benefits. **03.1213/03.2212**

# Expense Reimbursement

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

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

# Holidays

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

# Leave Policies

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

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

Employees on extended leave, including those on professional leave serving in charter schools, who plan to return the next school year must notify the Superintendent/designee in writing of their intention to return to work by April 15.

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

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

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

# Personal Leave

Full-time certified employees are entitled to three (3) days of paid personal leave each school year. Full-time classified personnel employed for the minimum number of working days required by law shall be entitled to two (2) days of paid personal leave each school year and full- time classified personnel who are employed for 240 days (12 months) shall be entitled to three (3) days of paid personal leave per year.

Part-time employees or employees who work for less than a full year are entitled to a prorata part of the authorized personal leave days. Your supervisor must approve the leave date, but no reasons will be required for the leave. Employees taking personal leave must file a personal statement on their return to work stating that the leave was personal in nature. Other limitations are set out in Policy. **03.1231/03.2231**

# Sick Leave

Full-time certified employees are entitled to ten (10) days of paid sick leave each school year. Full-time twelve (12) month/240 day classified employees shall be entitled to twelve (12) days of sick leave and full-time classified personnel who are employed for the minimum number of working days shall be entitled to ten (10) days of paid sick leave.

Part-time employees or employees who work for less than a full year are entitled to a prorata part of the authorized sick leave days. Sick leave days not taken during the school year they were granted accumulate without limit for all employees. Upon return to work an employee claiming sick leave must file a personal statement or a certificate of a physician stating that the employee was ill or that the employee was absent for the purpose of attending to a member of the immediate family who was ill. **03.1232/03.2232**

See the “Retirement” section for information about reimbursement for unused sick leave at retirement.

# Sick Leave Donation Program

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

Applications to donate sick leave should be returned to the Superintendent.

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

#

# Family and Medical Leave

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

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

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

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

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

# **FML Basic Leave Entitlement**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Employees also must inform the employer if the requested leave is for a reason for which FMLA leave was previously taken or certified. Employees also may be required to provide a certification and periodic recertification supporting the need for leave.

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

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

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

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

# Quarantine Leave

Employees shall receive at least ten (10) days for quarantine due to exposure to a reportable infectious or contagious disease under 902 KAR 2:020 or any other infectious or contagious disease designated as reportable to a local health department or the Department for Public Health by a valid order or administrative regulation of the local health department serving the school District or the Department for Public Health.

Leave granted shall be on a day-by-day basis, as needed, and shall not accumulate or carry over year to year, and shall not be transferrable to any other classification of paid leave established by KRS 161.155, KRS 161.154, or Board policy. **03.12323/03.22323**

# Maternity Leave

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

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

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

The Board may only request medical information necessary to decide whether to grant a leave of absence; shall not request or retain unnecessary medical information; and shall not disclose any medical information received, except as permitted by state and federal law. **03.1233**

# Extended Disability Leave

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

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

The Board may only request medical information necessary to decide whether to grant a leave of absence; shall not request or retain unnecessary medical information; and shall not disclose any medical information received, except as permitted by state and federal law. **03.1234**

# Educational Leave

**Certified Employees:** The Board may grant unpaid leave for a period no longer than two (2) consecutive years for educational or professional purposes. Leave may be granted for full-time attendance at universities or other training or professional activities. Leave will not be granted for part-time educational activities.

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

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

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

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

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

# Emergency Leave

Full-time employees are entitled to one (1) day of emergency leave with pay each school year. Part-time employees and employees who work for less than a full year are entitled to a prorata part of the authorized emergency leave days.

Approved reasons for taking emergency leave include: bereavement, personal disasters, legal/court appearances and others as approved by the Superintendent/designee. Persons taking emergency leave must file a personal statement upon their return to work stating the specific reasons for their absence. **03.1236/03.2236**

# Jury Leave

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

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

# Military/Disaster Services Leave

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

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

Section

3

Personnel Management

# Transfer

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

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

# Employee Discipline

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

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

# Employee Separation

An employee who voluntarily leaves the District shall complete an exit survey that includes, but is not limited to the position vacated, the employee’s years of service in the position and in the District, if the employee is taking a similar position in another district, and the reason(s) provided for leaving the District. This information shall be reported to the Kentucky Department of Education (KDE) by the District in a system developed by KDE without providing personally identifiable information. **03.17/03.272**

# Retirement

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

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

# Evaluations

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

# Training/In-Service

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

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

**Classified Personnel**: The Superintendent shall develop and implement a program for continuing training for selected classified personnel. **03.29**

# District Training

Procedure **03.19 AP.23** may be used to track completion of local and state employee training requirements that apply across the District and maintain a record for the information of the Superintendent and Board.

# Personnel Records

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

# Retention of Recordings

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

Section

4

Employee Conduct

# Absenteeism/Tardiness/Substitutes

Employees are expected to notify their immediate supervisor when they must be tardy or absent. Staff in positions requiring substitutes must contact their immediate supervisor or school secretaryno later than 7:00 A.M. to request a substitute for the day.

# Staff Meetings

Unless they are on leave or have been excused by the administrator who called the meeting, staff members shall attend called meetings. Absence from staff meetings must have approval of the administrator who called the meeting. **03.1335**

# Political Activities

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

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

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

# Employee Religious Expression

The District shall not punish or prohibit an employee from, or punish an employee for, engaging in private religious expression otherwise protected by the First Amendment to the United States Constitution absent a showing that the employee has engaged in actual coercion. **03.13241/03.23241**

# Disrupting the Educational Process

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

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

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

# Previewing Student Materials

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

# Controversial Issues

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

# Federal Motor Carrier Safety Administration (FMCSA) Drug and Alcohol Clearinghouse for CDL/CLP Operators

Reporting of the following information on individual drivers to the federal Clearinghouse is required: verified positive, adulterated, or substituted test results; confirmed alcohol tests at .04 or higher; refusal to submit to required tests; the reporting of actual knowledge (as defined by federal regulation) of DOT regulatory violations, including violations based on prohibited on duty, pre-duty, or post-accident alcohol use and controlled substance use; and regulatory return to duty and follow-up testing information as applicable.

The District shall not allow a driver to perform any safety-sensitive function if the results of a Clearinghouse query on the driver demonstrate a disqualification as provided by regulation and described above and such driver may be subject to personnel action up to and including termination. **06.221**

# 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 School Resource Officers (SROs) as provided in KRS 158.4414, and 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**

# Tobacco, Alternative Nicotine Product, or Vapor Product

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 all property, including any vehicle, that is owned, operated, 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.

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. **03.1327/03.2327/06.221**

Students shall not be permitted to use or possess any tobacco product, alternative nicotine product, or vapor product as defined in KRS 438.305 on or in all Board property at all times, including any vehicle owned, operated, leased, or contracted for use by the Board and while participating in any school-related trip or student activity.

If a student under the age of twenty-one violates this policy, then the District will confiscate the alternative nicotine products, tobacco products, or vapor products. **09.4232**

# Use of School Property

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

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

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

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

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

Employees who drive any Board-owned vehicle and/or transport students must annually provide the Superintendent/designee with a copy of their driving record. Employees who receive a traffic citation during the year must report the citation to the Superintendent/designee before driving a Board-owned vehicle or transporting students. **03.1321/03.2321**

# 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 Policies **03.13214/03.23214**.

# Health, Safety and Security

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

In addition, employees are required to notify their supervisor immediately after sustaining a work-related injury or accident. A report should be made within 24-48 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.

The District shall follow established timelines in policy when making oral reports to the Kentucky Labor Cabinet to report employee fatalities, amputations, hospitalizations, including hospitalization resulting from a heart attack, or the loss of an eye.

|  |  |
| --- | --- |
| File a Report | After Hours Hotline |
| (502)-564-3070 | (800) 321-6742 |

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 emergency. **03.14/03.24/05.4**

# **Automated External Defibrillators (AEDs)**

The District shall maintain AEDs in designated locations throughout the District. An AED shall be used in emergency situations warranting its use in accordance with procedures established by the Superintendent/designee. Expected users documented as having completed required training shall be authorized to use a defibrillator. 05.4

# Assaults and Threats of Violence

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

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

Per KRS 158.155, any school employee who knows or has reasonable cause to believe that a person has made threats or plans of violence which are intended to target a school or students or who knows that a firearm is present on school property in violation of KRS 527.070, shall immediately cause a report to be made to the District’s law enforcement agency and either to the local law enforcement agency or to the Kentucky State Police.

Any school employee shall immediately report to the District’s law enforcement agency and to either the local law enforcement agency or to the Kentucky State Police any act which the employee has a reasonable cause to believe has occurred on school property or at a school-sponsored or sanctioned event involving:

1. Assault resulting in serious injury;
2. A sexual offense;
3. Kidnapping;
4. Assault with the use of a weapon;
5. Possession of a firearm or deadly weapon in violation of the law;
6. The use, possession, or sale of a controlled substance in violation of the law; or
7. Damage to property.

Any school employee who receives information from a student or other person of conduct which is required to be reported, shall report the conduct to the District’s law enforcement agency and to either the local lawenforcement agency or to the Kentucky State Police**.** **09.425**

# Child Abuse

Any school personnel who knows or has reasonable cause to believe that a child under eighteen (18) is dependent, abused or neglected, or a victim of human trafficking, or is a victim of female genital mutilation, shall immediately make an oral or written report, including but not limited to electronic submission, to a local law enforcement agency or the Kentucky State Police, the Cabinet for Health and Family Services or its designated representative, the Commonwealth’s or County Attorney.

After making that report, the employee shall then immediately notify the Principal of the suspected abuse. If the Principal is suspected of child abuse, the employee shall notify the Superintendent/designee.

Upon notification, the Principal or the Superintendent/designee shall facilitate the cooperation of the school with the investigation of the report. Any person who knowingly causes intimidation, retaliation, or obstruction in the investigation of the report shall be guilty of a Class A misdemeanor.

All school administrators, certified personnel, office staff, instructional assistants, coaches, and extracurricular sponsors who are employed by the District shall complete Board selected training on child abuse and neglect prevention, recognition, and reporting within ninety (90) days of being hired, and then every two (2) years thereafter. **09.227**

# Use of Physical Restraint and Seclusion

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

# Civility

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

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

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

# Grievances/Communications

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

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

# Gifts

No employee shall accept, for personal use, any gifts valued at over twenty-five dollars ($25) from current or potential suppliers or vendors. Personnel are also prohibited from accepting rebates in the form of gifts or gratuities valued at over $25 from organizations or persons to whom they have referred or may refer parents and students. **03.1322/03.2322**

# Outside Employment or Activities

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

# Required Reports

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

* Within seventy-two (72) hours of the discovery or notification of a security breach, the District shall notify the Commissioner of the Kentucky State Police, the Auditor of Public Accounts, the Attorney General, and the Education Commissioner. **01.61**
*
* An employee shall report to the Superintendent if the employee has been found by the Cabinet for Health and Family Services to have abused or neglected a child, and if the employee has waived the right to appeal such a substantiated finding or the finding has been upheld upon appeal. **03.11/03.21**
* Report to the immediate supervisor damaged, lost, stolen, or vandalized school property or if District property has been used for unauthorized purposes. **03.1321/03.2321**
* Notify the Principal as soon as possible when you use seclusion or physical restraint with a student, but no later than the end of the school day on which it occurs, and document in writing the incident by the end of the next school day. **09.2212**
* Any school employee who knows or has reasonable cause to believe that a person has violated KRS 158.155 shall immediately report any use, possession, or sale of a controlled substance, or who receives information from a student or other person of conduct which is required to be reported, shall immediately cause a report to be made to the District’s law enforcement agency and the local law enforcement agency or the Kentucky State Police **03.13251/03.23251/09.423**
* Upon the request of a victim, school personnel shall report an act of domestic violence and abuse or dating violence and abuse to a law enforcement officer. School personnel shall discuss the report with the victim prior to contacting a law enforcement officer.

School personnel shall report to a law enforcement officer when s/he has a belief that the death of a victim with whom s/he has had a professional interaction is related to domestic violence and abuse or dating violence and abuse. 03.13253/03.23253/**09.425**

* Report potential safety or security hazards to the Principal and notify your supervisor immediately after sustaining a work-related injury or accident. **03.14/03.24/05.4**
* Report to the Principal/immediate supervisor or the District’s Title IX Coordinator if you, another employee, a student, or a visitor to the school or District is being or has been subjected to harassment or discrimination. **03.162/03.262/09.42811**
* Employees who believe or have been made aware that they or any other employee, student, or visitor has been subject to Title IX Sexual Harassment shall report it to the TIXC. Failure to make such a report shall be grounds for discipline up to and including termination. If the knowledge of the reporting party gives rise to reasonable cause to believe that the reported conduct constitutes child abuse Policy 09.227 or a reportable criminal offense Policy 09.221, notification of state officials shall be made as required by law. **03.1621/03.2621/09.428111**
* If you suspect that financial fraud, impropriety or irregularity has occurred, immediately report those suspicions to Principal or the Superintendent. If the Superintendent is the alleged party, employees should address the complaint to the Board chairperson. **04.41**
* Report to the Principal any student who is missing during or after a fire/tornado/bomb threat drill or evacuation. **05.41 AP.1/05.42 AP.1/05.43 AP.1/05.47.1**
* When notified of a bomb threat, scan the area noting any items that appear to be out of place, and report same to Principal/designee. **05.43 AP.1**
* If you know or believe that the District’s weapon policy has been violated, promptly make a report to the local police department, sheriff, or Kentucky State Police. This is required when you know or have reasonable cause to believe that conduct has occurred which constitutes the carrying, possession, or use of a deadly weapon on the school premises or within one thousand (1,000) feet of school premises, on a school bus, or at a school sponsored or sanctioned event. **05.48**
* District bus drivers taking medication either by prescription or without prescription shall report to their immediate supervisor and shall not drive if that medication may affect the driver’s ability to safely drive a school bus or perform other driver responsibilities. **06.221**
* Per KRS 158.155, any school employee who knows or has reasonable cause to believe that a person has made threats or plans of violence which are intended to target a school or students or who knows that a firearm is present on school property in violation of KRS 527.070, shall immediately cause a report to be made to the District’s law enforcement agency and either to the local law enforcement agency or to the Kentucky State Police.

Any school employee shall immediately report to the District’s law enforcement agency and to either the local law enforcement agency or to the Kentucky State Police any act that has occurred on school property or at a school-sponsored function involving assault resulting in serious injury, a sexual offense, kidnapping, assault with the use of a weapon, possession of a firearm or deadly weapon in violation of the law, the use, possession, or sale of a controlled substance in violation of the law, or damage to property. **09.2211/09.425**

* District employees who know or have reasonable cause to believe that a student has been the victim of a violation of any felony offense specified in KRS Chapter 508 (assault and related offenses) committed by another student while on school premises, on school-sponsored transportation, or at a school-sponsored event shall immediately cause an oral or written report to be made to the Principal of the school attended by the victim.

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

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

* If you know or have reasonable cause to believe that a child under eighteen (18) is dependent, abused or neglected, or a victim of human trafficking, or is a victim of female genital mutilation, you shall **immediately** make an oral or written report, including but not limited to electronic submission, to a local law enforcement agency or the Kentucky State Police, the Cabinet for Health and Family Services or its designated representative, the Commonwealth’s or County Attorney, and then make a report to the Principal. (See **Child Abuse** section.) **09.227**
* Report to the Principal any threats you receive (oral, written or electronic)**. 09.425**
* 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**

# Code of Ethics for Certified School Personnel

SOURCE: 16 KAR 1:020

Section 1. Certified personnel in the Commonwealth:

(1) Shall strive toward excellence, recognize the importance of the pursuit of truth, nurture democratic citizenship, and safeguard the freedom to learn and to teach;

(2) Shall believe in the worth and dignity of each human being and in educational opportunities for all;

(3) Shall strive to uphold the responsibilities of the education profession, including the following obligations to students, to parents, and to the education profession:

(a) To students:

1. Shall provide students with professional education services in a nondiscriminatory manner and in consonance with accepted best practice known to the educator;
2. Shall respect the constitutional rights of all students;
3. Shall take reasonable measures to protect the health, safety, and emotional well-being of students;
4. Shall not use professional relationships or authority with students for personal advantage;
5. Shall keep in confidence information about students which has been obtained in the course of professional service, unless disclosure serves professional purposes or is required by law;
6. Shall not knowingly make false or malicious statements about students or colleagues;
7. Shall refrain from subjecting students to embarrassment or disparagement; and
8. Shall not engage in any sexually related behavior with a student with or without consent, but shall maintain a professional approach with students. Sexually related behavior shall include such behaviors as sexual jokes; sexual remarks; sexual kidding or teasing; sexual innuendo; pressure for dates or sexual favors; inappropriate physical touching, kissing, or grabbing; rape; threats of physical harm; and sexual assault.

(b) To parents:

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

(c) To the education profession:

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

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

# Drug-Free/Alcohol-Free Schools Policy

Drugs, Alcohol and Other Prohibited Substances

District employees shall not manufacture, distribute, dispense, be under the influence of, purchase, possess, use, or attempt to purchase or 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, or substances that attempt to mask or hide the presence of narcotics, drugs or controlled substances, and drug paraphernalia; and
3. Substances that look like a controlled substance. In instances involving lookalike 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.

Definitions

Controlled substance shall mean any substance or immediate precursor listed in Chapter 218A of the Kentucky Revised Statutes or any other substance added by the Kentucky Cabinet for Health and Human Services under regulations pursuant to KRS 218A.020.

Prohibited drugs include, but are not limited to, any substance that an individual may not sell, possess, use, distribute or purchase under Federal or Kentucky law.

Prohibited substances include:

1. All prescription drugs obtained without authorization, and
2. All prohibited substances however taken or used, including but not limited to, inhaling, ingesting, and/or injecting. These include, but are not limited to, prescribed and over-the-counter drugs, prohibited volatile substances as defined in KRS 217.900 or synthetic compounds/substances that are used or intended for use for an abusive and/or intoxicating purpose.

Authorized Drugs

Employees who personally use or who are designated to administer to a student a drug authorized by and administered in accordance with a prescription from a health professional shall not be considered in violation of this policy.

Workplace Defined

Workplace shall mean the site for the performance of work done for the District including any place where work on a District program, project or activity is performed, including, but not limited to, a school building or other school premises and any school‑owned vehicle or any other school‑approved vehicle used to transport students to and from school or school activities. "Workplace" shall also include school‑sponsored or school‑approved activities, events or functions which are held off school property and in which students are under District jurisdiction including, but not limited to field trips and athletic events.

Drug/Alcohol testing Program

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

For purposes of the testing program “safety sensitive” shall refer to positions where a single mistake by such employee can create an immediate threat of serious harm to students and fellow employees. Safety-sensitive positions shall include, but not be limited to: Principal, assistant principal, teacher, traveling teacher, teacher aide, substitute teacher, school secretary, and others as indicated on the job description for the position.

Pre-Employment Testing

All applicants being considered for employment positions identified as being safety-sensitive will be required to submit to a urinalysis test for the purpose of detecting illegal use of drugs, as part of the currently required pre-employment physical.

Any applicant with a confirmed positive test result will be denied employment.

Reasonable Suspicion

Employees may be tested for drug or alcohol use when there is reasonable suspicion that an employee is using or has been under the influence of drugs or alcohol.

Random Drug Testing

All employees in safety-sensitive positions shall participate in random drug testing which will be conducted on a neutral selection basis with all employees having an equal chance of being selected.

Bus drivers are tested under a similar but separate policy in accordance with federal guidelines.

Board Contracted Facility

Drug screening shall be conducted by a Board approved, independent, certified laboratory utilizing recognized techniques and procedures. The contract with such facility shall specify the substances to be tested.

Suspension/Termination/Non-renewal

Any employee who violates the terms of this policy may be suspended, non‑renewed or terminated. In addition, violations may result in notification of appropriate legal officials.

Alternative

As an alternative, the Superintendent may choose that an employee who violates the terms of the District's drug‑free/alcohol‑free workplace policies shall satisfactorily participate in a Board‑approved drug/alcohol abuse assistance or rehabilitation program. If the employee fails to satisfactorily participate in such a program, the employee may be suspended, non‑renewed or terminated.

Reporting

Any school employee who knows or has reasonable cause to believe that a person has violated KRS 158.155 shall immediately report any use, possession, or sale of a controlled substance, or who receives information from a student or other person of conduct which is required to be reported, shall immediately cause a report to be made to the District’s law enforcement agency and either the local law enforcement agency or the Kentucky State Police.

Notification by Employee

Any employee convicted of a workplace violation of criminal drug statutes shall, within five (5) working days, provide notification of the conviction to the Superintendent.

Post-Discipline Drug Testing

Following determination by an administrative or judicial proceeding that s/he engaged in misconduct involving the illegal use of controlled substances, a teacher who has been reprimanded or disciplined for misconduct involving illegal use of controlled substances shall submit to random or periodic drug testing in accordance with applicable Kentucky Administrative Regulation for a period not to exceed twelve (12) months from the date of such reprimand or disciplinary action.

Employee Acknowledgment

Personnel shall acknowledge having read or having received an explanation of this policy and should understand compliance with this policy is a condition of employment. Personnel shall sign an acknowledgement prior to substance screening permitting the summary result to be transmitted to the Superintendent/designee. Personnel refusing to complete any part of the drug testing procedure shall be deemed insubordinate.

Confidentiality

As reflected in the drug and alcohol testing program, the Superintendent/designee shall establish a process to reasonably ensure employee privacy during the taking of samples, security of samples once obtained, and designation of laboratory services that are accurate and reliable. Appropriate measures shall be taken to protect confidentiality throughout the testing process and in the handling of test results. Access to drug testing results shall be restricted on a need-to-know basis to those persons in positions designated by the Superintendent.

Notice to Participants

A written copy of this drug and alcohol testing policy and corresponding procedures is contained in the employee handbook. Employees shall be required to sign a statement indicating that they have read and understand and fully agree to be bound by the terms, conditions, and procedures under this policy.

A written copy of this policy and corresponding procedures can also be obtained from the District Web page. Please follow these steps (Internet Explorer is recommended for viewing the District web page):

Go to: www.paintsville.kyschools.us

Click on the left hand side the button under “Resources”

Click on the link “Employee Random Drug Testing”

Prevention Program

The Superintendent shall establish a comprehensive and on-going drug‑free/alcohol‑free prevention program for all employees which shall include notice of the following:

1. The dangers of drug/alcohol/substance abuse in the schools;
2. The District's policies and related procedures on drug‑free/alcohol‑free schools;
3. The requirement for mandatory compliance with the District's established standards of conduct, including those that prohibit use of alcohol, drugs and other controlled and prohibited substances;
4. Information about available drug/alcohol counseling programs and available rehabilitation/employee assistance programs; and
5. Penalties that may be imposed upon employees for violations of this policy.

**03.13251/03.23251**

# Drug Testing Procedures

These procedures are intended to implement Paintsville Independent Board of Education Policies 03.13251 and 03.23251 pertaining to Drug Free/Alcohol Free Schools. Because it is impossible to anticipate every situation that may arise under these policies and procedures, the Drug Coordinator should be contacted to resolve any specific situation which is not addressed herein. This contact should be made before action is initiated, if at all possible.

I. APPLICANT TESTING

*A. Notice*

All applicants who are hired shall be given a copy of the applicable Drug Free/Alcohol Free Schools Policy. A signed copy of the Employee Acknowledgement of Understanding Regarding Drug and Alcohol Testing (03.13251 AP.2, 03.23251 AP.2) shall be retained in the personnel file for every employee.

B. *Documentation*

All applicants who are required to submit to a drug screening test must acknowledge the Board’s policy towards drug and alcohol use and must sign the “Drug Screen Acknowledgment” (03.13251 AP.2, 03.23251 AP.2) BEFORE being sent for a drug screening test. A copy of the acknowledgment should be retained in the personnel file of any applicant who is hired. Any applicant who refuses to cooperate will not be hired.

C. *Rules for Initial Post Offer Drug Test*

1. All applicants to whom an offer of employment has been extended will be required to undergo a drug screening test. The Board may use urine tests to detect the presence of drugs, or metabolites of those substances in an applicant's body. Employment will be denied to any individual whose drug screen test reveals the presence of illegal drugs.

Testing may occur for the following:

|  |  |  |
| --- | --- | --- |
| **DRUG CLASS** | **SCREEN CUTOFF** | **GC/MS CUTOFF** |
| Buprenorphine | 5NG/ML | 5NG/ML |
| Norbuprenorphine (Metabolite) | 5NG/ML | 5NG/ML |
| Amphetamine | 300NG/ML | 500NG/ML |
| Methamphetamine | 300NG/ML | 500NG/ML |
| MDMA/MDA/Ecstasy | 1000NG/ML | 500NG/ML |
| Barbiturates | 300NG/ML | 300NG/ML |
| Benzodiazepines | 300NG/ML | 300NG/ML |
| Cocaine Metabolite | 300NG/ML | 150NG/ML |
| Opiates (Codeine/Morphine/Hydrocodone/Hydromorphone) | 300NG/ML | 300NG/ML |
| Oxycodone | 100NG/ML | 100NG/ML |
| Phencyclidine (PCP) | 25NG/ML | 25NG/ML |
| Marijuana Metabolite | 50NG/ML | 15NG/ML |
| Methadone | 300NG/ML | 300NG/ML |
| Methaqualone | 300NG/ML | 300NG/ML |
| Propoxyphene | 300NG/ML | 300NG/ML |
| Alcohol (Bus Drivers per 702 KAR 5:020) | 0.02 | 0.02 |
| Alcohol (All other employees) | 0.08 | 0.08 |

2. Employment will be denied to any individual whose drug screening test reveals the presence of prescription drugs (such as barbiturates, amphetamines, opiates, etc.) unless the applicant has a current prescription, a valid medical reason for the use of such drugs, and the level of drugs present in the tested specimen is consistent with taking the medication as prescribed.

3. All positive tests will be confirmed by the laboratory through a second test using the gas chromatography ‑‑ mass spectrometry method. The individual should be told only that "the results of your drug screen test show positive for (name of drug)."

4. The certified testing laboratory will utilize the services of a Medical Review Officer (“MRO”) when needed in the review process.

II. EMPLOYEE TESTING

A. *Rules for Employee Testing*

1. The Board may utilize breath or urine tests to detect the presence of alcohol, drugs, or metabolites of those substances in an employee’s body.

2. Employees may be required to submit to a drug or alcohol screening test under the following circumstances:

(a) Where the Superintendent/designee has a reasonable suspicion that the employee is or has been under the influence of drugs or alcohol.

Among the factors to be considered in determining whether to request that an employee submit to a drug or alcohol screening test because of reasonable suspicion of substance abuse are, but not limited to:

• excessive absenteeism or tardiness;

• unexplained significant deterioration in job performance;

• significant change in personality repeated abusive behavior, insolence, insubordination);

• reliable reports from other employees;

• unexplained absences from normal work sites;

• unusual behavior which cannot be readily explained;

 • changes in appearance and demeanor;

• excessive cravings for water or sweets;

 • reddened eyes or dilated pupils;

 • odor of alcohol or drugs;

 • slurred speech; or

 • difficulty in motor coordination.

The conduct that is the basis for the request for a drug or alcohol screen test will be observed by two (2) administrators. The observed conduct that arouses suspicion of drug or alcohol use shall be documented in writing by the administrator witnesses as soon as possible following observation. This documentation shall occur within twenty‑four (24) hours of observed behavior or before the results of the drug or alcohol screen test are released, whichever is earlier.

(b) Random testing for drug use will be conducted on a neutral selection basis with all employees in safety sensitive positions having an equal chance of being selected. On an annual basis, a maximum of 25% of employees in safety sensitive positions will be randomly selected for a drug screen test and not more than 10% will be selected for an alcohol screen test.

3. Failure or refusal by an employee to sign any required document or to take a drug or alcohol screening test when requested to do so will be grounds for immediate termination of employment.

4. In the event an employee has a "positive" drug or alcohol test, this test will be confirmed by the laboratory through a second test using the gas chromatography ‑‑ mass spectrometry method. If a confirmed positive result is obtained thorough this second analysis, the employee will then be notified of the test results, and will be disciplined, up to and including discharge.

5. In regard to testing for alcohol, an employee whose confirmed breath alcohol level is determined to be .08 percent or greater will be considered to have committed an intolerable policy violation and will be subject to termination of employment. An employee whose confirmed breath alcohol level is .08 percent or less will not normally be subjected to disciplinary action for alcohol abuse.

All employees whose confirmed breath alcohol level is .08 percent or greater are subject to Section II‑B, "Transportation of Impaired Employees" of this procedure.

B. *Transportation of Impaired Employees*

When a reasonable suspicion drug or alcohol test is requested, a Board representative shall provide transportation for the individual to be tested to and from the collection site. When the collection is completed, arrangements should be made to have the employee transported home or to another location without requiring the employee to drive a vehicle. The employee should not return to work until notified by a Board representative to do so. If such an impaired employee refuses to accept transportation provided by the Board and insists upon driving, the employee should be strongly discouraged from doing so, but not forcibly restrained. Law enforcement should thereafter be contacted.

III. COLLECTION AND SAMPLE TESTING

A. *Collection Process*

Collection of the test specimen will be conducted by an independent third party administrator. The individual who supervises specimen collections (referred to herein as a "collection site person") shall be trained in maintaining a proper chain of custody, in proper conduct during a specimen collection, and in identifying specimen irregularities.

Any employee required to provide a test sample will be expected to complete any necessary forms required by the collection site or the Board, including those authorizing the disclosure of test results to Board representatives. Failure or refusal to do so will result in disciplinary action, up to and including termination of employment.

B. *Laboratory Handling*

Once the specimen has been given, it will be tested by the independent third party administrator. If this preliminary test result is positive, the specimen will be transported to a designated testing laboratory. This laboratory will conduct an initial laboratory test and a confirmation test to determine whether the specimen is positive or negative for the presence of drugs. If a urine test has been completed, the laboratory shall retain possession of the specimen in its original, labeled bottle for a minimum of twelve (12) months (to enable retesting upon demand). The third-party administrator shall retain records on all specimens for at least five (5) years.

C. *Analysis by Medical Review Officer*

A Medical Review Officer ("MRO") is a licensed doctor of medicine or osteopathy with knowledge of drug abuse disorders. The MRO is responsible for reviewing the results of the initial and confirmatory tests by the testing laboratory and exploring alternative explanations for a positive result.

The MRO will contact each employee whose drug or alcohol screen test is positive and will provide them with an opportunity to discuss the positive test result. Following this conversation, the MRO will make an independent decision as to whether the drug or alcohol screen test result, together with the employee’s explanation, supports a finding of a positive drug or alcohol test result.

The MRO, following the analysis of the test results, will report to the Board’s third party administrator whether an employee’s drug or alcohol screen test result was positive or negative. Only those samples which tested positive for drugs or alcohol and for which the employee failed to offer a satisfactory explanation will be reported. All other tests will be reported as negative.

IV. DISCLOSURE OF TEST RESULTS

A. *By the Medical Review Officer*

1. Negative Results ‑ If a drug test result is negative, the MRO need not contact the employee, but shall report the result to the Board’s third party administrator.

2. Positive Results ‑ As protection against the possibility of any false positive test results, when a drug test result is positive, this fact shall be communicated initially to the employee by the MRO. In order to facilitate this process, the individual tested will be expected, at the time the sample is provided, to indicate where or how the employee can be reached by the MRO. If the individual declines this discussion within 72 hours of contact from the MRO, the MRO need not make other efforts to review the drug or alcohol test result with the individual tested and shall report the positive test results to the Board’s third party administrator. The Board’s third party administrator shall report the positive test results to the Drug Coordinator or the Safety Coordinator who are the designated Board representatives.

Prior to verifying a positive test result, if the individual is willing to discuss the positive test result, the MRO will conduct a medical interview with the tested individual in person or by telephone to explore possible alternative medical explanations for any positive test results. The MRO will also review the tested individual's medical history to the extent provided by the tested individual and any other relevant medical facts that might have an impact upon the drug or alcohol test result.

If the confirmed positive test result could have resulted from a legally prescribed medication, the MRO will also review the tested individual's medical history and any other relevant medical factors that might have an impact upon the drug or alcohol test result. If the confirmed positive test result could have resulted from a legally prescribed medication, the MRO will review all medical records made available by the tested individual.

If there is any question as to the accuracy or validity of a positive test result, the MRO may authorize a re‑analysis of the original sample by the Board’s testing laboratory. If, after completing the above review procedures, the MRO verifies the positive test result, this result should be reported only to the Board’s third party administrator and the designated Board representatives.

3. *Adulterated or Unreadable Specimens* ‑ When a sample is believed to have been adulterated through the actions of the tested individual, the MRO shall contact the tested individual and provide him/her with an opportunity to explain. If no satisfactory explanation is given, this information will be communicated only to the Board’s third party administrator and the designated Board representatives, and it will be presumed that the tested individual could not have given a negative specimen and he/she may be deemed non-cooperative by the employer. If the specimen is unreadable due to circumstances not caused by or contributed to by the tested individual, the MRO will advise the tested individual and the Board’s third party administrator of that fact and shall request that a second drug screen test be scheduled and completed as soon as possible.

B. *By the Employer*

1. Negative Results ‑ If the test result is negative, the Board need not contact the employee with the test results. Upon request of the employee, the designated Board representatives shall advise the employee his/her drug or alcohol screen test result was negative.

2. Positive Results ‑ If a urine drug or alcohol test result is reported to the Board to be positive, the tested individual may request a second confirmatory test at his or her own expense. If the tested individual requests a second confirmatory test, it shall be performed on the original specimen using GC/MS or equivalent technology, and shall be performed by a SAMSHA laboratory designated by the Board.

The cost of the second confirmatory test (as determined by the laboratory) shall be paid before re‑testing is done. If the results of the second confirmatory test are negative, the tested individual will be reimbursed the cost of the secondary confirmatory test and the results of the initial positive test will not be used as a basis for discipline.

If the second confirmatory test is again positive and the tested individual is still unable to provide the MRO with a satisfactory explanation for the result, the tested individual will be advised of the result of the second confirmatory test which may result in discipline up to and including termination of employment.

*By the Employer (continued)*

1. Adulterated or Unreadable Specimens ‑ If the Board is informed that a specimen cannot be properly analyzed because of contamination or adulteration caused by or related to the employee’s actions, he/she will be discharged for failure to cooperate. If the adulterated sample was not caused by or related to the conduct of the tested individual, a second drug or alcohol screen test shall be scheduled and completed as soon as possible.

V. CONFIDENTIALITY

All information involving drug and alcohol testing of an employee or applicant shall be treated as confidential medical information. All such information will be accessible only to the third party administrator and those Board officials and designated medical or professional persons as have been approved on a valid need to know basis. It will not be provided to any other party without the written consent of the employee except pursuant to administrative or legal procedure or process. Any employee who willfully discloses such information in violation of Board policy will be subject to discipline.

**Consent to Perform Drug Testing**

**School Year 20\_\_\_\_ to 20\_\_\_\_**

Name \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Work Location \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Social Security Number \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Phone \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

I hereby consent to undergo testing for the presence of illicit drugs or banned substances in accordance with the Policy and Procedures for Random Drug Testing of the Paintsville Independent School District Board of Education.

I understand that a qualified vendor selected by the Board will oversee the collection process.

I understand that any urine samples will be sent only to a certified medical laboratory for actual testing, and that the samples will be coded to provide confidentially.

I hereby give my consent to the medical vendor selected by the Board, their laboratory, doctors, employees, or agents, together with any clinic, hospital, or laboratory designated by the selected medical vendor to perform urinalysis testing for the detection of illicit drugs or banned substances.

I hereby give my consent to the medical vendor selected by the Board to perform breath alcohol testing.

I further give permission to the medical vendor selected by the Board, its doctors, employees, or agents to release all results of these tests to the Medical Review Officer (MRO) working for the medical vendor. I understand these results will be forwarded to the Superintendent/designee and will also be made available to myself.

I understand that consent pursuant to this Informed Consent Agreement will be effective for a period of one (1) year.

I hereby release the Board and its employees and agents from any legal responsibility of liability for the release of such information and records.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Employee Volunteer’s Name Date

Acknowledgement Form

**2024-2025 School Year**

I, \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, have received a copy

 *Employee Name*

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

I understand and agree:

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

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

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

*Employee Name (please print)*

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_

*Signature of Employee Date*

Return this signed form to the Central Office.