

SUBSTITUTE TEACHER HANDBOOK



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Substitute Teacher Handbook

Hopkins County Schools

Dr. Damon Fleming, Superintendent
Hopkins County Board of Education
2135 North Main Street
Madisonville, KY 42431
Phone (270) 825-6000 • Fax (502) 546-6115
<http://hopkins.kyschools.us/>

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

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

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

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

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

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

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

<http://policy.ksba.org/h12/>

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

01.5

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

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

District Mission

The mission of Hopkins County Schools: Unite as one team to learn and inspire.

The vision of Hopkins County Schools: Preparing today's students to succeed in tomorrow's world.

Future Policy Changes

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

Central Office Personnel and School Administrators

Person	Telephone/E-mail	Fax
Superintendent Dr. Damon Fleming	270-825-6000 damon.fleming@hopkins.kyschools.us	502-546-6115
Assistant Superintendent of Instruction & Title IX Coordinator Jason Clark	270-825-6000 jason.clark@hopkins.kyschools.us	502-546-6115
Assistant Superintendent of Operations Marty Cline	270-825-6000 marty.cline@hopkins.kyschools.us	502-546-6115
Assistant Superintendent of Support Services Dr. Ann Love	270-825-6000 ann.love@hopkins.kyschools.us	270-359-5016
Director of Athletics & Special Programs Matthew Bell	270-825-6000 matt.bell@hopkins.kyschools.us	270-359-5016
Director of Special Education & 504 Coordinator Clarissa Byard	270-825-6000 clarissa.byard@hopkins.kyschools.us	270-282-0702
Director of Pupil Personnel Wendy Gamblin	270-825-6000 wendy.gamblin@hopkins.kyschools.us	270-906-0191
Director of Facilities George Jones	270-825-6000 george.jones@hopkins.kyschools.us	270-825-6115
Director of Secondary Education Dr. Tim Roy	270-825-6000 tim.roy@hopkins.kyschools.us	270-499-7432
Director of Elementary Education & Title I Wendy Mitchell	270-825-6000 wendy.mitchell@hopkins.kyschools.us	270-499-7432
Director of Child Nutrition Scott Moore	270-825-6000 scott.moore@hopkins.kyschools.us	270-825-6072
Director of Finance Eydie Tate	270-825-6000 eydie.tate@hopkins.kyschools.us	270-825-6117
Chief Information Officer Drew Taylor	270-825-6000 drew.taylor@hopkins.kyschools.us	270-825-6198
Director of Transportation Derek Stone	270-825-6000 derek.stone@hopkins.kyschools.us	270-306-4112

Person	Telephone/E-mail	Fax
Principal Michael Griffin Browning Springs Middle School 357 West Arch Street Madisonville, KY 42431	270-825-6006 michael.griffin@hopkins.kyschools.us	270-957-8514
Principal Kelcey Postlewait Grapevine Elementary School 1150 Hayes Avenue Madisonville, KY 42431	270-825-6012 kelcey.postlewait@hopkins.kyschools.us	270-344-5151
Principal Matt Beshear Hanson Elementary School 121 Eastlawn Road Hanson, KY 42413	270-825-6158 matt.beshear@hopkins.kyschools.us	270-222-3887
Principal Nathan Howton Hopkins County Day Treatment 110 Sugg Street Madisonville, KY 42431	270-825-6059 nathan.howton@hopkins.kyschools.us	270-825-6053
Principal, Alaina Lancaster Hopkins County Career and Technology Center 1775 Patriot Drive Madisonville, KY 42431	270-825-8998 alaina.lancaster@hopkins.kyschools.us	270-228-0109
Principal Michael Zimmer Hopkins County Central High School 6625 Hopkinsville Road Madisonville, KY 42431	270-825-6133 michael.zimmer@hopkins.kyschools.us	270-228-0987
Principal, Nathan Howton Hopkins County Schools Academy 6625 Hopkinsville Road Madisonville, KY 42431	270-452-2637 nathan.howton@hopkins.kyschools.us	270-825-6053
Principal Matt Melton James Madison Middle School 510 Brown Road Madisonville, KY 42431	270-825-6160 matt.melton@hopkins.kyschools.us	270-825-6016
Principal Julie Vaughn Jesse Stuart Elementary School 1710 Anton Road Madisonville, KY 42431	270-825-6033 julie.vaughn@hopkins.kyschools.us	270-215-5049

Person	Telephone/E-mail	Fax
Principal Adam Harris Madisonville North Hopkins High School 4515 Hanson Road Madisonville, KY 42431	270-825-6017 adam.harris@hopkins.kyschools.us	270-825-6045
Principal Amy Clark Pride Elementary School 861 Pride Avenue Madisonville, KY 42431	270-825-6030 amy.clark@hopkins.kyschools.us	270-825-6031
Principal Jan Richey South Hopkins Middle School 9140 Hopkinsville Road Nortonville, KY 42442	270-825-6125 jan.richey@hopkins.kyschools.us	270-827-4461
Principal Erika Stark Southside Elementary School 9220 Hopkinsville Road Nortonville, KY 42442	270-825-6143 erika.stark@hopkins.kyschools.us	270-215-5931
Principal Wendy Eaves West Broadway Elementary School 127 West Broadway Madisonville, KY 42431	270-825-6036 wendy.eaves@hopkins.kyschools.us	270-222-3808
Principal Jennie Knight West Hopkins School 2695 Rabbit Ridge Road Nebo, KY 42441	270-825-6130 jennie.knight@hopkins.kyschools.us	270-249-9454

Section

1

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.

Our school system 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 you have questions concerning District compliance with state and federal equal opportunity employment laws, contact the Superintendent's office at the Central Office. **03.113**

Harassment/Discrimination/Title IX Sexual Harassment

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

Employees who believe they have been subjected to harassment/discrimination shall, as soon as reasonably practicable, report it to 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, 09.42811**

TERMS OF EMPLOYMENT

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

Title IX Coordinator (TIXC): Jason Clark

Office Address: 320 S. Seminary Street, Madisonville, KY 42431

Office Email: jason.clark@hopkins.kyschools.us

Office Phone: 270-825-6000

504 Coordinator: Clarissa Byard

Office Address: 320 S. Seminary Street, Madisonville, KY 42431

Office Email: clarissa.byard@hopkins.kyschools.us

Office Phone: 270-825-6000

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

Criminal Background Checks

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

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 a substantiated finding or the finding has been upheld upon appeal. **3.11**

TERMS OF EMPLOYMENT

The form for requesting a CA/N check is available on the Cabinet for Health and Family Services website.

Notwithstanding any provision of the Kentucky Revised Statutes to the contrary, any employee of the District shall notify the Superintendent within seven (7) calendar days of being charged with any offense which is classified as a felony. The Superintendent may transfer the employee to a second position in accordance with KRS 160.380. **03.1311**

Medical Examinations

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

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

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

Based on the Board-approved employee drug testing program, all applicants being considered for employment shall be required to submit to a urinalysis test for the detection of illegal use of drugs, as part of the required post-offer, pre-employment physical. Applicants will be given a copy of this policy in advance of the post-offer, pre-employment physical. **03.13251**

Performance of Duties

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

Conflict of Interest

A superintendent, teacher, or other official or employee of any institution supported wholly or in part by public funds shall not act, directly or indirectly, as agent for any person whose instructional materials are identified on the state-approved list. **03.1721**

Supervision of Students

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

TERMS OF EMPLOYMENT

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

Board-issued photo badges must be worn during all hours of duty. Replacement badges can be made at an employee cost of \$10.00.

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. **03.162/06.34/09.2261/09.422/09.42811**

Student Activities

An expelled student shall not participate in any school-sponsored extracurricular or interscholastic activity while the student is expelled. **09.3**

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:

- a) Violate federal or state criminal law;
- b) 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;

TERMS OF EMPLOYMENT

- c) Endure brutality of a physical nature, including whipping, beating or paddling, branding, or exposure to the elements;
- d) Endure brutality of a sexual nature; or
- e) 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**

Confidentiality

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

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

Access to be Limited

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

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

Information Security Breach

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

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

TERMS OF EMPLOYMENT

Reasonable Assurance

Substitute teachers on the District's substitute list shall be notified in writing by April 30 each year as to whether they have reasonable assurance of continued employment for the following school year. **03.4**

Salaries

Substitutes are paid on a per diem basis according to a schedule approved annually by the Board. The salary schedule may reflect adjustments for long-term/continuous assignments **03.4**

Payment shall be made on the 15th payroll of the month. **03.4**

Paychecks shall be issued according to a schedule approved by the Board of Education. All employees are required to participate in direct deposit. You will receive your payroll direct deposit advice through your District email account.**03.121**

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

Employees will receive IRS Form W-2 electronically by secure password protected email for the duration of employment unless a written request is made to receive a paper Form W-2 to the Chief Financial Officer. If employment with the Hopkins County Board of Education is terminated, the employee will no longer receive their W-2 electronically, but a paper Form W-2 will be mailed to the most current address on file.

Payroll Deductions

Substitute teachers are subject to payroll deductions required by law. Mandatory deductions include state and federal taxes, deductions required by the Teachers' Retirement System of the State of Kentucky, deductions required as a result of judicial process, and Medicare (FICA). **03.1211**

TERMS OF EMPLOYMENT

Section

2

General Information

School Calendar

Hopkins County Schools

2026-2027 School Calendar

TRADITIONAL CALENDAR: 173 Days

July 2026							August 2026							September 2026						
Su	M	Tu	W	Th	F	Sa	Su	M	Tu	W	Th	F	Sa	Su	M	Tu	W	Th	F	Sa
			1	2	3	4							1			1	2	3	4	5
5	6	7	8	9	10	11	2	3	4	5	6	7	8	6	7	8	9	10	11	12
12	13	14	15	16	17	18	9	10	11	12	13	14	15	13	14	15	16	17	18	19
19	20	21	22	23	24	25	16	17	18	19	20	21	22	20	21	22	23	24	25	26
26	27	28	29	30	31		23	24	25	26	27	28	29	27	28	29	30			
							30	31					14							21
October 2026							November 2026							December 2026						
Su	M	Tu	W	Th	F	Sa	Su	M	Tu	W	Th	F	Sa	Su	M	Tu	W	Th	F	Sa
				1	2	3	1	2	3	4	5	6	7			1	2	3	4	5
4	5	6	7	8	9	10	8	9	10	11	12	13	14	6	7	8	9	10	11	12
11	12	13	14	15	16	17	15	16	17	18	19	20	21	13	14	15	16	17	18	19
18	19	20	21	22	23	24	22	23	24	25	26	27	28	20	21	22	23	24	25	26
25	26	27	28	29	30	31	29	30						27	28	29	30	31		
						17							17							14
January 2027							February 2027							March 2027						
Su	M	Tu	W	Th	F	Sa	Su	M	Tu	W	Th	F	Sa	Su	M	Tu	W	Th	F	Sa
					1	2			1	2	3	4	5	6		1	2	3	4	5
3	4	5	6	7	8	9	7	8	9	10	11	12	13	7	8	9	10	11	12	13
10	11	12	13	14	15	16	14	15	16	17	18	19	20	14	15	16	17	18	19	20
17	18	19	20	21	22	23	21	22	23	24	25	26	27	21	22	23	24	25	26	27
24	25	26	27	28	29	30	28							28	29	30	31			
31						19							19							22
April 2027							May 2027							June 2027						
Su	M	Tu	W	Th	F	Sa	Su	M	Tu	W	Th	F	Sa	Su	M	Tu	W	Th	F	Sa
				1	2	3							1			1	2	3	4	5
4	5	6	7	8	9	10	2	3	4	5	6	7	8	6	7	8	9	10	11	12
11	12	13	14	15	16	17	9	10	11	12	13	14	15	13	14	15	16	17	18	19
18	19	20	21	22	23	24	16	17	18	19	20	21	22	20	21	22	23	24	25	26
25	26	27	28	29	30		23	24	25	26	27	28	29	27	28	29	30			
						17	30	31					13							
Holidays Regular Instructional Days Make-up Days Opening and Closing for Staff							Professional Development Opening and Closing for Students No School Days Planning Day													

August 3-6 - Professional Development
 August 7 and 10 - Planning Days
 August 11 - Opening Day for Staff
 August 12 - Opening Day for Students
 September 7 - Holiday
 October 5-9 - No School
 November 3 - No School

November 25 - No School
 November 26 - Holiday
 November 27 - No School
 December 21-24 - No School
 December 25 - Holiday
 December 28-31 - No School
 January 1 - Holiday

January 18 - No School
 February 15 - No School
 March 12 - No School
 April 5-9 - No School
 May 18 - No School
 May 20 - Closing Day for Students
 May 21 - Closing Day for Staff

*Calendar is subject to change pending legislation and/or statutes requirements.
 Potential make-up days: May 24-28; June 1-14 (If 10 or more days are missed, part or all of spring break may be used for make-up days). Fifteen make-up days, required as part of our calendar, have been added to the end of the year. It is important to schedule vacations or other conflicting events after these planned make-up days.

Substitute List

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

When a substitute is needed, our automated caller system, FRONTLINE will make the contact.

Length of Assignment

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

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

School Day

School start and end times are listed below. Generally, substitutes are required to be at school no later than 7:25 AM and leave no sooner than 3:00 PM.

Browning Springs Middle School Grapevine Elementary School Jesse Stuart Elementary School James Madison Middle School South Hopkins Middle School Southside Elementary School West Hopkins School	7:40 AM – 2:35 PM
Hanson Elementary School Pride Elementary School West Broadway Elementary School	7:45 AM – 2:40 PM
Hopkins County Career and Technology Center Hopkins County Central High School Hopkins County Day Treatment Madisonville North Hopkins High School	7:50 AM – 2:45 PM
Hopkins County Schools Academy	7:30 AM – 3:03 PM

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

Substitutes shall be on duty no later than 30 minutes before students are scheduled to arrive. Please log into FRONTLINE to determine if you have any additional responsibilities before or after school. **03.1332**

GENERAL INFORMATION

Substitutes working on an extended assignment shall attend all faculty or staff meetings unless prevented by personal illness or specifically excused by the Superintendent or the Principal. **03.1335**

At the commencement of the first class of each day, a moment of silence or reflection shall occur. Guidelines are listed in policy **08.1351**

Emergency Closings

The District will provide notification of school closings, early dismissal, and other emergency procedures through the automated calling system, District website, social media, and news media sources designated on the District website.

Substitutes are responsible for checking for these announcements. **06.21/08.33**

When schools are closed early due to a sudden change in weather conditions, all employees are to remain at work unless otherwise specifically instructed by their supervisor upon approval of the Superintendent or designee. **03.1332**

Lesson Plans

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

Upon initial sign-in in the school office, you should request the substitute folder for the teacher you will be replacing for the day.

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

Classroom Management

While on school property or while attending school-sponsored or school-related activities, whether on or off school property, students shall be permitted to possess personal telecommunications devices and other related electronic devices. Students are prohibited from using a personal telecommunication device during instructional time, except during an emergency, if directed to do so by a teacher for an instructional purpose, or if authorized by a teacher. Students shall not access social media unless authorized to do so by a teacher for an instructional purpose. **09.4261**

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

GENERAL INFORMATION

- Be prepared to make adjustments for any unusual changes in school schedules such as fire drills, altered class schedules or activities for the day. Each room in the school has emergency procedures posted or otherwise made available in case of fire, earthquake, tornado, lockdown or other potentially dangerous situations. Look for this information and review it prior to the beginning of the school day.
- It is the responsibility of the substitute teacher to check with the Principal/designee to determine if any of the day's assigned students have accommodations under an Individual Education Plan (IEP) or 504 plan and implement plan provided.
- Implement drill/evacuation plans.
- Display your name where it can easily be seen by all students. Take time before beginning lessons to tell the class briefly about yourself.
- Let the class know that you will try to follow the normal classroom routine, but also let them know that everyone does things somewhat differently.
- Ask the students questions: their names, classroom rules/procedures. The time spent getting oriented and becoming familiar with the class may make a difference later in the school day.
- Keep a positive attitude. Be positive in your remarks to students. When you are circulating around the room (a proven and effective management technique) comment to students on task.
- Try to be sensitive to differences.
- Any unusual requests from parents or students should be handled by the Principal/designee.
- Correct the day's work when possible. Organize any student papers and label them clearly.
- Write a complete, succinct review of the day's activities. Be sure to indicate portions of the lesson plan that may not have been completed. Mention individual students who may have been particularly helpful; list any problems that may have arisen.
- Leave the classroom in good order.
- Substitutes teachers shall not do the following:
 - ☒ Make/take personal phone calls during class time;
 - ☒ Use the internet for personal use; or

- ☒ Engage in personal tasks such as reading, knitting, etc.

What if . . .

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

FIRE

Faculty/staff shall:

1. Post in each room and discuss with each class rules for fire evacuation, including student responsibilities. These will include directions on the exits, alternative exits, and the outdoor evacuation area(s).
2. Close all classroom windows and doors before leaving.
3. Turn off all lights and gas jets in the room.
4. Maintain order during the evacuation and arrange assistance for students with disabilities.
5. Take roll book and check roll when the class is in its evacuation area. No person is to remain in the building during a fire drill.
6. Report to the Principal any student who is missing. **05.41 AP.1**

BOMB THREAT

The faculty and staff shall:

1. Post in each room and discuss with each class rules for bomb threat evacuation, including student responsibilities. These will include directions on the designated exits, alternative exits, assigned evacuation area(s), and designated safety precautions such as a ban on cell phone or radio use during a bomb threat drill or evacuation.
2. If a written bomb threat is received, the employee receiving it should preserve it for investigation by the police for possible fingerprints by handling it as little as possible while placing it in a protective envelope.
3. Maintain order during the evacuation and arrange for the assistance of students with disabilities. Leave doors and windows open.

GENERAL INFORMATION

4. Scan the area noting any items that appear to be out of place, and report same to Principal/designee. Do not touch or move any unusual items, but notify the head of the search team.
5. Take roll book and check roll when the class is in its evacuation area. Other than adults authorized to check the premises, no person is to remain in the building during a bomb threat or bomb threat drill.
6. Report to the Principal any student who is missing. **05.43 AP.1**

TORNADO/SEVERE WEATHER

The faculty and staff shall:

1. Utilize designated safe areas during a tornado/severe weather drill or warning.
2. Instruct students in the procedures to be used during a tornado/severe weather drill, watch, or warning.
3. Maintain order during the drill, watch, or warning and arrange assistance for students with disabilities.
4. Require students to use one of the following positions, as appropriate:
 - a. Rest on knees, lean forward, cover face by crossing arms above face.
 - b. Sit on floor, cross legs, cover face with folded arms.
 - c. If space does not permit use of the first or second suggested position, stand and cover face with crossed arms. Wraps or coats, when readily available, should be used as a covering.
5. Remain in the assigned safety area with students until the all-clear signal or recall signal is given.
6. Report to the Principal any student who is missing. **05.42 AP.1**

EARTHQUAKES

Faculty/staff shall post in each room and discuss with each class rules for earthquake preparedness, including student responsibilities; maintain order during the drill or quake and arrange for the assistance of students with disabilities; and report to the Principal any student who is missing.

If indoors

GENERAL INFORMATION

1. Drop and take cover under desks, tables, or other heavy furniture, in interior doorways or narrow halls, or against weight-bearing inside walls.
2. Stay away from windows, light fixtures, and suspended objects.
3. Under no circumstances should persons rush through or outside the building, exposing themselves to falling debris, live wires, etc.
4. After the tremors have ceased, evacuate the building and move all personnel to safe areas.

If outdoors

1. As appropriate, move away from building.
2. Avoid utility poles and over-head wires.
3. Do not enter any building that has sustained damage until competent personnel have examined the building and declared it safe.
4. Before students and staff are permitted to re-enter a building, the building must be checked for structural soundness, including but not limited to, the integrity of electrical wiring, heating and fuel systems, and water distribution system. **05.47 AP.1**

Section**3****Employee Conduct****Gifts**

Any gift presented to a school employee for the school's use must have the prior approval of the Superintendent/designee. After approval and acceptance, gifts become the property of the Board of Education.

No employee shall accept, for personal use, cash in any amount or gifts that exceed \$25.00 from current or potential supply vendors. **03.1322**

Political Activities

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

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

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

Local, state and federal tax dollars and resources shall not be used to advocate for or against any public question that appears on the ballot. **03.1324**

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**

Disrupting the Educational Process

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

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

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

03.1325

In keeping with these requirements, employees are required to dress appropriately and in keeping with their professional responsibilities and any dress code in place at the school. If there are questions about what constitutes suitable attire and appearance, substitutes should confer with their Principal or assigned contact.

Drug-Free/Alcohol-Free Schools

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

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

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

EMPLOYEE CONDUCT

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

Any employee convicted of any criminal drug statute involving use of alcohol, illicit drugs, prescription drugs, or over-the-counter drugs shall, within five (5) working days after receiving notice of a conviction, provide notification of the conviction to the Superintendent.

Teachers are subject to random or periodic drug testing following reprimand or discipline for misconduct involving illegal use of controlled substances.

The Board has established a random drug testing program for all employees. The number and frequency of the random tests shall be determined by the Board's testing lab. ALL current employees must read the Random Drug Testing policies and accompanying procedures and must acknowledge in writing that they have read the policy and procedures and agree to be bound by the terms and conditions contained in the policy and procedures. All current employees must sign a "Consent to Perform Urinalysis Testing" form. **03.13251**

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 **09.423**

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**

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**

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, or a bus stop, in any school vehicle, or at any school-sponsored activity is prohibited. Except for authorized law enforcement officials, including peace officers and police as provided in KRS 527.070 and KRS 527.020, the Board prohibits carrying concealed weapons on school property. Staff members who violate this policy are subject to disciplinary action, including termination.

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

Use of School Property

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

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

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

Local, state and federal tax dollars and resources shall not be used to advocate for or against any public question that appears on the ballot. **03.1321**

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 72 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

EMPLOYEE CONDUCT

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. **03.14/05.4**

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**

Training/In-Service

By June 30, 2027, all employees shall complete training developed by the Kentucky Department of Education in collaboration with the Education Professional standards Board, related to appropriate relationships and communication with students, inappropriate relationships and communication with students, sexual grooming, and sexual misconduct.

Beginning with the 2027-2028 school year, all new employees shall be required to undergo the training listed above within ninety (90) days of the employee's initial hiring. Any new employee who has completed the training within the prior five (5) years with a previous employer shall be exempt from the training. **03.19**

Assaults and Threats of Violence

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

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:

- a) Intentional physical injury, or intentional attempt to cause physical injury, as defined in KRS 500.080, to any school employee;

EMPLOYEE CONDUCT

- b) Intentional assault resulting in serious physical injury as defined in KRS 500.080;
- c) A sexual offense;
- d) Kidnapping;
- e) Assault with the use of a weapon;
- f) Possession of a firearm or deadly weapon in violation of the law;
- g) The use, possession, or sale of a controlled substance in violation of the law; or
- h) Intentional or wanton damage to property causing a pecuniary loss of five hundred dollars (\$500) or more.

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 law enforcement agency or to the Kentucky State Police unless the school employee has cause to believe a student's disability interfered with his or her ability to conform to the Student Code of Conduct.. **09.425**

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

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**

Acceptable Use of Technology

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

Substitute teachers are provided with a District network login and email address when hired. Always use your District login when accessing computers and networked resources.

If you have questions about what constitutes acceptable use, please check with the Principal/designee. **08.2323/08.2324**

Materials Used with Students

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

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

Students are not allowed to access social media unless authorized to do so by a teacher for an instructional purpose. **09.4261**

Traceable Communications

The Board shall designate a traceable communication system for District employees and qualified school volunteers to communicate electronically with students enrolled in the District. Employees and volunteers that violate this policy will be subject to disciplinary action.

A District employee or qualified school volunteer, shall not engage in unauthorized electronic communication as defined in KRS 160.145. A District employee that violates this policy may be subject to disciplinary actions in accordance with, for certified employees, KRS 161.120 and 161.790, and for classified employees KRS 161.011. A qualified school volunteer that violates this policy may be prohibited by the District from future school volunteer opportunities. **08.2324**

Controversial Issues

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

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

Search and Seizure

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

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

Child Abuse

Any school personnel who knows or has reasonable cause to believe that a child under eighteen (18) is dependent, abused or neglected, or 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, 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. **09.227**

EMPLOYEE CONDUCT

Reporting telephone numbers:

Cabinet for Health and Family Services Social Services	270-824-7566
Local Police	270-821-1720
Kentucky State Police	270-676-3313
Hopkins County Attorney	270-824-0323

Corporal Punishment

Employees shall not utilize corporal punishment as a penalty or punishment for student misbehavior. Corporal punishment shall refer to the deliberate infliction of physical pain on a student by any means. **09.433**

Use of Physical Restraint and Seclusion

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

Retention of Recordings

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

Required Reports

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

- Within seventy-two (72) hours of the discovery or notification of a security breach, the District shall notify the Commissioner of the Kentucky State Police, the Auditor of Public Accounts, the Attorney General, and the Education Commissioner. **01.61**
- An employee shall report to the Superintendent if the employee has been found by the Cabinet for Health and Family Services to have abused or neglected a child, and if the employee has waived the right to appeal such a substantiated finding or the finding has been upheld upon appeal.

EMPLOYEE CONDUCT

- If requested by a school district, public school, or nonpublic school regarding an applicant for a position, the district that employs or previously employed the applicant shall disclose any disciplinary action, and any resulting resignation or termination, related to abusive conduct while the applicant was employed by the district in accordance with KRS 160.380. This also applies to a school district, public school, or nonpublic school located in a member state of the Interstate Teacher Mobility Compact.

The District considering the applicant for employment shall, if the application is for a certified position, request information from the Education Professional Standards Board (EPSB) related to pending and resolved disciplinary action against the applicant involving abusive conduct. The EPSB shall provide the requested information, if applicable, within ten (10) working days.

If there is a finding of abusive conduct regarding an applicant, the applicant shall be:

1. Ineligible for hire by the District; and
- Subject to dismissal or termination if the applicant is hired by the District or is a current employee of the District. **03.11**
 - Report to the immediate supervisor damaged, lost, stolen, or vandalized school property or if District property has been used for unauthorized purposes. **03.1321**
 - If you have been authorized to use such measures, notify the Principal as soon as possible when you use seclusion or physical restraint with a student, but no later than the end of the school day on which it occurs, and document in writing the incident by the end of the next school day. **09.2212**
 - 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 **03.13251/09.423**
 - 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. **03.13253/09.425**

- Immediately report to Principal after sustaining a work-related injury or accident and also report potential safety or security hazards to the Principal. **03.14, 05.4**

EMPLOYEE CONDUCT

- Report to the Principal/immediate supervisor or the District's Title IX Coordinator if you, another employee, a student, or a visitor to the school or District is being or has been subjected to harassment or discrimination. **03.162/09.42811**
- 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. **03.1621/09.428111**
- 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/severe weather/bomb threat drill or evacuation. **05.41 AP.1/05.42 AP.1/05.43 AP.1/05.47 AP.1**
- When notified of a bomb threat, scan the area noting any items that appear to be out of place, and report same to Principal/designee. **05.43 AP.1**
- If you know or believe that the District's weapon policy has been violated, promptly make a report to the local police department, sheriff, or Kentucky State Police. This is required when you know or have reasonable cause to believe that conduct has occurred which constitutes the carrying, possession, or use of a deadly weapon on the school premises or within one thousand (1,000) feet of school premises, on a school bus, or at a school sponsored or sanctioned event. **05.48**
- A District employee or qualified school volunteer that participated in unauthorized electronic communication subject to KRS 160.145 or reasonably believes that another District employee or qualified school volunteer participated in unauthorized electronic communication that is subject to KRS 160.145 that has not been previously reported shall immediately notify the Principal or applicable supervisor. If the subject of the report is the Principal or a District wide employee, the reporting employee or volunteer shall immediately notify the Superintendent. If the subject of the report is the Superintendent, the employee or volunteer shall immediately notify the Commissioner of Education and the Chair of the Board of Education **08.2324**

EMPLOYEE CONDUCT

- 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 intentional physical injury, or intentional attempt to cause physical injury, as defined in KRS 500.080, to any school employee; intentional assault resulting in serious physical injury as defined in KRS 500.800, 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 intentional or wanton damage to property causing a pecuniary loss of five hundred dollars (\$500) or more. **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. unless the school employee has cause to believe a student's disability interfered with his or her ability to conform to the Student Code of Conduct.

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**

When an allegation of abusive conduct, as defined in KRS 160.380, is made against a District employee to another District employee, the District employee in receipt of the allegation, whether communicated in writing, electronically, or orally, shall report the allegation to the Principal and in accordance with KRS 620.030. The Principal shall document the allegation in writing and notify the Superintendent/designee. An investigation of the allegation shall be conducted by the District until it is completed and shall not end prior to completion due to the employee transferring positions within the District or leaving the District, unless directed by the Cabinet for Health and Family Services or law enforcement officials to cease the investigation. **09.2211/09.227**

EMPLOYEE CONDUCT

- 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, 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**

Code of Ethics

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

Section 1. Certified personnel in the Commonwealth:

- (1) Shall strive toward excellence, recognize the importance of the pursuit of truth, nurture democratic citizenship, and safeguard the freedom to learn and to teach;
- (2) Shall believe in the worth and dignity of each human being and in educational opportunities for all;
- (3) Shall strive to uphold the responsibilities of the education profession, including the following obligations to students, to parents, and to the education profession:
 - (a) To students:
 1. Shall provide students with professional education services in a nondiscriminatory manner and in consonance with accepted best practice known to the educator;
 2. Shall respect the constitutional rights of all students;
 3. Shall take reasonable measures to protect the health, safety, and emotional well-being of students;
 4. Shall not use professional relationships or authority with students for personal advantage;
 5. Shall keep in confidence information about students which has been obtained in the course of professional service, unless disclosure serves professional purposes or is required by law;
 6. Shall not knowingly make false or malicious statements about students or colleagues;
 7. Shall refrain from subjecting students to embarrassment or disparagement; and

EMPLOYEE CONDUCT

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.

EMPLOYEE CONDUCT

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

Appendix

Professional Substitute Checklist

<u>ARRIVAL</u>	<u>BEFORE CLASS</u>
☐ Arrive by 7:30 am or before.	☐ Write your name and today's objectives in a visible location.
☐ Check in at the front office.	☐ Organize materials and review the day's lessons..
☐ Sign in and obtain a visitor badge or keys.	☐ Locate and test any tech tools needed (projector, computer, etc.).
☐ Get directions to the classroom.	☐ Ensure supplies (paper/pencils, etc.) are available.
☐ Ask about emergency procedures (fire drill, lockdown, etc.).	☐ Greet students warmly as they arrive
☐ Locate teacher's sub plans and daily schedule.	☐ Take attendance promptly (follow school policy)
☐ Review seating charts, behavior plans, and any IEP/504 information provided	☐ Clarify classroom rules and expectations if not already posted.
☐ Note important phone numbers or contacts (office, nurse, team teacher)	
<u>THE REST OF YOUR DAY</u>	<u>DEPARTURE</u>
☐ Follow lesson plans as closely as possible.	☐ Tidy up classroom: desks, materials, board, etc.
☐ Keep students engaged and on task.	☐ Leave a detailed note for the teacher (cover what was completed behavior concerns, etc.).
☐ Use positive reinforcement and consistent behavior management.	☐ Return any borrowed materials or keys.
☐ Supervise all transitions (to specials, lunch, recess, class change, dismissal) and maintain all classroom routines.	☐ Sign out at the office.
☐ Communicate with neighboring teachers if support is needed.	☐ Thank office staff or team members who assisted.
☐ Document any incidents, student concerns or deviations from the plans.	☐ Leave your contact info if you'd like to be considered again.
☐ Stay calm, flexible, and professional throughout the day.	☐ Tidy up classroom: desks, materials, board, etc.
	☐ Leave a detailed note for the teacher (cover what was completed behavior concerns, etc.).

Hopkins County Schools Substitute Teacher Guidelines

APPLYING FOR A JOB

- All new substitute teachers will be required to apply for a job online. Applications will be reviewed, and the District will select applicants, based upon qualifications, to be conditionally hired pending completion of paperwork.
- If you are an active substitute teacher in good standing, you will receive a ***Substitute Information Update Form*** via mail in spring to complete and return to the District to indicate your preference for employment the following school year. You **will not** need to reapply for a job if your status **is active**.
- If you have a break in service from one school year to the next, you must reapply for a substitute teaching position for employment consideration.

ACTIVE STATUS

- *Hopkins County Schools* requires that each substitute teacher work a **minimum of ten (10) days per school year prior to March to remain active.** At least one of those days must be worked in the first semester (before Christmas).
- If you do not work at least ten (10) days in the current school year before March, you will receive a letter that notifies you that you will not be re-employed for the next school year. You will be required to re-apply for a job if you wish to return. At that point, you must meet all requirements stated under ‘Applying for a Job’.
- If you no longer wish to be on the District sub list, call **Jackie Ostrander** (825-6100 Ext. 2246) or email jacqueline.ostrander@hopkins.kyschools.us to be removed.

ASSIGNED SCHOOLS

- Substitute teachers can make school selections in *FRONTLINE*.
- School Principals may remove your name from their preferred caller lists. If a Principal blocks you from their school, you will not receive calls for that school. A Principal may use their discretion to block substitutes for any reason as it is their job to create a quality and safe environment for all staff and students in their school.

RETIRED TEACHERS

- When you retire from *Hopkins County Schools*, you may choose to become a substitute teacher at some point during the immediate break of service. You must provide the District with a copy of your daily wage threshold from TRS before you are hired as a substitute teacher.
- If you become a sub during the first year after retirement, you will not be required to complete the paperwork required of new subs. However, if you have more than a one year break in service from the date of retirement, you must apply online, and complete all paperwork required of new subs.
- If you are a current teacher wishing to become a sub (prior to retirement), you may be transferred to a sub position upon written recommendation from your last principal. Otherwise, you must apply, be selected for the position, and complete all other applicable requirements.
- You must log into *FRONTLINE* and mark your non-work days and you can also mark yourself as 'inactive' so you do not receive calls for whatever time period you prefer.
- If you have not accepted a job for the entire year, we will mark you as 'inactive'. You may change that status at any time if you wish to accept calls.

SEPARATION/TERMINATION

- Substitute teachers operate under a non-contractual agreement. Any of the following may indicate separation/termination:
- Employee does not work ten (10) days during a school year
- Employee has been blocked by all Principals from servicing their schools
- Employee does not return a *Substitute Information Update Form* in the spring of the year indicating preferences for the next school year
- Employee is an emergency sub and does not have a CA-4 application on file in our office
- District Office is notified of concerns from school Principal

Substitute Teacher Salary Schedule

**HOPKINS COUNTY SCHOOLS
SUBSTITUTE TEACHER SALARY SCHEDULE
2026-2027
BOARD APPROVED 5/18/2026**

DAILY RATE (TEACHING CERTIFICATE REQUIRED)

RANK I	150.00
RANK II	140.00
RANK III	130.00

COLLEGE HOURS	RANK	DAILY RATE
96-Bachelor's Degree	IV	\$ 110.00
65-95	V	\$ 110.00
0-64		\$ 80.00 (not allowable for long-term rate)
Rank IV, V regular teacher- \$115.00 daily (effective retroactive on the 21st day of consecutive coverage in same assignment)		

INTERIM & ADMINISTRATIVE SUBSTITUTES DAILY RATES

Regular Administrative Substitute	\$ 250.00
Regular Teacher Consultant (*Minimum of 100 days)	\$ 200.00
Regular Teacher Substitute (effective retroactive on the 21st day of consecutive coverage in same assignment)	\$ 185.00
Regular Substitute will be reimbursed at a daily rate corresponding to experience	
Regular Guidance Counselor Substitute	\$ 225.00

SAFE SCHOOLS TRAINING

All employees are required to complete online training on our Safe Schools website. You are able to complete your training via the Internet at your convenience – even from the comfort of your own home.

Your Safe Schools account login will be available after you officially hired by Human Resources. Please allow up to five business days for your username request to be processed. You will receive automated emails from the Safe Schools system to remind you to complete your training requirements.

The following trainings are required:

- Bloodborne Pathogen: 15 minutes
- Restraint & Seclusion: 22 minutes
- Youth Suicide Prevention: 26 minutes
- FERPA Confidentiality: 18 minutes
- Diversity Awareness: 25 minutes
- Sexual Harassment (Staff-to-staff): 15 minutes
- Sexual Harassment (Staff-to-student): 29 minutes

- Classroom Safety: 16 minutes
- Child Abuse and Neglect Prevention: 26 minutes
- Disruptive Student Behavior : 33 minutes
- De-Escalation Strategies: 21 minutes
- Special Education: Safety in the Classroom: 23 minutes
- Active Shooter
- First Aid and CPR

Login Instructions for Safe Schools Training:

1. Using your web browser, go to the web page <http://hopkins.ky.safeschools.com/login>. (You may also access site from a link on the district webpage.)
2. To access your assigned training, enter your username, which follows the following format: firstname.lastname

EXAMPLE: Jane Doe's username would be jane.doe

3. Your assigned course or courses will be listed on your personal Safe Schools Training home page under "Mandatory Training."
4. Select any course by simply clicking on the name of the course. The courses have audio so please ensure audio and volume are enabled so that you can hear the narration. **You must complete all the training scenarios and the assessment to receive completion credit for the course.** You will have the option to print out a Certification of Completion once you successfully complete the course.

If you have any questions or problems with the site, please contact Human Resources.

Thanks for helping make our district an even safer place to work and learn!

Acknowledgement Form

2026-2027 School Year

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

I understand and agree:

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

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

Employee Name (please print)

Signature of Employee

Date

Return this signed form to the Central Office.