



### Mission:

The **mission** of the Bath County School district is to provide a **safe, nurturing** environment where **future leaders** are **inspired** and **prepared to succeed** in an ever-changing **global community**.

## 2016-2017 Employee Handbook

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The Board of Education does not discriminate on the basis of race, color, national origin, age, religion, sex, genetic information, national or ethnic origin, political affiliation, age or disabling condition in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups.

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# Introduction

## Welcome

Welcome to Bath County Schools. We are glad you have joined our team of professionals whose goal is the education of all the children of Bath County.

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 on the District's web page. 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.

If an employee has questions, s/he should contact his/her immediate supervisor or the Personnel Director in the Central Office.

Located in the back of this *Handbook* is an Acknowledgment Form. Once you review this *Handbook*, please read the Acknowledgment Form, sign and date the Form, and return the Form to the Central Office.

## District Mission

The **mission** of the Bath County School district is to provide a **safe, nurturing** environment where **future leaders** are **inspired** and **prepared to succeed** in an ever-changing **global community**.

## Vision Statements

Our STUDENTS...

perform and demonstrate real world skills in authentic problem solving situations and continue a love of lifelong learning with constant drive and resilience.

Our PARENTS...

are collaborative partners who are involved in all aspects of their child's education.

#### Our TEACHERS...

demonstrate leadership by building relationships that inspire, support, and encourage all students. They illustrate tolerance and compassion while providing an education foundation which supports students in all their endeavors.

#### Our SUPPORT STAFF...

serve as an integral part of our team, are positive role models, and build relationships to support and encourage all students.

#### Our LEADERSHIP...

leads by example and demonstrates ethics, collaboration, commitment, progressive thinking, and exhibits passions for student growth and achievement.

#### Our COMMUNITY...

supports our endeavor to develop contributing citizens who demonstrate civic pride, embrace global citizenship, and desire to provide service to others.

#### Our CURRICULUM and INSTRUCTION...

provides a foundation that prepares students to thrive in a global society by focusing on individual student growth.

#### Our TECHNOLOGY...

is utilized by students and teachers to enhance learning and make global connections.

### Future Policy Changes

Although every effort will be made to update the handbook on a timely basis, the Bath County 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

Name	Title	Extension
Harvey Tackett	Superintendent	6610
Rhonda Back	CIITS Coordinator/Elem. Curriculum	6616
Kim Biddle	Director of Pupil Personnel	6606
Teresa Caudill	District Assessment Coordinator	6604
Brittany Combs	Finance Officer / Treasurer	6618
Keith Crouch	Computer Technician	6641
Karen Hammons	Instructional Supervisor	6616
Micah Crouch Hunt	Food Service Assistant	6634
Karen Ratliff	Administrative Assistant to Superintendent	6610
Zachary Roberts	Administrative Assistant, Finance	6608
Tony Roth	Transportation / Buildings & Grounds	6612
John Slone	Technology Director / Purchasing	6602
Lisa Stewart	Administrative Assistant, Pre-School	6638
Cathi Walters	Office Manager / Accounts Payable	6608
Jeremy Weaver	Computer Technician	6644
Vickie Wells	Food Service Director	6640
Kim Whitt	Special Education / Preschool Coordinator	6636
Kelly Wilson	Human Resource Manager/Community Ed.	6632

### Non-Discrimination Statement

The Bath County School District does not discriminate on the basis of race, color, religion, sex, genetic information, national or ethnic origin, political affiliation, age or disabling condition in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following persons have been designated to handle inquiries regarding the non-discrimination policies:

Name and/or Title: Teresa Caudill, Title IX Coordinator  
 Address: 405 West Main Street, Owingsville, KY 40360  
 Telephone No.: (606) 674-6314

Name and/or Title: Kim Whitt, Section 504/ADA Coordinator  
 Address: 405 West Main Street, Owingsville, KY 40360  
 Telephone No.: (606) 674-6314

Grievance procedures can be found by searching the Bath County Board of Education Online Manual: <http://policy.ksba.org/B05> or by clicking the Online Manual link under Forms and Links on the district webpage.

## **Section**

# **1**

## **General Terms of Employment**

### **Equal Opportunity Employment**

The Bath County Board of Education is an Equal Opportunity Employer. The District does not discriminate on the basis of age, color, disability, race, national or ethnic origin, religion, sex, genetic information, political affiliation, or disabling condition, as required by law.

Reasonable accommodation for individuals with disabilities will be made 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 Personnel Director at the Board of Education's Central Office.

### **Harassment/Discrimination**

The Bath County 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.

## Hiring

Except for substitute teachers working on less than a full-time basis, 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.

## Transfer of Tenure

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.

## Medical Examination

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

**Classified:** As a condition of initial employment, all classified employees (except bus drivers), including substitute employees, shall pass a medical examination as indicated in 704 KAR 4:020.

**Tuberculosis Screening Test:** Each medical examination shall include a risk assessment for tuberculosis as required by Kentucky Administrative Regulation. Individuals identified by that assessment as being high risk for TB shall be required to undergo a tuberculin skin test as required by 704 KAR 4:020.

## Job Responsibilities

Every employee is assigned an immediate supervisor. The immediate supervisor will assign all duties. Employees should ask their supervisor if they have questions regarding their assigned duties and/or responsibilities.

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.

## Criminal Background Check and Testing

Employees, student teachers, and volunteers must undergo records checks and testing as required by law and local policy.



**Certified Employees:** New hires, student teachers, and substitute teachers assigned within the District must have both a state and a federal criminal history background check.

**Classified Employees:** New hires must have a state criminal history background check. Applicants that have resided in Kentucky twelve (12) months or less shall undergo both state and national criminal history background checks.

## 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.

## 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). **This must be submitted to the Finance Office in e-mail or written notification by no later than June 1 of the fiscal year.**

**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 law and policy. The rank and experience of certified personnel shall be determined on September 15 of each year.

No later than 45 days before the first student attendance day of each school year or June 15<sup>th</sup>, 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.

## Reduction in Salary

Salaries for teachers shall not be less than the preceding year unless such reduction is part of a uniform plan affecting all teachers in the entire District or unless there is a reduction of responsibilities.

Reduction of responsibility for teachers may be accompanied by a corresponding reduction in salary. Written notice that states the specific reason(s) for the reduction shall be furnished to teachers no later than ninety (90) days before the first student attendance day of the school year or May 15, whichever occurs earlier.

### **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.

Each full-time teacher is provided with a duty-free lunch period each day during the regularly scheduled student lunch period.

### **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.

No employee shall send a student on an errand off school property without the prior approval of the Principal.

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.

The Student Discipline Code shall specify to whom reports of alleged instances of bullying or hazing shall be made.

## Section

# 2

## Benefits and Leave

### Insurance

The Board provides unemployment insurance, workers' compensation and liability insurance for all employees. In addition, the state of Kentucky provides group health and life insurance to employees who are eligible as determined by Kentucky Administrative Regulation.

Insurance, Personal Days and Sick Days are benefits offered to full-time employees. Full-time employee is defined as an individual employed for 80 hours or more per month.

Information regarding optional insurance coverage available to employees may be obtained from the District Insurance Coordinator at the Bath County Board of Education.

### Salary Deductions/Payroll

Mandatory deductions for all certified employees are:

- Kentucky Teachers Retirement System (KTRS)\*
- Medicare\*
- Federal Tax – based on exemptions claimed on IRS Form W-4
- State Tax – based on exemptions claimed on Kentucky K-4
- County Occupational Tax\*
- Unemployment – District contribution only \*

Mandatory deductions for all classified employees are:

- FICA\*
- Kentucky Retirement System (CERS)\*
- Medicare\*
- Federal Tax – based on exemptions claimed on IRS Form W-4
- State Tax – based on exemptions claimed on Kentucky K-4
- County Occupational Tax\*
- Unemployment – District contribution only \*

\* Indicates that there can be a change from year to year based on Federal law, Kentucky statutes and policies.

The Bath County School District makes all payroll deductions required by law.

Employees may choose from the following optional/available payroll deductions:

- Health/life/disability/vision/dental insurance program;
- Tax Sheltered Annuity programs;
- Other state approved deferred compensation plan
- State-designated Flexible Spending Account (FSA) and Health Reimbursement Account (HRA) plans;
- Membership dues in professional/job-related organizations

### Direct Deposit

Compensation through direct deposit activities is required for all full-time employees. Compensation for services provided on less than full time basis may be made upon superintendent approval. The District utilizes PSSST eStub software provides information online for payroll disbursement for each payroll as well as personal data information for the employee to review, i.e. sick days, personal days, salary information, and other personnel data.

### Expense Reimbursement

School personnel are reimbursed for travel that is required as part of their duties or for school-related activities approved by the Superintendent/designee and the School Council when appropriate. Detailed receipts must accompany requests for reimbursement.

### Holidays

All full-time 185 day certified employees and classified employees are paid for four (4) annual holidays as indicated in the school calendar.

**Classified and Certified Personnel:** 200-215 receive 6 holidays; 220-240 receive 8 holidays.

### 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 who plan to return the next school year must notify the Superintendent/designee in writing of their intention to return to work by April 1 of the year the leave terminates.

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.

Employee 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.

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

### **Personal Leave**

Full-time employees are entitled to three (3) days of paid personal leave each school year. 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. Personal leave shall not be taken during the first five (5) days or the last five (5) days in the school year, or on the first work day following a holiday or vacation, or on the last work day before a holiday or vacation.

Personal leave shall be approved in full work day increments only.

### **Sick Leave**

Full-time employees are entitled to ten (10) days of paid sick leave each school year. 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 accumulate without limit for all employees.

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

### **Sick Leave Donation Program**

Employees who have accumulated more than ten (10) 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.

## Family and Medical Leave

Full-time employees who have completed one (1) year of continuous employment and all part-time employees who worked at least 1,250 hours during the twelve (12)-month period immediately preceding the requested leave are entitled to family and medical leave (FML). Employees who qualify may take up to twelve (12) workweeks of leave per school year:

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 active duty or call to active duty of a covered family member (spouse, son, daughter, parent or next of kin) who serves in an active or reserve component or as a retired member of the Regular Armed Forces or Reserve in support of a contingency operation; and
5. To care for a covered family member (spouse, son, daughter, parent or next of kin) who has incurred an 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 duties of his/her office, grade, rank or rating.

When family and medical leave is taken to care for a service member's recovery from a serious illness or injury sustained in the line of duty, 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 shall count, as applicable, against the twelve (12) or twenty-six (26) FMLA work week entitlement. Employees should contact their immediate supervisor as soon as they know they will need to use Family and Medical Leave.

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

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### **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:

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

**Military Family Leave Entitlements** - Eligible employees with a spouse, son, daughter, or parent on active duty or call to active duty status in the National Guard or Reserves in support of a contingency operation 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 a current member of the Armed Forces, including a member of the National Guard or Reserves, who has a serious injury or illness incurred in the line of duty on active duty that may render the servicemember medically unfit to perform his or her duties for which the servicemember is undergoing medical treatment, recuperation, or therapy; or is in outpatient status; or is on the temporary disability retired list.

**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 one year, for 1,250 hours over the previous 12 months, and if at least 50 employees are employed by the employer within 75 miles.

**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 under FMLA;
- 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.

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## Maternity Leave

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

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. An employee may use up to thirty (30) days of paid sick leave on the first thirty (30) working days of that twelve-week period without a physician's statement. Additional paid sick leave days may be taken when the need is verified by a physician's statement.

## 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.



## Educational Leave

**Certified Employees:** The Board may grant unpaid leave for a period of one (1) year for educational or professional purposes. An additional year may be granted by the Board. 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.

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

**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.

## Emergency Leave

The Bath County Board of Education makes available up to three emergency days per school year for subpoena to court, summons to court, death of an immediate family member, and personal emergency (i.e. flooding, fire, etc.), and any other at the discretion of the Superintendent.

## Jury Leave

Any employee who serves on a jury in local, state or federal court will be granted paid leave 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.

## 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.

## Unpaid Leave

Requests for unpaid leave must be made in writing and submitted to the Superintendent/designee.

## **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.

### **Employee Discipline**

Termination and nonrenewal of contracts is the responsibility of the Superintendent.

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

### **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 Kentucky 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.

All KTRS participants become vested after five (5) years of service. A KTRS member must have a minimum of 180 days in a school year worked on their contract days to receive a full year service credit. A teacher must have worked 140 days within the school year to receive a year of experience for the year.

All CERS participants become vested after five (5) years of service. A CERS member must have a minimum of 180 days in a school year worked on their contract days to receive a full year service credit. A classified employee must be hired prior to January 1 of the school year to receive a year experience for that particular year.

## Evaluations

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

## Training/In-Service

The Board provides a program for professional development and staff training.

**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.

## Personnel Records

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

## 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/designee before the opening of school or the night before if possible to request a substitute for the day.

### Staff Meetings

Unless on leave or have been excused by the Principal/designee, staff members shall attend meetings called by the Principal or other authorized administrator.

### 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.

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

### Use of Telecommunication Devices

#### Cellular Telephones and Pagers

**Certified:** Employees are permitted to possess cellular telephones and pagers on school premises. Employees having cellular telephones or pagers on campus shall be allowed to use them before and after school as well as during planning time or lunch breaks. Use of these items shall not be permitted during instructional time except in the case of an emergency or by supervisory authorization. Cellular phones should never be used by anyone who is in the process of transporting children. If an emergency arises while students are being transported, the driver must stop the vehicle before using a cellular phone.

**Classified:** Employees are permitted to possess cellular telephones and pagers on school premises. Employees having cellular telephones or pagers on campus shall be allowed to use them before and after school as well as during breaks or lunch breaks. Use of these items shall not be permitted during work time except in the case of an emergency or by supervisory authorization. Cellular phones should never be used by anyone who is in the process of transporting children. If an emergency arises while students are being transported, the driver must stop the vehicle before using a cellular phone.

## 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.

## 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.

## 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.

## 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;

- Alcoholic beverages;
- 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.

- Substances that "look like" a controlled substance. In instances involving look-alike substances, there must be evidence of the employee's intent to pass off the item as a controlled substance.

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

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

**Certified Personnel:** Teachers are subject to random or periodic drug testing following reprimand or discipline for misconduct involving illegal use of controlled substances or suspension or revocation of their certificate by the Education Professional Standards Board.

## Weapons

Carrying, bringing, using or possessing any weapon or dangerous instrument in any school building, on school grounds, in any school vehicle, or at any school-sponsored activity is prohibited. Except for authorized law enforcement officials, 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.

## Tobacco Products

Employees shall not use tobacco products in school property, including outdoor facilities (bleachers), owned or operated by the Board, inside Board-owned vehicles, and/or during school-sponsored trips and activities. Consequences for violating this are located in Board policy.

Bus Drivers shall not use tobacco products in school property, including outdoor facilities (bleachers), owned or operated by the Board, inside Board-owned vehicles, and/or during school-sponsored trips and activities.

## Use of School Property

Employees may not use any District facility, vehicle, equipment, or materials to perform outside work unless approved by the Superintendent or Board. These items are District property.

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.

## Health, Safety and Security

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

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

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

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

## 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.

## Child Abuse

Any school personnel who knows or has reasonable cause to believe that a child under eighteen (18) is dependent, abused or neglected shall immediately make a report to a local law enforcement agency, the Cabinet for Families and Children or its designated representative, the Commonwealth's Attorney or the County Attorney.

## 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 applicable policies 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.

### Grievances/Communications

The Superintendent/designee has developed specific procedures to assist employees in making a complaint.

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.

### Outside Employment or Activities

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

### Required Reports

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

- Report damaged, lost, stolen, or vandalized school property to the Principal.
- If you know or believe that the District's alcohol-free/drug-free policies have been violated, promptly make a report to the local police department, sheriff, or Kentucky State Police. This is required if you know or have reasonable cause to believe that conduct has occurred which constitutes the use, possession, or sale of controlled substances on the school premises or within one thousand (1,000) feet of school premises, on a school bus, or at a school sponsored or sanctioned event.
- Report potential safety or security hazards to the Principal and notify your supervisor immediately after sustaining a work-related injury or accident.
- 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.
- If you suspect that financial fraud, impropriety or irregularity has occurred, immediately report those suspicions to the Principal or the Superintendent.
- 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
- 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.



- 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.
- If you know or have reasonable cause to believe that a child under eighteen (18) is dependent, abused or neglected, you shall **immediately** make a report to a local law enforcement agency or Kentucky State Police, the Cabinet for Families and Children or its designated representative, the Commonwealth’s Attorney or the County Attorney.
- Report to the Principal any threats you receive (oral, written or electronic).

## 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.

## Bath County Schools' Acceptable Use Policy

The Board supports reasonable access to various information formats and believes it is incumbent upon students, employees, and community members to utilize this privilege in an appropriate and responsible manner.

Policy outlines both the privileges and the responsibilities associated with the use of the Bath County Schools' network and its resources. It addresses ethical and educational uses of electronic media, including, but not limited to, the Internet, email, and other technological resources. It also addresses issues of privacy versus administrative review of electronic files and communications. The policy prohibits use of networks for illegal activities, the intentional spreading of embedded messages, or the use of other programs with the potential of damaging or destroying programs or data.

For additional information see school board policies for students, and certified and classified employees, regarding use of school property, disrupting the educational process, and conduct.

Resources:

Bath County Schools

Phone: 606-674-6314

Website: [www.bath.kyschools.us](http://www.bath.kyschools.us)

Internal Revenue Service

Phone: 1-800-829-1040

Website: [www.irs.gov](http://www.irs.gov)

Kentucky Teachers Retirement System (KTRS)

Phone: 1-800-618-1687

Website: [www.ktrs.ky.gov](http://www.ktrs.ky.gov)

Kentucky Employees Retirement System (CERS)

Phone: 1-800-928-4646

Website: [www.kyret.com](http://www.kyret.com)

Health Insurance

Phone: 1-888-581-8834

Website: [www.personnel.ky.gov](http://www.personnel.ky.gov)

Kentucky Department of Education

[www.kde.state.ky.us/KDE/](http://www.kde.state.ky.us/KDE/)

American Fidelity

Phone: 1-800-654-8489

Contact: Cass Blair

Email: [Cass.blair@af-group.com](mailto:Cass.blair@af-group.com)

Kentucky Public Employee's Deferred Compensation Authority

Phone: 1-800-542-2667

# Acknowledgement Form

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. The district manual for policies and procedures is located at <http://policy.ksba.org/B05>.

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.*

\_\_\_\_\_ *Signature of Employee*      \_\_\_\_\_ *Date*

Return this signed form to the Central Office.