

**SECTION 3**  
**LICENSED PERSONNEL**

Policy #	TITLE	DATE ADOPTED
3.1	Salary Schedule for Fouke School District	05-09-2005
3.2	Licensed Personnel Evaluations	01-12-2004
3.3	Evaluation of Licensed Personnel by Relatives	01-12-2004
3.4	Licensed Personnel Reduction in Force	06-10-1991
3.5	Contract Acceptance and Return	03-24-1980
3.6	Licensed Personnel Employee Training	07-09-2007
3.7	Licensed Personnel Bus Driver Drug Testing	03-14-1994
3.8	Licensed Personnel Sick Leave	10-08-1990
3.10	Licensed Personnel Planning Time & Duty Free Lunch	09-08-2003
3.11	Licensed Personnel Personal and Professional Leave	07-23-1984
3.12	Licensed Personnel Responsibilities in Dealing with Sex Offenders on Campus	06-11-2007
3.13	Licensed Personnel Public Office	06-11-2012
3.14	Jury Duty or Court Appearance Leave	04-11-1983
3.15	Leave of Absence for Personal Injury from Assault or Other Violent Criminal Act	11-08-1993
3.16	Licensed Personnel Reimbursement for Purchase of Supplies	09-08-2003
3.17	Licensed Personnel Code of Conduct	06-27-2022
3.18	Licensed Personnel Outside Employment	06-11-2012
3.19	Licensed Personnel Employment & Orientation	07-23-1984
3.20	Licensed Personnel Reimbursement of Travel Expenses	09-08-2003
3.21	Licensed Personnel Use of Tobacco, Electronic Nicotine Delivery Systems, and Related Products	05-13-1996
3.22	Dress Code	12-13-1993
3.23	Licensed Personnel Political Activity	07-23-1984
3.24	Licensed Personnel Debts	06-11-2012

3.25	Licensed Personnel Grievance Procedure	05-90-1983
3.26	Sexual Harassment of Employees	06-14-1993
3.28	Licensed Personnel Computers and other Electronic Devices Use Policy	06-16-2008
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3.29	Licensed Personnel School Calendar	01-12-2004
3.30	Parent/Teacher Conferences	09-08-2003
3.31	Licensed Personnel Drug Free Workplace	09-10-1990
3.32	Licensed Personnel Family Medical Leave	08-13-2007
3.32.1	Licensed Personnel Covid Emergency Leave	09-14-2020
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3.34	Licensed Personnel Cell Phone Use	07-25-2006
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3.39	Licensed Personnel Records and Reports	06-11-2007
3.40	Licensed Personnel Duties as Mandated Reporters	06-11-2012
3.41	Licensed Personnel Video Surveillance	06-16-2008
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3.54	Voluntary Teaching During Planning Period of More than the Maximum Number of Students per Day	05-11-2015
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3.55	Licensed Personnel Use of Personal Protective Equipment	06-04-2018
4010	General Section	07-23-1984
4021	Personnel Policy Review Committee	05-13-1996
4100	Personnel Records	06-09-1986
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4120	Employment Criteria	07-23-1984
4123	Sexual Harassment of Students	06-14-1993
4124	Voluntary Transfer	03-09-1992
4126	Substitute Employees	07-10-1995
4129	Licensed Personnel Bus Driver End of Route Review	07-14-2014
4140	Compensation Guides and Contracts	07-23-1984
4141	Summer School and Inter-Session Pay for Teachers	05-09-2005
4142	Pay for Tutoring Programs	05-09-2005
4143	Tuition Reimbursement	05-09-2005
4146	Licensed Personnel National Board Certification Stipend	05-09-2005
4160	Recommended Applicant to Meet Board	02-13-1984
4170	Teacher Handbook/Student Handbook	07-23-1984
4180	Staff Rights and Responsibilities	07-23-1984
4310	Probationary Teacher	04-11-1983
4320	Separation	04-11-1983
4321	Termination	04-11-1983
4322	Non Renewal	04-11-1983
4330	Violation of School Board Policy	04-10-1989

4331	Suspension of an Employee	05-08-1989
4350	Release from Contract	11-13-1989
4401	Staff Development Activity Evaluation	04-13-1987
4410	Licensed Personnel Professional Growth Plan	04-12-2004
4420	Needs Assessment	04-13-1987
4500	Leave	07-23-1984
4511	Comp Time Licensed Employees	01-11-1993
4512	Licensed Sabbatical Leave	11-15-1999
4513	Leave for Bone Marrow or Organ Donation	01-12-2004
4514	Licensed Leave for Child Rearing	05-09-2005
4521	Bereavement Leave	12-09-1991
4522	Licensed Employee Retirement	08-21-1991
4550	Emergency Leave	05-09-1983
4560	Excessive Leave	07-26-1972
4580	Parental Leave	05-09-1983
4601	Failure to Follow District Discipline Policy	08-14-1995
4710	Athletic Director	05-08-1989
4711	Head Coach	05-08-1989
4712	General Guidelines for All Coaches	05-08-1989
4717	Licensed Personnel Accommodation Purchases	07-14-2014
4820	Emergency First Aid	04-04-1977
4860	Solicitations by Staff Members	07-23-1984
4870	Conflict of Interest	07-23-1984
4875	Pay Dates	05-13-1996
4880	Payroll Deductions	07-23-1984
4890	Teacher Workday and Contract Year	06-09-1986
4900	Grant Writing	05-09-2005

## **SALARY SCHEDULE FOR FOUKE SCHOOL DISTRICT**

The Board of Education shall enter into contracts of employment with teachers and other personnel. The salary of personnel shall be in accordance with the Board's salary schedule as determined by certification, experience, and/or any other criteria approved by the Board in keeping with the laws of the state. In developing the salary schedule, the District will establish a normal base contract period for teachers. The District is required to post the salary schedule on its website by September 15 of each year and should place an obvious hyperlink, button, or menu item on the website's homepage that links directly to the current year licensed policies and salary schedule.

All related experience of a certified employee, as a contracted employee of a public school, will be counted as years of experience for purposes of determining the salary of that person employed in a certified position in the Fouke School District.

The contract shall fix the term of employment and compensation to be received. Any change in employment status, term of employment or compensation paid shall require the execution of a new contract, or that a legal addendum be attached.

For the purpose of the district's salary schedule, a teacher will have worked a "year" if he/she works at least  $\frac{1}{2}$  plus 1 (one) day of the required student interaction days.

Districts shall distribute funding for health insurance coverage in accordance with state law, the Affordable Care Act, and policy 7.23 Health Care Coverage and the Affordable Care Act. The District reserves the right to adjust the monthly distribution as necessary to account for changes in staffing, student population, and the ADE determination of the funding required to be distributed based on the funding matrix. Specifically, the amount distributed to each employee is NOT part of their salary and is NOT guaranteed to be the same from month-to-month or year-to-year.

Teachers who qualify for educational increments must have official transcripts on file in the Central Office **BY SEPTEMBER 1st** of the school year in which they wish to receive additional compensation in order to receive the full amount of the increment. Teachers may qualify for 50% of the allowed annual increment by providing the Central Office with official transcripts by the **BEGINNING OF 2nd SEMESTER**.

To qualify for educational increments, you must have graduate level courses that relate to your assignment field or teaching area. Any undergraduate class(es) used for educational increments must have prior approval from the superintendent's office.

### **Arkansas Professional Educator Preparation (ArPEP) (Program**

Each employee newly hired by the district to teach under the Arkansas Professional Educator Preparation (ArPEP) Program shall initially be placed on the salary schedule in the category of a bachelor's degree with no experience, unless the ArPEP program employee has previous

teaching experience which requires a different placement on the schedule. Upon receiving his/her initial or standard teaching license, the employee shall be moved to the position on the salary schedule that corresponds to the level of education degree earned by the employee which is relevant to the employee's position. Employee's degrees which are not relevant to the ArPEP program's position shall not apply when determining his/her placement on the salary schedule. A teacher with a non-traditional provisional license shall be eligible for step increases with each successive year of employment, just as would a teacher possessing a traditional teaching license.

**Licensed employee, seeking additional area or areas of licensure**

Licensed employees who are working on an alternative licensure plan (ALP) to gain licensure in an additional area are entitled to placement on the salary schedule commensurate with their current license, level of education degree and years of experience. Degrees which are not relevant to the employee's position shall not apply when determining his/her placement on the salary schedule.

Cross Reference: Policy 1.8-1.9 – Policy Formulation

Legal Reference: A.C.A. § 6-17-201,202, 2403  
A.C.A. § 6-20-2305 (f) (4)  
DESE Rules Governing Documents Posted to School District and  
Education Service Cooperative Websites

Date Adopted: 05-09-2005

Last Revised: 06-11-2007

Last Revised: 05-13-2013

Last Revised: 07-14-2014

Last Revised: 06-27-2022

## LICENSED PERSONNEL EVALUATIONS

### Definitions

“Beginning administrator” means a building level or district level leader who has not completed three (3) years of experience as a building level or district level administrator.

“Building level or district level leader” means an individual employed by the District whose job assignment is that of a building level or district level administrator or an equivalent role, including an administrator licensed by the State Board of Education, an unlicensed administrator, or an individual on an Administrator Licensure Completion Plan. Building level or district level leader does not include the superintendent.

“Novice teacher” is a teacher who has less than three (3) years of public school classroom experience.

"Teacher" has the same definition as A.C.A. § 6-17-2803(16).

### Teachers

Teachers will be evaluated under the provisions and timelines of the Teacher Excellence and Support System (TESS).

The superintendent or designee(s) shall develop procedures to govern the evaluation process and timelines for the evaluations.

Teachers will be evaluated under the schedule and provisions required by TESS. All teachers, other than novice teachers, will have a summative evaluation over all domains and components at least once every four (4) years. To establish the initial four (4) -year rotation schedule teachers, other than novice teachers, to be summatively evaluated, at least one-quarter (1/4) of each school's teachers, other than novice teachers will be selected for evaluation by previous year scores that indicate intensive support, volunteers, and random drawing. Novice teachers will receive a summative evaluation in the year following the completion of their novice period and will be added to the four (4) year summative evaluation rotation for following years. A teacher who transfers into the District from another Local Educational Agency (LEA) shall be added to the four (4) year summative evaluation rotation based on when the teacher's most recent summative evaluation was conducted.

All teachers shall develop a Professional Growth Plan (PGP) annually that identifies professional growth outcomes to advance the teacher's professional skills and clearly links personalized, competency-based professional learning opportunities to the professional growth outcomes. The teacher's PGP must be approved by the teacher's evaluator. If there is disagreement between a teacher and the teacher's evaluator concerning the PGP, the decision of the evaluator shall be final.

Following a summative evaluation, the teacher shall receive an overall performance rating that is derived from:

1. A written evaluation of the teacher's performance on all evaluation domains as a whole;

2. The evaluation framework and evaluation rubric appropriate to the teacher's role;
3. Multiple sources of evidence of the teacher's professional practice including, but not limited to:
  - a. Direct observation;
  - b. Indirect observation;
  - c. Artifacts; and
  - d. Data; and
4. Presentations of evidence chosen by the teacher, the evaluator, or both.

The Summative evaluation shall provide an opportunity for the evaluator and the teacher to discuss the review of the evidence used in the evaluation and provide feedback that the teacher can use to improve his/her teaching skills and student learning.

While teachers are only required to be summatively evaluated once every four (four) years, the teacher's evaluator may conduct a summative evaluation in any year.

A teacher shall continue to demonstrate a commitment to student learning in formative years by furthering the teacher's professional growth and development as guided by the teacher's PGP. The teacher's evaluator, or one or more individuals selected by the evaluator, shall support the teacher on an ongoing basis throughout the formative years by:

- Providing teachers with immediate feedback about teaching practices;
- Engaging teachers in a collaborative, supportive learning process; and
- Helping teachers use assessment methods supported by evidence-based research that inform the teacher of student progress and provide a basis for adapting teaching practices.

An overall performance rating is not required in a formative year.

### **Building Level or District Level Evaluations**

Building level or district level leaders will be evaluated under the schedule and provisions required by the Leader Excellence and Development System (LEADS).

The superintendent or designee(s) shall develop procedures to govern the evaluation process and timelines for the evaluations.

Building level or district level leaders except for beginning administrators, shall have a summative evaluation at least once every four (4) years. To establish the initial four-year rotation schedule for building level or district level leaders, except for beginning administrators, to be summatively evaluated, at least one quarter (1/4) of each school's building level or district level leaders will be selected for evaluation by previous year scores that indicate intensive support, volunteers, and random drawing. Beginning administrator shall have a summative evaluation in the year following the completion of their beginning administrator period and will be added to the four (4) year summative evaluation rotation for following years. A building level or district level leader who transfers into the District from another LEA shall be added to the four (4) year summative evaluation rotation based on when the building level or district level leader's most recent summative evaluation was conducted.

A building level or district level leader shall complete a PGP based on the standards and functions determined during the initial summative evaluation meeting with the superintendent or



designee. If there is disagreement between a building level or district level leader and the leader's evaluator concerning the PGP, the decision of the evaluator shall be final.

The building level or district level leader shall annually revise his/her PGP and associated documents required under LEADS. In a non-summative evaluation year, his/her job performance will be measured on how well the PGP's goals have been met.

The Superintendent, or designee shall use the evaluation framework and rubric that is appropriate to the role and responsibilities of the building level or district level leader when conducting the building level or district level leader's summative evaluation. The Building level or district level leader's summative evaluation shall result in a written overall performance rating that is based on multiple sources of evidence of the building level or district level leader's professional practice, which may include:

- a. Direct observation;
- b. Indirect observation;
- c. Artifacts; and
- d. Data.

When the Superintendent or designee conducts a summative evaluation, he/she will base the building level or district level leader's continuing employment recommendation on:

- The level of performance based on the performance functions and standards of the evaluation rubric;
- The evidence of teacher performance and growth applicable to the building- or district-level leader; and
- The building- or district-level leader's progression on his or her professional growth plan.

While building level or district level leaders are required to be summatively evaluated once every four (4) years, the Superintendent or designee may conduct a summative evaluation in any year.

Cross Reference: 8.2 CLASSIFIED PERSONNEL EVALUATIONS

Legal References: A.C.A. § 6-17-2801 et seq.  
A.C.A. § 11-3-204  
DESE Rules Governing Educator Support and Development

Date Adopted: 01-12-2004  
Last Revised: 06-24-2013  
Last Revised: 07-14-2014  
Last Revised: 05-11-2015  
Last Revised: 06-08-2015  
Last Revised: 07-10-2017  
Last Revised: 06-04-2018

**EVALUATION OF LICENSED PERSONNEL BY RELATIVES**

No person shall be employed in, or assigned to, a position which would require that he be evaluated by any relative, by blood or marriage, including spouse, parent child, grandparent, grandchild, sibling, aunt, uncle, niece, nephew, or first cousin.

Date Adopted: 01-12-04

## **LICENSED PERSONNEL REDUCTION IN FORCE**

**The Fouke School Board acknowledges its authority to conduct a reduction in force (RIF) when a decrease in enrollment or other reason(s) make such a reduction necessary or desirable. A RIF will be conducted when the need for a reduction in the work force exceeds the normal rate of attrition for that portion of the staff that is in excess of the needs of the district as determined by the superintendent.**

In effecting a reduction in force, the primary goals of the Fouke School District shall be: what is in the best interests of the students; to maintain accreditation in compliance with the Standards of Accreditation for Arkansas Public Schools and/or the North Central Association; and the needs of the district. A reduction in force will be implemented when the superintendent determines it is advisable to do so and shall be effected through non-renewal, termination, or both. Any reduction in force will be conducted by evaluating the needs and long- and short-term goals of the school district, and by examining the staffing of the district in each licensure area and/or, if applicable, specific grade levels.

### **Definitions**

**Normal Attrition.** Severance from employment by the district due to the retirement or resignation, but not including discharge for cause of an employee.

**Layoff.** Any necessary reduction in work force occurring beyond normal attrition.

### **Procedures**

1. All licensed personnel of the Fouke School District shall be covered by the provisions of this policy.
2. Prior to the implementation of a reduction in force, an evaluation of all instructional and support services shall be conducted in order to minimize the potential impact upon the quality of the district's basic educational program(s).
3. If possible, a reduction in force shall be accomplished through normal attrition. Having exhausted these possibilities, layoff of personnel shall occur as outlined in this policy.
4. Years in service as of the effective date of layoff are retained by the employee.
5. The superintendent shall give notice, by certified mail, of the pending layoff no later than the last day of March, with official action by the Board occurring at the regular April meeting.
6. The Board shall not layoff personnel during the term of any valid contract.
7. The non-renewed employee shall retain position on the salary schedule according to experience and education and shall retain all accrued benefits.

8. Personnel who have been non-renewed, and who are qualified to fill an existing vacancy, shall be recalled in accordance with the point ranking. No new personnel shall be employed by the school district unless all qualified non-renewed personnel have been contacted and have refused the position in question.
9. Notice of recall shall be sent by certified mail to the last address furnished to the school district. Notification of a change in address is the responsibility of the employee. Failure to respond to notice of recall within ten (10) calendar days following receipt of notice shall be deemed a refusal of the position offered.
10. An employee who is non-renewed shall remain on recall for a period of two years after the effective day of layoff unless recall rights are waived in writing.
11. A full time employee on layoff may accept a part-time position with district without jeopardizing recall status for any full time position that may become available. Part-time positions shall be offered to both full and part-time qualified personnel in accordance with the point ranking.
12. Building principals shall give first priority to non-renewed personnel for use as substitute teachers.
13. Upon returning to active employment, personnel shall have restored all benefits in effect at the time of layoff including placement on the proper step of the salary schedule.
14. A non-renewed employee may file a grievance under the provisions of the district policy concerning such matters.

If a reduction in force becomes necessary in a licensure area or specific grade level(s), the RIF shall be conducted for each licensure area and/or specific grade level on the basis of each employee's points as determined by the schedule contained in this policy. The teacher with the fewest points will be non-renewed or terminated first. In the event of a tie between two (2) or more employees, the teacher(s) shall be retained whose name(s) appear first in the board's minutes of the date of hire. There is no right or implied right for any teacher to "bump" or displace any other teacher. Being employed fewer than one hundred sixty (160) days in a school year shall not constitute a year. It is each teacher's individual responsibility to ensure his/her point totals are current in District files.

### **Points**

- 1 point—per year of service in the district

All licensed position years in the district count including non-continuous years. Service in any position not requiring teacher licensure does not count toward years of service. Working fewer than one hundred sixty (160) days in a school year shall not constitute a year.

- 1 point---for each step of education on the salary schedule.

- Other

4 points—Doctoral degree

3 points—Educational specialist degree

3 points—National Board of Professional Teaching Standards certification

2 points—Certification for teaching in a state board identified shortage area

1 point per area—Additional academic content areas of endorsement as identified by the state board

1 point per additional area or grade level as applicable—Multiple areas and/or grade levels of licensure as identified by the state board

When the District is conducting a RIF, all potentially affected teachers shall receive a listing of licensed personnel with corresponding point totals. Upon receipt of the list, each teacher has ten (10) working days within which to appeal his/her assignment of points to the superintendent whose decision shall be final. Except for changes made pursuant to the appeals process, no changes will be made to the list that would affect a teacher's point total after the list is released.

A teacher with full licensure in a position shall prevail over a teacher with greater points but who is lacking full licensure in that subject area. "Full licensure" means an initial, or standard, non-contingent license to teach in a subject area or grade level, in contrast with a license that is provisional, temporary, or conditional on the fulfillment of additional course work or passing exams or any other requirement of the Division of Elementary and Secondary Education, other than the attainment of annual professional development training.

Pursuant to any reduction in force brought about by consolidation or annexation and as a part of it, the salaries of all teachers will be brought into compliance, by a partial RIF if necessary, with the receiving district's salary schedule. Further adjustments will be made if length of contract or job assignments change. A Partial RIF may also be conducted in conjunction with any job reassignment whether or not it is conducted in relation to an annexation or consolidation.

For a period of up to two (2) years from the date of board action on the teacher's non-renewal or termination recommendation, a teacher who is non-renewed from a 1.0 full time equivalent (FTE) position under this policy shall be offered an opportunity to fill any 1.0 FTE position vacancy for which he or she is required to hold a license as a condition of employment and for which he or she is qualified by virtue of education, license, or experience, as determined by the job requirements developed by the superintendent or designee.

A teacher shall not have the right to be recalled to a licensed position that is less than a 1.0 FTE, has less authority or responsibility, or that has a lower compensation level, index or stipend. No right of recall shall exist for non-renewal from a stipend, or non-renewal or reduction of a stipend, or non-renewal to reduce contract length. No teacher shall have any right to be recalled to any position that is for a longer contract period, has greater authority or responsibility, is for greater than the former FTE, or that is at a higher compensation level, index or stipend.

A non-renewed or terminated teacher shall be eligible to be recalled for a period of two (2) years in the reverse order of the layoff to any position for which he or she is qualified. Notice of vacancies shall be by first class mail to all teachers reasonably believed to be both qualified for and subject to rehire for a particular position and the non-renewed teachers shall have 10 working days from the date the notification is mailed in which to conditionally accept the offer of a position, with the actual offer going to the qualified teacher with the most points who responds within the 10 day time period. A lack of response, as evidenced by a teacher's failure to

respond within 10 working days, or a teacher's express refusal of a position or an employee's acceptance of a position but failure to sign an employment contract within two business days of the contract being presented to the employee shall constitute a rejection of the offered position and shall end the district's obligation to rehire the non-renewed teacher. No further rights to be rehired because of the reduction in force shall exist.

Legal Reference: A.C.A. § 6-17-2407

Date Adopted: 06-10-1991

Last Revised: 07-25-2006

Last Revised: 06-11-2012

Last Revised: 05-13-2013

Last Revised: 07-14-2014

Last Revised: 07-13-2020

### **CONTRACT ACCEPTANCE AND RETURN**

An employee shall have thirty (30) days from the date of the receipt of his contract for the following school year in which to return the contract, signed, to the office of the Superintendent. The date of receipt of the contract shall be presumed to be the date of a cover memo which will be attached to the contract.

Failure of an employee to return the signed contract to the office of the Superintendent within thirty (30) days of the receipt of the contract shall operate as a resignation by the employee. No further action on the part of the employee, the Superintendent, or the School Board shall be required in order to make the employee's resignation final.

Legal Reference: A.C.A. § 6-17-1506(c)(1)

Adopted: 03-24-1980

Date Revised: 07-14-08

## **LICENSED PERSONNEL EMPLOYEE TRAINING**

For the purposes of this policy, Professional Development (PD) means a set of coordinated, planned learning activities for District employees who are required to hold a current license issued by the State Board of Education as a condition of employment that:

- Is required by statute or the Division of Elementary and Secondary Education (DESE); or
- Meets the following criteria:
  - Improves the knowledge, skills, and effectiveness of teachers;
  - Improves the knowledge and skills of administrators and paraprofessionals concerning effective instructional strategies and methods;
  - Leads to improved student academic achievement; and
  - Is researched-based and standards-based.

All employees shall attend all local PD training sessions as directed by his/her supervisor.

As part of the District's School District Support Plan (SDSP), the District shall develop and implement a professional development plan (PDP) for its licensed employees. The District's PDP shall, in part, align District resources to address the PD activities identified in each school's school-level improvement plan (SLIP) and incorporate the licensed employee's professional growth plan (PGP). The PDP shall describe how the District's categorical funds will be used to address deficiencies in student performance and any identified academic achievement gaps between groups of students. At the end of each school year, the District shall evaluate the PD activities' effectiveness at improving student performance and closing achievement gaps.

Each licensed employee shall receive a minimum of thirty-six (36) hours of PD annually to be fulfilled between June 1-May 31. A licensed employee may be required to receive more PD than the minimum when necessary to complete the licensed employee's PGP. All licensed employees are required to obtain thirty six (36) hours of approved PD each year over a five-year period as part of licensure renewal requirements. PD hours earned in excess of each licensed employee's required number of hours in the designated year cannot be carried over to the next year.

Licensed employees who are prevented from obtaining the required PD hours due to their illness or the illness of an immediate family member as defined in A.C.A. § 6-17-1202 have until the end of the following school year to make up the deficient hours. Missed hours of PD shall be made up with PD that is substantially similar to that which was missed and can be obtained by any method, online or otherwise, approved by ADE. This time extension does not absolve the employee from also obtaining the following year's required hours of PD. Failure to obtain required PD or to make up missed PD could lead to disciplinary consequences, up to termination or nonrenewal of the contract of employment.

The goal of all PD activities shall be improved teaching and learning knowledge and skills that results in individual, team, school-wide, and District-wide improvement designed to ensure that all students demonstrate proficiency on the state's academic standards. The PDP shall be



research-based and standards-based and in alignment with applicable DESE Rules and/or Arkansas code.

Teachers, administrators, and paraprofessionals shall be involved in the design, implementation, and evaluation of the plan for their own PD offerings. The results of the evaluation made by the participants in each program shall be used to continuously improve PD offerings and to revise the SLIP.

Flexible PD hours (flex hours) are those hours that an employee is allowed to substitute PD activities, different than those offered by the District, but are still aligned to the employee's PGP, the employee's school's SLIP, or the District's PDP. The District shall determine on an annual basis how many, if any, flex hours of PD it will allow to be substituted for district scheduled PD offerings. The determination may be made at an individual building, a grade, or by subject basis. The District administration and the building principal have the authority to require attendance at specific PD activities. Employees must receive advance approval from the building principal for activities they wish to qualify for flex PD hours. To the fullest extent possible, PD activities are to be scheduled and attended such that teachers do not miss their regular teaching assignments. Six (6) approved flex hours credited toward fulfilling the licensed employee's required hours shall equal one (1) contract day. Hours of PD earned by an employee that are in excess of the employee's required hours, but are either not at the request of the District or not pre-approved by the building principal shall not be credited toward fulfilling the required number of contract days for that employee. Hours earned that count toward the licensed employee's required hours also count toward the required number of contract days for that employee. Employees shall be paid their daily rate of pay for PD hours earned at the request of the District that necessitate the employee work more than the number of days required by their contract.

Teachers and administrators who, for any reason, miss part or all of any scheduled PD activity they were required to attend, must make up the required hours in comparable activities which are to be pre-approved by the employee's appropriate supervisor.

To receive credit for his/her PD activity each employee is responsible for obtaining and submitting documents of attendance for each PD activity he/she attends. Documentation is to be submitted to the building principal or designee. The District shall maintain all documents submitted by its employees that reflect completion of PD programs, whether such programs were provided by the District or an outside organization.

To the extent required by DESE Rules, employees will receive up to six (6) hours of educational technology PD that is integrated within other PD offerings including taking or teaching an online or blended course.

The following PD shall count toward a licensed employee's required PD hours to the extent the District's PDP or the employee's school's SLIP includes such training, is approved for flex hours, or is part of the employee's PGP and it provides him/her with knowledge and skills for teaching:

- Students with intellectual disabilities, including Autism Spectrum Disorder;
- Students with specific learning disorders, including dyslexia;

- Culturally and linguistically diverse students;
- Gifted Students.

Beginning in the 2013-14 school-year and every fourth year thereafter, all District personnel shall receive two (2) hours of PD related to child maltreatment required under A.C.A. § 6-61-133.

Beginning in school-year 2014-2015 and every fourth year thereafter, teachers shall receive two (2) hours of PD designed to enhance their understanding of effective parental involvement strategies.

Beginning in school-year 2014-15 and every fourth year thereafter, administrators shall receive two (2) ours of PD designed to enhance their understanding of effective parent and family engagement strategies and the importance of administrative leadership in setting expectations and creating a climate conducive to parent and family participation.

Beginning in the 2016-17 school-year and every fourth year thereafter, teachers who provide instruction in Arkansas history shall receive at least two (2) hours of PD in Arkansas history as part of the teacher's annual PD requirement.

Beginning with the 2018-2019 school year, the District shall provide professional development to teachers licensed:

- At the elementary level for kindergarten through grade six (K-6), in special education for kindergarten through grade twelve (K-12), or reading specialists for kindergarten through grade twelve (K-12) for one (1) of the prescribed pathways to obtaining a proficiency credential in knowledge and practices in scientific reading instruction; and
- In an area other than elementary level for kindergarten through grade six (K-6), in special education for kindergarten through grade twelve (K-12), or reading specialists for kindergarten through grade twelve (K-12) for one (1) of the prescribed pathways to obtaining an awareness credential in knowledge and practices in scientific reading instruction.

The professional development will be designed so that, by the beginning of the 2023-2024 school year, all teachers employed in a teaching position that requires an elementary education license (K-6) special education license, or reading specialists in kindergarten through grade twelve (K-12) shall demonstrate proficiency in knowledge and practices of scientific reading instruction and all other teachers shall demonstrate awareness in knowledge and practices of the scientific reading instruction.

Beginning in the 2019-2020 school year, the District shall provide annual training instruction based on the science of reading as set forth in the literacy plan contained within the District's SLIPs.

Beginning in the 2023-24 school year and every fourth year thereafter, all licensed personnel shall receive two (2) hours of training related to bullying prevention and recognition of the relationship between incidents of bullying and the risk of suicide.

By the beginning of the 2024-25 school year and every fourth year thereafter, a school counselor shall receive Youth Mental Health First Aid training to learn the risk factors and warning signs of mental health issues in adolescents; the importance of early intervention; and how to help and adolescent who is in crisis or expecting a mental health challenge.

Anticipated rescuers shall receive training in cardiopulmonary resuscitation and the use of automated external defibrillators as required by DESE Rule. Such training shall count toward the required annual hours of PD.

At least once every three (3) years, persons employed as athletics coaches, shall receive training related to the recognition and management of concussions, dehydration, or other health emergencies as well as students' health and safety issues related to environmental issues; communicable diseases, and sudden cardiac arrest. The training may include a component on best practices for a coach to educate parents of students involved in athletics on sports safety.

All licensed personnel shall receive training related to compliance with the District's antibullying policies and the licensed employee's duties under the District's antibullying policies.

For each administrator, the thirty-six (36) hour PD requirement shall include training in data disaggregation, instructional leadership, and fiscal management. This training may include the Initial, Tier 1, and Tier 2 training required for Superintendents and other designees by DESE's Rules Governing the Arkansas Financial Accounting and Reporting System and Annual Training Requirements.

Building level administrators shall complete the credentialing assessment for the teacher evaluation PD program prior to conducting any summative teacher evaluations.

Teachers' PD shall meet the requirements prescribed under the Teacher Excellence and Support System (TESS).

By the end of the 2014-15 school-year, teachers shall have received professional awareness on the characteristics of dyslexia and the evidence-based interventions and accommodations for dyslexia.

Teachers required by the superintendent, building principal, or their designee to take approved training related to teaching an advance placement class for a subject covered by the College Board and Educational Testing Service shall receive up to thirty (30) hours of credit toward the hours of PD required annually.

Licensed personnel may earn up to twelve (12) hours of PD for time they are required to spend in their instructional classroom, office or media center prior to the first day of student/teacher interaction **provided** the time is spent in accordance with the state law and current DESE rules that deal with PD. Licensed personnel who meet the requirements of this paragraph, the associated statute, and DESE Rules shall be entitled to one (1) hour of PD for each hour of approved preparation.

Licensed personnel shall receive five (5) PD hours for each credit-hour of a graduate level college course that meets the criteria identified in law and applicable DESE rules. A maximum of fifteen (15) hours may be applied toward the thirty six (36) hours of PD required annually for license renewal.

The District shall make available annually to licensed personnel at least thirty (30) minutes of professional development on recognizing the warning signs that a child is a victim of human trafficking and reporting a suspicion that a child is a victim of human trafficking.

In addition to other required PD, personnel of Alternative Learning Environments shall receive PD on classroom management and on the specific needs and characteristics of students in alternative education environments.

District administrators as well as licensed personnel selected by the superintendent or building principal shall receive training on the appropriate use of restraint and seclusion in accordance with DESE's Advisory Guidelines for the Use of Student Restraints in Public School or Educational Settings and is in compliance with the requirements of A.C.A. § 6-18-2309. The names of the District staff who have received certified training on the use of physical restraint shall be provided to all District staff at least annually.

As part of the District's implementation of the District's positive behavioral support system, District administrators as well as building personnel selected by the superintendent or building principal shall receive training in the use of positive behavior support for student behavior and in preventive techniques for teaching and motivating prosocial student behavior and conflict, de-escalation and resolution techniques to be employed by school personnel to prevent, defuse, evaluate, and debrief a crisis and conflict situation.

Employees who do not receive or furnish documentation of the required annual PD jeopardize the accreditation of their school and academic achievement of their students. Failure of an employee to receive his/her required annual hours of PD in any given year, unless due to illness as permitted by law, DESE Rule, and this policy, shall be grounds for disciplinary action up to and including termination.

Approved PD activities may include:

- Conferences/workshops/institutes;
- Mentoring/peer coaching;
- Study groups/learning teams;
- National Board for Professional Teaching Standards Certification;
- Distance and online learning (including ArkansasIDEAS);
- Micro-credentialing approved by the DESE:
- Internships;
- State,/district /school programs;
- Approved college/university course work;
- Action research; and
- Individually guided (to be noted in the employee's PGP).

Approved PD activities that occur during the instructional day or outside the licensed employee's annual contract days may apply toward the annual minimum PD requirement.

PD activities shall relate to the following areas:

- Content (K-12);
- Instructional strategies;
- Assessment/data-driven decision making;
- Advocacy/leadership/fiscal management;
- Systemic change process;
- Standards, frameworks, and curriculum alignment;
- Supervision; mentoring/peer coaching;
- Next generation learning/integrated technology;
- Principles of learning/developmental stages/diverse learners;
- Cognitive research;
- Parent and family engagement/academic planning and scholarship;
- Building a collaborative learning community;
- Student health and wellness; and
- The Code of Ethics for Arkansas Educators.

Additional activities eligible for PD credit, as included in the District's PDP, employee's school's SLIP, and licensed employee's PGP, include:

- School Fire Marshall program (A.C.A. § 6-10-110);
- Tornado safety drills (A.C.A. § 6-10-121);
- Statewide student assessments (A.C.A. § 6-15-2912);
- Test security and confidentiality (A.C.A. § 6-15-2907);
- Emergency plans and the emergency communication method with law enforcement (A.C.A. § 6-15-1302);
- TESS (A.C.A. § 6-17-2806);
- Student discipline training, behavioral intervention, and classroom management (A.C.A. § 6-18-502);
- Comprehensive School Counseling Program (A.C.A. § 6-18-1004);
- Training required by DESE under The Arkansas Educational Support and Accountability Act and fiscal and facilities distress statutes and rules; and
- Annual lockdown drills (6-15-1303).

Cross-Reference:     3.50 – Administrator Evaluator Certification  
                              4.37 – Emergency Drills  
                              4.60 – Student Behavior Intervention and Restraint  
                              5.2 – Planning for Educational Improvement

Legal Reference:     Standards For Accreditation 1-B.4, 3-A.4, 3-B.1, 4-G.1, 4-G.2  
                              DESE Rules Governing Professional Development  
                              DESE Rules Governing the Arkansas Educational Support and  
                              Accountability Act

DESE Rules Governing school-based Automated External Defibrillator (AED) devices and Cardiopulmonary Resuscitation (CPR) in Arkansas Public Schools

DESE Rules Governing the Arkansas Financial Accounting and Reporting System and Annual Training Requirements

DESE Rules Governing the Right to Read Act

DESE Rules Governing Student Special Needs Funding

DESE Advisory Guidelines for the Use of Student Restraints in Public School or Educational Settings

A.C.A. § 6-10-121

A.C.A. § 6-10-122

A.C.A. § 6-10-123

A.C.A. § 6-15-1004(c)

A.C.A. § 6-15-1302

A.C.A. § 6-15-1303

A.C.A. § 6-15-1703

A.C.A. § 6-15-2907

A.C.A. § 6-15-2911

A.C.A. § 6-15-2912

A.C.A. § 6-15-2913

A.C.A. § 6-15-2914

A.C.A. § 6-15-2916

A.C.A. § 6-16-1203

A.C.A. § 6-17-429

A.C.A. § 6-17-703

A.C.A. § 6-17-704

A.C.A. § 6-17-708

A.C.A. § 6-17-709

A.C.A. § 6-17-710

A.C.A. § 6-17-711

A.C.A. § 6-17-2806

A.C.A. § 6-17-2808

A.C.A. § 6-18-502(f)

A.C.A. § 6-18-514(f)

A.C.A. § 6-18-708

A.C.A. § 6-18-2004

A.C.A. § 6-18-2304

A.C.A. § 6-18-2308

A.C.A. § 6-18-2309

A.C.A. § 6-20-2204

A.C.A. § 6-20-2303(16)

A.C.A. § 6-41-608

A.C.A. § 6-61-133

Date Adopted: 03-08-2004

Last Revised: 04-12-2004

Last Revised: 08-16-2005  
Last Revised: 07-25-2006  
Last Revised: 07-09-2007  
Last Revised: 06-11-2012  
Last Revised: 06-24-2013  
Last Revised: 09-15-2014  
Last Revised: 05-11-2015  
Last Revised: 06-20-2016  
Last Revised: 07-10-2017  
Last Revised: 07-16-2018  
Last Revised: 06-10-2019  
Last Revised: 07-12-2021

## **LICENSED PERSONNEL BUS DRIVER DRUG TESTING**

### **Definitions:**

“Clearinghouse” means the Federal Motor Carrier Safety Administration Commercial Driver’s License Drug and Alcohol Clearinghouse.

“Database” means the Commercial Driver Alcohol and Drug Testing Database of the Office of Driver Services of the Arkansas Department of Finance and Administration.

“Safety-sensitive function” includes:

- a) All time spent inspecting, servicing, and/or preparing the vehicle;
- b) All time spent driving the vehicle;
- c) All time spent loading or unloading the vehicle or supervising the loading or unloading of the vehicle; and
- d) All time spent repairing, obtaining assistance, or remaining in attendance upon a disabled vehicle.

“School Bus” is a motorized vehicle that meets the following requirements:

1. Is designed to carry more than ten (10) passengers;
2. Is privately owned and operated for compensation, or which is owned, leased or otherwise operated by, or for the benefit of the District; and
3. Is operated for the transportation of students from home to school, from school to home, or to and from school events.

### **Scope of Policy**

Each person hired for a position that allows or requires the employee to operate a school bus shall meet the following requirements:

1. The employee shall possess a current driver’s license authorizing the individual to operate the size school bus the individual is being hired to drive;
2. Have undergone a physical examination, which shall include a drug test, by a licensed physician or advanced practice nurse within the past two years; and
3. A current valid certification of school bus driver in service training.

Each person’s initial employment for a job entailing a safety-sensitive function is conditioned upon:

- The district receiving a negative drug test result for that employee;
- The employee submitting an electronic authorization through the Clearinghouse for the District to run a full query of the employee’s information in the Clearinghouse; and
- The employee’s signing a written authorization for the District to request information from:
  - The Database; and
  - Any U.S. Department of Transportation regulated employers who have employed the employee during any period during the two (2) years prior to the date of the employee’s application.



All employees who perform safety-sensitive functions shall submit a written authorization every five years for the District to conduct a limited query of the employee's information from the Clearinghouse. The District shall perform a limited query of all employees who perform safety-sensitive functions at least once each school year. If the District's limited query of the Clearinghouse shows that information exists in the Clearinghouse that may prohibit the employee from performing safety-sensitive functions, the District shall conduct a full query of the Clearinghouse on the employee within twenty-four (24) hours of conducting the limited query. If the District is unable to conduct a full query within twenty-four (24) hours due to the twenty-four (24) hours falling on a weekend, holiday, or other day the District is closed or due to the failure of the employee to authorize the District to receive information resulting from the full query of the Clearinghouse, the employee shall not be permitted to perform any safety-sensitive function until the District conducts the full query and the results confirm that the employee's Clearinghouse record contains no prohibitions on the employee performing safety-sensitive functions.

### **Methods of Testing:**

The collection, testing methods and standards shall be determined by the agency or other medical organizations chosen by the School Board to conduct the collection and testing of samples. The drug and alcohol testing is to be conducted by a laboratory certified pursuant to the most recent guidelines issued by the United States Department of Health and Human Services for such facilities—"Mandatory Guidelines for Federal Workplace Drug Testing Programs".

### **Requirements:**

Employees shall be drug and alcohol free from the time the employee is required to be ready to work until the employee is relieved from the responsibility for performing work and/or time they are performing a safety-sensitive function. In addition to the testing required as an initial condition of employment, employees shall submit to subsequent drug tests as required by law and/or regulation. Subsequent testing includes, and/or is triggered by, but is not limited to:

1. Random tests;
2. Testing in conjunction with an accident;
3. Receiving a citation for a moving traffic violation; and
4. Reasonable suspicion.

### **Prohibitions:**

- A. No driver shall report for duty or remain on duty requiring the performance of safety-sensitive functions while having an alcohol concentration of 0.04 or greater;
- B. No driver shall use alcohol while performing safety-sensitive functions;
- C. No driver shall perform safety-sensitive functions within four (4) hours after using alcohol;
- D. No driver required to take a post-accident alcohol test under #2 below shall use alcohol for eight (8) hours following the accident or until he/she undergoes a post-accident alcohol test, whichever occurs first;

- E. No driver shall refuse to submit to an alcohol or drug test in conjunction with #1 and 2 listed in Testing for Cause;
- F. No driver shall report for duty or remain on duty requiring the performance of safety-sensitive functions when using any controlled substance, except when used pursuant to the instructions of a licensed medical practitioner who, with knowledge of the driver's job responsibilities, has advised the driver that the substance will not adversely affect the driver's ability to safely operate his/her vehicle. It is the employee's responsibility to inform his/her supervisor of the employee's use of such medication;
- G. No driver shall report for duty, remain on duty, or perform a safety-sensitive function if the driver tests positive or has adulterated or substituted a test specimen for controlled substances.

Violation of any of these prohibitions will lead to disciplinary action being taken against the employee, which could include termination or non-renewal.

### **Testing for Cause:**

Drivers involved in an accident in which there is a loss of another person's life shall be tested for alcohol and controlled substances as soon as practical following the accident. Drivers shall also be tested for alcohol within eight (8) hours and for controlled substances within thirty-two (32) hours following an accident for which they receive a citation for a moving traffic violation if the accident involved: (1) bodily injury to any person who, as a result of the injury, immediately receives medical treatment away from the scene of the accident, or (2) one or more motor vehicles incurs disabling damage as a result of the accident requiring the motor vehicle to be transported away from the scene by a tow truck or other motor vehicle.

### **Refusal to Submit:**

Refusal to submit to an alcohol or controlled substance test means that the driver

- Failed to appear for any test within a reasonable period of time as determined by the employer consistent with applicable Department of Transportation agency regulation;
- Failed to remain at the testing site until the testing process was completed;
- Failed to provide a urine specimen for any required drug test;
- Failed to provide a sufficient amount of urine without an adequate medical reason for the failure;
- Failed to undergo a medical examination as directed by the Medical Review Officer as part of the verification process for the previous listed reason;
- Failed or declined to submit to a second test that the employer or collector has directed the driver to take;
- Failed to cooperate with any of the testing process; and/or
- Adulterated or substituted a test result as reported by the Medical Review Officer.

School bus drivers should be aware that refusal to submit to a drug test when the test is requested based on a reasonable suspicion can constitute grounds for criminal prosecution.

## **Consequences for Violations**

Drivers who engage in any conduct prohibited by this policy, who refuse to take a required drug or alcohol test, refuse to sign the request for information required by law, or who exceed the acceptable limits for the respective tests shall no longer be allowed to perform safety sensitive functions. Actions regarding their continued employment shall be taken in relation to their inability to perform these functions and could include termination or non-renewal of their contract of employment.

Drivers who exhibit signs of violating the prohibitions of this policy relating to alcohol or controlled substances shall not be allowed to perform or continue to perform safety-sensitive functions if they exhibit those signs during, just preceding, or just after the period of the work day that the driver is required to be in compliance with the provisions of this policy. This action shall be based on specific, contemporaneous, articulable observations concerning the behavior, speech, or body odors of the driver. The Superintendent or his/her designee shall require the driver to submit to "reasonable suspicion" tests for alcohol and controlled substances. The direction to submit to such tests must be made just before, just after, or during the time the driver is performing safety-sensitive functions. If circumstances prohibit the testing of the driver the Superintendent or his/her designee shall remove the driver from reporting for, or remaining on, duty for a minimum of twenty-four (24) hours from the time the observation was made triggering the driver's removal from duty.

If the results for an alcohol test administered to a driver is equal to or greater than 0.02, but less than 0.04, the driver shall be prohibited from performing safety-sensitive functions for a period not less than twenty-four (24) hours from the time the test was administered. Unless the loss of duty time triggers other employment consequence policies, no further other action against the driver is authorized by this policy for test results showing an alcohol concentration of less than 0.04.

## **Reporting Requirements**

The District shall report the following information about an employee who performs safety-sensitive functions to the Clearinghouse by the close of the third (3rd) business day following the date the District obtained the information:

1. An alcohol confirmation test result with an alcohol concentration of 0.04 or greater;
2. A negative return-to-duty test result;
3. A refusal to take an alcohol test;
4. A refusal to test determination; however, if the refusal to test determination is based on the employee's admission of adulteration or substitution of the specimen, the District shall only report the admissions made to the specimen collector; and
5. A report that the driver has successfully completed all follow-up tests as prescribed in the Substance Abuse Professional report.

The District shall report the following violations for an employee who performs safety-sensitive functions by the close of the third (3rd) business day following the date the District obtains actual knowledge of:

1. On-duty alcohol use;
2. Pre-duty alcohol use;
3. Alcohol use following an accident; and
4. Controlled substance use.

Legal Reference:      A.C.A. § 6-19-108  
                              A.C.A. § 6-19-119  
                              A.C.A. § 27-23-105  
                              A.C.A. § 27-51-1504  
                              A.C.A. § 27-23-201 et seq.  
                              49 C.F.R. § part 40  
                              49 C.F.R. § 382-101 - 605  
                              49 C.F.R. § 382.701 et seq.  
                              49 C.F.R. § 383.5  
                              49 C.F.R. § 390.5  
                              Arkansas Division of Academic Facilities and Transportation Rules  
                              Governing Maintenance and Operations of Arkansas Public School Buses  
                              and Physical Examinations of School Bus Drivers

Date Adopted: 03-14-1994  
Last Revised: 11-10-2003  
Last Revised: 07-14-2014  
Last Revised: 12-09-2019  
Last Revised: 07-13-2020  
Last Revised: 07-12-2021

### **LICENSED PERSONNEL SICK LEAVE**

The Fouke School District shall follow as a minimum the laws of the State of Arkansas regarding sick leave for all licensed employees. All employees who work not less than twenty (20) hours a week shall be considered a full-time licensed employee.

#### **Definitions:**

“Employee” is a full-time licensed employee of the District.

“Sick leave” is absence from work due to illness, whether by the employee or a member of the employee’s immediate family, or due to a death in the family. The principal shall determine whether sick leave will be approved on the basis of a death outside of the immediate family of the employee

“Immediate family” means an employee’s spouse, child, parent, in-laws, or any other relative provided that other relative lives in the same household as the employee.

“Accumulated sick leave” is the total of unused sick leave accrued from previous contract, but not used. Accumulated sick leave also includes the sick leave transferred from an employee’s previous public school employment.

“Current sick leave” means those days of sick leave for the current contract year, which leave is granted at the rate of one day of sick leave per contracted month, or major part thereof.

#### **Sick Leave**

Each employee shall receive a minimum of ten (10) sick leave days per contract year and may accumulate a limit of 190 unused sick leave days. A record of sick leave used and accumulated shall be established and maintained for each employee. Each employee shall be informed annually of the number of sick leave days accumulated at the end of the contract year.

If an employee leaves employment in the school district for any reason, the district may deduct from his/her paycheck full compensation for any days sick leave used in excess of the number of days earned.

The principal has the discretion to approve sick leave for an employee to attend the funeral of a person who is not related to the employee, under circumstances deemed appropriate by the principal.

Employees who are adopting or seeking to adopt a minor child or minor children may use up to fifteen (15) sick leave days in any school year for absences relating to the adoption, including time needed for travel, time needed for home visits, time needed for document translation, submission or preparation, time spent with legal or adoption agency representatives, time spent in court and bonding time. See also, policy 3.32—LICENSED PERSONNEL FAMILY

MEDICAL\_LEAVE, which may also apply. Except for bonding time, documentation shall be provided by the employee upon request.

Pay for sick leave shall be at the employee's daily rate of pay, which is that employee's total contracted salary, divided by the number of days employed as reflected in the contract. Absences for illness in excess of the employee's accumulated and current sick leave shall result in a deduction from the employee's pay at the daily rate as defined above unless the employee is approved for excessive leave.

At the discretion of the principal (or Superintendent), and, if FMLA is applicable, subject to the certification or recertification provisions contained in policy 3.32 – Licensed Personnel Family Medical Leave the District may require a written statement of the employee's physician documenting the employee's illness. Failure to provide such documentation of illness may result in sick leave not being paid, or in discipline up to and including termination.

An employee may be credited with one (1) day of sick leave in the event the employee used one (1) day of sick leave on a mandatory professional development (PD) day so long as the employee makes up the missed mandatory PD day on a noncontract day. Costs and expenses associated with the make-up PD shall be the responsibility of the employee unless agreed to in writing by the superintendent of the superintendent's designee for the expenses to be covered by the District.

Should a teacher be absent frequently during a school year, and said absences are not subject to FMLA leave, and if such a pattern of absences continues, or is reasonably expected to continue, the Superintendent may relieve the teacher of his/her assignment (with Board approval) and assign the teacher substitute duty at the teacher's daily rate of pay. Should the teacher fail, or otherwise be unable, to report for substitute when called, the teacher will be charged a day of sick leave, if available or if unavailable, the teacher will lose a day's wages at his/her daily rate of pay.

Temporary reassignment may also be offered or required in certain circumstances as provided in 3.32 – LICENSED PERSONNEL FAMILY MEDICAL LEAVE.

If the employees absences are not subject to the FMLA or are in excess of what is protected under the FMLA, excessive absenteeism to the extent that the employee is not carrying out his/her assigned duties to an extent that the education of students is substantially adversely affected (at the determination of the principal or Superintendent), may result in dismissal.

### **Employee to Employee**

Any employee of the Fouke School District may transfer his/her own sick leave days to another school employee, under the following circumstances:

1. The receiving employee has exhausted his/her accumulated sick leave days and has a balance of zero days.
2. The transferring employee has an accumulation of more than 10 sick leave days.
3. The transferring employee must leave a balance of 10 days.

### **Retiring Employees**

Retiring teachers who have been employed with the District five (5) years or longer will receive pay for accumulated sick leave at the substitute teacher rate of pay upon retirement.

### **Employee Death**

If an employee dies during a contract year and meets one of the following criteria, the employee's estate shall be paid the amount of sick leave pay that the employee would have received had they retired on the day of their death.

1. The employee has been employed by the District five (5) years or longer.
2. The employee is eligible for full retirement (as defined by the Arkansas Teacher Retirement System).
3. If the employee's spouse is also a district employee, the spouse may request the transfer of sick days to their sick bank up to 190 total days.

### **Sick Leave and Family Medical Leave Act (FMLA) Leave**

When an employee takes sick leave, the District shall determine if the employee is eligible for FMLA leave and if the leave qualifies for FMLA leave. The District may request additional information from the employee to help make the applicability determination. If the employee is eligible for FMLA leave and if the leave qualifies under the FMLA, the District will notify the employee in writing, of the decision within five (5) workdays. If the circumstances for the leave as defined in policy 3.32—LICENSED PERSONNEL FAMILY MEDICAL LEAVE don't change, the District is only required to notify the employee once of the determination regarding the applicability of sick leave and/or FMLA leave within any applicable twelve (12) month period. To the extent the employee has accumulated sick leave, any sick leave taken that qualifies for FMLA leave shall be paid leave and charged against the employee's accrued leave including, once an employee exhausts his/her accumulated sick leave, vacation or personal leave. See 3.32—LICENSED PERSONNEL FAMILY MEDICAL LEAVE.

### **Sick Leave and Outside Employment**

Sick leave related absence from work (e.g. sick leave for personal or family illness or accident, Workers Comp, and FMLA) inherently means the employee is also incapable of working at any source of outside employment. Except as provided in policy 3.44, if an employee who works a non-district job while taking district sick leave for personal or family illness or accident, Workers Comp, or FMLA shall be subject to discipline up to and including termination.

Cross References:     3.18-Licensed Personnel Outside Employment  
                              3.32-Licensed Personnel Family Medical Leave  
                              3.44-Licensed Personnel Workers Compensation and Sick Leave

Legal References:     A.C.A. § 6-17-1201 et seq.  
                              29 USC §§ 2601 et seq.

29 CFR part 825

Date Adopted: 10-08-1990

Last Revised: 05-12-1997

Last Revised: 10-11-1999

Last Revised: 07-05-2004

Last Revised: 07-25-2006

Last Revised: 07-14-2008

Last Revised: 06-11-2012

Last Revised: 05-13-2013

Last Revised: 07-14-2014

Last Revised: 05-11-2015

Last Revised: 07-10-2017

Last Revised: 07-13-2020



### **LICENSED PERSONNEL PLANNING TIME AND DUTY FREE LUNCH**

The superintendent is responsible for ensuring master schedules are created which determine the timing and duration of each teacher's planning and scheduled lunch periods. Planning time is for the purpose of scheduling conferences, instructional planning, and preparation. Each teacher will have the ability to schedule these activities during his/her designated planning time. Teachers may not leave campus during their planning time without prior approval from the building supervisor and/or designee.

**The planning time shall be increments of not less than forty (40) minutes and shall occur during the student instructional day unless a teacher requests, in writing, to have his/her planning time occur outside of the student instructional day. For the purposes of this policy, the student instructional day means the time that students are required to be present at school.**

Any time scheduled by the district that conflicts with the teacher's 200 minutes of weekly planning must be compensated at the teacher's hourly rate of pay (except for planning periods missed because of occasional, not regularly-scheduled field trips, fire drills, or bomb scares).

Each teacher shall be provided a thirty-minute (30) duty-free lunch period during each student instructional day and shall be compensated at his her hourly rate of pay for each missed lunch period.

Legal Reference: A.C.A. § 6-17-114 (a)(d)

Dated Adopted: 09-08-2003

Date Revised: 07-04-2004

Date Revised: 08-16-2005

Date Revised: 07-25-2006

Date Revised: 06-11-2012

## **LICENSED PERSONNEL PERSONAL AND PROFESSIONAL LEAVE**

### **Personal Leave**

For the district to function efficiently and have the necessary personnel present to effect a high achieving learning environment, employee absences need to be kept to a minimum. The district acknowledges that there are times during the school year when employees have personal business that needs to be addressed during the school day. Each full-time employee shall receive three (3) days of personal leave per contract year. The leave may be taken in increments of no less than ½ day.

Employees shall take personal leave or leave without pay for those absences which are not due to attendance at school functions and do not qualify for other types of leave.

School functions, for the purposes of this policy, means:

1. Extra-curricular or academic events related to the school district; and
2. Meetings and conferences related to education.

For employees other than the superintendent, the determination of what activities meet the definition of a school function shall be made by the employee's immediate supervisor or designee. For the superintendent, the school board of directors shall determine what activities meet the definition of a school function. In no instance shall paid leave in excess of allotted vacation days and/or personal days be granted to an employee who is absent from work while receiving remuneration from another source as compensation for the reason of for their absence.

Any employee desiring to take personal leave may do so by making a written request to his supervisor at least twenty-four (24) hours prior to the time of the requested leave. The twenty-four hour requirement may be waived by the supervisor when the supervisor deems it appropriate.

Employees who fail to report when their request for a personal day has been denied or who have exhausted their allotted personal days, shall lose their daily rate of pay for the day(s) missed (leave without pay). While there are instances where personal circumstances necessitate an employee's absence beyond the allotted days of sick and/or personal leave, any employee who requires leave without pay must receive advanced permission (except in medical emergencies) from their immediate supervisor. Failure to report to work without having received permission to be absent is ground for discipline, up to and including termination.

Personal leave does not accumulate from one contract year to the next.

Personal leave may not be taken the day before or the day after a holiday.

### **Professional Leave**

"Professional Leave" is leave granted for the purpose of enabling an employee to participate in professional activities (e.g. teacher workshops or serving on professional committees) which can serve to improve the school district's instructional program or enhances the employee's ability to perform his duties. Professional leave will also be granted when a school district employee is subpoenaed for a matter arising out of the employee's employment with the school district. Any employee seeking professional leave must make a written request to his immediate supervisor, setting forth the information necessary for

the supervisor to make an informed decision. The supervisor's decision is subject to review and overruling by the superintendent. Budgeting concerns and the potential benefit for the district's students will be taken into consideration in reviewing a request for professional leave.

Applications for professional leave should be made as soon as possible following the employee's discerning a need for such leave, but, in any case, no less than two (2) weeks before the requested leave is to begin, if possible.

If the employee does not receive or does not accept remuneration for his/her participation in the professional leave activity and a substitute is needed for the employee, the district shall pay the full cost of the substitute. If the employee receives and accepts remuneration for his/her participation in the professional leave activity (e.g. scholastic audits), the employee shall forfeit his/her daily rate of pay from the district for the time the employee misses. The cost of a substitute, if one is needed, shall be paid by the district.

Legal Reference: A.C.A. § 6-17-211

Date Adopted: 07-23-1984

Last Revised: 04-14-1997

Last Revised: 07-09-2007

Last Revised: 05-13-2013

### **LICENSED PERSONNEL RESPONSIBILITIES IN DEALING WITH SEX OFFENDERS ON CAMPUS**

Individuals who have been convicted of certain sex crimes must register with law enforcement as sex offenders. Arkansas law places restrictions on sex offenders with a Level 1 sex offender having the least restrictions (lowest likelihood of committing another sex crime), and Level 4 sex offenders having the most restrictions (highest likelihood of committing another sex crime).

While Levels 1 and 2 place no restrictions prohibiting the individual's presence on a school campus, Levels 3 and 4 have specific prohibitions. These are specified in Policy 6.10-MEGAN'S LAW and it is the responsibility of district staff to know and understand the policy and, to the extent requested, aid school administration in enforcing the restrictions placed on campus access to Level 3 and Level 4 sex offenders.

It is the intention of the board of directors that district staff not stigmatize students whose parents or guardians are sex offenders while taking necessary steps to safeguard the school community and comply with state law. Each school's administration should establish procedures so attention is not drawn to the accommodations necessary for registered sex offender parents or guardians.

Cross Reference: 6.10—SEX OFFENDERS ON CAMPUS (MEGAN'S LAW)

Legal Reference:           A.C.A. § 5-14-132  
                                  A.C.A. § 12-12-913(g)(2)  
                                  Division of Elementary and Secondary Education Guidelines for  
                                  "Megan's Law"

Date Adopted: 06-11-07

**LICENSED PERSONNEL PUBLIC OFFICE**

An employee of the District who is elected to the Arkansas General Assembly or any elective or appointive public office (not legally constitutionally inconsistent with employment by a public school district) shall not be discharged or demoted as a result of such service.

No sick leave will be granted for the employee's participation in such public office. The employee may take personal leave or vacation (if applicable), if approved in advance by the Superintendent, during his absence.

Prior to taking leave, and as soon as possible after the need for such leave is discerned by the employee, he must make written request for leave to the Superintendent, setting out, to the degree possible, the dates such leave is needed.

An employee who fraudulently requests sick leave for the purpose of taking leave to serve in public office may be subject to nonrenewal or termination of his employment contract.

Legal Reference:     A.C.A. § 6-17-115

Date Adopted: 06-11-2012

Last Revised:

### **JURY DUTY OR COURT APPEARANCE LEAVE**

Jury Duty shall be defined as any duty for which a subpoena is issued by a Federal, State, or Local Court. Any teacher subpoenaed for jury duty or court appearance which prevents the accomplishment of regularly assigned responsibilities shall be entitled to a temporary leave of absence without loss of pay or leave benefits.

Any teacher or staff member who is subpoenaed to testify or present evidence as part of school assignment will have leave approved as school business.

Adopted: 04-11-1983

Revised: 11-09-2009

**LEAVE OF ABSENCE FOR PERSONAL INJURY  
FROM ASSAULT OR OTHER VIOLENT CRIMINAL ACT**

The Board of Education of the Fouke District may grant any full-time Licensed Employee of the district, who is compelled by law to secure a license from the State Board of Education as a condition precedent to employment, leave at full pay for absence due to a personal injury caused by either an assault or other criminal act committed against the licensed employee in the course of his/her employment.

The leave shall not exceed one (1) year from the date of injury and shall not be charged to the sick leave of the full-time licensed employee.

The verification of teacher's status as far as being on duty during the time of the incident shall be verified by the Principal and the Superintendent in writing to the Board.

The assault or criminal act must be verified by the proper authority, i.e., police, etc.

The teacher must present a statement from a medical doctor as to the condition of the teacher's ability to work during this period of time. The School Board may request that the teacher be examined by a medical doctor of the Board's choosing to verify work ability. If there is a disagreement between the teacher's doctor and the Board's doctor a third opinion shall be requested from someone that both the Teacher and the Board agree upon and the opinion from the agreed upon doctor shall be the decision from which the Board and the Teacher shall abide.

The Teacher shall not draw worker's compensation or hold any other job during the time the Board is paying full salary under the conditions of this policy and act.

The decision of the School Board shall be final, and that decision shall not be subject to appeal through any administrative proceeding, including District grievance policy.

Any employee may elect to draw worker's compensation in lieu of full salary if that option would be more advantageous to the employee.

Adopted: 11-08-1993

Revised 07-10-1995

### **LICENSED PERSONNEL REIMBURSEMENT FOR PURCHASE OF SUPPLIES**

Pre-kindergarten through sixth grade teachers shall be allotted the amount required by law to be used by the teacher in his/her classroom or for class activities. The amount shall be credited to an account from which the teacher shall be reimbursed for his/her covered purchases to the extent funds are available in the account. For purposes of this policy, pre-kindergarten through sixth grade teachers shall be allotted the greater of :

1. Twenty dollars (\$20) per student enrolled in the teacher's class for more than 50 percent (50%) of the school day at the end of the first three (3) months of the school year, or
2. Five hundred dollars (\$500).

Teachers may purchase supplies and supplementary materials from the District at the District's cost to take advantage of the school's bulk buying power. To do so, teachers shall complete and have approved by the building administrator a purchase order for supplies that will then be purchased on their behalf by the school and subtracted from their total supply and material allocation. Teachers may also purchase materials and supplies using their own funds and apply for reimbursement by submitting itemized receipts. Receipts totaling less than \$ 100.00 will be held until total receipts are equal to or greater than \$ 100.00. Supplies and materials purchased with school funds, or for which the teacher is reimbursed with school funds, are school property, and should remain on school property except to the extent they are used up or consumed or the purchased supplies and/or materials are intended/designed for use away from the school campus.

Reimbursement requests submitted by will be processed within six (6) weeks of submission.

Unused allotments shall not be carried over from one fiscal year to the next.

Ref: A.C.A. 6-21-303(b)(1)

Date Adopted: 09-08-2003

Last Revised: 06-11-2012

Last Revised: 05-11-2015



## LICENSED PERSONNEL CODE OF CONDUCT

### Definitions

“Insubordination” means the willful disregard of a supervisor's instructions or the refusal to obey a lawful order from a supervisor. Insubordination does not mean the refusal to follow an order from a supervisor that would violate Federal or state law; Federal regulations; state rules; or a court order.

“Sexual harassment” means conduct on the basis of sex that may not reach the definition of sexual harassment under Policy 3.26 but is nevertheless inappropriate within the education setting. Examples of sexual harassment include, but are not limited to:

- Making sexual propositions or pressuring for sexual activities;
- Sexual grooming;
- Unwelcome touching;
- Writing graffiti of a sexual nature;
- Displaying or distributing sexually explicit drawings, pictures, or written materials;
- Performing sexual gestures or touching oneself sexually in front of others;
- Telling sexual or crude jokes;
- Spreading rumors related to a person’s alleged sexual activities;
- Discussions of sexual experiences;
- Rating, ranking, or assessing students or other employees as to:
  - Physical attractiveness;
  - Sexual activity or performance; or
  - Sexual preference;
- Circulating or showing e-mails or Web sites of a sexual nature;
- Intimidation by words, actions, insults, or name calling; and
- Teasing or name-calling related to sexual characteristics or the belief or perception that an individual is not conforming to expected gender roles or conduct or is homosexual, regardless of whether or not the individual self-identifies as homosexual or transgender.

Employee actions that meet the definitions within this policy are prohibited.

In recognition of the level of trust placed in District employees, the duty of care District employees have towards their charges, and the need for District employees to model appropriate behavior for their charges, the District has, and will continue to hold, its employees to a high standard of behavior. Employees whose actions are determined to be in violation of the provisions of this policy, another personnel policy, the Division of Elementary and Secondary Education Rules Governing the Code of Ethics for Arkansas Educators, or criminal conduct that statutorily prohibits employment by a school district may be recommended for discipline up to and including termination of the employee’s

contract for employment. In addition to other forms of discipline, conduct in violation of the Rules may be reported to the Professional Licensure Standards Board.

Legal References:     A.C.A. § 6-17-301  
                              A.C.A. § 6-17-410  
                              A.C.A. § 6-17-411  
                              A.C.A. § 6-17-1501 et seq.  
                              DESE Rules Governing the Code of Ethics for Arkansas Educators

Date Adopted: 06-27-2022

Last Revised:

## **LICENSED PERSONNEL OUTSIDE EMPLOYMENT**

An employee of the District may not be employed in any other capacity during regular working hours.

An employee may not accept employment outside of his district employment which will interfere, or otherwise be incompatible with the District employment, including normal duties outside the regular work day; nor shall an employee accept other employment which is inappropriate for an employee of a public school.

The Superintendent, or his designee(s), shall be responsible for determining whether outside employment is incompatible, conflicting or inappropriate.

When a licensed employee is additionally employed by the District in either a classified capacity or by a contract to perform supplementary duties for a stipend or multiplier, the duties, expectations, and obligations of the primary licensed position employment contract shall prevail over all other employment duties unless the needs of the district dictate otherwise. If there is a conflict between the expectations of the primary licensed position and any other contracted position, the licensed employee shall notify the employee's building principal as far in advance as is practicable. The building principal shall verify the existence of the conflict by contacting the supervisor of the secondary contracted position. The building principal shall determine the needs of the district on a case-by-case basis and rule accordingly. The principal's decision is final with no appeal to the Superintendent or the School Board. Frequent conflicts or scheduling problems could lead to the non-renewal or termination of the classified contract of employment or the contract to perform the supplementary duties.

### **Sick Leave and Outside Employment**

Sick leave related absence from work (e.g. sick leave for personal or family illness or accident, Workers Comp, and FMLA) inherently means the employee is also incapable of working at any source of outside employment. Except as provided in policy 3.44, if an employee who works a non-district job while taking district sick leave for personal or family illness or accident, Workers Comp, or FMLA shall be subject to discipline up to and including termination.

Cross References:     3.8—LICENSED PERSONNEL SICK LEAVE  
                             3.32—LICENSED PERSONNEL FAMILY MEDICAL LEAVE  
                             3.44—LICENSED PERSONNEL WORKPLACE INJURIES AND  
   WORKERS' COMPENSATION

Legal References:     A.C.A. § 6-24-106, 107, 111

Date Adopted: 06-11-2012

Last Revised: 07-14-2014

### **LICENSED PERSONNEL EMPLOYMENT & ORIENTATION**

All prospective employees must fill out an application form provided by the District, in addition to any resume provided, all of the information provided is to be placed in the personnel file of those employed.

If the employee provides false or misleading information, or if he withholds information to the same effect, it may be grounds for dismissal. In particular, it will be considered a material misrepresentation and grounds for termination of contract of employment if an employee's licensure status is discovered to be other than as it was represented by an employee or applicant, either in writing on application materials or in the form of verbal assurances or statements made to the school district.

It is grounds for termination of contract of employment if an employee fails a criminal background check or receives a true report on the Child Maltreatment Central Registry check.

All teachers who begin employment in the 2023-2024 school year and each school year thereafter shall demonstrate proficiency or awareness in knowledge and practices in scientific reading instruction as is applicable to their teaching position by completing the prescribed proficiency or awareness in knowledge and practices of the scientific reading instruction credential either as a condition of licensure or within one (1) year for teachers who are already licensed or employed as a teacher under a waiver from licensure.

Before the superintendent may make a recommendation to the Board that an individual be hired by the District, the superintendent shall check the Arkansas Licensure System to determine if the individual has a currently suspended or revoked license. An individual with a currently suspended license or whose license has been revoked by the State Board of Education is not eligible to be employed by the District; this prohibition includes employment as a substitute teacher, whether directly employed by the District or providing substitute teaching services under contract with an outside entity.

The District is an equal opportunity employer and shall not discriminate on the grounds of race, color, religion, national origin, sex, pregnancy, sexual orientation, gender identity, age, disability, or genetic information.

Inquiries on nondiscrimination may be directed to the superintendent, who may be reached at 200 North Davis, Fouke, AR 71837, [titleix@foukepanthers.org](mailto:titleix@foukepanthers.org) or call 870-653-4311.

Any person may report sex discrimination, including sexual harassment, to the Title IX Coordinator in person or by using the mailing address, telephone number, or email address provided above. A report may be made at any time, including during non-business hours, and may be on the individual's on behalf or on behalf of another individual who is the person alleged to be the victim of conduct that could constitute sex discrimination or sexual harassment.

For further information on notice of non-discrimination or to file a complaint, visit <https://www2.ed.gov/about/offices/list/ocr/complaintintro.html>; for the address and phone number of the office that serves your area, or call 1-800-421-3481.

In accordance with Arkansas law, the District provides a veteran preference to applicants who qualify for one of the following categories:

1. a veteran without a service-connected disability;
2. a veteran with a service-connected disability;
3. a deceased veteran's spouse who is unmarried throughout the hiring process; or

For purposes of this policy, "veteran" is defined as:

- a. A person honorably discharged from a tour of active duty, other than active duty for training only, with the armed forces of the United States; and
- b. Any person who has served honorably in the National Guard or reserve forces of the United States for a period of at least six (6) years, whether or not the person has retired or been discharged.

In order for an applicant to receive the veteran preference, the applicant must be a citizen and resident of Arkansas, be substantially equally qualified as other applicants and do all of the following:

1. Indicate on the employment application the category the applicant qualifies for;
2. Attach the following documentation, **as applicable**, to the employment application:
  - Form DD-214 indicating honorable discharge;
  - A letter dated within the last six months from the applicant's command indicating years of service in the National Guard or Reserve Forces as well as the applicant's current status;
  - Marriage license;
  - Death certificate;
  - Disability letter from the Veteran's Administration (in the case of an applicant with a service-related disability).

Failure of the applicant to comply with the above requirements shall result in the applicant not receiving the veteran preference; in addition, meeting the qualifications of a veteran or spousal category does not guarantee either an interview or being hired.

All new personnel to the district will participate in an orientation session(s) planned/provided by the district.

Legal References:     Division of Elementary and Secondary Education Rules Governing  
                                 Background Checks  
                                 A.C.A. § 6-17-301  
                                 A.C.A. § 6-17-410  
                                 A.C.A. § 6-17-411  
                                 A.C.A. § 6-17-428  
                                 A.C.A. § 6-17-429  
                                 A.C.A. § 21-3-302  
                                 A.C.A. § 21-3-303  
                                 28 C.F.R § 35.106

29 C.F.R § part 1635  
34 C.F.R § 100.6  
34 C.F.R § 104.8  
34 C.F.R. § 106.8  
34 C.F.R § 106.9  
34 C.F.R § 108.9  
34 C.F.R § 110.25

Date Adopted: 07-23-1984  
Last Revised: 07-14-2008  
Last Revised: 06-11-2012  
Last Revised: 07-14-2014  
Last Revised: 05-11-2015  
Last Revised: 06-20-2016  
Last Revised: 07-10-2017  
Last Revised: 06-04-2018  
Last Revised: 07-13-2020  
Last Revised: 07-12-2021  
Last Revised: 06-27-2022

### **LICENSED PERSONNEL REIMBURSEMENT OF TRAVEL EXPENSES**

Employees shall be reimbursed for personal and/or travel expenses incurred while performing duties or attending workshops or other employment-related functions, provided that prior written approval for the activity for which the employee seeks reimbursement has been received from the Superintendent, principal (or other immediate supervisor with the authority to make school approvals), or the appropriate designee of the Superintendent and that the teacher's attendance/travel was at the request of the district.

It is the responsibility of the employee to determine the appropriate supervisor from which he/she must obtain approval.

Employees shall request the use of a district owned vehicle and be denied the use of an appropriate school vehicle before reimbursement for travel expenses associated with a personal vehicle will be considered.

Reimbursement claims must be made on forms provided by the District and must be supported by appropriate, ITEMIZED original receipts. Copies of receipts or other documentation are not acceptable, except in extraordinary circumstances.

Cross Reference: Policy #7.12 EXPENSE REIMBURSEMENT

Date Adopted: 09-08-2003

Last Revised: 06-11-2007

Last Revised: 07-14-2008

Last Revised: 05-13-2013

**LICENSED PERSONNEL USE OF TOBACCO, ELECTRONIC NICOTINE  
DELIVERY SYSTEMS, AND RELATED PRODUCTS**

Smoking or use of tobacco or products containing tobacco in any form (including, but not limited to, cigarettes, cigars, chewing tobacco, and snuff) in or on any real property owned or leased by a District school, including school buses owned or leased by the District, or other school vehicles is prohibited.

With the exception of recognized tobacco cessation products, this policy's prohibition includes any tobacco or nicotine delivery system or product. Specifically, the prohibition includes any product that is manufactured, distributed, marketed, or sold as e-cigarettes, e-cigars, e-pips, or under any other name or descriptor.

Violation of this policy by employees shall be grounds for disciplinary action up to, and including, dismissal.

Legal Reference: A.C.A. §6-21-609

Date Adopted: 05-13-1996

Last Revised: 06-17-1996

Last Revised: 10-11-1999

Last Revised: 09-11-2006

Last Revised: 06-24-2013

Last Revised: 07-13-2020



**DRESS CODE**

All employees are encouraged to dress in a professional manner. At a minimum, employees would be expected to comply with any of the individual campus dress code policies as described in each school's handbook.

Adopted: 12-13-1993

Revised: 06-11-2001

## LICENSED PERSONNEL POLITICAL ACTIVITY

**Employees are free to engage in political activity outside of work hours to the extent that it does not affect the performance of their duties.**

It is specifically forbidden for employees to engage in political activities on the school grounds or during work hours. The following activities are forbidden on school property:

1. Using students for preparation or dissemination of campaign materials;
2. Distributing political materials;
3. Distributing or otherwise seeking signatures on petitions of any kind;
4. Posting political materials; and
5. Discussing political matters with students, in the classroom, in other than circumstances appropriate to the frameworks and/or the curricular goals and objectives of the class.

The business of employee organizations may be conducted on duty free school time.

All employees of the Fouke School District are free to exercise their rights as citizens and run for or accept appointment to public office if they so desire. However, employees should understand the following:

1. By law, a school board member may not work for the school district that he or she serves.
2. School districts may not grant any employee paid leave for the purpose of permitting the employee to engage in public service or related activities.
3. Employees may use their personal days and vacation days (if applicable) to engage in public service or related activities, with the prior approval of their building principal.
4. In addition, upon request to the school board, a maximum of five (5) additional days of unpaid leave may be granted to the employee for the purpose of engaging in public service or related activities. If the employee's services can be replaced by the district, the employee will be responsible for reimbursing the district for the expense of a substitute employee.
5. Employees who attempt to use sick leave days fraudulently for any purpose, including engaging in public service or related activities, will face disciplinary action up to and including non-renewal or termination.

Legal References:      A.C.A. § 6-16-122  
                                  A.C.A. § 7-1-103  
                                  A.C.A. § 7-1-111

Date Adopted: 07-23-84

Date Revised: 07-25-06

### **LICENSED PERSONNEL DEBTS**

For the purposes of this policy, “garnishment” of a district employee is when the employee has lost a lawsuit to a judgment creditor who brought suit against a school district employee for an unpaid debt, has been awarded money damages as a result, and these damages are recoverable by filing a garnishment action against the employee’s wages. For the purposes of this policy, the word “garnishment” excludes such things as child support, student loan or IRS liens or voluntary deductions levied against an employee’s wages.

All employees are expected to meet their financial obligations. If an employee writes insufficient checks or has his income garnished by a judgment creditor dismissal may result.

An employee will not be dismissed for having been the subject of one (1) garnishment. However, a second or third garnishment may result in dismissal.

At the discretion of the Superintendent, he or his designee may meet with an employee who has received a second garnishment for the purpose of warning the employee that a third garnishment will result in a recommendation of dismissal to the School Board.

At the discretion of the Superintendent, a second garnishment may be used as a basis for a recommended dismissal. The Superintendent may take into consideration other factors in deciding whether to recommend dismissal based on a second garnishment. Those factors may include, but are not limited to, the amount of the debt, the time between the first and the second garnishment, and other financial problems which come to the attention of the District.

Date Adopted: 06-11-2012

Last Revised: 05-13-2013

## **LICENSED PERSONNEL GRIEVANCE PROCEDURE**

The Board of Education recognizes that harmonious relations with its employees can be maintained and improved through effective communications. The interests of all parties can best be served by sincere efforts of all concerned to promote understanding and cooperation. The Board, therefore, has adopted this policy to provide an orderly process for employees to resolve, at the lowest possible level, their concerns related to the personnel policies or salary payments of this district.

### **Definitions:**

“Employee” means any person employed under a written contract by this school district.

“Grievance” means a claim or concern raised by an individual employee of this school district relating to the interpretation, application, or claimed violation of personnel policies, including salary schedule; laws and regulations; state laws and rules; or terms of conditions of employment. Other matters for which the means of resolution are provided or foreclosed by statute or administrative procedures shall not be considered grievances. Specifically, no grievance may be entertained against a supervisor for directing, instructing, reprimanding, or “writing up” an employee under his/her supervision. A group of employees who have the same grievance may file a group grievance.

“Group Grievance” means a grievance that may be filed as a group if all of the following criteria are met and the group’s issue is a subject that may be grieved under this policy’s definition of grievance

1. More than one individual has interest in the matter; and
2. The group has a well-defined common interest in the facts and/or circumstances of the grievance; and
3. The group has designated an employee spokesperson to meet with administration and/or the board; and
4. All individuals within the group are requesting the same relief.

Simply meeting all of the criteria above alone does not ensure that the subject presented by the group is eligible to be grieved.

“Immediate Supervisor” means the person immediately superior to an employee who directs and supervises the work of that employee.

“Working Day” means any weekday other than a holiday whether or not the employee under the provisions of their contract is scheduled to work or whether they are currently under contract.

### **Process:**

Level One: An employee who believes that he/she has a grievance shall inform that employee’s immediate supervisor that he employee has a potential grievance. Except for a grievance concerning back pay, the employee must inform his/her immediate supervisor of the existence of a potential grievance within five (5) working days of the occurrence of the grievance. The supervisor shall schedule a conference with the employee to hear the employee’s potential grievance that shall be held no later than five (5) working days after the supervisor is informed of the existence of the potential grievance and offer the employee an opportunity to have a witness or representative present of the employee’s choosing at their conference. If the grievance is not advanced to Level Two within five (5) working days following

the conference, the matter will be considered resolved, and the employee shall have no further right with respect to said grievance.

If the grievance cannot be resolved by the immediate supervisor, the employee can advance the grievance to Level Two. To do this, the employee must complete the top half of the Level Two Grievance Form within five (5) working days of the discussion with the immediate supervisor, citing the manner in which the specific personnel policy was violated that has given rise to the grievance, and submit the Grievance Form to his/her immediate supervisor. The supervisor will have ten (10) working days to respond to the grievance using the bottom half of the Level Two Grievance Form which he/she will submit to the building principal or, in the event that the employee's immediate supervisor is the building principal, the superintendent.

Level Two (when appeal is to the building principal): Upon receipt of a Level Two Grievance Form. The building principal will have ten (10) working days to schedule a conference with the employee filing the grievance. The supervisor shall offer the employee an opportunity to have a witness or representative present of the employee's choosing at their conference. After the conference, the principal will have ten (10) working days in which to deliver a written response to the grievance to the employee. If the grievance is not advanced to Level Three within five (5) working days from the date of the principal's written response, the matter will be considered resolved and the employee shall have no further right with respect to said grievance.

Level Two (when appeal is to the superintendent): Upon receipt of a Level Two Grievance Form, the superintendent will have ten (10) working days to schedule a conference with the employee filing the grievance. The superintendent shall offer the employee an opportunity to have a witness or representative present of the employee's choosing at their conference. After the conference, the superintendent will have ten (10) working days in which to deliver a written response to the grievance to the employee.

Level Three: If the proper recipient of the Level Two Grievance was the building principal, and the employee remains unsatisfied with the written response to the grievance, the employee may advance the grievance to the superintendent by submitting a copy of the Level Two Grievance Form and the principal's reply to the superintendent within five (5) working days of his/her receipt of the principal's written reply. The superintendent will have ten (10) working days to schedule a conference with the employee filing the grievance. The superintendent shall offer the employee an opportunity to have a witness or representative present of the employee's choosing at their conference. After the conference, the superintendent will have ten (10) working days in which to deliver a written response of the grievance to the employee.

Appeal to the Board of Directors: An employee who remains unsatisfied by the written response of the superintendent may appeal the superintendent's decision to the Board of Directors within five (5) working days of his/her receipt of the superintendent's written response by submitting a written request for a board hearing to the superintendent. If the grievance is not appealed to the Board of Directors within five (5) working days of his/her receipt of the superintendent's written response, the matter will be considered resolved and the employee shall have no further right with respect to said grievance.

The School Board will address the grievance at the next regular meeting of the school board, unless the employee agrees in writing to an alternate date for the hearing. Based on a review of the Level Two Grievance Form and the superintendent's reply, the board shall:

- a. For a grievance filed as an individual, determine if the grievance, on its face, is a subject that may be grieved under district policy.
- b. For a grievance that is filed as a group grievance, review the composition of the group and either:

- Rule that the group has met the requirements to qualify as a group grievance and then determine whether the matter of the grievance is, on its face, a subject that may be grieved under District policy; or
- Rule that the composition of the group does not meet the definition of a group grievance under District policy.

If the Board rules that the grievance, whether filed as an individual or as a group, is not a subject that may be grieved, the matter shall be considered closed. If the Board rules that the composition of the group does not meet the definition of a group grievance under District policy, employees who had filed a grievance as part of a group grievance that the Board ruled to not meet the policy's definition of a group grievance may choose to subsequently file an individual grievance by starting with Level One of the process; in such cases, a grievance will be considered to be timely filed if the notification of the employee's supervisor requirement under Level 1 is made within five (5) work days of the Board meeting where the Board ruled that the proposed group grievance did not meet the policy's definition of a group grievance.

If the Board rules the grievance to be a subject that may be grieved, they shall immediately commence a hearing on the grievance. All parties have the right to representation at the appeal hearing by a person of their own choosing except that no party shall be represented by an individual who is a member of the employee's immediate family. The employee shall have no less than ninety (90) minutes to present his/her grievance, unless a shorter period is agreed to by the employee and both parties shall have the opportunity to present and question witnesses. The hearing shall be open to the public unless the employee requests a private hearing. The hearing shall be open to the public unless the employee requests a private hearing. If the hearing is open to the public, the parent or guardian of any student under the age of eighteen (18) years who gives testimony may elect to have the student's testimony given in closed session. At the conclusion of the hearing, if the hearing was closed, the Board of Directors may excuse all parties except board members and deliberate, by themselves, on the hearing. At the conclusion of an open hearing, Board deliberations shall also be in open session unless the Board is deliberating the employment, appointment, promotion, demotion, disciplining, or resignation of the employee. A decision on the grievance shall be announced no later than the next regular board meeting.

### **Records**

Records related to grievances will be filed separately and will not be kept in, or made part of, the personnel file of any employee.

### **Reprisals**

No reprisals of any kind will be taken or tolerated against any employee because he/she has filed or advanced a grievance under this policy.

Ref: Pickering vx. Board of Education, 88 S.Ct 1731 (1968); Givhan vx. Western Line Consolidated School, 99 S.Ct. 693 (1079); Ark. Stat. Ann 80-213, 80-509.

Legal Reference: A.C.A. § 6-17-208, 210

Date Adopted: 05-90-1983  
 Last Revised 11-10-2003  
 Last Revised: 08-16-2005  
 Last Revised: 05-23-2006  
 Last Revised: 07-25-2006  
 Last Revised: 06-11-2007  
 Last Revised 06-10-2019  
 Last Revised: 07-13-2020

## LEVEL TWO GRIEVANCE FORM

Name: \_\_\_\_\_

Date submitted to building principal: \_\_\_\_\_

Personnel Policy grievance is based upon: # \_\_\_\_\_

Title of policy: \_\_\_\_\_

Grievance (be specific): \_\_\_\_\_

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What would resolve your grievance? \_\_\_\_\_

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### **Building Principal's Response:**

Date submitted to employee: \_\_\_\_\_

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### **LICENSED PERSONNEL SEXUAL HARASSMENT**

The Fouke School District is committed to providing an academic and work environment that treats all students and employees with respect and dignity. Student achievement and amicable working relationships are best attained in an atmosphere of equal educational and employment opportunity that is free of discrimination. Sexual harassment is a form of discrimination that undermines the integrity of the educational and work environment and will not be tolerated.

The District believes the best policy to create an educational and work environment free from sexual harassment is prevention; therefore, the District shall provide informational materials and training to students, parents/legal guardians/other responsible adults, and employees on sexual harassment. The informational materials and training on sexual harassment shall be age appropriate and, when necessary, provided in a language other than English or in an accessible format. The informational materials and training shall include, but are not limited to:

- the nature of sexual harassment;
- The District's written procedures governing the formal complaint grievance process;
- The process for submitting a formal complaint of sexual harassment;
- That the district does not tolerate sexual harassment;
- That students and employees can report inappropriate behavior of a sexual nature without fear of adverse consequences;
- The supports that are available to individuals suffering sexual harassment; and
- The potential discipline for perpetrating sexual harassment.

#### **Definitions**

"Complainant" means an individual who is alleged to be the victim of conduct that could constitute sexual harassment.

"Education program or activity" includes locations, events, or circumstances where the District exercised substantial control over both the respondent and the context in which the sexual harassment occurs.

"Formal complaint" means a document filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment against a respondent and requesting an investigation of the allegation of sexual harassment.

"Respondent" means an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment.

"Sexual harassment" means conduct on the basis of sex that satisfies one or more of the following:

1. A District employee:
  - a. Conditions the provision of an aid, benefit, or service of the District on an individual's participation in unwelcome sexual conduct; or
  - b. Uses the rejection of unwelcome sexual conduct as the basis for academic decisions affecting that individual;
2. The conduct is:
  - a. Unwelcome; and
  - b. Determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the District's education program or activity; or
  - c. Constitutes:



- d. Sexual assault;
- e. Dating violence
- f. Domestic violence; or
- g. Stalking.

“Supportive measures” means individualized services that are offered to the complainant or made available to the respondent designed to restore or preserve equal access to the District’s education program or activity without unreasonably burdening the other party. The supportive measures must be non-disciplinary and non-punitive in nature; offered before or after the filing of a formal complaint or where no formal complaint has been filed; and offered to either party as appropriate, as reasonably available, and without fee or charge. Examples of supportive measures include, but are not limited to: measures designed to protect the safety of all parties or the District’s educational environment, or deter sexual harassment; counseling; extensions of deadlines or other course-related adjustments; modifications of work or class schedules; campus escort services; mutual restrictions on contact between the parties; changes in work or class locations; leaves of absence; and increased security and monitoring of certain areas of the campus.

Within the educational environment, sexual harassment is prohibited between any of the following: students; employees and students; non-employees and students; employees; and employees and non-employees.

Actionable sexual harassment is generally established when an individual is exposed to a pattern of objectionable behaviors or when a single, serious act is committed. What is, or is not, sexual harassment will depend upon all of the surrounding circumstances and may occur regardless of the sex(es) of the individuals involved. Depending upon such circumstances, examples of sexual harassment include, but are not limited to:

- Making sexual propositions or pressuring for sexual activities;
- Unwelcome touching;
- Writing graffiti of a sexual nature;
- Displaying or distributing sexually explicit drawings, pictures, or written materials;
- Performing sexual gestures or touching oneself sexually in front of others;
- Telling sexual or crude jokes;
- Spreading rumors related to a person’s alleged sexual activities;
- Discussions of sexual experiences;
- Rating other students or employees as to sexual activity or performance;
- Circulating or showing e-mails or Web sites of a sexual nature;
- Intimidation by words, actions, insults, or name calling; and
- Teasing or name-calling related to sexual characteristics or the belief or perception that an individual is not conforming to expected gender roles or conduct or is homosexual, regardless of whether or not the individual self-identifies as homosexual or transgender.

Employees who believe they have been subjected to sexual harassment are encouraged to submit a report to their immediate supervisor, an administrator, or the Title IX coordinator. Under no circumstances shall an employee be required to first report allegations of sexual harassment to a school contact person if that person is the individual who is accused of the sexual harassment. If the District staff member who received a report of alleged sexual harassment is not the Title IX Coordinator, then the District staff person shall inform the Title IX Coordinator of the alleged sexual harassment. As soon as reasonably possible after receiving a report of alleged sexual harassment from another District staff member or after receiving a report directly through any means, the Title IX Coordinator shall contact the complainant to:

- Discuss the availability of supportive measures;
- Consider the complainant's wishes with respect to supportive measures;
- Inform the complainant of the availability of supportive measures with or without the filing of a formal complaint; and
- explain to the complainant the process for filing a formal complaint.

### **Supportive Measures**

The District shall offer supportive measures to the complainant and make supportive measures available to the respondent that are designed to restore or preserve equal access to the District's education program or activity without unreasonably burdening the other party before or after the filing of a formal complaint or where no formal complaint has been filed. The District shall provide the individualized supportive measures to the complainant unless declined in writing by the complainant and shall make available individualized supportive measures that are non-disciplinary and non-punitive to the respondent. A complainant who initially declined the District's offer of supportive measures may request supportive measures at a later time and the District shall provide individualized supportive measures based on the circumstances when the subsequent request is received.

### **Formal Complaint**

A formal complaint may be filed with the Title IX Coordinator in person, by mail, or by email. Upon receipt of a formal complaint, a District shall simultaneously provide the following written notice to the parties who are known:

- Notice of the District's grievance process and a copy of the procedures governing the grievance process;
- Notice of the allegations of sexual harassment including sufficient details known at the time and with sufficient time to prepare a response before any initial interview. Sufficient details include:
  - The identities of the parties involved in the incident, if known;
  - The conduct allegedly constituting sexual harassment; and
  - The date and location of the alleged incident, if known;
- A statement that the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance process;
- That the parties may have an advisor of their choice, who may be, but is not required to be, an attorney;
- That the parties may inspect and review evidence relevant to the complaint of sexual harassment; and
- That the District's personnel policies and code of conduct prohibits knowingly making false statements or knowingly submitting false information during the grievance process.

If, in the course of an investigation, the District decides to investigate allegations about the complainant or respondent that are not included in the previous notice, the District shall simultaneously provide notice of the additional allegations to the parties whose identities are known.

The District may consolidate formal complaints of allegations of sexual harassment where the allegations of sexual harassment arise out of the same facts or circumstances and the formal complaints are against more than one respondent; or by more than one complainant against one or more respondents; or by one party against the other party. When the District has consolidated formal complaints so that the grievance process involves more than one complainant or more than one respondent, references to the singular "party", "complainant", or "respondent" include the plural, as applicable.

When investigating a formal complaint and throughout the grievance process, a District shall:

- Ensure that the burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rest on the District and not on the parties;
- Not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege or access, consider, disclose, or otherwise use a party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the party unless the District obtains the parent, legal guardian, or other responsible adult of that party's voluntary, written consent or that party's voluntary, written consent if the party is over the age of eighteen (18) to do so for the grievance process;
- Provide an equal opportunity for the parties to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence;
- Not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence;
- Provide the parties with the same opportunities to have others present during any grievance proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney, and not limit the choice or presence of advisor for either the complainant or respondent in any meeting or grievance proceeding;
- Provide, to a party whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings, with sufficient time for the party to prepare to participate;
- Provide both parties an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in the formal complaint so that each party can meaningfully respond to the evidence prior to the conclusion of the investigation ; this includes evidence:
  - Whether obtained from a party or other source,;
  - The District does not intend to rely upon in reaching a determination regarding responsibility; and
  - That is either Inculpatory or exculpatory; and
- Create an investigative report that fairly summarizes relevant evidence.

At least ten (10) days prior to completion of the investigative report, the District shall send to each party and the party's advisor, if any, the evidence subject to inspection and review in an electronic format or a hard copy. The parties shall have at least ten (10) days to submit a written response to the evidence. The investigator will consider the written responses prior to completion of the investigative report. All evidence subject to inspection and review shall be available for the parties' inspection and review at any meeting to give each party equal opportunity to refer to such evidence during the meeting.

After the investigative report is sent to the parties, the decision-maker shall:

- Provide each party the opportunity to submit written, relevant questions that a party wants asked of any party or witness;
- Provide each party with the answers;
- Allow for additional, limited follow-up questions from each party; and
- Provide an explanation to the party proposing the questions any decision to exclude a question as not relevant. Specifically, questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the complainant's prior sexual behavior are offered to prove that someone other than the respondent committed the conduct

alleged by the complainant, or if the questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent.

No earlier than ten (10) days following the completion of the investigation period, the decision-maker, who cannot be the same person as the Title IX Coordinator or the investigator, shall issue a written determination regarding responsibility. The written determination shall include—

1. Identification of the allegations potentially constituting sexual harassment;
2. A description of the procedural steps taken from the receipt of the formal complaint through the determination, including:
  - a. Any notifications to the parties;
  - b. Interviews with parties and witnesses;
  - c. site visits;
  - d. Methods used to gather other evidence,; and
  - e. Hearings held;
3. Findings of fact supporting the determination;
4. Conclusions regarding the application of the District's personnel policies or code of conduct to the facts;
5. A statement of, and rationale for, the result as to each allegation, including:
  - a. A determination regarding responsibility;
  - b. Any disciplinary sanctions imposed on the respondent; and
  - c. Whether remedies designed to restore or preserve equal access to the District's education program or activity will be provided by the District to the complainant; and
6. The procedures and permissible bases for the complainant and respondent to appeal.

The written determination shall be provided to the parties simultaneously. The determination regarding responsibility shall become final on the earlier of:

- If an appeal is not filed, the day after the period for an appeal to be filed expires; or
- If an appeal is filed, the date the written determination of the result of the appeal is provided to the parties.

The District shall investigate the allegations in a formal complaint. If the conduct alleged in the formal complaint would not constitute sexual harassment as defined in this policy even if proved; did not occur in the District's education program or activity; or did not occur against a person in the United States, then the District shall dismiss the complaint as not meeting the definition of sexual harassment under this policy. A dismissal for these reasons does not preclude action under another provision of the District's personnel policies or code of conduct.

The District may dismiss the formal complaint or any allegations therein, if at any time during the grievance process:

- The complainant notifies the Title IX Coordinator in writing that the complainant would like to withdraw the formal complaint or any allegations therein;
- The respondent is no longer enrolled at the District; or
- Specific circumstances prevent the District from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.

Upon the dismissal of a formal complaint for any reason, the District shall promptly send written notice of the dismissal and reason(s) for the dismissal simultaneously to the parties.

The District may hire an individual or individuals to conduct the investigation or to act as the determination-maker when necessary.

### **Appeals**

Either party may appeal a determination regarding responsibility or from a dismissal of a formal complaint or any allegations therein, on the following bases:

- a. The existence of a procedural irregularity that affected the outcome of the matter;
- b. Discovery of new evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter;
- c. The Title IX Coordinator, investigator, or decision-maker had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter; or
- d. An appeal of the disciplinary sanctions from the initial determination.

For all appeals, the District shall:

1. Notify the other party in writing when an appeal is filed;
2. Simultaneously Provide all parties a written copy of the District's procedures governing the appeal process;
3. Implement appeal procedures equally for both parties;
4. Ensure that the decision-maker<sup>5</sup> for the appeal is not the same person as the decision-maker that reached the original determination regarding responsibility or dismissal, the investigator, or the Title IX Coordinator;
5. Provide all parties a reasonable, equal opportunity to submit a written statement in support of, or challenging, the outcome;
6. Issue a written decision describing the result of the appeal and the rationale for the result; and
7. Provide the written decision simultaneously to both parties.

### **Confidentiality**

Reports of sexual harassment, both informal reports and formal complaints, will be treated in a confidential manner to the extent possible. Limited disclosure may be provided to:

- individuals who are responsible for handling the District's investigation and determination of responsibility to the extent necessary to complete the District's grievance process;
- Submit a report to the child maltreatment hotline;
- Submit a report to the Professional Licensure Standards Board for reports alleging sexual harassment by an employee towards a student; or
- The extent necessary to provide either party due process during the grievance process.

Except as listed above, the District shall keep confidential the identity of:

- Any individual who has made a report or complaint of sex discrimination;
- Any individual who has made a report or filed a formal complaint of sexual harassment;
- Any complainant;
- Any individual who has been reported to be the perpetrator of sex discrimination;
- Any respondent; and
- Any witness.

Any supportive measures provided to the complainant or respondent shall be kept confidential to the extent that maintaining such confidentiality does not impair the ability of the District to provide the supportive measures.

### **Administrative Leave**

The District may place a non-student employee respondent on administrative leave during the pendency of the District's grievance process.

### **Retaliation Prohibited**

Employees who submit a report or file a formal complaint of sexual harassment,; testified; assisted; or participate or refused to participate in any manner in an investigation, proceeding, or hearing on sexual harassment shall not be subjected to retaliation or reprisal in any form, including threats; intimidation; coercion; discrimination; or charges for personnel policy violations that do not involve sex discrimination or sexual harassment, arise out of the same facts or circumstances as a report or formal complaint of sex discrimination, and are made for the purpose of interfering with any right or privilege under this policy. The District shall take steps to prevent retaliation and shall take immediate action if any form of retaliation occurs regardless of whether the retaliatory acts are by District officials, students, or third parties.

### **Disciplinary Sanctions**

It shall be a violation of this policy for any student or employee to be subjected to, or to subject another person to, sexual harassment. Following the completion of the District's grievance process, any employee who is found by the evidence to more likely than not have engaged in sexual harassment will be subject to disciplinary action up to, and including, termination. No disciplinary sanction or other action that is not a supportive measure may be taken against a respondent until the conclusion of the grievance process.

Employees who knowingly fabricate allegations of sexual harassment or purposely provide inaccurate facts shall be subject to disciplinary action up to and including termination. A determination that the allegations do not rise to the level of sexual harassment alone is not sufficient to conclude that any party made a false allegation or materially false statement in bad faith.

### **Records**

The District shall maintain the following records for a minimum of seven (7) years:

- Each sexual harassment investigation including:
- Any determination regarding responsibility;
- any disciplinary sanctions imposed on the respondent;
- Any remedies provided to the complainant designed to restore or preserve equal access to the District's education program or activity;
- Any appeal and the result therefrom;
- All materials used to train Title IX Coordinators, investigators, and decision-makers;
- Any actions, including any supportive measures, taken in response to a report or formal complaint of sexual harassment, which must include:
  - The basis for the District's conclusion that its response was not deliberately indifferent; and
  - Document:
    - If supportive measures were provided to the complainant, the supportive measures taken designed to restore or preserve equal access to the District's education program or activity; or
    - If no supportive measures were provided to a complainant, document the reasons why such a response was not clearly unreasonable in light of the known circumstances.

Cross References:      3.19—LICENSED PERSONNEL EMPLOYMENT  
                                 4.27—STUDENT SEXUAL HARASSMENT  
                                 5.20—DISTRICT WEBSITE  
                                 7.15—RECORD RETENTION AND DESTRUCTION  
                                 8.20—CLASSIFIED PERSONNEL SEXUAL HARASSMENT

Legal References:      20 USC 1681 et seq.  
                             34 C.F.R. Part 106  
                             A.C.A. § 6-15-1005  
                             A.C.A. § 6-18-502  
                             A.C.A. § 12-18-102

Date Adopted: 06-14-1993  
Last Revised: 07-05-2004  
Last Revised: 06-04-2018  
Last Revised: 07-13-2020  
Last Revised: 06-27-2022

## **LICENSED PERSONNEL COMPUTERS & OTHER ELECTRONIC DEVICES USE POLICY**

The Fouke School District provides computers/electronic devices and/or computer/electronic devices Internet access for many employees/substitutes to assist employees in performing work related tasks. Employees are advised that they enjoy no expectation of privacy in any aspect of their computer or electronic use, including email, and that under Arkansas law both email and computer/electronic device use records maintained by the district are subject to disclosure under the Freedom of Information Act. Consequently, no employee or student-related reprimands or other disciplinary communications should be made through email.

Passwords or security procedures are to be used as assigned, and confidentiality of student records is to be maintained at all times. Employees must not disable or bypass security procedures, compromise, attempt to compromise, or defeat the district's technology network security, alter data without authorization, disclose passwords to other staff members or students, or grant students access to any computer not designated for student use. It is the policy of this school district to equip each computer with Internet filtering software designed to prevent users from accessing material that is harmful to minors. The District Information Technology Security Officer or designee may authorize the disabling of the filter to enable access by an adult for a bona fide research or other lawful purpose.

Employees who misuse district-owned computers/electronic devices in any way, including excessive personal use, using computers for personal use during instructional time, using computers to violate any other policy, knowingly or negligently allowing unauthorized access, or using the computers to access or create sexually explicit or pornographic text or graphics, will face disciplinary action, up to and including termination or non-renewal of the employment contract.

Legal References:     Children's Internet Protection Act; PL 106-554  
                             20 USC 6777  
                             47 USC 254(h)  
                             A.C.A. § 6-21-107  
                             A.C.A. § 6-21-111

Date Adopted: 06-16-2008  
Last Revised: 11-14-2011  
Last Revised: 07-10-2017



**LICENSED PERSONNEL EMPLOYEE/SUBSTITUTE  
COMPUTER/ELECTRONIC DEVICE USE AGREEMENT**

Name (Please Print) \_\_\_\_\_

School \_\_\_\_\_ Date \_\_\_\_\_

The Fouke School District agrees to allow the employee identified above ("Employee/Substitute") to use the district's technology to access the Internet under the following terms and conditions:

1. Conditional Privilege: The Employee's use of the district's access to the Internet is a privilege conditioned on the Employee's abiding by this agreement.
2. Acceptable Use: The Employee agrees that in using the District's Internet access he/she will obey all federal laws and regulations and all state laws and rules. Internet access is provided as an aid to employees to enable them to better perform their job responsibilities. Under no circumstances shall an Employee's use of the District's Internet access interfere with, or detract from, the performance of his/her job-related duties.
3. Penalties for Improper Use: If the Employee violates this agreement and misuses the Internet, the Employee shall be subject to disciplinary action up to and including termination.
4. "Misuse of the District's access to the Internet" includes, but is not limited to, the following:
  - a. using the Internet for any activities deemed lewd, obscene, vulgar, or pornographic as defined by prevailing community standards;
  - b. using abusive or profane language in private messages on the system; or using the system to harass, insult, or verbally attack others;
  - c. posting anonymous messages on the system;
  - d. using encryption software other than when required by the employee's job duties;
  - e. wasteful use of limited resources provided by the school including paper;
  - f. causing congestion of the network through lengthy downloads of files other than when required by the employee's job duties;
  - g. vandalizing data of another user;
  - h. obtaining or sending information that could be used to make destructive devices such as guns, weapons, bombs, explosives, or fireworks;
  - i. gaining or attempting to gain unauthorized access to resources or files;
  - j. identifying oneself with another person's name or password or using an account or password of another user without proper authorization;
  - k. using the network for financial or commercial gain without district permission;
  - l. theft or vandalism of data, equipment, or intellectual property;
  - m. invading the privacy of individuals other than when required by the employee's job duties;
  - n. using the Internet for any illegal activity, including computer hacking and copyright or intellectual property law violations;

- o. introducing a virus to, or otherwise improperly tampering with, the system;
- p. degrading or disrupting equipment or system performance;
- q. creating a web page or associating a web page with the school or school district without proper authorization;
- r. attempting to gain access or gaining access to student records, grades, or files of students not under their jurisdiction;
- s. providing access to the District's Internet Access to unauthorized individuals;
- t. taking part in any activity related to Internet use that creates a clear and present danger of the substantial disruption of the orderly operation of the district or any of its schools;
- u. making unauthorized copies of computer software;
- v. personal use of computers/electronic devices during instructional time; or
- w. Installing software or network devices on district computers/electronic devices without prior approval of the Information Technology Security Officer or his/her designee except for District technology personnel as part of their job duties.

5. Liability for debts: Staff shall be liable for any and all costs (debts) incurred through their use of the District's computers or the Internet including penalties for copyright violations.

6. No Expectation of Privacy: The Employee signing below agrees that in using the Internet through the District's access, he/she waives any right to privacy the Employee may have for such use. The Employee agrees that the district may monitor the Employee's use of the District's Internet Access and may also examine all system activities the Employee participates in, including but not limited to e-mail, voice, and video transmissions, to ensure proper use of the system.

7. Support: Fouke School District does not provide technical support for personal equipment or software.

8. Signature: The Employee, who has signed below, has read this agreement and agrees to be bound by its terms and conditions.

Employee's Signature: \_\_\_\_\_ Date \_\_\_\_\_

Date Adopted: 06-16-2008  
Last Revised: 11-14-2011  
Last Revised: 07-10-2017  
Last Revised: 06-10-2019

### **LICENSED PERSONNEL SCHOOL CALENDAR**

The superintendent shall present to the personnel policies committee (PPC) a school calendar which the board has adopted as a proposal. The superintendent, in developing the calendar, shall accept and consider recommendations from any staff member or group wishing to make calendar proposals. The PPC shall have the time prescribed by law and/or policy in which to make suggested changes before the school board may vote to adopt the calendar.

The District shall not establish a school calendar that interferes with any scheduled statewide assessment that might jeopardize or limit the valid assessment and comparison of student learning gains.

The Fouke School District shall operate by the following calendar.

Legal References:     A.C.A. § 6-15-2907(f)  
                              A.C.A. § 6-17-201  
                              DESE Rules Governing the Arkansas Educational Support and  
                              Accountability Act

Date Adopted: 01-12-2004  
Last Revised: 07-25-2006  
Last Revised: 05-13-2013  
Last Revised: 07-11-2017

## 2021-2022 School Event Calendar

July 2021						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

August 2021						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

September 2021						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

October 2021						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

November 2021						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

December 2021						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

July	
4	Independence day
	Professional Dev. Day/Contracted Day
	First/Last Day of School
	Holiday/School Closed
	End of QTR
	2 PD Days on Your Own June 1-August 6

August	
	Professional Development Days Aug 9-13
16	First Day of School

September	
6	Labor Day NO SCHOOL

October	
15	End 1st QTR.
26	P/T Conf. (Early Dismissal) Extended Day

November	
7	Daylight Saving
19	Early Dismissal
22	THANKSGIVING BREAK Nov 22-26

December	
17	END 2nd QTR.
	CHRISTMAS BREAK Dec 20-Dec 31

January 2022						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

February 2022						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28					

March 2022						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

April 2022						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

May 2022						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

June 2022						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

January	
1	New Year's Day
3	PD Days Jan 3-4
5	First Day of Spring Semester
17	Martin Luther King Jr. Day NO SCHOOL

February	
	Groundhog Day
17	P/T Conf. (Early Dismissal) Extended Day
18	No School
21	President's Day - No School

March	
13	Daylight Saving
15	END 3rd QTR.
18	Early Dismissal
21	SPRING BREAK March 21-25

April	
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May	
26	Last Day of School (student) 4th Qtr. Ends
27	Professional Development Day

June	
	1st Qtr 44 Days
	2nd Qtr 40 Days
	3rd Qtr 47 Days
	4th Qtr 47 Days
	Total 178 Student Days
	Total 190 Contracted Days
	178 Instruction/10 PD/2 PT Conf

### **PARENT-TEACHER CONFERENCES**

The district recognizes the importance of communication between teachers and parents/legal guardians. To help promote positive communication, parent/teacher conferences shall be held once each semester. Parent-teacher conferences are encouraged and may be requested by parents or guardians when they feel they need to discuss their child's progress with his/her teacher.

Teachers are required to communicate during the school year with the parent(s), legal guardian(s), or care-giving adult or adults in a student's home to discuss the student's academic progress unless the student has been placed in the custody of the Department of Human Services and the school has received a court order prohibiting parent or legal guardian participation in parent/teacher conferences. More frequent communication is required with the parent(s) or legal guardian(s) of students who are performing below grade level.

All parent/teacher conferences shall be scheduled at a time and place to best accommodate those participating in the conference. Each teacher shall document the participation or non-participation of parent(s)/legal guardian(s) for each scheduled conference.

If a student is to be retained at any grade level or denied course credit, notice of, and the reasons for retention shall be communicated promptly in a personal conference.

Legal References:     Standards For Accreditation 5-A.1  
                              A.C.A. § 1702(b)(3)(B)(ii)

Date Adopted: 09-08-2003

Last Revised: 04-12-2004

Last Revised: 05-09-2005

Last Revised: 06-11-2012

Last Revised: 05-11-2015

### **LICENSED PERSONNEL DRUG FREE WORKPLACE**

The conduct of district staff plays a vital role in the social and behavioral development of our students. It is equally important that the staff have a safe, healthful, and professional environment in which to work. To help promote both interests, the Fouke School District shall have a drug free workplace. It is, therefore, the district's policy that district employees are prohibited from the unlawful manufacture, distribution, dispensation, possession, or use of controlled substances, illegal drugs, inhalants, alcohol, as well as inappropriate or illegal use of prescription drugs. Such actions are prohibited both while at work or in the performance of official duties while off district property; violations of this policy will subject the employee to discipline, up to and including termination.

To help promote a drug free workplace, the district shall establish a drug-free awareness program to inform employees about the dangers of drug abuse in the workplace, the district's policy of maintaining a drug-free workplace, any available drug counseling, rehabilitation, and employee assistance abuse programs, and the penalties that may be imposed upon employees for drug abuse violations. Refer to policy 3.7.

Should any employee be found to have been under the influence of, or in illegal possession of, any illegal drug, or controlled substance, whether or not engaged in any school or school-related activity, and the behavior of the employee, if under the influence, is such that it is inappropriate for a school employee in the opinion of the superintendent, the employee may be subject to discipline, up to and including termination. This policy also applies to those employees who are under the influence of alcohol while on campus or at school-sponsored functions, including athletic events.

Possession, use or distribution of drug paraphernalia by any employee, whether or not engaged in school or school-related activities, may subject the employee to discipline, up to and including termination. Possession in one's vehicle or in an area subject to the employee's control will be considered to be possession as though the substance were on the employee's person.

It shall not be necessary for an employee to test at a level demonstrating intoxication by any substance in order to be subject to the terms of this policy. Any physical manifestation of being under the influence of a substance may subject an employee to the terms of this policy.

Should an employee desire to provide the District with the results of a blood, breath, or urine analysis, such results will be taken into account by the District only if the sample is provided within a time range that could provide meaningful results and only by a testing agency chosen or approved by the District. The District shall not request that the employee be tested, and the expenses for such voluntary testing shall be borne by the employee.

At the discretion of the supervisor or superintendent, any incident at work resulting in injury to the employee requiring medical attention may require the employee to submit a drug test, which shall be paid at the District's worker's compensation carrier's expense. Failure for the employee

to submit to the drug test or a confirmed positive drug test indicating the use of illegal substances or the misuse of prescription medications shall be grounds for the denial of worker's compensation benefits in accordance with policy 3.44 – LICENSED PERSONNEL  
WORKPLACE INJURIES AND WORKERS' COMPENSATION.

Any employee who is charged with a violation of any state or federal law relating to the possession, use or distribution of illegal drugs, other controlled substances or alcohol, or of drug paraphernalia, must notify his immediate supervisor within five (5) week days (i.e., Monday through Friday, inclusive, excluding holidays) of being so charged. The supervisor who is notified of such a charge shall notify the Superintendent immediately. If the supervisor is not available to the employee, employee shall notify Superintendent within the five (5) day period. Any employee so charged is subject to discipline, up to and including termination. However, the failure of an employee to notify his supervisor or the Superintendent of having been charged shall result in that employee being recommended for termination by the Superintendent.

Any employee convicted of any criminal drug statute violation for an offense that occurred while at work or in the performance of official duties while off district property shall report the conviction within five (5) calendar days to the superintendent. Within ten (10) days of receiving such notification, whether from the employee or any other source, the district shall notify federal granting agencies from which it receives funds of the conviction. Compliance with these requirements and prohibitions is mandatory and is a condition of employment.

Any employee convicted of any state or federal law relating to the possession, use or distribution of illegal drugs, other controlled substances, or of drug paraphernalia, shall be recommended for termination.

Any employee who must take prescription medication at the direction of the employee's physician, and who is impaired by the prescription medication such that he/she cannot properly perform his duties shall not report for duty. Any employee who reports for duty and is so impaired, as determined by his supervisor, will be sent home. The employee shall be given sick leave, if owed any. The District or employee will provide transportation for the employee, and the employee may not leave campus while operating any vehicle. It is the responsibility of the employee to contact his physician in order to adjust the medication, if possible, so that the employee may return to his job unimpaired. Should the employee attempt to return to work while impaired by prescription medication, for which the employee has a prescription, he/she will again, be sent home and given sick leave, if owed any. Should the employee attempt to return to work while impaired by prescription medication a third time, the employee may be subject to discipline, up to and including a recommendation of termination.

Any employee who possesses, uses, distributes or is under the influence of a prescription medication obtained by a means other than his own current prescription shall be treated as though he was in possession, possession with intent to deliver, or under the influence, etc. of an illegal substance. An illegal drug or other substance is one which is (a) not legally obtainable; or (b) one which is legally obtainable, but which has been obtained illegally. The District may require an employee to provide proof from his physician and/or pharmacist that the employee is

lawfully able to receive such medication. Failure to provide such proof, to the satisfaction of the Superintendent, may result in discipline, up to and including a recommendation of termination.

A report to the appropriate licensing agency shall be filed within seven (7) days of:

- 1) A final disciplinary action taken against an employee resulting from the diversion, misuse, or abuse of illicit drugs or controlled substances; or
- 2) The voluntary resignation of an employee who is facing a pending disciplinary action resulting from the diversion, misuse, or abuse of illicit drugs or controlled substances.

The report filed with the licensing authority shall include, but not limited to:

- The name, address, and telephone number of the person who is the subject of the report; and
- A description of the facts giving rise to the issuance of the report.

When the employee is not a healthcare professional, law enforcement will be contacted regarding any final disciplinary action taken against an employee for the diversion of controlled substances to one (1) or more third parties.

Legal References:     41 USC § 8101, 8103, and 8104  
                              A.C.A. § 11-9-102  
                              A.C.A. § 17-80-117

Date Adopted: 09-10-1990

Last Revised: 07-25-2006

Last Revised: 06-11-2007

Last Revised: 05-11-2015

Last Revised: 06-20-2016



## **LICENSED PERSONNEL FAMILY MEDICAL LEAVE**

The Family and Medical Leave Act (FMLA) offers job protection for leave that might otherwise be considered excessive absences. Employees need to carefully comply with this policy to ensure they do not lose FMLA protection due to inaction or failure to provide the District with needed information. The FMLA provides up to twelve (12) work weeks (or, in some cases, twenty-six (26) weeks) of job-protected leave to eligible employees with absences that qualify under the FMLA. While an employee can request FMLA leave and has a duty to inform the District, as provided in this policy, of foreseeable absences that may qualify for FMLA leave, it is the District's ultimate responsibility to identify qualifying absences as FMLA or non-FMLA. FMLA leave is unpaid, except to the extent that paid leave applies to any given absence as governed by the FMLA and this policy.

### **SECTION ONE – FMLA LEAVE GENERALLY**

#### **Definitions:**

“Eligible Employee”: is an employee who has:

1. Been employed by the District for at least twelve (12) months, which are not required to be consecutive; and
2. Performed at least 1250 hours of service during the twelve (12) month period immediately preceding the commencement of the leave.

“FMLA”: is the Family and Medical Leave Act

“Health Care Provider” means:

- a. A doctor of medicine or osteopathy who is authorized to practice medicine or surgery (as appropriate) by the State in which the doctor practices;
- b. Podiatrists, dentists, clinical psychologists, optometrists, and chiropractors (limited to treatment consisting of manual manipulation of the spine to correct a subluxation as demonstrated by X-ray to exist) authorized to practice in the State and performing within the scope of their practice as defined under State law;
- c. Nurse practitioners, nurse-midwives, clinical social workers and physician assistants who are authorized to practice under State law and who are performing within the scope of their practice as defined under State law;
- d. Christian Science Practitioners listed with the First Church of Christ, Scientist in Boston, Massachusetts. Where an employee or family member is receiving treatment from a Christian Science practitioner, an employee may not object to any requirement from an employer that the employee or family member submit to examination (though not treatment) to obtain a second or third certification from a health care provider other than a Christian Science practitioner except as otherwise provided under applicable State or local law or collective bargaining agreement; or
- e. Any other person determined by the U.S. Secretary of Labor to be capable of providing health care services.

“Instructional Employee” is an employee whose principal function is to teach and instruct students in a class, a small group, or an individual setting and includes athletic coaches, driving instructors, preschool teachers, and special education assistants such as signers for the hearing impaired. The term does not include, and the special rules related to the taking of leave near the end of a semester do not apply to: teacher assistants or aides who do not have as their principal job actual teaching or instructing, administrators, counselors, librarians, psychologists, and curriculum specialists.

“Intermittent leave” is FMLA leave taken in separate blocks of time due to a single qualifying reason. A reduced leave schedule is a leave schedule that reduces an employee’s usual number of working hours per workweek, or hours per workday. A reduced leave schedule is a change in the employee’s schedule for a period of time, normally from full-time to part-time.

“Next of Kin” used in respect to an individual, means the nearest blood relative of that individual.

“Parent” is the biological parent of an employee or an individual who stood in loco parentis to an employee when the employee was a son or a daughter. This term does not include parents “in-law.”

“Serious Health Condition” is an injury, illness, impairment, or physical or mental condition that involves inpatient care in a hospital, hospice, or residential medical facility or continuing treatment by a health care provider.

“Son or daughter”, for numbers 1, 2, or 3 below: is a biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person standing in loco parentis, who is either under age eighteen (18), or age eighteen (18) or older and “incapable of self-care because of a mental or physical disability” at the time that FMLA leave is to commence.

“Year” the twelve (12) month period of eligibility shall begin on July first of each school-year.

### **Policy**

The provisions of this policy are intended to be in line with the provisions of the FMLA. If any conflict(s) exist, the Family and Medical Leave Act of 1993, as amended, shall govern.

### **Leave Eligibility**

The District will grant up to twelve (12) weeks of leave in a year in accordance with the FMLA, as amended, to its eligible employees for one or more of the following reasons:

1. Because of the birth of a son or daughter of the employee and in order to care for such son or daughter;
2. Because of the placement of a son or daughter with the employee for adoption or foster care;
3. To care for the spouse, son, daughter, or parent, of the employee, if such spouse, son, daughter, or parent has a serious health condition;

4. Because of a serious health condition that makes the employee unable to perform the functions of the position of such employee; and
5. Because of any qualifying exigency arising out of the fact that the spouse, son, daughter, or parent of the employee is on covered active duty (or has been notified of an impending call or order to covered active duty) in the Armed Forces. (See Section Two)
6. To care for a spouse, child, parent or next of kin who is a covered servicemember with a serious illness or injury. (See Section Two)

The entitlement to leave for reasons 1 and 2 listed above shall expire at the end of the twelve (12) month period beginning on the date of such birth or placement.

A legally married couple who are both eligible employees employed by the District may not take more than a combined total of twelve (12) weeks of FMLA leave for reasons 1, 2, or to care for a parent under number 3.

### **Provisions Applicable to both Sections One and Two**

#### **District Notice to Employees**

The District shall post, in conspicuous places in each school within the District where notices to employees and applicants for employment are customarily posted, a notice explaining the FMLA's provisions and providing information about the procedure for filing complaints with the Department of Labor.

#### **Designation Notice to Employee**

When an employee requests FMLA leave or the District determines that an employee's absence may be covered under the FMLA, the District shall provide written notice within five (5) business days (absent extenuating circumstances) to the employee of the District's determination of his/her eligibility for FMLA leave. If the employee is eligible, the District may request additional information from the employee and/or certification from a health care provider to help make the applicability determination. After receiving sufficient information as requested, the District shall provide a written notice within five (5) business days (absent extenuating circumstances) to the employee of whether the leave qualifies as FMLA leave and will be so designated.

If the circumstances for the leave don't change, the District is only required to notify the employee once of the determination regarding the designation of FMLA leave within any applicable twelve (12) month period.

Employees who receive notification that the leave request does not qualify under the FMLA are expected to return to work; further absences that are not otherwise excused could lead to discipline for excessive absences, or termination for job abandonment.

### **Concurrent Leave Under the FMLA**

All FMLA leave is unpaid unless substituted by applicable accrued leave. The District requires employees to substitute any applicable accrued leave (in the order of sick, personal, or vacation leave as may be applicable) for any period of FMLA leave.

An employee who does not have enough accrued leave to cover the number of days of FMLA leave taken shall not have his/her number of contract days altered because some of the FMLA leave taken was unpaid.

### **Working at another Job while Taking FMLA for Personal or Family Serious Medical Condition**

No employee on FMLA leave for their own serious medical condition may perform work at another, non-district job while on FMLA leave. Except as provided in policy 3.44, employees who do perform work at another, non-district job while on FMLA leave for their own serious medical condition will be subject to discipline, which could include termination or nonrenewal of their contract of employment.

No employee on FMLA leave for the serious medical condition of a family member may perform work at another, non-district job while on FMLA leave. Employees who do perform work at another, non-district job while on FMLA leave for the serious medical condition of a family member will be subject to discipline, which could include termination or nonrenewal of their contract of employment.

### **Health Insurance Coverage**

The District shall maintain coverage under any group health plan for the duration of FMLA leave the employee takes at the level and under the conditions coverage would have been provided if the employee had continued in active employment with the District. Additionally, if the District makes a change to its health insurance benefits or plans that apply to other employees, the employee on FMLA leave must be afforded the opportunity to access additional benefits and/or the same responsibility for changes to premiums. Any changes made to a group health plan that apply to other District employees, must also apply to the employee on FMLA leave. The District will notify the employee on FMLA leave of any opportunities to change plans or benefits. The employee remains responsible for any portion of premium payments customarily paid by the employee. When on unpaid FMLA leave, it is the employee's responsibility to submit his/her portion of the cost of the group health plan coverage to the district's business office on or before it would be made by payroll deduction.<sup>7</sup>

The District has the right to pay an employee's unpaid insurance premiums during the employee's unpaid FMLA leave to maintain the employee's coverage during his/her leave. The District may recover the employee's share of any premium payments missed by the employee for any FMLA leave period that the District maintains health coverage for the employee by paying the his/her share. Such recovery shall be made by offsetting the employee's debt through payroll deductions or by other means against any monies owed the employee by the District. An employee who chooses to not continue group health plan coverage while on FMLA leave, is entitled to be reinstated on the same terms as prior to taking the leave, including family or

dependent coverages, without any qualifying period, physical examination, exclusion of pre-existing conditions, etc.

If an employee gives unequivocal notice of an intent not to return to work, or if the employment relationship would have terminated if the employee had not taken FMLA leave, the District's obligation to maintain health benefits ceases.

If the employee fails to return from leave after the period of leave the employee was entitled has expired, the District may recover the premiums it paid to maintain health care coverage unless:

- a. The employee fails to return to work due to the continuation, reoccurrence, or onset of a serious health condition that entitles the employee to leave under reasons 3 or 4 listed above; and/or
- b. Other circumstances exist beyond the employee's control.

Circumstances under "a" listed above shall be certified by a licensed, practicing health care provider verifying the employee's inability to return to work.

#### **Reporting Requirements During Leave**

Unless circumstances exist beyond the employee's control, the employee shall inform the district every two (2) weeks during FMLA leave of his/her current status and intent to return to work.

#### **Return to Previous Position**

An employee returning from FMLA leave is entitled to be returned to the same position the employee held when leave commenced, or to an equivalent position with equivalent benefits, pay, and other terms and conditions of employment. An equivalent position must involve the same or substantially similar duties and responsibilities, which must entail substantially equivalent skill, effort, and authority. Specifically, upon returning from FMLA leave, a teacher may be assigned to another position that is not necessarily the same as the teacher's former job assignment. The employee may not be restored to a position requiring additional licensure or certification.

The employee's right to return to work and/or to the same or an equivalent position does not supersede any actions taken by the District, such as conducting a RIF, which the employee would have been subject to had the employee not been on FMLA leave at the time of the District's actions.

#### **Leave Acquired Through Fraud**

If it is discovered that an employee engaged in fraud or otherwise provided the District with documentation that includes a material misrepresentation of fact in order to receive FMLA leave, the District may discipline the employee up to and including termination.

#### **Provisions Applicable to Section One**

#### **Employee Notice to District**

### **Foreseeable Leave:**

When the need for leave is foreseeable for reasons 1 through 4 listed above, the employee shall provide the District with at least thirty (30) days' notice, before the date the leave is to begin, of the employee's intention to take leave for the specified reason. An eligible employee who has no reasonable excuse for his/her failure to provide the District with timely advance notice of the need for FMLA leave may have his/her FMLA coverage of such leave delayed until thirty (30) days after the date the employee provides notice.

If there is a lack of knowledge of approximately when the leave will be required to begin, a change in circumstances, or an emergency, notice must be given as soon as practicable. As soon as practicable means as soon as both possible and practical, taking into account all of the facts and circumstances in the individual case.

When the need for leave is for reasons 3 or 4 listed above, the eligible employee shall make a reasonable effort to schedule the treatment so as not to disrupt unduly the operations of the District subject to the approval of the health care provider of the spouse, son, daughter, or parent of the employee.

If the need for FMLA leave is foreseeable less than thirty (30) days in advance, the employee shall notify the District as soon as practicable. If the employee fails to notify as soon as practicable, the District may delay granting FMLA leave for the number of days equal to the difference between the number of days in advance that the employee should have provided notice and when the employee actually gave notice.

### **Unforeseeable Leave:**

When the approximate timing of the need for leave is not foreseeable, an employee shall provide the District notice of the need for leave as soon as practicable given the facts and circumstances of the particular case.

Ordinarily, the employee shall notify the District within two (2) working days of learning of the need for leave, except in extraordinary circumstances where such notice is not feasible. Notice may be provided in person, by telephone, telegraph, fax, or other electronic means. If the eligible employee fails to notify the District as required, unless the failure to comply is justified by unusual circumstances, the FMLA leave may be delayed or denied.

### **Medical Certification**

Second and Third Opinions: In any case where the District has reason to doubt the validity of the initial certification provided, the District may require, at its expense, the employee to obtain the opinion of a second health care provider designated or approved by the employer. If the second opinion differs from the first, the District may require, at its expense, the employee to obtain a third opinion from a health care provider agreed upon by both the District and the employee. The opinion of the third health care provider shall be considered final and be binding upon both the District and the employee.

Recertification: The District may request, either orally or in writing, the employee obtain a recertification in connection with the employee's absence, at the employee's expense, no more often than every thirty (30) days unless one or more of the following circumstances apply:

- a. The original certification is for a period greater than thirty (30) days. In this situation, the District may require a recertification after the time of the original certification expires, but in any case, the District may require a recertification every six (6) months.
- b. The employee requests an extension of leave;
- c. Circumstances described by the previous certification have changed significantly; and/or
- d. The district receives information that casts doubt upon the continuing validity of the certification.

The employee must provide the recertification within fifteen (15) calendar days after the District's request.

No second or third opinion on a recertification may be required.

The District may deny FMLA leave if an eligible employee fails to provide requested certification.

#### **Substitution of Paid Leave**

When an employee's leave has been designated as FMLA leave for reasons 1 (as applicable), 2, 3, or 4 above, the District requires employees to substitute accrued sick, vacation, or personal leave for the period of FMLA leave.

To the extent the employee has accrued paid vacation or personal leave, any leave taken that qualifies for FMLA leave for reasons 1 or 2 above shall be paid leave and charged against the employee's accrued leave.

Workers Compensation: FMLA leave may run concurrently with a workers' compensation absence when the injury is one that meets the criteria for a serious health condition. To the extent that workers compensation benefits and FMLA leave run concurrently, the employee will be charged for any paid leave accrued by the employee at the rate necessary to bring the total amount of combined income up to 100% of usual contracted daily rate of pay. If the health care provider treating the employee for the workers compensation injury certifies the employee is able to return to a "light duty job," but is unable to return to the employee's same or equivalent job, the employee may decline the District's offer of a "light duty job." As a result, the employee may lose his/her workers' compensation payments, but for the duration of the employee's FMLA leave, the employee will be paid for the leave to the extent that the employee has accrued applicable leave.

#### **Return to Work**

If the District's written designation determination that the eligible employee's leave qualified as FMLA leave under reason 4 above stated that the employee would have to provide a "fitness-for-duty" certification from a health care provider for the employee to resume work, the employee must provide such certification prior to returning to work. The employee's failure to do so voids

the District's obligation to reinstate the employee under the FMLA and the employee shall be terminated.

If the District's written designation determination that the eligible employee's leave qualified as FMLA leave under reason 4 above stated that the employee would have to provide a "fitness-for-duty" certification from a health care provider for the employee to resume work **and** the designation determination listed the employee's essential job functions, the employee must provide certification that the employee is able to perform those functions prior to returning to work. The employee's failure to do so or his/her inability to perform his/her job's essential functions voids the District's obligation to reinstate the employee under the FMLA and the employee shall be terminated.

#### **Failure to Return to Work:**

In the event that an employee is unable or fails to return to work within FMLA's leave timelines, the superintendent will make a determination at that time regarding the documented need for a severance of the employee's contract due to the inability of the employee to fulfill the responsibilities and requirements of his/her contract.

#### **Intermittent or Reduced Schedule Leave**

To the extent practicable, employees requesting intermittent or reduced schedule leave shall provide the District with not less than thirty (30) days' notice, before the date the leave is to begin, of the employee's intention to take leave.

Eligible employees may only take intermittent or reduced schedule leave for reasons 1 and 2 listed above if the District agrees to permit such leave upon the request of the employee. If the District agrees to permit an employee to take intermittent or reduced schedule leave for such reasons, the agreement shall be consistent with this policy's requirements governing intermittent or reduced schedule leave. The employee may be transferred temporarily during the period of scheduled intermittent or reduced leave to an alternative position that the employee is qualified for and that better accommodates recurring periods of leave than does the employee's regular position. The alternative position shall have equivalent pay and benefits but does not have to have equivalent duties.

Eligible employees may take intermittent or reduced schedule FMLA leave due to reasons 3 or 4 listed above when the medical need is best accommodated by such a schedule. The eligible employee shall make a reasonable effort to schedule the treatment so as not to disrupt unduly the operations of the employer, subject to the approval of the health care provider.

When granting leave on an intermittent or reduced schedule for reasons 3 or 4 above that is foreseeable based on planned medical treatment, the District may temporarily transfer non-instructional, eligible employees for the period of scheduled intermittent or reduced leave to an alternative position that the employee is qualified for and that better accommodates recurring periods of leave than does the employee's regular position. The alternative position shall have equivalent pay and benefits but does not have to have equivalent duties. When the employee is able to return to full-time work, the employee shall be placed in the same or equivalent job as



he/she had when the leave began. The employee will not be required to take more FMLA leave than necessary to address the circumstances requiring the need for the leave.

If an eligible employee who meets the definition of an instructional employee requests intermittent or reduced schedule leave for reasons 3 or 4 above that is foreseeable based on planned medical treatment and the employee would be on leave for greater than twenty percent (20%) of the total number of working days in the period during which the leave would extend, the district may require the employee to elect either

- a. Take medical leave for periods of a particular duration, not to exceed the duration of the planned medical treatment; or
- b. Transfer temporarily to an available alternative position offered by the employer that the employee is qualified for has equivalent pay and benefits, and better accommodates recurring periods of leave than the regular employment position of the employee.

If the employee chooses to transfer to an alternative position, the alternative position shall have equivalent pay and benefits but does not have to have equivalent duties. When the employee is able to return to full-time work, the employee shall be placed in the same or equivalent job as he/she had when the leave began. The employee will not be required to take more FMLA leave than necessary to address the circumstances requiring the need for the leave.

An eligible instructional employee who needs intermittent leave or leave on a reduced leave schedule for reasons 3 or 4 above may not be transferred to an alternative position during the period of the employee's intermittent or reduced leave schedule if, based on the foreseeable planned medical treatment, the employee would be on leave for twenty percent (20%) or less of the total number of working days over the period the leave would extend.

Instructional employees are not required to request intermittent leave when the instructional employee's FMLA leave spans a period when school is closed, such as for winter, spring, or summer breaks; in addition, the time the school is closed is not counted when calculating the amount of FMLA leave the instructional employee has used.

#### **Leave taken by eligible instructional employees near the end of the semester**

In any of the following scenarios, if the District chooses to require the eligible, instructional employee to stay on leave until the end of the semester, only the portion of the leave until the employee is ready and able to return to work shall be charged against the employee's FMLA leave entitlement. The required non-FMLA leave will not be considered excessive absenteeism.

#### **Leave more than 5 weeks prior to end of the semester**

If the eligible, instructional employee begins leave, due to reasons 1 through 4 listed above, more than five (5) weeks prior to the end of the academic term, the District may require the employee to continue taking leave until the end of the semester, if

1. The leave is of at least three (3) weeks duration; and
2. The return to employment would occur during the three (3) - week period before the end of the semester.

#### **Leave less than five (5) weeks prior to end of the semester**

If the eligible, instructional employee begins leave, due to reasons 1, 2, or 3 listed above, during the period that commences five( 5) weeks prior to the end of the academic term, the District may require the employee to continue taking leave until the end of the semester, if:

1. The leave is of greater than two (2) weeks duration; and
2. The return to employment would occur during the two (2) - week period before the end of the semester.

### **Leave less than three (3) weeks prior to end of the semester**

If the eligible, instructional employee begins leave, due to 1, 2, or 3 listed above, during the period that commences three (3) weeks prior to the end of the semester and the duration of the leave is greater than five (5) working days, the District may require the employee to continue to take leave until the end of the semester.

## **SECTION TWO - FMLA LEAVE CONNECTED TO MILITARY SERVICE**

### **Leave Eligibility**

The FMLA provision of military associated leave is in two categories. Each one has some of its own definitions and stipulations. Therefore, they are dealt with separately in this Section of the policy. Definitions different than those in Section One are included under the respective reason for leave. Definitions that are the same as in Section One are NOT repeated in this Section.

### **QUALIFYING EXIGENCY**

An eligible employee may take FMLA leave for any qualifying exigency arising out of the fact that the spouse, son, daughter, or parent of the employee is on covered active duty (or has been notified of an impending call or order to covered active duty) in the Armed Forces. Examples include issues involved with short-notice deployment, military events and related activities, childcare and school activities, the need for financial and legal arrangements, counseling, rest and recuperation, post-deployment activities, and other activities as defined by federal regulations.

### **Definitions:**

**Covered active duty** means:

- in the case of a member of a **regular** component of the Armed Forces, duty during deployment of the member with the armed forces to a foreign country; and
- in the case of a member of a **reserve** component of the Armed Forces, duty during deployment of the member with the armed forces to a foreign country under a call to order to active duty under a provision of law referred to in section 101(a)(13)(B) of title 10, United States Code.

Son or daughter on active duty or call to active duty status means the employee's biological, adopted, or foster child, stepchild, legal ward, or a child for whom the employee stood in loco parentis, who is on active duty or call to active duty status, and who is of any age.

### **Certification**

The District may require the eligible employee to obtain certification to help the district determine if the requested leave qualifies for FMLA leave for the purposes of a qualifying

exigency. The District may deny FMLA leave if an eligible employee fails to provide the requested certification.

**Employee Notice to District  
Foreseeable Leave:**

When the necessity for leave for any qualifying exigency is foreseeable, whether because the spouse, son, daughter, or parent of the employee is on covered active duty, or because of notification of an impending call or order to covered active duty, the employee shall provide such notice to the District as is reasonable and practicable regardless of how far in advance the leave is foreseeable. As soon as practicable means as soon as both possible and practical, taking into account all of the facts and circumstances in the individual case.

**Unforeseeable Leave:**

When the approximate timing of the need for leave is not foreseeable, an employee shall provide the District notice of the need for leave as soon as practicable given the facts and circumstances of the particular case. Ordinarily, the employee shall notify the District within two (2) working days of learning of the need for leave, except in extraordinary circumstances where such notice is not feasible. Notice may be provided in person, by telephone, fax, email, or other electronic means. If the eligible employee fails to notify the District as required unless the failure to comply is justified by unusual circumstances, the FMLA leave may be delayed or denied.

**Substitution of Paid Leave**

When an employee's leave has been designated as FMLA leave for any qualifying exigency, the District requires employees to substitute accrued vacation, or personal leave for the period of FMLA leave.

**Intermittent or Reduced Schedule Leave**

Eligible employees may take intermittent or reduced schedule leave for any qualifying exigency. The employee shall provide the district with as much notice as is practicable.

**Leave taken by an eligible instructional employees more than five (5) weeks prior to end of the semester**

If an eligible, instructional employee begins leave due to any qualifying exigency more than five (5) weeks prior to the end of the semester, the District may require the employee to continue taking leave until the end of the semester, if

1. The leave is of at least three (3) weeks duration; and
2. The return to employment would occur during the three (3)-week period before the end of the semester.

If the District chooses to require the eligible, instructional employee to stay on leave until the end of the semester, only the portion of the leave until the employee is ready and able to return to work shall be charged against the employee's FMLA leave entitlement.

**SERIOUS ILLNESS**

An eligible employee is eligible for leave to care for a spouse, child, parent or next of kin who is a covered servicemember with a serious illness or injury under the following conditions and definitions.

**Definitions:**

“Covered Service Member” is:

1. a member of the Armed Forces, including a member of the National Guard or Reserves, who is undergoing medical treatment, recuperation, or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list, for a serious injury or illness; or
2. a veteran who is undergoing medical treatment, recuperation, or therapy, for a serious injury or illness and who was a member of the Armed Forces (including a member of the National Guard or Reserves) at any time during the period of five (5) years preceding the date on which the veteran undergoes that medical treatment, recuperation, or therapy.

“Outpatient Status”, used in respect to a covered service member, means the status of a member of the Armed Forces assigned to:

- A) A military medical treatment facility as an outpatient; or
- B) a unit established for the purpose of providing command and control of members of the Armed Forces receiving medical care as outpatients.

“Parent of a covered servicemember” is a covered servicemember’s biological adoptive, step or foster father or mother, or any other individual who stood in loco parentis to the covered servicemember. This term does not include parents “in law.”

Serious Injury or Illness:

- (A) In the case of a member of the Armed Forces, including the National Guard or Reserves, it means an injury or illness incurred by the member in the line of duty on active duty in the Armed Forces (or existed before the beginning of the member’s active duty and was aggravated by service in line of duty on active duty in the Armed Forces) and that may render the member medically unfit to perform the duties of the member’s office, grade, rank, or rating and
- (B) In the case of a veteran who was a member of the Armed Forces, including a member of the National Guard or Reserves, at any time during a period as a covered service member defined in this policy, it means a qualifying (as defined by the U.S Secretary of Labor) injury or illness that was incurred by the member in the line of duty on active duty in the Armed Forces (or existed before the beginning of the member’s active duty and was aggravated by service in the line of duty on active duty in the Armed Forces) and that manifested itself before or after the member became a veteran.

“Son or daughter of a covered servicemember” means a covered servicemember's biological, adopted, or foster child, stepchild, legal ward, or a child for whom the covered servicemember stood in loco parentis, and who is of any age.

Year: for leave to care for the serious injury or illness of a covered service member, the twelve (12) month period begins on the first day the eligible employee takes FMLA leave to care for a covered servicemember and ends twelve (12) months after that date.

An eligible employee who is the spouse, son, daughter, parent, or next of kin of a **covered service member** shall be entitled to a total of twenty-six (26) weeks of leave during one twelve (12)-month period to care for the service member who has a serious injury or illness as defined in this policy. An eligible employee who cares for such a covered service member continues to be limited for reasons 1 through 4 in Section One and for any qualifying exigency to a total of twelve (12) weeks of leave during a year as defined in this policy. For example, an eligible employee who cares for such a covered service member for sixteen (16) weeks during a twelve (12) month period could only take a total of ten (10) weeks for reasons 1 through 4 in Section One and for any qualifying exigency. An eligible employee may not take more than twelve (12) weeks of FMLA leave for reasons 1 through 4 in Section One and for any qualifying exigency regardless of how little leave the eligible employee may take to care for a spouse, child, parent or next of kin who is a covered servicemember with a serious illness or injury.

If a legally married couple are both eligible employees employed by the District, the legally married couple are entitled to a combined total of twenty-six (26) weeks of leave during one twelve (12) month period to care for their spouse, son, daughter, parent, or next of kin who is a covered service member with a serious injury or illness, as defined in this policy. The leave taken by a legally married couple who care for such a covered service member continues to be limited to a total of twelve (12) weeks of FMLA leave for reasons 1 through 4 in Section One and for any qualifying exigency during a year, as defined in this policy, regardless of whether or not the legally married couple uses less than a combined total of fourteen (14) weeks to care for a covered service member with a serious injury or illness; moreover, the legally married couple's twelve (12) weeks are combined when taken for reasons 1, 2, or to care for a parent under reason 3 in Section One.

For example, a legally married couple who are both eligible employees and who care for such a covered service member for sixteen (16) weeks during a twelve (12) month period could:

1. Each take up to ten (10) weeks for reason 4 in section 1 or a qualifying exigency;
2. Take a combined total of ten (10) weeks for reasons 1, 2, or to care for a parent under reason 3 in Section One; or
3. Take a combination of numbers 1 and 2 that totals ten (10) weeks of leave.

### **Medical Certification**

The District may require the eligible employee to obtain certification of the covered service member's serious health condition to help the District determine if the requested leave qualifies for FMLA leave. The District may deny FMLA leave if an eligible employee fails to provide requested certification.

### **Employee Notice to District**

#### **Foreseeable Leave:**

When the need for leave to care for a spouse, child, parent or next of kin who is a covered servicemember with a serious illness or injury is clearly foreseeable at least thirty (30) days in advance, the employee shall provide the District with not less than thirty (30) days' notice before the date the employee intends for the leave to begin for the specified reason. An eligible employee who has no reasonable excuse for his/her failure to provide the District with timely advance notice of the need for FMLA leave may have his/her the FMLA coverage of such leave delayed until thirty (30) days after the date the employee provides notice.

If the need for FMLA leave is foreseeable less than thirty (30) days in advance, the employee shall notify the District as soon as practicable. If the employee fails to notify as soon as practicable, the District may delay granting FMLA leave for an amount of time equal to the difference between the length of time that the employee should have provided notice and when the employee actually gave notice.

When the need for leave is to care for a spouse, child, parent or next of kin who is a covered servicemember with a serious illness or injury, the employee shall make a reasonable effort to schedule the treatment so as not to disrupt unduly the operations of the district subject to the approval of the health care provider of the spouse, son, daughter, or parent of the employee.

#### **Unforeseeable Leave:**

When the approximate timing of the need for leave is not foreseeable, an employee shall provide the District notice of the need for leave as soon as practicable given the facts and circumstances of the particular case. Ordinarily, the employee shall notify the District within two (2) working days of learning of the need for leave, except in extraordinary circumstances where such notice is not feasible. Notice may be provided in person, by telephone, fax, email, or other electronic means. If the eligible employee fails to notify the District as required unless the failure to comply is justified by unusual circumstances, the FMLA leave may be delayed or denied.

#### **Substitution of Paid Leave**

When an employee's leave has been designated as FMLA leave to care for a spouse, child, parent or next of kin who is a covered servicemember with a serious illness or injury, the District requires employees to substitute accrued sick, vacation, or personal leave for the period of FMLA leave.

#### **Intermittent or Reduced Schedule Leave**

To the extent practicable, employees requesting intermittent or reduced schedule leave to care for a spouse, child, parent or next of kin who is a covered servicemember with a serious illness or injury shall provide the District with at least thirty (30) days' notice, before the date the leave is to begin, of the employee's intention to take leave.

Eligible employees may take intermittent or reduced schedule FMLA leave to care for a spouse, child, parent or next of kin who is a covered servicemember with a serious illness or injury when the medical need is best accommodated by such a schedule. The eligible employee shall make a reasonable effort to schedule the treatment so as not to disrupt unduly the operations of the employer, subject to the approval of the health care provider.

When granting leave on an intermittent or reduced schedule to care for a spouse, child, parent or next of kin who is a covered servicemember with a serious illness or injury that is foreseeable based on planned medical treatment, the District may temporarily transfer non-instructional eligible employees for the period of scheduled intermittent or reduced leave to an alternative position that the employee is qualified for and that better accommodates recurring periods of leave than does the employee's regular position. The alternative position shall have equivalent pay and benefits but does not have to have equivalent duties. When the employee is able to return to full-time work, the employee shall be placed in the same or equivalent job as he/she had when the leave began. Specifically, upon returning from FMLA leave, an employee may be assigned to another position that is not necessarily the same as the employee's former job assignment. The employee will not be required to take more FMLA leave than necessary to address the circumstances requiring the need for the leave.

If an eligible employee who meets the definition of an instructional employee requests intermittent or reduced schedule leave to care for a spouse, child, parent or next of kin who is a covered servicemember with a serious illness or injury that is foreseeable based on planned medical treatment and the employee would be on leave for greater than twenty percent (20%) of the total number of working days in the period during which the leave would extend, the District may require the employee to choose either:

- a. Take medical leave for periods of a particular duration, not to exceed the duration of the planned medical treatment; or
- b. To transfer temporarily to an available alternative position offered by the employer that the employee is qualified for has equivalent pay and benefits and better accommodates recurring periods of leave than the regular employment position of the employee.

If the employee chooses to transfer to an alternative position, the alternative position shall have equivalent pay and benefits but does not have to have equivalent duties. When the employee is able to return to full-time work, the employee shall be placed in the same or equivalent job as he/she had when the leave began. Specifically, upon returning from FMLA leave, a teacher may be assigned to another position that is not necessarily the same as the teacher's former job assignment. The employee will not be required to take more FMLA leave than necessary to address the circumstances that required the need for the leave.

An eligible instructional employee, who needs intermittent leave or leave on a reduced leave schedule to care for a spouse, child, parent or next of kin who is a covered servicemember with a serious illness or injury, may not be transferred to an alternative position during the period of the employee's intermittent or reduced leave schedule if, based on the foreseeable, planned medical treatment, the employee would be on leave for 20 percent or less of the total number of working days over the period the leave would extend.

**Leave taken by eligible instructional employees near the end of the academic the semester**  
In any of the following scenarios, if the district chooses to require the eligible, instructional employee to stay on leave until the end of the semester, only the portion of the leave until the employee is ready and able to return to work shall be charged against the employee's FMLA leave entitlement. The excess non-FMLA leave will not be considered excessive absenteeism.

### **Leave more than five (5) weeks prior to end of the semester**

If the eligible, instructional employee begins leave, for any qualifying exigency or to care for a spouse, child, parent or next of kin who is a covered servicemember with a serious illness or injury more than five (5) weeks prior to the end of the semester, the District may require the employee to continue taking leave until the end of the semester, if:

1. The leave is of at least three (3) weeks duration; and
2. The return to employment would occur during the three (3)-week period before the end of the semester.

### **Leave less than five (5) weeks prior to end of the semester**

If the eligible, instructional employee begins leave to care for a spouse, child, parent or next of kin who is a covered servicemember with a serious illness or injury during the period that commences five (5) weeks prior to the end of the semester, the District may require the employee to continue taking leave until the end of the semester, if:

- a. The leave is of greater than two (2) weeks duration; and
- b. The return to employment would occur during the two (2)-week period before the end of the semester.

### **Leave less than three (3) weeks prior to end of the semester**

If the eligible, instructional employee begins leave to care for a spouse, child, parent or next of kin who is a covered servicemember with a serious illness or injury during the period that commences three (3) weeks prior to the end of the semester and the duration of the leave is greater than five (5) working days, the District may require the employee to continue to take leave until the end of the semester.

Cross References:     3.8—LICENSED PERSONNEL SICK LEAVE  
                             3.18—LICENSED PERSONNEL OUTSIDE EMPLOYMENT  
                             3.44—LICENSED PERSONNEL WORKPLACE INJURIES AND  
                             WORKERS' COMPENSATION

Legal References:     29 USC §§ 2601 et seq.  
                             29 CFR part 825

Date Adopted: 08-13-2007

Last Revised: 07-19-2010

Last Revised: 06-11-2012

Last Revised: 05-13-2013

Last Revised: 07-14-2014

Last Revised: 06-20-2016

Last Revised: 07-13-2020



### LICENSED PERSONNEL COVID EMERGENCY LEAVE

The District provides up to an additional ten (10) days of paid leave for its employees who meet both of the following requirements:

1. The employee:
  - a. Is ordered by the District, a medical professional, or the Arkansas Department of Health (ADH) to quarantine or isolate due to COVID-19 for one of the following reasons:
    - i. Testing positive for COVID-19;
    - ii. Experiencing COVID-19 symptoms and seeking a medical diagnosis; or
    - iii. Is a probable close contact or close contact.; or
  - b. Needs to care for a dependent who is subject to a quarantine or isolation order; and
2. The employee's job duties are not able to be performed remotely.

The employee is responsible for providing the District proof that the employee or the employee's dependent has received a quarantine or isolation order. The proof may be in any of the following forms, as applicable:

- A positive test result;
- Proof of receipt of a PCR test;
- A written quarantine or isolation order from the employee's or the employee's dependent's treating physician, the ADH, or the District's Point Of Contact (POC); or
- Written notification of close contact or potential close contact status from ADH, the District POC, or another district's POC if the close contact is from another district.

In addition to other appropriate documentation, employees who intend to take leave under this policy due to the need to care for a dependent must submit a written statement indicating the relationship with the dependent, the dependent's age, and that the employee is the only individual capable of caring for the dependent.

Any employee qualifying for paid leave under this policy must also provide a written statement indicating they have been ordered to quarantine or isolate under one of the provisions of this policy and are therefore requesting the district apply up to 10 days of paid leave from the ESSERII funds. This written and signed statement shall be signed and dated by the employee and must be scanned and emailed to the district office along with scanned copies of the qualifying documentation listed in this policy.

Employees should NOT assume COVID leave is automatically applied in the event of quarantine or isolation. Employees MUST provide the required documentation including the written request for COVID leave in order for this policy to apply.

Upon notification that an employee has received a quarantine or isolation order, The District shall review whether the employee has applicable leave remaining under the Families First Coronavirus Response Act (FFCRA) and this policy.

- If an employee has applicable leave under the FFCRA and this policy:
  - The District shall use available leave under the FFCRA first
  - The District shall use the employee's available FFCRA leave until the earlier of the expiration of the quarantine or isolation order or the exhaustion of the employee's FFCRA leave;
  - The District shall automatically switch the employee to use leave under this policy, if available, should the employee's quarantine or isolation order last longer than the employee's FFCRA leave; and
  - The District shall automatically switch the employee to another form of applicable District provided paid leave, if available, should the employee's quarantine or isolation order last longer than the employee's available leave under the FFCRA or this policy.

- If an employee has applicable leave under the FFCRA or this policy but not both:
  - The District shall use the employee's available leave until the earlier of the expiration of the quarantine or isolation order or the exhaustion of the employee's available leave; and
  - The District shall automatically switch the employee to another form of applicable District provided paid leave, if available, should the employee's quarantine or isolation order last longer than the employee's available leave under the FFCRA or this policy.
- If an employee has no leave remaining under this policy or applicable leave under the FFCRA, then the District shall use another form of applicable District provided paid leave, if available.

An employee who receives COVID Emergency Leave shall be paid the employee's full daily rate of pay for up to ten (10) days. The ten (10) days of COVID Emergency Leave may, but is not required to, run consecutively. An employee shall not have days charged against the number the employee is eligible for under this policy for days when the employee is not expected to perform duties, such as holidays. The ten (10) days of paid leave provided under this policy shall be used for eligible leave before other forms of District provided paid leave are used, including sick leave, personal leave, and vacation.

An employee's eligibility to receive paid leave under this policy expires on June 30, 2021.

Cross References:        3.8—LICENSED PERSONNEL SICK LEAVE  
                                  3.11—LICENSED PERSONNEL PERSONAL AND PROFESSIONAL LEAVE  
                                  3.32—LICENSED PERSONNEL FAMILY MEDICAL LEAVE ACT

Legal References:        Commissioner's Memo COM-21-061  
                                  29 C.F.R. Part 826

Date Adopted: 09-14-2020  
 Last Revised: 01-25-2021

**ASSIGNMENT OF EXTRA DUTIES FOR LICENSED PERSONNEL**

From time to time extra duties may be assigned to licensed personnel by the school principal or the Superintendent as circumstances dictate.

Any teacher assigned more than sixty (60) minutes of non-instructional duties per week shall be contracted at a rate determined by the School Board as in accordance with 6-17-807. Non-instructional duty includes the supervision of students before or after the instructional day begins or ends, during breakfasts, during lunches, during recesses, or during scheduled breaks.

Ref: A.C. A. 6-17-201

Adopted: 9-08-03

Revised: 07-05-2004

### **LICENSED PERSONNEL CELL PHONE USE**

Use of cell phones or other electronic communication devices by employees during instructional time for other than instructional is strictly forbidden unless specifically approved in advance by the superintendent, building principal, or their designee.

District staff shall not be given cell phones or computers for any purpose other than their specific use associated with school business. School employees who use a school issued cell phones and/or computers for non-school purposes, except as permitted by District policy, shall be subject to discipline, up to and including termination. School employees who are issued District cell phones due to the requirements of their position may use the phone for personal use on an “as needed” basis provided it is not during instructional time.

Except when authorized in Policy 3.51 – SCHOOL BUS DRIVER’S USE OF MOBILE COMMUNICATION DEVICES, all employees are forbidden from using school issued cell phones while driving any vehicle at any time. Violation may result in disciplinary action up to and including termination.

Except when authorized in Policy 3.51 – SCHOOL BUS DRIVER’S USE OF MOBILE COMMUNICATION DEVICES, no employee shall use any device for the purposes of browsing the internet; composing or reading emails and text messages; or making or answering phone calls while driving a motor vehicle which is in motion and on school property. Violation may result in disciplinary action up to and including termination.

Cross References:     3.51 – SCHOOL BUS DRIVER’S USE OF MOBILE  
                                 COMMUNICATION DEVICES  
                                 4.47 – POSSESSION AND USE OF CELL PHONES AND OTHER  
                                 ELECTRONIC DEVICES  
                                 7.14 – USE OF DISTRICT CELL PHONES AND COMPUTERS

Legal Reference:     IRS Publication 15 B  
                                 A.C.A. § 6-19-120  
                                 A.C.A. § 27-51-1602  
                                 A.C.A. § 27-51-1609

Date Adopted: 07-25-2006  
Last Revised: 06-11-2007  
Last Revised: 04-13-2009  
Last Revised: 06-11-2012  
Last Revised: 07-14-2014  
Last Revised: 06-10-2019

### **LICENSED PERSONNEL BENEFITS**

The Fouke School District provides its licensed personnel benefits consisting of the following:

1. The priceless reward of helping shape the life and future of our children.
2. Health insurance assistance.
3. Contribution to the teacher retirement system.
4. One sick leave day per calendar month worked.
5. Three Personal days.

Ref: A.C.A. 6-17-201

Adopted: 09-08-2003

Revised: 07-05-2004

**LICENSED PERSONNEL DISMISSAL AND NON-RENEWAL**

For procedures relating to the termination and non-renewal of teachers, please refer to the Arkansas Teacher Fair Dismissal Act (A.C.A. §§ 6-17-1501 et seq.) and the Teacher Excellence and Support System (A.C.A. §§ 6-17-2801 et seq.). The Acts specifically are not made a part of this policy by this reference.

A copy of the statutes are available for review in the office of the principal of each school building.

Legal References:      A.C.A. § 6-17-201  
                                 A.C.A. §§ 6-17-1501 et seq.  
                                 A.C.A. §§ 6-17-2801 et seq.

Date Adopted: 07-13-2020

Last Revised:

### ASSIGNMENT OF TEACHER AIDES

The assignment of teacher aides shall be made by the principal or his/her designee. Changes in the assignments may be made as necessary due to changes in the student population, teacher changes, and to best meet the educational needs of the students.

**Note:** ASBA realizes a policy regarding teacher aides has no place in the licensed personnel section, but state law now mandates it anyway.

Legal Reference: A.C.A. § 6-17-201

Date Adopted: 06-11-2012

Last Revised:

## LICENSED PERSONNEL RESPONSIBILITIES GOVERNING BULLYING

### Definitions

“Attribute” means an actual or perceived personal characteristic including without limitation race, color, religion, ancestry, national origin, socioeconomic status, academic status, disability, gender, gender identity, physical appearance, health condition, or sexual orientation;

“Bullying” means the intentional harassment, intimidation, humiliation, ridicule, defamation, or threat or incitement of violence by a student against another student or public school employee by a written, verbal, electronic, or physical act that may address an attribute of the other student, public school employee, or person with whom the other student or public school employee is associated and that causes or creates actual or reasonably foreseeable:

- Physical harm to a public school employee or student or damage to the public school employee's or student's property;
- Substantial interference with a student's education or with a public school employee's role in education;
- A hostile educational environment for one (1) or more students or public school employees due to the severity, persistence, or pervasiveness of the act; or
- Substantial disruption of the orderly operation of the school or educational environment;

Examples of "Bullying" include, but are not limited to, a pattern of behavior involving one or more of the following:

1. Cyberbullying;
2. Sarcastic comments "compliments" about another student's personal appearance or actual or perceived attributes,
3. Pointed questions intended to embarrass or humiliate,
4. Mocking, taunting or belittling,
5. Non-verbal threats and/or intimidation such as “fronting” or “chesting” a person,
6. Demeaning humor relating to a student's actual or perceived attributes,
7. Blackmail, extortion, demands for protection money or other involuntary donations or loans,
8. Blocking access to school property or facilities,
9. Deliberate physical contact or injury to person or property,
10. Stealing or hiding books or belongings,
11. Threats of harm to student(s), possessions, or others,
12. Sexual harassment, as governed by policy 3.26, is also a form of bullying, and/or
13. Teasing or name-calling related to sexual characteristics or the belief or perception that an individual is not conforming to expected gender roles or conduct or is homosexual, regardless of whether the student self-identifies as homosexual or transgender (Examples: “Slut”, “You are so gay.”, “Fag”, “Queer”).

“Cyberbullying” means any form of communication by electronic act that is sent with the purpose to:

- Harass, intimidate, humiliate, ridicule, defame, or threaten a student, school employee, or person with whom the other student or school employee is associated; or



- Incite violence towards a student, school employee, or person with whom the other student or school employee is associated.

Cyberbullying of School Employees includes, but is not limited to:

- a. Building a fake profile or website of the employee;
- b. Posting or encouraging others to post on the Internet private, personal, or sexual information pertaining to a school employee;
- c. Posting an original or edited image of the school employee on the Internet;
- d. Accessing, altering, or erasing any computer network, computer data program, or computer software, including breaking into a password-protected account or stealing or otherwise accessing passwords of a school employee;
- e. Making repeated, continuing, or sustained electronic communications, including electronic mail or transmission, to a school employee;
- f. Making, or causing to be made, and disseminating an unauthorized copy of data pertaining to a school employee in any form, including without limitation the printed or electronic form of computer data, computer programs, or computer software residing in, communicated by, or produced by a computer or computer network;
- g. Signing up a school employee for a pornographic Internet site; or
- h. Without authorization of the school employee, signing up a school employee for electronic mailing lists or to receive junk electronic messages and instant messages.

Cyberbullying is prohibited whether or not the cyberbullying originated on school property or with school equipment, if the cyberbullying results in the substantial disruption of the orderly operation of the school or educational environment or is directed specifically at students or school personnel and maliciously intended for the purpose of disrupting school and has a high likelihood of succeeding in that purpose.

“Harassment” means a pattern of unwelcome verbal or physical conduct relating to another person's constitutionally or statutorily protected status that causes, or reasonably should be expected to cause, substantial interference with the other's performance in the school environment; and

“Substantial disruption” means without limitation that any one or more of the following occur as a result of the bullying:

- Necessary cessation of instruction or educational activities;
- Inability of students or educational staff to focus on learning or function as an educational unit because of a hostile environment;
- Severe or repetitive disciplinary measures are needed in the classroom or during educational activities; or
- Exhibition of other behaviors by students or educational staff that substantially interfere with the learning environment.

Teachers and other school employees who have witnessed, or are reliably informed that, a student has been a victim of bullying as defined in this policy, including a single action which if allowed to continue would constitute bullying, shall report the incident(s) to the building principal, or designee, as soon as possible.

The person or persons reporting behavior they consider to be bullying shall not be subject to retaliation or reprisal in any form.

District staff are required to help enforce implementation of the district's anti-bullying policy. Students who bully another person are to be held accountable for their actions whether they occur on school equipment or property; off school property at a school-sponsored or school-approved function, activity, or event; going to or from school or a school activity in a school vehicle or school bus; or at designated school bus stops. Students are encouraged to report behavior they consider to be bullying, including a single action which if allowed to continue would constitute bullying, to their teacher or the building principal. The report may be made anonymously.

A building principal, or designee, who receives a credible report or complaint of bullying shall:

1. As soon as reasonably practicable, but by no later than the end of the school day following the receipt of the credible report of bullying:
  - a. Report to a parent, legal guardian, person having lawful control of a student, or person standing in loco parentis of a student that their student is the victim in a credible report of bullying; and
  - b. Prepare a written report of the alleged incident of bullying;
2. Promptly investigate the credible report or complaint of bullying, which shall be completed by no later than the fifth (5<sup>th</sup>) school day following the completion of the written report.
3. Notify within five (5) days following the completion of the investigation the parent, legal guardian, person having lawful control of a student, or person standing in loco parentis of a student who was the alleged victim in a credible report of bullying whether the investigation found the credible report or complaint of bullying to be true and the availability of counseling and other intervention services.
4. Notify within five (5) days following the completion of the investigation the parent, legal guardian, person having lawful control of the student, or person standing in loco parentis of the student who is alleged to have been the perpetrator of the incident of bullying:
  - a. That a credible report or complaint of bullying against their student exists;
  - b. Whether the investigation found the credible report or complaint of bullying to be true;
  - c. Whether action was taken against their student upon the conclusion of the investigation of the alleged incident of bullying; and
  - d. Information regarding the reporting of another alleged incident of bullying, including potential consequences of continued incidents of bullying;
5. Make a written record of the investigation, which shall include:
  - a. A detailed description of the alleged incident of bullying, including without limitation a detailed summary of the statements from all material witnesses to the alleged incident of bullying;
  - b. Any action taken as a result of the investigation; and
6. Discuss, as appropriate, the availability of counseling and other intervention services with students involved in the incident of bullying.

District employees are held to a high standard of professionalism, especially when it comes to employee-student interactions. Actions by a District employee towards a student that would constitute bullying if the act had been performed by a student shall result in disciplinary action, up to and including termination. This policy governs bullying directed towards students and is not applicable to adult on adult interactions. Therefore, this policy does not apply to interactions between employees. Employees may report workplace conflicts to their supervisor. In addition to any disciplinary actions, the District shall take appropriate steps to remedy the effects resulting from bullying.

Legal References:     A.C.A. §6-18-514  
                              DESE Rules Governing Student Discipline and School Safety

Date Adopted: 05-17-2004  
Last Revised: 07-25-2006  
Last Revised 06-11-2007  
Last Revised: 05-11-2015  
Last Revised: 06-20-2016  
Last Revised: 06-04-2018  
Last Revised: 06-10-2019

**LICENSED PERSONNEL RECORDS AND REPORTS**

The superintendent or his/her designee shall determine, by individual or by position, those records a teacher is responsible to keep and those reports he/she is required to maintain. It is a requirement of employment that all required records and reports be completed, submitted, or otherwise tendered, and be accepted by the principal or superintendent as complete and satisfactory, before the last month's pay will be released to the licensed employee.

Legal Reference: A.C.A. § 6-17-104

Date Adopted: 06-11-07

Date Revised:

### 3.40

#### **LICENSED PERSONNEL DUTIES AS MANDATED REPORTERS**

It is the statutory duty of school district employees to:

- If the employee has reasonable cause to suspect child abuse or maltreatment, then the employee shall directly and personally report these suspicions to the Arkansas Child Abuse Hotline, by calling 1-800-482-5964; by calling the child maltreatment hotline at 1-800-482-5964 and submitting a report through fax to the child maltreatment hotline; or if the employee can demonstrate that the child maltreatment neglect, or abuse is not an emergency, then the employee may notify the child maltreatment hotline through submission of a fax only. Failure to report suspected child abuse, maltreatment, or neglect through the Hotline can lead to criminal prosecution and individual civil liability of the person who has this duty. Notification of local or state law enforcement does not satisfy the duty to report; only notification by means of the Child Abuse Hotline discharges this duty.
- If the employee has a good faith belief that there is a serious and imminent threat to the public based on a threat made by an individual regarding violence in or targeted at a school that has been communicated to the employee in the ordinary course of his/her professional duties, then the employee shall make every attempt to immediately notify law enforcement of the serious and imminent threat to the public and have notified law enforcement within twenty-four (24) hours of learning of the serious and imminent threat to the public.

The duty of mandated reporters to report suspected child abuse or maltreatment or serious and imminent threats to the public is a direct and personal duty, and cannot be assigned or delegated to another person. There is no duty to investigate, confirm or substantiate statements a student may have made which form the basis of the reasonable cause to believe that the student may have been abused or subjected to maltreatment by another person or that form the basis of the serious and imminent threat to the public; however, a person with a duty to report may find it helpful to make a limited inquiry to assist in the formation of a belief that child abuse, maltreatment or neglect has occurred; that a serious and imminent threat to the public exists; or to rule out such a belief.

Employees and volunteers who notify the Child Abuse Hotline or who report serious and imminent threats to the public to law enforcement in good faith are immune from civil liability and criminal prosecution.

By law, no school district or school district employee may prohibit or restrict an employee or volunteer from directly reporting suspected child abuse, maltreatment, or a serious and imminent threat to the public, or require that any person notify or seek permission from any person before making a report to the Child Abuse Hotline or law enforcement.

Legal References:     A.C.A. § 6-18-110  
                              A.C.A. § 12-18-107  
                              A.C.A. § 12-18-201 et seq.  
                              A.C.A § 12-18-302

A.C.A. § 12-18-402

Date Adopted: 06-11-2012

Last Revised: 06-10-2019

Last Revised: 07-31-2020

Last Revised: 07-12-2021

### **LICENSED PERSONNEL VIDEO SURVEILLANCE**

The board has a responsibility to maintain discipline, protect the safety, security, and welfare of its students, staff, and visitors while at the same time safeguarding district facilities, vehicles, and equipment. As part of fulfilling this responsibility, the board authorizes the use of video/audio surveillance cameras. The placement of video/audio surveillance cameras shall be based on the presumption and belief that students, staff and visitors have no reasonable expectation of privacy anywhere on or near school property, facilities, vehicles, or equipment, with the exception of places such as rest rooms or dressing areas where an expectation of privacy is reasonable and customary.

Signs shall be posted on district property and in or on district vehicles to notify students, staff, and visitors that video cameras may be in use. Violations of school personnel policies or laws caught by the cameras may result in disciplinary action.

The district shall retain copies of video recordings until they are erased which may be accomplished by either deletion or copying over with a new recording.

Videos containing evidence of a violation of district personnel policies and/or state or federal law shall be retained until the issue of the misconduct is no longer subject to review or appeal as determined by board policy or staff handbook; any release or viewing of such records shall be in accordance with current law.

Staff who vandalize, damage, defeat, disable, or render inoperable (temporarily or permanently) surveillance cameras and equipment shall be subject to appropriate disciplinary action and referral to appropriate law enforcement authorities.

Video recordings may become a part of a staff member's personnel record.

Date Adopted: 06-16-08

Date Revised:

## **OBTAINING and RELEASING STUDENT'S FREE AND REDUCED PRICE MEAL ELIGIBILITY INFORMATION**

### **Obtaining Eligibility Information**

A fundamental underpinning of the National School Lunch and School Breakfast Programs (Programs) is that in their implementation, there will be no physical segregation of, discrimination against, or overt identification of children who are eligible for the Program's benefits. While the requirements of the Programs are defined in much greater detail in federal statutes and pertinent Code of Federal Regulations, this policy is designed to help employees understand prohibitions on how the student information is obtained and/or released through the Programs. Employees with the greatest responsibility for implementing and monitoring the Programs should obtain the training necessary to become fully aware of the nuances of their responsibilities.

The District is required to inform households with children enrolled in District schools of the availability of the Programs and of how the household may apply for Program benefits. However, the District and anyone employed by the district is **strictly forbidden** from **requiring** any household or student within a household from submitting an application to participate in the program. There are NO exceptions to this prohibition and it would apply, for example, to the offer of incentives for completed forms, or disincentives or negative consequences for failing to submit or complete an application. Put simply, federal law requires that the names of the children shall not be published, posted or announced in any manner.

In addition to potential federal criminal penalties that may be filed against a staff member who violates this prohibition, the employee shall be subject to discipline up to and including termination.

### **Releasing Eligibility Information**

As part of the district's participation in the National School Lunch Program and the School Breakfast Program, the district collects eligibility data from its students. The data's confidentiality is very important and is governed by federal law. The district has made the determination to release student eligibility status or information as permitted by law. Federal law governs how eligibility data may be released and to whom. The district will take the following steps to ensure its confidentiality:

Some data may be released to government agencies or programs authorized by law to receive such data without parental consent, while other data may only be released after obtaining parental consent. In both instances, allowable information shall only be released on a need to know basis to individuals authorized to receive the data. The recipients shall sign an agreement with the district specifying the names or titles of the persons who may have access to the eligibility information. The agreement shall further specify the specific purpose(s) for which the



data will be used and how the recipient(s) shall protect the data from further, unauthorized disclosures.

The superintendent shall designate the staff member(s) responsible for making eligibility determinations. Release of eligibility information to other district staff shall be limited to as few individuals as possible who shall have a specific need to know such information to perform their job responsibilities. Principals, counselors, teachers, and administrators shall not have routine access to eligibility information or status.

Each staff person with access to individual eligibility information shall be notified of their personal liability for its unauthorized disclosure and shall receive appropriate training on the laws governing the restrictions of such information.

Legal References:     Commissioner's Memos IA-05-018, FIN 09-041, IA 99-011, and  
FIN 13-108  
DESE Eligibility Manual for School Meals Revised July 2017  
A.C.A. § 6-18-715  
7 CFR 210.1 – 210.31  
7 CFR 220.1 – 220.22  
7 CFR 245.5, 245.6, 245.8  
42 USC 1758(b)(6)

Date Adopted: 04-13-2009  
Last Revised: 05-13-2013

**DUTY OF LICENSED EMPLOYEES TO MAINTAIN  
LICENSE IN GOOD STANDING**

It is the responsibility of each teacher, and not the district, to keep his/her teaching license continuously renewed with no lapses in licensure, and in good standing with the State Board of Education. Failure of a teacher to do so will be grounds for termination.

Legal References:      A.C.A. § 6-17-401

Date Adopted: 04-13-09

Last Revised: 06-11-12

## WORKER'S COMPENSATION AND SICK LEAVE

The district provides Workers' Compensation (WC) Insurance, as required by law. Employees who sustain **any** injury at work must immediately notify their immediate supervisor, or in the absence of their immediate supervisor notify the administration office. An injured employee must fill out a Form N and the employee's supervisor will determine whether to report the claim or to file the paperwork if the injury requires neither medical treatment or lost work time. While many injuries will require no medical treatment or time lost at work, should the need for treatment arise later, it is important that there be a record that the injury occurred. All employees have a duty to provide information and make statements as requested for the purposes of the claim assessment and investigation.

The District may discipline an employee, up to and including termination of the employee's contract, if it is discovered that the employee:

1. Deliberately made false statements concerning the origin of an injury or the circumstances surrounding the injury; or
2. Submitted a WC claim that the employee knew to be based substantially or entirely on false information.

An employee shall not be disciplined solely because the District's WC carrier denied the employee's WC claim.

For injuries requiring medical attention, the district will exercise its right to designate the initial treating physician and an injured employee will be directed to seek medical attention, if necessary, from a specific physician or clinic. In addition, employees whose injuries require medical attention shall submit to a drug test, which shall be paid at the District's WC carrier's expense. Failure for the employee to submit to the drug test or a confirmed positive drug test indicating the use of illegal substances or the misuse of prescription medications shall be grounds for the denial of WC benefits.

A WC absence may run concurrently with FMLA leave (policy 3.32) when the injury is one that meets the criteria for a serious health condition. To the extent that WC benefits and FMLA leave run concurrently, the employee will be charged for any paid leave accrued by the employee at the rate necessary to bring the total amount of combined income up to 100% of usual contracted daily rate of pay. If the health care provider treating the employee for the WC injury certifies the employee is able to return to a "light duty job," but is unable to return to the employee's same or equivalent job, the employee may decline the District's offer of a "light duty job." As a result, the employee may lose his/her WC payments, but for the duration of the employee's FMLA leave, the employee will be paid for the leave to the extent that the employee has accrued applicable leave.

Employees who are absent from work in the school district due to a WC claim may not work at a non-district job until they have returned to full duties at their same or equivalent district job; those who violate this prohibition may be subject to discipline up to and including termination. This prohibition does NOT apply to an employee who has been cleared by his/her doctor to

return to "light duty" but the District has no such position available for the employee and the employee's second job qualifies as "light duty".

To the extent an employee has accrued sick leave and a WC claim has been filed, an employee:

- Will be charged for a day's sick leave for all days missed until such time as the WC claim has been approved or denied;
- Whose WC claim is accepted by the WC insurance carrier as compensable and who is absent for eight (8) or more days shall be charged sick leave at the rate necessary, when combined with WC benefits, to bring the total amount of combined income up to 100% of the employee's usual contracted daily rate of pay;
- Whose WC claim is accepted by the WC insurance carrier as compensable and is absent for fourteen (14) or more days will be credited back that portion of sick leave for the first seven (7) days of absence that is not necessary to have brought the total amount of combined income up to 100% of the employee's usual contracted gross pay.
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Cross References:     3.8—LICENSED PERSONNEL SICK LEAVE  
                              3.18—LICENSED PERSONNEL OUTSIDE EMPLOYMENT  
                              3.32—LICENSED PERSONNEL FAMILY MEDICAL LEAVE

Legal References:     Ark. Workers Compensation Commission RULE 099.33 - MANAGED CARE  
                              A.C.A. § 11-9-102  
                              A.C.A. § 11-9-508(d)(5)(A)  
                              A.C.A. § 11-9-514(a)(3)(A)(i)

Date Adopted: 04-11-1994

Last Revised: 06-11-2001

Last Revised: 07-14-2014

Last Revised: 05-11-2015

Last Revised: 06-20-2016

Last Revised: 07-12-2021

## LICENSED PERSONNEL SOCIAL NETWORKING AND ETHICS

### Definitions

**Social Media Account:** a personal, individual, and non-work related account with an electronic medium or service where users may create, share, or view user-generated content, including videos, photographs, blogs, podcasts, messages, emails or website profiles or locations, such as FaceBook, Twitter, LinkedIn, MySpace, Instagram.

**Professional/education Social Media Account:** an account with an electronic medium or service where users may create, share, or view user-generated content, including videos, photographs, blogs, podcasts, messages, emails or website profiles or locations, such as FaceBook, Twitter, LinkedIn, MySpace, Instagram.

**Blogs:** are a type of networking and can be either social or professional in their orientation. Professional blogs are encouraged and can provide a place for teachers to post homework, keep parents up-to-date, and interact with students concerning school related activities. Social blogs are discouraged to the extent they involve teachers and students in a non-education oriented format.

### Policy

Technology used appropriately gives faculty new opportunities to engage students. District staff are encouraged to use educational technology, the Internet, and professional/education social networks to raise student achievement and to improve communication with parents and students. Technology and social media accounts also offer staff many ways they can present themselves unprofessionally and/or interact with students inappropriately.

It is the duty of each staff member to appropriately manage all interactions with students, regardless of whether contact or interaction with a student occurs face-to-face or by means of technology, to ensure that the appropriate staff/student relationship is maintained. This includes instances when students initiate contact or behave inappropriately themselves.

Public school employees are, and always have been, held to a high standard of behavior. Staff members are reminded that whether specific sorts of contacts are permitted or not specifically forbidden by policy, they will be held to a high standard of conduct in all their interactions with students. Failure to create, enforce and maintain appropriate professional and interpersonal boundaries with students could adversely affect the District's relationship with the community and jeopardize the employee's employment with the district.

The Division of Elementary and Secondary Education (DESE) *Rules Governing the Code of Ethics for Arkansas Educators* requires District staff to maintain a professional relationship with each student, both in and outside the classroom. The School Board of Directors encourages all staff to read and become familiar with the Rules. Conduct in violation of the DESE *Rules Governing the Code of Ethics for Arkansas Educators*, including, but not limited to conduct

relating to the inappropriate use of technology or online resources, may be reported to the Professional Licensure Standards Board (PLSB) and may form the basis for disciplinary action up to and including termination.

Staff members are discouraged from creating personal social media accounts to which they invite students to be friends or followers. Employees taking such action do so at their own risk and are advised to monitor the site's privacy settings regularly.

District employees may set up blogs and other professional/education social media accounts using District resources and following District guidelines to promote communications with students, parents, and the community concerning school-related activities and for the purpose of supplementing classroom instruction. Accessing professional/education social media during school hours is permitted.

Staff are reminded that the same relationship, exchange, interaction, information, or behavior that would be unacceptable in a non-technological medium, is unacceptable when done through the use of technology. In fact, due to the vastly increased potential audience digital dissemination presents, extra caution must be exercised by staff to ensure they don't cross the line of acceptability. A good rule of thumb for staff to use is, "if you wouldn't say it in class, don't say it online."

Whether permitted or not specifically forbidden by policy, or when expressed in an adult-to-adult, face-to-face context, what in other mediums of expression could remain private opinions, including "likes" or comments that endorse or support the message or speech of another person, when expressed by staff on a social media website, have the potential to be disseminated far beyond the speaker's desire or intention. This could undermine the public's perception of the individual's fitness to educate students, thus undermining the teacher's effectiveness. In this way, the expression and publication of such opinions could potentially lead to disciplinary action being taken against the staff member, up to and including termination or nonrenewal of the contract of employment.

Accessing social media websites for personal use during school hours is prohibited, except during breaks or preparation periods. Staff are discouraged from accessing social media websites on personal equipment during their breaks and/or preparation periods because, while this is not prohibited, it may give the public the appearance that such access is occurring during instructional time. Except when expressly authorized by the employee's job duties, staff shall not access social media websites using district equipment at any time, including during breaks or preparation periods, except in an emergency situation or with the express prior permission of school administration. Except when expressly authorized by the District employee's job duties and when District procedures have been followed, all school district employees who participate in social media websites shall not post any school district data, documents, photographs taken at school or of students, logos, or other district owned or created information on any website.

Further, the posting of any private or confidential school district material, on such websites is strictly prohibited. The posting of prohibited material or posting without following proper procedures may result in disciplinary action against the District employee, up to and including termination or non-renewal.

Specifically, the following forms of technology based interactivity or connectivity are expressly permitted or forbidden:

#### Privacy of Employee's Social Media Accounts

In compliance with A.C.A. § 11-2-124, the District shall not require, request, suggest, or cause a current or prospective employee to:

1. Disclose the username and/or password to his/her personal social media account;
2. Add an employee, supervisor, or administrator to the list of contacts associated with his/her personal social media account;
3. Change the privacy settings associated with his/her personal social media account; or
4. Retaliate against the employee for refusing to disclose the username and/or password to his/her personal social media account.

The District may require an employee to disclose his or her username and/or password to a personal social media account if the employee's personal social media account activity is reasonable believed to be relevant to the investigation of an allegation of an employee violating district policy; local laws; state laws and rules; or federal laws and regulations. If such an investigation occurs, and the employee refuses, upon request, to supply the username and/or password required to make an investigation, disciplinary action may be taken against the employee, which could include termination or nonrenewal of the employee's contract of employment with the District.

Notwithstanding any other provision in this policy, the District reserves the right to view any information about a current or prospective employee that is publicly available on the Internet.

In the event that the district inadvertently obtains access to information that would enable the district to have access to an employee's personal social media account, the district will not use this information to gain access to the employee's social media account. However, disciplinary action may be taken against an employee in accord with other District policy for using district equipment or network capability to access such an account. Employees have no expectation of privacy in their use of District issued computers, other electronic device, or use of the District's network. (See policy 3.28—LICENSED PERSONNEL COMPUTER USE POLICY)

Cross reference: Policy 3.28—LICENSED PERSONNEL COMPUTER USE POLICY

Legal Reference: A.C.A. § 11-2-124  
DESE Rules Governing The Code Of Ethics For Arkansas Educators

Date Adopted: 06-24-2013

Last Revised: 06-10-2019

Last Revised: 07-12-2021

### **LICENSED PERSONNEL VACATIONS**

The Fouke School District will provide all 12 month employees who have completed at least 12 months of employment with 10 days paid vacation each year. A new 12 month employee will have no vacation time until the second contract year. Employees who have completed 10 continuous years of employment as a 12 month employee will be provided with a 15 day paid vacation each year.

The vacation of an employee who does not complete his or her contract term due to termination, resignation or retirement will be calculated on a pro-rata basis based on the whole months of employment that the employee did complete by being actively at work or on paid leave. If more vacation was taken than was earned on a pro-rata basis, then appropriate deductions will be made from the last paycheck.

Instructional employees may not generally take vacation during instructional time. All vacation time must be approved, in advance to the extent practicable, by the superintendent. If vacation is requested, but not approved, and the employee is absent from work in spite of the vacation denial, disciplinary action will be taken against the employee, which may include termination or nonrenewal.

Unused vacation days will not cumulate from year to year, with the exception of a career maximum of five days of vacation, which can be reserved for retirement. Except for the unused carryover days reserved for retirement, any positive unused vacation balance in excess of the maximum five retirement reserve days at the end of the fiscal year for a continuing employee or upon resignation or termination of the contract or upon retirement as defined by Arkansas Teacher Retirement system, will be converted into sick leave days and added to the sick leave balance, subject to district policy concerning the maximum number of sick leave days that may be accumulated.

Employees who retire, as retirement is defined by Arkansas Teacher Retirement and who consequently permanently leave the employment of the Fouke School District due to retirement may take their accumulated vacation retirement reserves prior to their last day of employment, subject to the approval of the superintendent, or may cash out the retirement reserve at their current daily rate of pay.

Date Adopted: 08-08-1983

Last Revised: 01-11-1993

Last Revised: 07-25-2006

Last Revised: 07-14-2008

Last Revised 05-13-2013



**DEPOSITING COLLECTED FUNDS**

From time to time, staff members may collect funds in the course of their employment. It is the responsibility of any staff member to deposit such funds they have collected daily into the appropriate accounts for which they have been collected. The Superintendent or his/her designee shall be responsible for determining the need for receipts for funds collected and other record keeping requirements and of notifying staff of the requirements.

Staff that use any funds collected in the course of their employment for personal purposes, or who deposit such funds in a personal account, may be subject to discipline up to and including termination.

Date Adopted: 06-11-2012

Last Revised:

## LICENSED PERSONNEL WEAPONS ON CAMPUS

### Firearms

Except as permitted by this policy, no employee of this school district, including those who may possess a “concealed carry permit,” shall possess a firearm on any District school campus or in or upon any school bus or at a District designated bus stop.

Employees who meet one or more of the following conditions are permitted to bring a firearm onto school property.

- He/she is participating in a school-approved educational course or program involving the use of firearms such as ROTC programs, hunting safety or military education, or before or after-school hunting or rifle clubs;
- The firearms are securely stored and located in an employee’s on-campus personal residence and/or immediately adjacent parking area;
- He/she is a registered, commissioned security guard acting in the course and scope of his/her duties;
- He/she is a certified law enforcement officer, either on or off duty;
- He/she has a valid conceal carry license and leaves his/her handgun in his/her locked vehicle in the district parking lot.

Possession of a firearm by a school district employee who does not fall under any of the above categories anywhere on school property, including parking areas and in or upon a school bus, will result in disciplinary action being taken against the employee, which may include termination or nonrenewal of the employee.

### Other Weapons

An employee may possess a pocket knife which for the purpose of this policy is defined as a knife which can be folded into a case and which has a utility blade or blades of three (3) inches or less each. An employee may carry, for the purpose of self-defense, a small container of tear gas or mace which for the purpose of this policy is defined as having a capacity of 150cc or less. Employees are expected to safeguard such items in such a way as to ensure they are not possessed by students. Such items are not to be used against students, parents or other school district employees. Possession of weapons, knives or self-defense items that do not comply with the limits contained herein, the failure of an employee to safeguard such items, or the use of such items against students, parents or other school district employees may result in disciplinary action being taken against the employee, which may include termination or nonrenewal of the employee.

Employees who are participating in a Civil War reenactment may bring a Civil War era weapon onto campus with prior permission of the building principal. If the weapon is a firearm, the firearm must be unloaded.

Legal References: A.C.A. § 5-73-119

A.C.A. § 5-73-120  
A.C.A. § 5-73-124(a)(2)  
A.C.A. § 5-73-301  
A.C.A. § 5-73-306  
A.C.A. § 6-5-502

Date Adopted: 05-13-2013  
Last Revised: 07-14-2014  
Last Revised: 05-11-2015  
Last Revised: 06-10-2019

### **TEACHERS' REMOVAL OF STUDENT FROM CLASSROOM**

Note and advisement: This policy is adopted by the Board of Directors in order to bring the District into compliance with the Division of Elementary and Secondary Education rules concerning student discipline, and to incorporate the provisions of A.C.A. § 6-18-511. However, teachers should be aware that federal law governing a student's Individual Education Program (IEP) or 504 plan, or status as an individual with a disability will supersede Arkansas law. In many cases, removing a student from a classroom due to behavioral problems, will violate a student's IEP, violate a student's 504 plan, or constitute discrimination against the student due to a disability that affects the student's ability to conform his or her behavior. Teachers have been successfully sued for IEP and 504 plan violations in other jurisdictions, and teachers need to understand that violating a student's rights is outside of the scope of his or her employment, and no insurance is available or provided by the school district for either legal defense or to pay a money judgment. Teachers who rely on this law and this policy to exclude a student with special needs or a disability are assuming a grave personal risk.

A teacher may remove a student from class whose behavior the teacher has documented to be repeatedly interfering with the teacher's ability to teach the students in the class or whose behavior is so unruly, disruptive or abusive that it interferes with the ability of the student's other classmates to learn. Students who have been removed from their classroom by a teacher shall be sent to the principal's or principal's designee's office for appropriate discipline.

The teacher's principal or the principal's designee may:

1. Place the student into another appropriate classroom;
2. Place the student into in-school suspension;
3. Return the student to the class; or
4. Take other appropriate action consistent with the District's student discipline policies and state and federal law.

If a teacher removes a student from class two (2) times during any nine-week grading period, the principal or the principal's designee may not return the student to the teacher's class unless a conference has been held for the purpose of determining the cause of the problem and possible solutions. The conference is to be held with the following individuals present:

1. The principal or the principal's designee;
2. The teacher;
3. The school counselor;
4. The parents, legal guardians, persons having lawful control of the student, or persons standing in loco parentis; and
5. The student, if appropriate.

However, the failure of the parents, legal guardians, persons having lawful control of the student, or persons standing in loco parentis to attend the conference does not prevent any action from being taken as a result of the conference.

Legal References:     A.C.A. § 6-18-511  
                             Division of Elementary and Secondary Education Rules Governing  
                             Student Discipline and School Safety

Date Adopted: 05-13-2013  
Last Revised: 05-11-2015  
Last Revised: 06-10-2019  
Last Revised: 07-21-2021

## **ADMINISTRATOR EVALUATOR CERTIFICATION**

### **Continuing Administrators**

The Superintendent or designee shall determine and notify in writing by August 31 of each year. Those currently employed administrators who will be responsible for conducting Teacher Excellence Support System (hereinafter TESS) summative evaluations who are not currently qualified to fulfill that role. All currently employed administrators so notified shall have until December 31 of the contract year to successfully complete all training and certification requirements for evaluators as set forth by the Arkansas Department of Education (ADE). It shall constitute just and reasonable cause for nonrenewal of the contract of employment for any administrator who is required to obtain and maintain TESS evaluator certification, as a term and condition of employment, to fail to do so by December 31 of any contract year. No administrator may conduct a summative evaluation unless they have successfully completed all training and certification requirements for evaluators required by the ADE.

### **Newly Hired or Promoted Administrators**

All newly hired or newly promoted administrators, as a term and condition of their acceptance of their contract of employment for their administrative position, are required to obtain and maintain evaluator certification for TESS on or before December 31 of the initial administrative contract year, unless they are explicitly excused from such a contractual requirement by board action at the time of the hire or promotion. It shall constitute just and reasonable cause for nonrenewal of the contract of employment for any newly hired or newly promoted administrator who is required to obtain and maintain TESS evaluator certification, as a term and condition of employment, to fail to do so by December 31 of any contract year. No administrator may conduct a summative evaluation unless they have successfully completed all training and certification requirements for evaluators required by the ADE.

Legal Reference: A.C.A. § 6-15-202(f)(50)

Date Adopted: 06-24-2013

Last Revised: 07-14-2014

### **LICENSED SCHOOL BUS DRIVER'S USE OF MOBILE COMMUNICATION DEVICES**

“School Bus” is a motorized vehicle that meets the following requirements:

1. Is privately owned and operated for compensation, or which is owned, leased or otherwise operated by, or for the benefit of the District; and
2. Is operated for the transportation of students from home to school, from school to home, or to and from school events.

Any driver of a school bus shall not operate the school bus while using a device to browse the internet, make or receive phone calls or compose or read emails or text messages. A school bus driver may use a two-way radio communications device or any device used in a similar manner as a two-way radio communications device to communicate with the District's central dispatch or transportation center. In addition, if the school bus is safely off the road with the parking brake engaged, exceptions are allowed to call for assistance due to a mechanical problem with the bus, or to communicate with any of the following during an emergency:

- An emergency system response operator or 911 public safety communications dispatcher;
- A hospital or emergency room;
- A physician's office or health clinic;
- An ambulance or fire department rescue service;
- A fire department, fire protection district, or volunteer fire department; or
- A police department.

In addition to statutorily permitted fines, violations of this policy shall be grounds for disciplinary action up to and including termination.

Legal Reference: A.C.A. § 6-19--120

Date Adopted: 07-14-2014

Last Revised: 06-10-2019

## **WRITTEN CODE OF CONDUCT FOR EMPLOYEES INVOLVED IN PROCUREMENT WITH FEDERAL FUNDS**

For purposes of this policy, “Family member” includes:

- An individual's spouse;
- Children of the individual or children of the individual's spouse;
- The spouse of a child of the individual or the spouse of a child of the individual's spouse;
- Parents of the individual or parents of the individual's spouse;
- Brothers and sisters of the individual or brothers and sisters of the individual's spouse;
- Anyone living or residing in the same residence or household with the individual or in the same residence or household with the individual's spouse; or
- Anyone acting or serving as an agent of the individual or as an agent of the individual's spouse.

No District employee, administrator, official, or agent shall participate in the selection, award, or administration of a contract supported by Federal Funds, including the District Child Nutrition Program funds if a conflict of interest exists, whether the conflict is real or apparent. Conflicts of interest arise when one or more of the following has a financial or other interest in the entity selected for the contract:

1. The employee, administrator, official, or agent;
2. Any family member of the District employee, administrator, official, or agent;
3. The employee, administrator, official, or agent's partner; or
4. An organization that currently employs or is about to employ one of the above.

Employees, administrators, officials, or agents shall not solicit or accept gratuities, favors, or anything of monetary value from contractors, potential contractors, or parties to sub-agreements including, but not limited to:

- a) Entertainment;
- b) Hotel rooms;
- c) Transportation;
- d) Gifts;
- e) Meals; or
- f) Items of nominal value (e.g. calendar or coffee mug).

Violations of the Code of Conduct shall result in discipline, up to and including termination. The District reserves the right to pursue legal action for violations.

All District personnel involved in purchases with Federal funds, including child nutrition personnel, shall receive training on the Code of Conduct. Training should include guidance about how to respond when a gratuity, favor, or item with monetary value is offered.

Legal References: A.C.A. § 6-24-101 et seq.



Division of Elementary and Secondary Education Rules Governing the  
Ethical Guidelines And Prohibitions For Educational Administrators,  
Employees, Board Members And Other Parties

Commissioner's Memo FIN 09-036

Commissioner's Memo FIN-10-048

Commissioner's Memo FIN 15-074

2 C.F.R. § 200.318

7 C.F.R. § 3016.36

7 C.F.R. § 3019.42

Date Adopted: 05-11-2015

Last Revised: 06-20-2016

### **TEACHING DURING PLANNING PERIOD AND/OR OF MORE THAN THE MAXIMUM NUMBER OF STUDENTS PER DAY**

A fifth (5<sup>th</sup>) through twelfth (12<sup>th</sup>) grade teacher may enter into an agreement with the District to teach:

1. An additional class in place of a planning period; and/or
2. More than one hundred fifty (150) students per day.

A teacher who agrees to teach more than the maximum number of students per day is still bound by the maximum number of students per class period in the Standards for Accreditation and the Division of Elementary and Secondary Education (DESE) Rules Governing Class Size and Teaching Load. A fifth (5<sup>th</sup>) through twelfth (12<sup>th</sup>) grade teacher may not teach more than the maximum number of students per day as set in the Standards and the DESE rules for teachers of fifth (5<sup>th</sup>) through twelfth (12<sup>th</sup>) grade without receiving additional compensation unless the course being taught is one that meets the definition of a course that lends itself to a large group instruction.

A fifth (5<sup>th</sup>) through twelfth (12<sup>th</sup>) grade teacher who enters into an agreement with the District shall receive compensation based on the teacher's:

- a. Hourly rate of pay for the loss of a planning period; and/or
- b. Basic contract that is pro-rated for every additional student they teach over the maximum number of students permitted per day.

A teacher who wishes to enter into an agreement for numbers 1, 2, or both above must sign an agreement with the District prior to the teacher giving up his/her planning period or teaching more than the maximum number of students per day. A teacher shall not be eligible to receive compensation until after the agreement has been signed. The maximum length of the signed agreement between the teacher and the District shall be for the semester the agreement is signed.

Neither the District nor the teacher are obligated to:

- Enter into an agreement;
- Renew an agreement; or
- Continue an agreement past the semester in which the agreement is signed.

The provisions of the Teacher Fair Dismissal Act, A.C.A. § 6-17-1501 et seq., do not apply to an agreement between a teacher and the District entered into under this policy.

Legal References:       A.C.A. § 6-17-812  
                                   DESE Rules Governing Class Size and Teacher Load

Date Adopted: 05-11-2015  
 Last Revised: 06-20-2016  
 Last Revised: 07-10-2017  
 Last Revised: 06-04-2018  
 Last Revised: 06-10-2019  
 Last Revised: 07-13-2020

## TEACHING INSTEAD OF PREPARATORY PERIOD AND/OR EXTRA DAILY STUDENTS CONTRACT ADDENDUM

The Fouke School District and \_\_\_\_\_ (Teacher) enter into the following contract addendum:

1. Teacher has agreed to teach a class on \_\_\_\_\_ instead of a preparatory period from \_\_\_\_\_ through \_\_\_\_\_
2. District agrees to pay Teacher for the loss of Teacher's preparatory period in the amount of \_\_\_\_\_;
3. District agrees to pay Teacher for those students who enroll and attend Teacher's class that are in excess of the Standard's maximum daily number of students at the per student per day amount of \_\_\_\_\_;
4. District agrees to pay teacher \_\_\_\_\_.
5. This addendum between District and Teacher is in addition to and separate from any other contract between District and Teacher;
6. Teacher understands that this agreement is not covered by the Teacher Fair Dismissal Act of 1983 (A.C.A. § 6-17-1501 et seq.); and
7. District and Teacher agree that this contract shall be effective for the current semester and that future semesters shall require District and Teacher to enter into a new contract.

Teacher's Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Superintendent's Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Board President's Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Legal References:    A.C.A. § 6-17-114  
                               A.C.A. § 6-17-812  
                               DESE Rules Governing Class Size and Teaching Load

Date Adopted: 06-20-2016

Last Revised: 06-04-2018

## LICENSED PERSONNEL USE OF PERSONAL PROTECTIVE EQUIPMENT

Employees whose job duties require the use or wearing of Personal Protective Equipment (PPE) shall use or wear the prescribed PPE at all times while performing job duties that expose employees to potential injury or illness. Examples of PPE include, but are not limited to:

- Head and face protection:
  - Hard hat;
  - Bump cap;
  - Welding helmet;
  - Safety goggles;
  - Safety glasses;
  - Face shield;
- Respiratory protection:
  - Dust/mist mask;
  - Half-face canister respirators;
- Hearing protection:
  - Ear plugs;
  - Ear muffs;
- Hand protection, which is based on hazard exposure(s) and type(s) of protection needed:
  - Leather;
  - Latex;
  - Rubber;
  - Nitrile;
  - Kevlar;
  - Cotton;
- Body protection:
  - Welding apron;
  - Welding jackets;
  - Coveralls/Tyvek suits;
- Foot Protection:
  - Metatarsal protection;
  - Steel toed boots/shoes;
  - Slip resistant shoes;
- Fall Protection:
  - Belts, harnesses, lanyards;
  - Skylight protection;
  - Safe ladders;
  - Scissor lifts.

Employees operating a school-owned vehicle that is equipped with seat belts for the operator shall be secured by the seat belt at all times the employee is operating the vehicle. If the vehicle is equipped with seat belts for passengers, the employee operating the vehicle shall not put the vehicle into motion until all passengers are secured by a seat belt. Employees traveling in, but not operating, a school owned vehicle that is equipped with seat belts for passengers shall be secured by a seat belt at all times the vehicle is in motion.

Employees who fail to use or wear the prescribed PPE required by their job duties put themselves and co-workers at risk of sustaining personal injuries. Employees who are found to be performing job duties without using or wearing the necessary PPE required by the employee's job duties may be disciplined, up to and including termination.

A supervisor may be disciplined, up to and including termination, if the supervisor:

1. Fails to ensure the employee has the prescribed PPE before the employee assumes job duties requiring such equipment;
2. Fails to provide an employee replacement PPE when necessary in order for the employee to continue to perform the job duties that require the PPE; or
3. Instructs the employee to perform the employee's job duties without the prescribed PPE required by those job duties.

An employee shall **not** be disciplined for refusing to perform job duties that require the employee to use/wear PPE if:

- a. The employee has not been provided the prescribed PPE; or
- b. The PPE provided to the employee is damaged or worn to the extent that the PPE would not provide adequate protection to the employee.

An employee's immediate Supervisor is responsible for providing the employee training on the proper use, care, and maintenance of any and all PPE that the employee may be required to use.

Date Adopted: 06-04-2018

Last Revised:

## GENERAL SECTION

The Board of Education is required by law to establish personnel policies within the School District. Said policies shall be filed, along with an affidavit signed by the President of the Board attesting compliance with state law requiring personnel policies with the Chairman of the State Board of Education.

All personnel policies adopted by the Board shall be given to each teacher or administrator employed for the first time by the School District. The Board shall also give any amendments to the personnel policies to all personnel within thirty (30) days of approval.

The personnel policies of each school in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent.

The Board shall provide for a Committee on Personnel Policies, as composed by law to annually review the personnel policies of the board to determine if additional policies or amendments to existing policies are needed. The Committee may propose new policies or amendments to existing policies.

The Board shall consider and adopt, reject, amend, or refer back to the Committee for further study and revisions any proposed policies or amendments that are submitted to the Board for consideration.

Ref: Ark. Stat. Ann. 80-1260, Ark. Act 840 of 1979, Act 224 or 1983

Update: June, 1983-Fouke School Board

Adopted: 07-23-1984

## **PERSONNEL POLICY REVIEW COMMITTEE**

The Fouke School District agrees to comply with the provision of Act 400 of 1975 in annual review of its personnel policies.

**(1) PERSONS ELIGIBLE TO SERVE AS MEMBERS OF PERSONNEL REVIEW COMMITTEE:**

Those persons eligible to serve as members of PPRC are licensed non-administrative personnel.

**(2) METHOD OF SELECTION OF COMMITTEE MEMBERS:**

The non-administrative members of the committee will be selected by an election to be conducted by the existing chairperson and the Fouke Teachers Association. All licensed non-administrative staff eligible to vote in the elections, and their names will be placed on the ballot.

**(3) COMMITTEE MAKE UP:**

There will be two members from each teaching level (high school, middle school, and elementary) and a chairperson. Each area (K-4, 5-8, 9-12) will have a separate ballot listing only their personnel. The superintendent can be asked by the chairperson to meet with the committee as necessary.

**(4) CHAIRPERSON:**

The existing committee will elect from the group, a chairperson who will serve two years. The chairperson will be responsible for the agenda, conducting the meeting, and the minutes according to the provision herein.

**(5) ELECTION, APPOINTMENT, AND FIRST MEETING:**

The election process will take place during the month of September of each year. The initial meeting will be held during the months of October to February of each year and at such other times as the group determines.

**(6) PROPOSED CHANGE IN PERSONNEL POLICIES:**

All proposed changes in personnel policies will be presented in writing to the chairperson. A survey will be used to prioritize the items. The committee recommendation will be submitted to the employees for approval and then will be presented to the Board. These ground rules will be followed:

1. The policy review will be conducted informally, and any employee may suggest a policy for consideration.

2. Any items can be tabled, more information gained, and be on the agenda for the next meeting.
3. Every policy (new and/or revised) will be presented to the employees on a ballot and a vote taken with the majority ruling. Ties will be decided by a majority vote of the existing PPRC.
4. All policy recommendations will be made to the Board of Education by the committee chairperson.

Adopted: 05-13-1996

Revised: 04-14-1997

Revised: 04-16-2001



## PERSONNEL RECORDS

**The Board of Education shall require complete and current personnel records on all employees.**

All information contained in any employee's records shall be considered confidential and shall not be transmitted to other persons or agencies without approval by said employee, or as subpoenaed by legal authorities.

It shall be the responsibility of each employee to insure that his school personnel file is complete and current in compliance with established Board procedures. The personnel file of each employee shall be available for inspection and copying at the employee's expense during normal office hours. The employee may submit for inclusion in the file written information in response to any of the information contained in the file. The files will be housed in the Superintendent's office.

Ref: AR. Stat. Ann. SS12-2803, 12-2804, 80-225, 80-509; Act 755 of 1979

Adopted: 06-09-1986

**PROFESSIONAL PERSONNEL RECRUITMENT**

The Board recognized the Superintendent of Schools as the chief executive officer of the Board, and places upon him the responsibility of recommending the appointment of personnel. Although the Superintendent may assign to others certain duties respecting the appraisal of the qualifications of candidates, the final decision concerning the recommendation of candidates shall be the responsibility of the Superintendent. All recruitment and hiring practices shall adhere strictly to applicable equal employment opportunity policies and regulations.

Ref: Ark. Stat. Ann. S80-509

Adopted: 07-23-1984

## EMPLOYMENT CRITERIA

### I. Objective Consideration

#### A. Instructional Personnel

1. Type of certificate
2. Number of years experience
  - a. In the teaching profession
  - b. In the grade, subject or position which he/she currently teaches or occupies, or for which he/she is applying
  - c. In the system
3. Degree or degree held (transcript required)
4. Endorsement in subject area
5. Number of hours beyond degree
6. Number of hours of voluntary participation in in-service training, workshops, seminars, staff development, etc.
7. Quality of experience-teaching skills
8. Related occupational experience

#### B. Administrative Personnel

In addition to the criteria listed in above, the following criteria shall apply to selection of administrative personnel.

1. Number of years of administrative experience
  - a. In this District
  - b. In any other District
2. Classification of school in which experience was attained.

### III. Subjective Considerations

- a. Past Performance
- b. Ability
- c. Leadership
- d. Personality

The Board of Education shall establish procedures by which subjective criteria will be implemented.

Approved: 07-23-1984

## **SEXUAL HARASSMENT OF STUDENTS**

Employees of Fouke School District shall not engage in conduct constituting sexual harassment of students. The District shall investigate all allegations of harassment and shall take appropriate disciplinary action against employees found to have engaged in such harassment.

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, or other sexual conduct, either verbal or physical, or any conduct or other offensive unequal treatment of a student or group of students that would not occur but for the sex of the student or students, when:

1. The advances, requests, or conduct have the effect of creating an intimidating, hostile, or otherwise offensive school environment; or
2. Submission to such advances, requests, or conduct is explicitly or implicitly a term or condition of attendance or membership in any function of school; or
3. Submission to or rejection of such advances, requests, or conduct is used as a basis for grades or other school recognition.

A student who believes he/she has been or is being subjected to a form of sexual harassment shall present the matter in writing to the principal unless that person is the subject of the complaint, in which case the next person in the chain of command shall be contacted.

Disciplinary action taken following this policy shall not preclude prosecution through State or Federal laws.

Students who file a complaint of sexual harassment will not be subject to retaliation or reprisal in any form.

Individuals who withhold information, purposely provide inaccurate facts, or otherwise hinder an investigation of sexual harassment shall be subject to disciplinary action up to and including termination.

Approved: 6-14-1993

Revised: 07-05-2004

## **VOLUNTARY TRANSFERS**

The Fouke School Board is committed to the practice of employing the best faculty possible. For staff morale and encouragement of professional development it is desirable to establish a method to allow teachers an opportunity to move from one assignment to another when a vacancy occurs. According to the guidelines listed in Policy 4120 Employment Criteria, time of service in the district shall be one of the factors used for selection purposes for any vacancy. Currently employed individuals will be given priority consideration over external applicants, provided the basic qualifications can be met.

A vacancy may be defined as a position that is presently unfilled, a position which is currently filled but which will be open in the future, or a new position that is currently not in existence. Within ten (10) working days of knowledge of an opening the superintendent shall post a notice of any vacancy on the bulletin board of each teachers' lounge. Those who desire to apply for these positions must submit a written application to the superintendent with ten (10) days after the vacancy is posted.

During the normal summer months the following procedures shall be used:

1. Employees with specific interests in transfer will file their requests no later than the last regular week of school.
2. Should a vacancy occur, all employees who have expressed an interest in a vacancy shall be notified by mail.
3. Employees so notified shall have the responsibility of contacting the superintendent indicating their interest within five (5) days of notification.

All transfer requests must be renewed annually.

All applicants for a position will be notified within five (5) days after a decision has been reached.

All transfers shall require Board approval.

Adopted: 03-09-1992

Revised: 07-05-2004

## **SUBSTITUTE EMPLOYEES**

Any Fouke School District employee who will be absent from work shall be responsible for notifying his/her immediate supervisor. The supervisor shall be responsible for contacting the substitute for the position.

Selection of substitutes for all personnel (licensed and classified) shall be made from a list of applicants with preference given using the following criteria:

- 1) Highly qualified for the position
- 2) Residents of the district
- 3) Participation in district's training/orientation for substituting

All substitute employees will be paid at least the minimum of the current minimum wage per hour and will be reviewed annually. Current rates of pay will be attached to the district's salary schedule.

Substitutes who are considered long term (minimum of 20 days) will be paid the daily rate of a beginning teacher's salary.

Approved: 07-10-1995  
Revised: 09-18-1995  
Revised: 09-09-2002  
Revised: 09-11-2008  
Revised: 2-11-2011

**LICENSED PERSONNEL BUS DRIVER END of ROUTE REVIEW**

Each bus driver shall walk inside the bus from the front to the back to make sure that all students have gotten off the bus after each trip. If a child is discovered through the bus walk, the driver will immediately notify the central office and make arrangements for transporting the child appropriately. If children are left on the bus after the bus walk through has been completed and the driver has left the bus for that trip, the driver shall be subject to discipline up to and including termination of the employee's classified contract.

Date Adopted: 07-14-2014

Last Revised:

## COMPENSATION GUIDES AND CONTRACTS

The Board of Education shall enter into contracts of employment with teachers and other personnel. The salary of personnel shall be in accordance with the Board's salary schedule as determined by certification, experience, and/or any other criteria approved by the Board in keeping with the laws of the state.

All related experience of a licensed employee, as a contracted employee of a public school, will be counted as years of experience for purposes of determining the salary of that person employed in a licensed position in the Fouke School District.

The contract shall fix the term of employment and compensation to be received. Any change in employment status, term of employment or compensation paid shall require the execution of a new contract, or that a legal addendum be attached.

Ref: AR Stat. Ann. SS80-1236, 80-13404, 80-13606: Act 3 of First Extraordinary Session, 1981.

Adopted: 07-23-1984

Revised: 10-11-1999



### SUMMER SCHOOL AND INTER-SESSION PAY FOR TEACHERS

The Fouke School District will employ teachers for a specified number of hours for the summer school and inter-session programs. Teachers will be paid an hourly rate for student contact hours based on the teacher salary schedule then in effect for a 190-day teacher with a Master's degree and fifteen years of experience divided by 1,480 hours per year. A teacher who travels to another district campus will be given an additional \$5 per hour. This rate of pay may be adjusted if required under the terms and funding provided by any federal and/or state grants pertaining to summer school and inter-session.

The hiring practices for summer school teachers will comply with standard policies and practices used in hiring other district employees and will be based upon what is best for the student population, the district, and the school. The selection of teachers will be made using the following numerical criteria:

Criteria	Maximum points
<b>Years in district:</b> 1-5 years: 1 point; 6-10 years: 2 points; 10 plus years: 3 points	3
<b>Evident/Present Performance</b> Career Teacher Track: 5 points; Beginning Teacher Track: 4 points	5
<b>Certification Areas</b> Area of need: 5 points; Not area of need: 4 points	5
<b>Previous Experience(s)</b> <b>1. Content:</b> 1-5 years: 1 point; 6 plus years: 2 points <b>2. Grade Level</b> 1-5 years: 1 point; 6 plus years: 2 points	4

Should more teachers qualify using this criterion than there are positions, the positions will be filled using seniority. Three preference points will be added to each teacher's score who did not receive a position for the next position opening.

Teaching summer school will be considered "extra duty" and as such will be compensated based entirely on the number of hours actually worked. Summer school teachers will be informed of the number of hours authorized and compensation will not be paid for any work in excess of the authorized number of hours. In the event a summer school or inter-session teacher required a substitute, the substitute will be selected by the program administrator and shall receive the highest rate of salary for which they qualify.

Summer school teachers will not be eligible for any paid leave time associated with summer school and will not accrue any benefits based on their summer school duties.

Date Adopted: 05-09-05

## PAY FOR TUTORING PROGRAMS

Teachers will be paid an hourly rate for student contact hours for all Fouke School District sponsored after-school tutoring programs, based on the teacher salary in effect for a 190 day teacher with a Master's degree and fifteen years of experience divided by 1,480 hours per year. A teacher who travels to another district campus to tutor will be given an additional \$5 per hour.

The selection of teachers will be made using the following numerical criteria:

Criteria	Maximum Points
<b>Years in district:</b> 1-5 years: 1 point; 6-10 years: 2 points; 10 plus years: 3 points	3
<b>Evident/Present Performance</b> Career Teacher Track: 5 points; Beginning Teacher Track: 4 points	5
<b>Certification Areas</b> Area of need: 5 points; Not are of need: 4 points	5
<b>Previous Experience(s)</b> <b>1. Content:</b> 1-5 years: 1 point; 6 plus years: 2 points <b>2. Grade Level</b> 1-5 years: 1 point; 6 plus years: 2 points	4

Should more teachers qualify using this criterion than there are positions, the positions will be filled using seniority. Three preference points will be added to each teacher's score who did not receive a position for the next position opening.

Date Adopted: 05-09-05

## TUITION REIMBURSEMENT

The Fouke School District may have available appropriations for financial reimbursement for advanced study for licensed staff members. Tuition reimbursement will be granted for qualified applicants as long as budgeted monies are available.

The Principal, Superintendent, and Personnel Policy Committee Chairperson will review application and decide who will receive the available funds.

When reviewing tuition reimbursement applications, priorities to be considered will include:

1. Advanced study to meet a specific need (with reasonable prior notification to existing staff) within the Fouke School District.
2. Certification in a critical area as defined by the Arkansas Department of Education and the Fouke School District (examples: special education, math, science, foreign language).
3. Advanced study.
4. Seniority of staff member.

Applications will include the following information:

1. Personal and professional data.
2. Statement of educational goals of the teacher.
3. Statement of the benefits of the study for the district.
4. A receipt from the educational institution for reimbursement (may include one three hour course and related expenses such as books and lab).
5. A copy of satisfactory grades (minimum C) in the course issued after completion of the course.
6. The applicant agrees to remain employed with the Fouke School District for a minimum of three years (3) following the completion of the course work.
7. The applicant agrees to repay the Fouke School District the total amount of reimbursement if he/she should leave the district before the end of three years or does not complete the course.

Applications may be submitted at any time, but will only receive the reimbursement in November and February.

Date Adopted: 05-09-05

Date Revised: 10-11-05

## APPLICATION FOR TUITION REIMBURSEMENT

Applicant's Name \_\_\_\_\_

Name of Educational Institution Attending \_\_\_\_\_

Name of Course \_\_\_\_\_

Amount of tuition and related expenses \_\_\_\_\_  
(attach receipts for which you would like to be reimbursed)

Brief statement of how this course will benefit you, the school district, and the students:

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Working toward a Master's degree	yes	no
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Working toward hours above a Master's degree	yes	no
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Working toward certification in another subject area or grade level	yes	no
If yes, what area _____		

I understand I will teach for the Fouke School District for three (3) years, or I will repay the money.

\_\_\_\_\_  
Applicant's Signature

**LICENSED PERSONNEL NATIONAL BOARD CERTIFICATIN STIPEND**

Any teacher employed by the Fouke School District who has passed the National Board for Professional Teaching Standards (NBPTS) and is a national board licensed teacher will receive an annual stipend of \$3500 from the local district for the life of the certificate. After the certification is documented in the superintendent's office, the teacher will receive the stipend by the next pay period. This is in addition to the yearly amount paid by the state to encourage teachers to participate and become board licensed.

Date Adopted: 05-09-05

**RECOMMENDED APPLICANTS TO MEET BOARD**

Applicants who are recommended for employment shall meet the board if at all possible before they begin work.

Adopted: 02-13-1984

**TEACHER HANDBOOK/STUDENT HANDBOOK**

The School Board of Directors will have approved operational procedures, rules and regulations developed within each school campus by the principals and their committees by which teachers (and other employees where applicable) will carry out their duties.

These handbooks are called: Teacher Handbook and Student Handbook. Each should be read thoroughly before agreeing to work in Fouke Schools. All teachers will be required to teach the Student Handbook to a class and a test will be given to the class to assess their learning.

Adopted: 07-23-1984

### **STAFF RIGHTS AND RESPONSIBILITIES**

The Board of Education recognizes that each employee has the same civil and constitutional rights as any other citizen. Such rights shall be respected at all times but within the educational process. No other rights and responsibilities shall be accorded staff members unless specifically incorporated into the contracts of employment entered into between the Board of Education and the employees.

Ref: US Const. Amend. I: US Const. Amend. XIV, sl: Curtis Publishing Company vs. Butts Associated Press v Walker, 8755 S.C., 1975 (2967): Time, Inc. v. Hill, 875 S. Ct. 534, (1967): Pickering vs. Board of Education, 391 U.S. 563, (1968) S. Ct. 693

Adopted: 07-23-1984



**PROBATIONARY TEACHER**

Probationary teacher is one who has not completed three (3) years of employment in an Arkansas School District. A teacher employed in a school district in this state for three (3) years shall serve one additional year of probationary status upon employment by the Fouke School District.

Ref: Act 936 of 1983

Adopted: 04-11-1983

## SEPARATION

The Board of Education may non-renew a contract of or terminate a teacher during the contract period for any cause which is not arbitrary, capricious, nor discriminatory. Notice of recommendations for non-renewal or termination and procedures for carrying out such recommendations shall be in accordance with state law.

If a teacher quits, refuses to teach, or otherwise breaks or violates the terms of his/her employment contract and enters into a contract with another school district, the Board may, at its discretion, petition the State Board of Education to revoke or suspend the certificate of the teacher for the remainder of the period of the broken contract.

Ref: AR. Stat. Ann. 80-1247: AR Act 936 of 983 (Appendix E)

Adopted: 04-11-1983

## **TERMINATION**

A teacher may be terminated during the term of any contract period for any cause which is not arbitrary, capricious, or discriminatory. The Superintendent shall notify the teacher of the termination recommendation. Such notice shall include a simple but complete statement of the grounds for the recommendation of termination, and shall be sent by registered or certified mail to the teacher at the teacher's residence address as reflected in the teacher's personnel file.

The hearing procedure shall be as stated in Section (9) of Act 936 of 1983

Ref: Act 936 of 1983

Adopted: 04-11-1983

**NON-RENEWAL**

Should the Superintendent determine that he/she will recommend non-renewal of a teacher, the Superintendent will send by certified or registered mail a statement of his recommendation of non-renewal to the teacher. The letter of recommendation of non-renewal must be mailed to the teacher by May 1 of the contract year. The notice of recommended non-renewal of a teacher shall include a simple but complete statement of the reasons for such recommendation.

The hearing procedures shall be as stated in Section (9) of Act 936 of 1983

Ref: Act 936 of 1983

Adopted: 04-11-1983

## **VIOLATIONS OF SCHOOL BOARD POLICY**

Violations of School Board Policy by employees of the Fouke School district may be dealt with by one of the procedures listed below. The selection of the particular procedure to be used will be determined by the seriousness of the violation and the previous infractions by the employee.

1. Verbal Reprimands – The supervisor will make the correction verbally and then record the incident in writing. The written record will be placed in the employee's personnel file. If no further problem occurs within ninety (90) days, the statement shall be expunged from the file.
2. Written Warning – the supervisor will record the incident in writing. A copy will be given to the employee, and a copy will be placed in the employees personnel file. Should no further problem occur within one (1) year, the warning shall be expunged from the file.
3. Written Reprimand – The Superintendent shall record the incident in writing. A copy will be given to the employee, and a copy will be placed in the employee's personnel file. A Written Reprimand shall become a permanent part of the employee's personnel file.
4. Suspension – Should the Superintendent have reason to believe that cause exists for suspension, he/she may follow the procedures found in the policy for suspension of an employee.
5. Dismissal – Should the Superintendent have reason to believe that cause exists for the dismissal of an employee, he/she shall follow the procedures found in the policy for dismissal.

Approved: 04-10-1989

### **SUSPENSION OF AN EMPLOYEE**

The Fouke School Board may suspend any person in its employment when the Superintendent has reason to believe that cause exists for such suspension and the interests of the School District so dictate.

The Superintendent has authority to temporarily suspend school personnel when, in his/her opinion, the circumstances necessitate immediate action. The salary of a suspended employee shall cease as of the date the Board sustains the suspension. If sufficient grounds for termination or suspension are not found, the teacher shall be reinstated without loss of compensation.

Charges shall be stated in writing and the employee so charged shall be given an opportunity to be fully and impartially heard by the Board upon request made in writing within thirty (30) days of notice of termination or suspension.

Notice of the charges against him/her and the opportunity for a hearing shall be served upon the employee by registered mail by the Superintendent. The hearing shall be held not less than five (5) days nor more than ten (10) days after receipt of the written request by the Board, unless mutually agreed upon by the Board and employee for some other date.

Personnel, who are subsequently dismissed as a result of a hearing for cancellation of an employment contract after having been suspended, shall not receive compensation for the period of such suspension.

Ref: AR Act 766 of 1979

Approved: 05-08-1989

**RELEASE FROM CONTRACT**

All requests for release from contract by licensed personnel shall be considered by the Board on an individual basis in accordance with applicable Arkansas laws. Requests for release submitted by July 1, may be granted contingent upon the availability of an adequate replacement. Requests for release submitted subsequent on July 1, shall not be considered unless there are extreme extenuating circumstances.

Date Adopted: 11-13-1989

## STAFF DEVELOPMENT ACTIVITY EVALUATION

Title of Activity \_\_\_\_\_

Presenter \_\_\_\_\_ Date \_\_\_\_\_

Circle your rating on the following items:

1. How would you rate the usefulness of the content of the Activity to your job responsibilities?

Very useful      5      4      3      2      1      Useless

2. Rate the effectiveness of the presenter.

Very effective      5      4      3      2      1      Ineffective

3. How motivated are you to adapt the ideas?

Will adapt      5      4      3      2      1      Doubtful

4. Rate the materials used in the presentation.

Excellent      5      4      3      2      1      Poor

5. Rate the facilities for the activity.

Excellent      5      4      3      2      1      Poor

6. How well did the activity contribute to the objectives of your Individual Improvement Plan?

Very Useful      5      4      3      2      1      Useless

7. Comments:

Adopted: 04-13-1987



**LICENSED PERSONNEL – PROFESSIONAL GROWTH PLAN**

Fouke School District policy requires each licensed employee to complete sixty (60) staff development credit per year. Staff Development can be acquired through college courses, workshops, or other activities and shall be included in the Professional Growth Plan (refer to Licensed Personnel Evaluation Policy 3.2). Setting professional goals shall be a collaborative effort between the building principal and the teacher.

Adopted: 4-13- 1987

Last Revised: 04-12-2004

**NEEDS ASSESSMENT**

Position: Teacher; Support Staff; Administrator; Board Member

Please list in priority order the staff development topics you would prefer for your improvement.

- 1.
- 2.
- 3.
- 4.
- 5.

Suggested topics:

1. Audiovisual Aids
2. Behavior Modification
3. Bulletin Boards and Aids
4. Career Education
5. Classroom Management
6. Community Resources
7. Computers in Education
8. Critical Thinking Skills
9. Developing Self Concept
10. Drug abuse Seminar
11. Emotionally Disturbed Students
12. Ethics
13. Expectations for Learning
14. Guidance Workshops
15. Health Services
16. Homework Techniques
17. Individual Differences
18. Individualized Teaching
19. Instructional Games
20. Materials
21. Inter-classroom Visitation
22. Legal Liabilities
23. Library Resources
24. Mainstreaming
25. Motivation Techniques
26. Newspapers in the Classroom
27. Parent-Teacher Relations
28. Peer Coaching
29. Program for Effective Teaching
30. Questioning Techniques
31. Reading in the Content Area

- 32. Retirement Planning
- 33. Seminar in Area
- 34. Speech Therapy Programs
- 35. Statistics for Teachers
- 36. Teach-Practice-Apply
- 37. Test Construction
- 38. Time on Task
- 39. Use of Test Results
- 40. Working with LD Students

Adopted: 04-13-1987

## LEAVE

The Fouke School Board of Education recognizes the need for employees to be protected from loss of salary during temporary absences from work caused by personnel illness or disability, illness, or bereavement in the immediate family, and/or other reasons of an emergency nature. The Fouke School District leave policies meet the employment standards of the Family and Medical Leave Act of 1993, Public Law 103-3.

The Board also recognizes that there are times when teachers must be absent to take care of personal items of business.

The Board further believes that in order to offer a continuously improved curriculum and program of activities, teachers will need to be absent from school from time to time to participate in professional meetings, workshops, and/or seminars.

Leave may be defined as:

1.  $\frac{1}{2}$  day = 2 hours or more missed in one day
2. 1 day = 4 hours or more missed in one day

Adopted: 07-23-1984

Revised: 04-08-2002

**COMP-TIME LICENSED EMPLOYEES**

All licensed employees will receive one (1) full day for each full day or equivalent of instructional development that the employee receives, not to exceed three (3) days per year. These days may be substituted for regular staff development days. These days will not be accumulated and may not be used for staff development days where attendance is mandatory.

Adopted: 01-11-1993

### **LICENSED SABBATICAL LEAVE**

Requests for educational leave of absence must be in writing to the Superintendent or his/her designee at least sixty (60) days prior to the date in which the leave shall begin.

Educational leave requests must verify enrollment in a post secondary institution. Leave without pay may be granted but shall not exceed one (1) year.

An employee on extended contract who is required by the state or district to do additional work toward certification may be granted educational leave during the summer months or regular school term for a period of not more than one (1) year.

Educational leave will be recommended to the Board when a licensed teacher, according to district and state standards, is available for hire for the employee requesting leave. Upon the employee's return, he/she will be reinstated in a position for which he/she is licensed if a position is available.

Date Adopted: 11-15-1999

Date Revised: 07-09-07

Date Revised: 08-13-07

## **LEAVE FOR BONE MARROW OR ORGAN DONATION**

In any calendar year a school employee is entitled to the following leave in order to serve as an organ donor or a bone marrow donor:

1. No more than seven (7) days of leave to serve as a bone marrow donor.
2. No more than thirty (30) days of leave to serve as an organ donor.

In order to qualify for the leave the employee must:

1. Request the leave in writing
2. Provide the school district written verification by the physician to perform the transplantation that the employee is to serve as a human organ or bone marrow donor
3. Provide the school district written verification by the physician performing the transplantation that the employee did serve as a human organ or bone marrow donor

A school employee may use this leave without loss or reduction in pay, leave, or credit for time of service.

The school district shall not penalize an employee for requesting or obtaining leave for the purpose of bone marrow and/or organ donation.

Legal Reference Act 546 of 2003

Adopted: 01-12-2004

### **LICENSED LEAVE FOR CHILD REARING**

Leave may be granted to any full-time employee for purposes of rearing his/her child under the age of two (2). Application for leave shall be made available from the central office and must be submitted to the Superintendent at least six (6) weeks prior to the planned departure date. Leave will be granted when a licensed teacher in the employee's teaching area is available for hire.

Leave may be granted for a semester, two (2) semesters, and./or the balance of the current semester and the two (2) succeeding semesters.

Salary will not be paid during the leave. The employee may continue health insurance in the District plan at the employee's own expense. Upon return to the District the employee shall be reinstated in a position for which he/she is qualified. The District must be notified at least a semester prior to desired date of return.

Date Adopted: 05-09-05

Date Adopted: 08-13-07



**BEREAVEMENT LEAVE**

Licensed employees may be granted bereavement leave for deaths in their immediate family according to these conditions:

1. Bereavement leave consisting of three (3) days per death per incident will be granted if pertaining to family in the household, children, parents, grand parents, in-laws, and/or siblings whose burial is within a 500 mile radius.
2. Bereavement leave consisting of five (5) days will be granted if pertaining to family (specified in #1) whose burial is beyond a 500 mile radius.
3. Bereavement leave as a representative of the school will be granted at the discretion of the respective principal.
4. Bereavement leave not covered in the immediate family will be charged to sick leave.

Adopted: 12-09-1991

### **LICENSED EMPLOYEE RETIREMENT**

The District will pay retiring licensed employees, one time only, at the rate of substitute teacher's daily pay per day for sick leave accumulated with the Fouke School District at the highest rate of substitute pay at employees effective retirement date.

The district will pay 12 month employees accumulated vacation retirement reserves according to Vacation Policy #3.46.

Date Adopted: 08-21-1991

Date Revised: 06-12-2000

Date Revised: 07-05-2004

Date Revised: 06-11-2007

Date Revised: 07-14-2008

**EMERGENCY LEAVE**

Emergency leave will be granted by the principal and superintendent in the case of critical, unforeseen and unavoidable situations requiring the teacher's immediate presence. One day or less per emergency and no reduction to sick leave for charges for substitutes will be levied.

Adopted: 05-09-1983

## EXCESSIVE LEAVE

**To qualify for excessive leave the employee is required to present a doctor's statement substantiating the reason for the absence. The superintendent will make the decision whether an excessive leave request will be approved or denied. Upon return to work from a grant for excessive leave, the full amount of pay for a contract day shall be deducted from the full time school employee's salary for additional absences.**

**In case of an extended illness when all accumulated sick leave and personal leave have been used a maximum of thirty (30) additional days may be granted to a full time school employee provided the following conditions are met:**

1. The full time school employee or an immediate family member (employee's spouse, child, parent, in-law, or any other relative in the same household) is being treated for a problem that will require extended care.
2. The employee has no remaining accumulated sick leave or personal leave.
3. The employee must have one (1) year experience in District to be eligible for a maximum of ten (10) days per school year.
4. The employee must have two (2) years experience in District to be eligible for a maximum of twenty (20) days per school year.
5. The employee must have three (3) years experience in District to be eligible for a maximum of thirty (30) days per school year.

These additional days will not be granted for pregnancy unless personal complications to the mother or newborn arise which would be certified by a physician.

The employee's salary will be reduced by the cost of the substitute for the additional days granted.

Date Adopted: 06-26-1972

Date Revised: 04-04-1977

Date Revised: 01-10-1994

Date Revised: 07-10-1995

Date Revised: 02-12-1996

Date Revised: 03-15-1999

Date Revised: 07-25-2006

## **PARENTAL LEAVE**

A father who is an employee shall have the same privilege as a mother pertaining to taking care of a newborn child, sick child, a newly adopted child, etc.

Adopted: 05-09-1983

**FAILURE TO FOLLOW DISTRICT DISCIPLINE POLICY**

The Fouke School District is committed to fair and impartial treatment of all students. If a school employee believes that any action taken by the school district to discipline a student referred by the employee does not follow district discipline policies, the school employee may appeal under the district's grievance procedure.

Adopted: 08-14-95

## **ATHLETIC DIRECTOR**

### **Qualifications:**

1. Hold, or be qualified to obtain, a valid Arkansas teaching certificate.
2. Have a minimum of five years of experience as a teacher, coach, or administrator.

The board may find appropriate and acceptable alternatives to the above qualifications.

Reports to: Superintendent

Job Goal: The athletic director, under the direction of the superintendent, shall be responsible for the organization, direction, and supervision of the athletic programs for grades seven through twelve.

### **Performance Responsibilities:**

1. Assure that athletic programs conform to Arkansas Activities Association rules and regulations.
2. Provide high quality athletic opportunities for boys and girls.
3. Monitor all athletic programs for Title IX conformity.
4. Provide leadership and actively support each sport in season.
5. Lead staff in support of the total school program and represent athletics as an integral part of the whole.
6. Plan program activities to reduce risk of health and safety to the maximum extent possible.
7. Promote a high standard of sportsmanship, self-discipline, skill and competition.
8. Recommend to the superintendent all personnel required for the operation of the athletic programs.
9. Prepare an annual budget for the athletic programs.
10. Be responsible for the budgeting and expenditures of all athletic activities, in cooperation with the superintendent and principal.
11. Coordinate and direct the standardization of all athletic equipment and supplies for the district.
12. Coordinate with the principals all the scheduling of interscholastic athletic events.
13. Work with the superintendent and principal in the maintenance of athletic facilities.
14. Work with the superintendent and principal in the scheduling of vehicles and buses for athletic events.
15. Coordinate with the principal all eligibility criteria that are sent to the Arkansas Athletic Association.
16. Promote public relations concerning athletics within the school district and be responsible for the publicity of all athletic events.
17. Perform other duties as assigned by the superintendent.

Adopted: 5-8-89

## HEAD COACH

### Qualifications:

1. Hold, or be qualified to obtain, a valid Arkansas teaching certificate with a coaching endorsement.
2. Have a minimum of three years of experience as a teacher or coach.

The Board may find appropriate and acceptable alternative to the above qualifications.

Reports to: Principal

Job Goal: The head coach, under the direction of the athletic director and the principal(s) to whom assigned, shall be responsible for the organization, administration and implementation of the assigned sports program.

### Performance Responsibilities:

1. Schedule games and officials with the approval of the athletic director.
2. Schedule transportation, meals and lodgings with the approval of the athletic director.
3. Plan and carry out sequential development of skills required of the sport.
4. Plan and conduct effective practice sessions.
5. Model dependability, punctuality, and loyalty.
6. Develop a positive program of motivation for students.
7. Insure that all athletes have a physical examination and proper insurance coverage as required by the Arkansas Athletic Association and/or school district policies.
8. Prepare annual inventory of equipment and supplies and present such to athletic director.
9. Cooperate in developing and implementing the athletic budget.
10. Supervise the coaches assigned to assist in the sport.
11. Delegate responsibilities to others for the smooth operation of the program.
12. Perform other duties as assigned by the athletic director and/or principals.

Adopted: 5-8-89



## GENERAL GUIDELINES FOR ALL COACHES

1. LOYALTY
2. Be at school by 7:30 a.m. or assigned duty time.
3. Do the best job teaching that you can.
4. Be consistent.
5. Don't be late.
6. Take PRIDE in your job.
7. Don't be afraid of work.
8. Don't stand around. COACH – Use the coaching time for coaching.
9. Be willing to work and make personal sacrifices.
10. Attend all faculty meetings when your sport is not in season.
11. Enforce all rules of athletic eligibility.
12. Encourage athletics to be the best students they can be.
13. Be fair and unprejudiced in relationships with students.
14. Pay careful attention to the physical condition of players.
15. Teach students to use ethical means in attempting to win a game.
16. Set good examples for your athletics.
17. All coaches will go into the dressing room before and after practice.
18. The night of football games all football coaches will come into the dressing room after the game with the head coach.
19. Don't ever leave a group of students in the gym or on the field if you are responsible for them.
20. Every coach is expected to attend the awards assembly.
21. Each head coach is responsible for the care of the equipment in his sport.
22. Each coach should see that all facilities and equipment belonging to the school are taken care of.
23. Each coach should always see to it that all gates are locked, lights off, and equipment put up.
24. Have your keys at all times.
25. Don't leave school or gym or function unless you check with the person in charge.
26. NO COACH SHOULD TALK ATHLETES OUT OF PLAYING ANY SPORT.
27. A coach must have complete control of their players at all times.

Adopted: 05-08-1989

Revised: 09-10-2012

**LICENSED PERSONNEL ACCOMMODATION PURCHASES**

The Fouke School District is often able to purchase items at lower prices because of its status as a public institution or because of a favorable bidding process. Staff, Board of Education members, and community persons are prohibited from purchasing items for personal use through any of the District's accounts or established funds.

Date Adopted: 07-14-2014

Last Revised:

**EMERGENCY FIRST AID**

The principal at each school in the Fouke Public Schools will if at all possible insure that there is at least one school employee on their campus who is qualified to administer emergency first aid as certified by the American Red Cross or the Department of Education.

Adopted: 04-04-1977

**SOLICITATIONS BY STAFF MEMBERS  
(EMPLOYEES)**

The board of Education prohibits any employee of the School District from directly or indirectly reaping personal profit or reward from the sale or purchase of goods or services to students in the School District or to parents of such students, except as provided by law.

Adopted: 07-23-1984

### **CONFLICT OF INTEREST**

The Board of Education prohibits School District employees from engaging in additional employment or any other personal pursuits that would affect their efficiency or usefulness as employees in the district, that would make time and/or energy demands upon such individuals which could interfere with their effectiveness in performing their contractual obligations to the Board, that would compromise or embarrass the School District, that would adversely affect their School "District employment status or professional standing, or that would in any way conflict with or violate professional ethics.

Employees shall not engage in any other employment or in any private business during the hours required to fulfill assigned educational duties.

The Superintendent or Board may require from any full-time employee a written description of other employment, hours, and number of days involved.

Ref: AR.Stat.Ann SS80-213, 80-509

Adopted: 07-23-1984

**PAY DATES**

During the regular school calendar, paychecks will be distributed to employees on/or before the 15<sup>th</sup> of each month. Paychecks for employees on ten-month contracts will be distributed by the 15<sup>th</sup> of the month.

Adopted: 05-13-1996

Revised: 08-09-2004

## **PAYROLL DEDUCTIONS**

Payroll deductions that are considered statutory shall be deducted in accordance with applicable laws and regulations.

The Board of Education may authorize voluntary deductions. The employee shall sign annually a form authorizing all voluntary payroll deductions and verifying knowledge of all Board regulations governing these deductions. Changes will be allowed at mid-year, provided the request is made at least ten (10) days before the January payday.

Employees only may make payroll changes. All payroll deductions shall be supported by written documentation.

Adopted: 07-23-1984

### **TEACHER WORK DAY AND CONTRACT YEAR**

The Fouke School Board of Directors shall adopt a school year based on the number of days required by the Arkansas Dept. of Education. The salary schedule shall be developed using that number of days as the base school year.

Teachers who work more than the base school year shall be paid at the daily base rate for the extra days worked. To determine the extra days for pay, subtract the base number of days from the total number of days contracted.

The regular workday for teachers shall be from 7:30 a.m. until 3:30 p.m. When it becomes necessary to have a required meeting before or after the regular workday, the administration shall notify teachers at least one week in advance. The principals may release teachers at 3:30 p.m. on days when no parent conference or faculty meetings are scheduled.

Adopted: 06-09-1986

Revised: 10-08-1990



## GRANT WRITING

The Fouke School District supports teachers who wish to write and submit grants that will benefit the students at Fouke School. Prior to writing and submitting a grant to an institution, the district requires that the teacher submit a written outline of their plan to their principal using the Grant Request Form. Once approval is given, the teacher must file a copy of the Grant Request Form with the District Grant Coordinator. A copy of the Grant Request Form must also be filed with the District Technology Coordinator if the grant includes the purchase of technology equipment or supplies.

The district requires that all grants include a line item summary of expenses. If teacher salary is included in the grant, the teacher may receive no more than an hourly rate based on the teacher salary schedule then in effect for a 190-day teacher with a Master's degree and fifteen years of experience divided by 1,480 hours per year. The grant must include a budget item that will cover matching benefits (social security and retirement).

Two working days prior to the mailing the grant to the grant institution, a copy of the grant must be filed with the District Grant Coordinator. The teacher must notify the District Grant Coordinator of the grant disposition upon notification by the granting institution. All grants require reports, inventory, receipts, etc. to be filed in the superintendent's office and to the District Grant Coordinator in a timely manner upon completion.

Date Adopted: 05-09-05

## GRANT REQUEST FORM

Project Author:

Coordinator With Primary Responsibility for Implementing Grant:

Other Key People:

Grant Institution:

Due Date:

Total Proposed Budget:

Proposal Title:

Target Audience (who and how many, be specific):

A Brief Summary of Your Proposed Project:

Principal's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Date Copy sent to District Grant Coordinator: \_\_\_\_\_

Date Copy sent to District Technology Coordinator (if applicable): \_\_\_\_\_