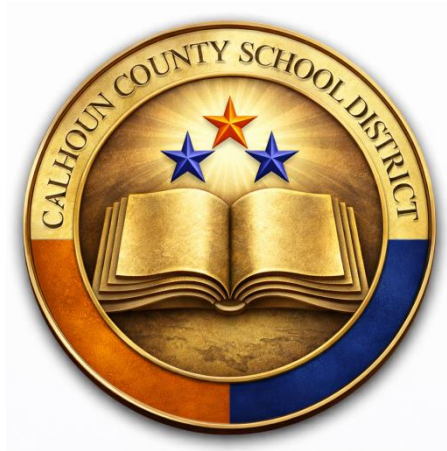


STAFF HANDBOOK



Calhoun County School District

2026-2027

SIGNATURE SHEET

TO: Staff Members

FROM: Calhoun County School District

DATE: July 1, 2026

Attached are copies of the Staff Handbook, the Safety Handbook, and Emergency Response Manual. Each staff member receives a copy of the Handbooks or updated pages each year. The handbooks contain the regulations and policies of the Calhoun County School District.

All district employees are responsible for reading and complying with the regulations and policies detailed in the handbooks. Any questions concerning the contents should be addressed first to your principal or immediate supervisor.

Suggestions are solicited and handbooks are revised each spring for the following year. If you have suggestions, you are encouraged to submit them for consideration by the committee of district administrators.

Please sign below to indicate that you have received a copy of the Staff Handbook and the Safety and Emergency Response Manual and return the signed copy to your principal or supervisor. These forms must be maintained in a file at your school or office for two years and are subject to audit.

Signature of Staff Member

Date

ACCEPTABLE USE POLICY

I HAVE READ AND UNDERSTAND THE INFORMATION in the Acceptable Use Policy about appropriate use of the computer network in the Calhoun County School District. I agree to abide by the appropriate use policy set out in this document and I understand that this form will be kept on file at the school.

User's Name (print) _____

User's Signature _____

Date: _____

Please turn the signed original in to your principal or supervisor and retain a copy in your notebook for your records.

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WELCOME TO CALHOUN COUNTY SCHOOL DISTRICT

This Handbook is designed to serve as a general guide for Calhoun County School District employees. It is not intended to take the place of the Calhoun County School Policy Manual or other official documents from which information has been obtained.

In the case of a discrepancy between this handbook and the Calhoun County School Policy Manual or other official documents, the manual or the official document shall be the final authority.

Each school will have requirements that relate to specific site-based duties. When you have questions about your responsibilities or benefits, consult your immediate supervisor or refer to the appropriate law or regulation for more precise information.

CCSD Policies: GAA, GAB, GAAA, GAAB, GAC, GAD

STATEMENT OF EQUAL OPPORTUNITY EMPLOYMENT

Equal employment opportunity for all individuals regardless of race, color, creed, sex, religion, national origin, age, disability, or political affiliation is the policy of the Calhoun County School District. In order to assure non-discriminatory personnel administration, the Calhoun County School District promotes unbiased practices and procedures in all phases of personnel administration.

Calhoun County School District opportunity policy, therefore, prohibits any form of unlawful discrimination based on the forgoing and other considerations made unlawful by federal or state laws. It is the view of the Calhoun County School District that equal employment opportunity can only be attained through commitment to complying with all applicable laws affording equal employment opportunities to individuals including, among others, persons with disabilities.

Accordingly, it is imperative that employees make all personnel decisions in accordance with Board policies, practices, and procedures. The selection process and criteria must assure fair and equitable treatment of all applicants and employees and does not disqualify them if they have disabilities, which prohibit or limit their ability to perform nonessential or marginal job functions. The Americans with Disabilities Act of 1990 requires state agencies to make reasonable accommodations for the known physical and mental limitations of otherwise qualified individuals with disabilities who are applicants or employees, provided such accommodations do not cause undue hardships to state agency operations. Qualified individuals with disabilities are persons with disabilities who meet the job-related requirements of an employment position and who can perform the essential functions of the position with or without reasonable accommodations. A person with a disability is considered to be an individual with a physical or mental impairment that substantially limits one or more major life activities, has a record of such impairment, or is regarded as having such impairment.

It is the policy of the School Board that applicants and employees with disabilities are provided equal employment opportunity in the application process as well as employment practices and enjoy the same privileges and benefits of employment as employees without disabilities. If you have questions, feel that you have experienced discrimination, or may need accommodations for a disability to allow you to participate, contact Emily Snellings, the District Coordinator for Title VI of the Americans With Disabilities Act of 1990, Title IX of the Civil Rights Act of 1964, and Section 504 of the Rehabilitation Act of 1973, at the Calhoun County School District Office, phone 662-412-3152 or e-mail Emily Snellings, esnellings@calhounk12.com.

CCSD Policies: GAAA, GAAB, GAC, GAD, GAE, IDDH, IDDHA, IDDHBB

NOTICE OF NON-DISCRIMINATION

The Calhoun County School District does not discriminate on the basis of race, color, national origin, sex, disability, religion or age in the admission to and provision of educational programs, activities and services or employment opportunities and benefits. The designated compliance coordinator to respond to questions or complaints from applicants, employees, students and other interested persons is Emily Snellings, who may be contacted at the Calhoun County School District Office, phone 662-412-3152 or e-mail esnellings@calhounk12.com.

CCSD Policies: GAAA, GAAB, GAE, IDDH, IDDHA, IDDHBB, JAA

DISTRICT PERSONNEL GOALS AND OBJECTIVES

The excellence of the entire staff determines the success of a quality educational experience for the youth of the district. The Board is interested in its personnel as individuals, and it recognizes its responsibility for promoting the general welfare of the staff. The Board's specific personnel goals are:

1. to employ the best available personnel to staff the school system;
2. to provide attractive compensation and benefits for staff welfare;
3. to develop and implement personnel evaluation processes which will contribute to the improvement of staff capabilities and the learning program;
4. to provide an in-service training program for all employees to improve the educational program and aid each staff member's career aspirations;
5. to assign personnel so as to ensure they are utilized as effectively as possible;
6. to develop a climate which will produce the highest staff performance, morale, and satisfaction;
7. to encourage employee participation in decision-making for the school district.

CCSD Policies: GA, GAA, GAAA, GAB, GAC, GAD, GAE, GAF, GAG, GAH

MISSISSIPPI CODE OF ETHICS AND STANDARDS OF CONDUCT

We, the educators of the Calhoun County School District, affirm our belief in the worth and dignity of man. We recognize the supreme importance of the pursuit of truth, the encouragement of scholarship and the promotion of democratic citizenship. We regard as essential to these goals the protection of freedom to learn and to teach and the guarantee of equal educational opportunity for all. We affirm and accept our responsibility to practice our profession according to the highest ethical standards. We will make ourselves familiar with and abide by the Mississippi Code of Ethics. We acknowledge the magnitude of the profession we have chosen and engage ourselves, individually and collectively, to judge our colleagues and to be judged by them in accordance with the applicable provisions of this code.

Standard 1: Professional Conduct

An educator should demonstrate conduct that follows generally recognized professional standards.

1.1. Ethical conduct includes, but is not limited to, the following:

- a. Encouraging and supporting colleagues in developing and maintaining high standards
- b. Respecting fellow educators and participating in the development of a professional teaching environment
- c. Engaging in a variety of individual and collaborative learning experiences essential to professional development designed to promote student learning
- d. Providing professional education services in a nondiscriminatory manner
- e. Maintaining competence regarding skills, knowledge, and dispositions relating to his/her organizational position, subject matter and pedagogical practices
- f. Maintaining a professional relationship with parents of students and establish appropriate communication related to the welfare of their children.

1.2. Unethical conduct includes, but is not limited to, the following:

- a. Harassment of colleagues
- b. Misuse or mismanagement of tests or test materials
- c. Inappropriate language on school grounds or any school-related activity
- d. Physical altercations
- e. Failure to provide appropriate supervision of students and reasonable disciplinary actions.

Standard 2: Trustworthiness

An educator should exemplify honesty and integrity in the course of professional practice and does not knowingly engage in deceptive practices regarding official policies of the school district or educational institution.

2.1. Ethical conduct includes, but is not limited to, the following:

- a. Properly representing facts concerning an educational matter in direct or indirect public expression
- b. Advocating for fair and equitable opportunities for all children
- c. Embodying for students the characteristics of honesty, diplomacy, tact, and fairness.

2.2. Unethical conduct includes, but is not limited to, the following:

- a. Falsifying, misrepresenting, omitting, or erroneously reporting any of the following:
 - 1. employment history, professional qualifications, criminal history, certification/recertification
 - 2. information submitted to local, state, federal, and/or other governmental agencies
 - 3. information regarding the evaluation of students and/or personnel
 - 4. reasons for absences or leave
 - 5. a. information submitted in the course of an official inquiry or investigation
- b. Falsifying records or directing or coercing others to do so.

Standard 3: Unlawful Acts

An educator shall abide by federal, state, and local laws and statutes and local school board policies.

3. Unethical conduct includes, but is not limited to, the commission or conviction of a felony or sexual offense. As used herein, conviction includes a finding or verdict of guilty, or a plea of nolo contendere, regardless of whether an appeal of the conviction has been sought or situation where first offender treatment without adjudication of guilt pursuant to the charge was granted.

Standard 4: Educator/Student Relationships

An educator should always maintain a professional relationship with all students, both in and outside the classroom.

4.1. Ethical conduct includes, but is not limited to, the following:

- a. Fulfilling the roles of mentor and advocate for students in a professional relationship. A professional relationship is one where the educator maintains a position of teacher/ student authority while expressing concern, empathy, and encouragement for students.
- b. Nurturing the intellectual, physical, emotional, social and civic potential of all students
- c. Providing an environment that does not needlessly expose students to unnecessary embarrassment or disparagement
- d. Creating, supporting, and maintaining a challenging learning environment for all students.

4.2. Unethical conduct includes, but is not limited to the following:

- a. Committing any act of child abuse
- b. Committing any act of cruelty to children or any act of child endangerment
- c. Committing or soliciting any unlawful sexual act
- d. Engaging in harassing behavior on the basis of race, gender, national origin, religion or disability
- e. Furnishing tobacco, alcohol, or illegal/unauthorized drugs to any student or allowing a student to consume alcohol or illegal/unauthorized drugs
- f. Soliciting, encouraging, participating or initiating inappropriate written, verbal, electronic, physical or romantic relationship with students.

Examples of these acts may include but not be limited to:

- 1. sexual jokes
- 2. sexual remarks
- 3. sexual kidding or teasing
- 4. sexual innuendo
- 5. pressure for dates or sexual favors
- 6. inappropriate touching, fondling, kissing or grabbing
- 7. rape

8. threats of physical harm
9. sexual assault
10. electronic communication such as texting
11. invitation to social networking
12. remarks about a student's body
13. consensual sex.

Standard 5: Educator/Collegial Relationships

An educator should always maintain a professional relationship with colleagues, both in and outside the classroom.

5. Unethical conduct includes but is not limited to the following:

- a. Revealing confidential health or personnel information concerning colleagues unless disclosure serves lawful professional purposes or is required by law
- b. Harming others by knowingly making false statements about a colleague or the school system
- c. Interfering with a colleague's exercise of political, professional, or citizenship rights and responsibilities
- d. Discriminating against or coercing a colleague on the basis of race, religion, national origin, age, sex, disability or family status
- e. Using coercive means or promise of special treatment in order to influence professional decisions of colleagues.

Standard 6: Alcohol, Drug and Tobacco Use or Possession

An educator should refrain from the use of alcohol and/or tobacco during the course of professional practice and should never use illegal or unauthorized drugs.

6.1. Ethical conduct includes, but is not limited to, the following:

- a. Factually representing the dangers of alcohol, tobacco and illegal drug use and abuse to students during the course of professional practice.

6.2. Unethical conduct includes, but is not limited to, the following:

- a. Being under the influence of, possessing, using, or consuming illegal or unauthorized drugs
- b. Being on school premises or at a school-related activity involving students while documented as being under the influence of, possessing, or consuming alcoholic beverages. A school-related activity includes but is not limited to, any activity that is sponsored by a school or a school system or any activity designed to enhance the school curriculum such as club trips, etc. which involve students.
- c. Being on school premises or at a school-related activity involving students while documented using tobacco.

Standard 7: Public Funds and Property

An educator shall not knowingly misappropriate, divert, or use funds, personnel, property, or equipment committed to his or her charge for personal gain or advantage.

7.1. Ethical conduct includes, but is not limited to, the following:

- a. Maximizing the positive effect of school funds through judicious use of said funds
- b. Modeling for students and colleagues the responsible use of public property.

7.2. Unethical conduct includes, but is not limited to, the following:

- a. Knowingly misappropriating, diverting or using funds, personnel, property or equipment committed to his or her charge for personal gain
- b. Failing to account for funds collected from students, parents or any school-related function
- c. Submitting fraudulent requests for reimbursement of expenses or for pay
- d. Co-mingling public or school-related funds with personal funds or checking accounts
- e. Using school property without the approval of the local board of education/governing body

Standard 8: Remunerative Conduct

An educator should maintain integrity with students, colleagues, parents, patrons, or businesses when accepting gifts, gratuities, favors, and additional compensation.

8.1. Ethical conduct includes, but is not limited to, the following:

- a. Insuring that institutional privileges are not used for personal gain
- b. Insuring that school policies or procedures are not impacted by gifts or gratuities from any person or organization.

8.2. Unethical conduct includes, but is not limited to, the following:

- a. Soliciting students or parents of students to purchase equipment, supplies, or services from the educator or to participate in activities that financially benefit the educator unless approved by the local governing body
- b. Tutoring students assigned to the educator for remuneration unless approved by the local school board
- c. The educator shall neither accept nor offer gratuities, gifts, or favors that impair professional judgment or to obtain special advantage. (This standard shall not restrict the acceptance of gifts or tokens offered and accepted openly from students, parents, or other persons or organizations in recognition or appreciation of service.)

Standard 9: Maintenance of Confidentiality

An educator shall comply with state and federal laws and local school board policies relating to confidentiality of student and personnel records, standardized test material, and other information covered by confidentiality agreements.

9.1. Ethical conduct includes, but is not limited to, the following:

- a. Keeping in confidence information about students that has been obtained in the course of professional service unless disclosure serves a legitimate purpose or is required by law
- b. Maintaining diligently the security of standardized test supplies and resources.

9.2. Unethical conduct includes, but is not limited to, the following:

- a. Sharing confidential information concerning student academic and disciplinary records, health and medical information family status/income and assessment/testing results unless disclosure is required or permitted by law.
- b. Violating confidentiality agreements related to standardized testing including copying or teaching identified test items, publishing or distributing test items or answers, discussing test items, and violating local school board or state directions for the use of tests
- c. Violating other confidentiality agreements required by state or local policy.

Standard 10: Breach of Contract or Abandonment of Employment

An educator should fulfill all of the terms and obligations detailed in the contract with the local school board or educational agency for the duration of the contract.

10. Unethical conduct includes, but is not limited to, the following:

- a. Abandoning the contract for professional services without prior release from the contract by the school board
- b. Refusing to perform services required by the contract

CCSD Policies: GAA, GAAB, GAAA, GABBA, GAC, GAE, GAF, GAO, GABB, GAO, GAD, GBC, GBCB, JCA, JR, JRAB

ACCEPTABLE USE POLICY

Please read the following carefully before signing the CCSD Staff Handbook's Signature Sheet. The CCSD Staff Handbook's Signature Sheet is a legal and binding document.

Calhoun County School District has established a Local Area Network (LAN) for each school in the district and a Wide Area Network (WAN) that links all schools and makes access to the Internet and e-mail possible. The Internet allows staff, students, and occasionally others in the community, to explore thousands of libraries, databases, museums, and other sources of information. E-mail allows students to collaborate on school projects with students in other classes or schools or to communicate for special projects with approved adults such as authors, college professors, or legislators. Parents may also communicate with teachers or vice versa about student progress. E-mail and School Status messaging may be used as a way to keep up with assignments for students who are absent. The networks, Internet, and e-mail allow teachers to collaborate with each other and to research lesson plans and materials to enrich lessons. Lesson plans allow administrators to keep in close touch with what is being taught in the classroom. E-mail serves as a way to update staff and communicate on school issues in a timely manner. Teachers or administrators may use the Internet to take online courses for professional development or to earn college credits.

Calhoun County School District complies with the Child Internet Protection Act (CIPA) by providing filtering services that block offensive content and also provides close supervision when students are using the Internet; however, the district cannot make an absolute guarantee that a student will view no inappropriate material. The District also complies with The Children's Online Privacy Protection Act (COPPA) which requires parental permission when individually identifiable information about a child is collected online that would allow someone to identify or contact a child. The District will release no such information, and students are prohibited from releasing such information. Students must have parental consent to use the Internet and must use the Internet responsibly.

Acceptable Uses

1. The computer networks in the Calhoun County School District have been set up in order to allow Internet access for educational purposes. This includes classroom activities, research activities, peer review of assigned work, and the exchange of project-related ideas, opinions, and questions via e-mail, message boards, and other means. All users are responsible for citing sources and giving credit to authors during the research process. Staff members are allowed access to school equipment outside of working hours for personal use subject to some restrictions.
2. Students and other users will have access to the Internet via technology in the classrooms, libraries, labs, etc. when assigned or when they have received permission and are supervised.
3. Network users must respect resource limits and must delete old e-mails or other files that may take up excessive amounts of storage space.
4. Student use of the Internet is contingent upon parent/guardian permission in the form of a signed copy of this Acceptable Use Policy, which encompasses the CIPA policy. Parents/guardians may revoke approval at any time.
5. Material created and/or stored on the system is not guaranteed to be private. School officials or technicians may review the system from time to time to ensure proper use. For this reason, students or staff members should expect that e-mails, material placed on webpages, and other work created on the network may be viewed by a third party.
6. Network users are expected to adhere to the safety guidelines listed below.

Unacceptable Uses

1. The network may not be used to download, copy, or store any software, shareware, or freeware without prior permission from the school.
2. The network may not be used for commercial purposes. Users may not buy or sell products or services through the system without prior permission from the school.
3. Use of the network for advertising or political lobbying is prohibited.
4. The network may not be used for any activity or to transmit any material that violates United States, state, or local laws. This includes, but is not limited to, illegal activities such as threatening the safety of another person, downloading music, or violating copyright laws.
5. Network users may not use vulgar, derogatory, or obscene language. Users may not engage in personal attacks, harass another person, or post private information about another person.
6. Network users may not log on as another user or access others' files. "Hacking" or otherwise trying to gain access to another person's or organization's computer system is prohibited.
7. Network users may not access websites, newsgroups, or chat areas that contain material that is obscene or that promotes illegal acts. If a user accidentally accesses this type of information, he or she should immediately notify a teacher, librarian, school administrator, and/or network administrator.
8. Network users may not engage in "spamming" (sending an e-mail to more than 10 people at the same time) or participate in chain letters. The prohibition against "spamming" does not apply to personal information lists or school workgroups.

Consequences of Inappropriate Use

Inappropriate use, vandalism or tampering with computer systems or security systems, or any malicious attempt to harm or destroy data of another user of the Calhoun County School District network will result in disciplinary actions to be determined by school administrators and loss of computer and network privileges temporarily or for the remainder of the school year depending upon the severity of the infraction.

Safety Guidelines

2. Never give out your last name, address, or phone number online.
3. Never agree to meet in person with anyone you have met online unless you first have the approval of a parent or guardian.
4. Notify a teacher, aide, or administrator immediately if you receive a message that may be inappropriate or if you encounter any material that violates this Acceptable Use Policy.
5. Parents of students should instruct them if there is additional material that they think it would be inappropriate for students to access. Calhoun County School District expects students to follow their parents' wishes in this matter.

*Prior to using the Calhoun County School District network or attached equipment, all users must read and sign this agreement. Parents or guardians of students must also sign and give their permission for this use. The requirement includes staff, students, parents, community members, workshop presenters, outside technical assistance people, and all others.

CCSD Policies: IJ, IJ-R, IJBD, IJBD-E(1), IJBC, IJLB, IJA, IJB, JAA, JCA, JR, JRAB

All staff members must sign and return the appropriate use policy agreement on the Signature Page of this handbook in order to use computers on the network in the Calhoun County School District.

TIME CLOCK/ATTENDANCE PROCEDURES

All employees are required to accurately record their work time using the district's designated timekeeping system. Employees must record their time at the beginning and end of their workday, as well as when leaving and returning to campus during the day. The district may utilize multiple methods of timekeeping based on job responsibilities. This may include time clocks, electronic systems, or approved phone-based systems. Employees are responsible for using the method assigned to their position.

Bus drivers and other designated employees may record time by using an approved phone-based system as directed by the district. Employees are responsible for ensuring that all time entries are accurate and complete. Any missed entries or corrections must be reported and approved by the employee's immediate supervisor in accordance with district procedures.

Employees must obtain prior approval from their supervisor before leaving duty during the workday, except in emergency situations.

Failure to accurately record time or misuse of the timekeeping system may result in disciplinary action. (Revised 05/2026)

CCSD Policies: GAAA, GAB, GAC, GADA

DUTIES AND RESPONSIBILITIES OF TEACHERS

I. Instructional Responsibilities

- **Curriculum Delivery**

Teachers are primarily responsible for teaching the district-approved curriculum while incorporating guidance, discipline, hygiene, and safety practices. Instructional time must be fully utilized in accordance with state regulations; breaks and non-instructional activities should not detract from teaching time.

- **Lesson Planning and Preparation**

Teachers must:

- Submit weekly lesson plans aligned with curriculum and pacing guides.
- Maintain a current substitute folder containing schedules, seating charts, special needs, and emergency procedures.
- Provide detailed substitute plans for planned absences.
- Follow administrator instructions for submitting and outlining lesson plans.

- **Grading and Assessment**
 - Grades must be given using numerical and letter grades only; no plus/minus or unofficial marks.
 - Grades may not be used as punishment. A zero may only be given in cases of cheating or work not completed due to unexcused absence.
 - Extra credit must be offered to all students and cannot replace required assignments.
- **Make-Up Work**
Teachers must provide reasonable opportunities for students to make up work missed due to illness, special classes, or unavoidable absences, in accordance with the student handbook.

II. Classroom and Student Management

- **Supervision**
Teachers are responsible for students at all times, including in classrooms, hallways, restrooms, playgrounds, and off-campus events. Classrooms must not be left unattended; if an emergency arises, another staff member must supervise.
- **Discipline**
 - Teachers should handle most discipline issues according to school policies.
 - Maintain a parent contact log and documentation of behavior and tardiness.
 - Referral to administration must include completed documentation and follow proper protocol.
 - Discipline must be fair and equitable, without bias toward race, sex, socioeconomic status, or family background.
- **Student Safety and Health**
 - Teachers must monitor student health and report any concerns or injuries immediately.
 - Complete accident forms as required.
 - Follow district medication administration policies outlined in the student handbook.
- **Student Assistance**
Teachers must be responsive to student needs and offer assistance as necessary for academic success and emotional well-being.

III. Communication and Collaboration

- **Parent Communication**
 - Establish early, positive contact with parents and maintain communication regarding student progress, behavior, and achievements.
 - A log of all contacts must be maintained.
- **Collegial Cooperation**
Teachers are expected to collaborate with colleagues on curriculum improvement, school programs, policy implementation, and overall school improvement.
- **Faculty Meetings and Training**
 - Attendance at meetings called by the principal or superintendent is mandatory unless previously excused.
 - Teachers may be required to attend workshops or staff development before the school year begins.
- **Professional Conduct**
 - Teachers must maintain courteous, professional relationships with students, parents, and community members.
 - All correspondence and directives from administration must be followed promptly and completely.

IV. Administrative and Operational Duties

- **Attendance and Punctuality**
 - Teachers must report to assigned duties on time and remain at school until dismissal.
 - Record attendance and tardiness daily and submit absentee lists promptly.
- **Leave and Absences**
 - Teachers must notify the principal and request leave through Active Resources.
 - Only the principal or designee may arrange for substitutes.
 - Personal leave must be requested at least 24 hours in advance.
 - Excessive or unexcused absences negatively affect performance evaluations.
- **Records and Reports**
 - Maintain accurate student records in compliance with accreditation standards.
 - Sign access sheets and complete all required reports before leaving for the summer.
- **Equipment and Property Management**

- Teachers are responsible for all school property assigned to them.
- Equipment may not be removed without written permission.
- Turn off all equipment, lights, and close windows before leaving for the day.
- **Money Collection and Fundraisers**
 - Teachers must follow proper procedures for collecting and securing money.
 - Funds should be kept locked and only collected with the principal's consent.

V. Additional Duties

- **School Activities and Supervision**
Teachers may be assigned responsibilities such as:
 - Supervising hallways, lunchrooms, playgrounds, and extracurricular events.
 - Organizing programs, displays, or committees as designated by the principal.
- **Duty Assignments**
Teachers must stand in hallways during class changes, greet students, and help maintain order.
- **Chain of Command and Requests**
 - All school-related requests must be submitted through the principal unless otherwise directed.
 - Failure to follow instructions or complete assigned tasks is considered insubordination.
- **Eligibility for Recognition**
Employees must be in good standing in order to receive district awards or participate in school-sponsored extracurricular events in an official or representative capacity (e.g., being named STAR Teacher, escorting students during homecoming, participating in graduation ceremonies, etc.). Staff members who are currently under suspension, formal disciplinary action, or investigation may be deemed ineligible. This policy ensures consistency in expectations for both students and staff.
- **Oversight of Classroom Assistants**
Teachers are responsible for supervising assistant teachers and may not delegate planning or grading tasks to students or support staff.
- **Other Duties**
Teachers shall perform additional duties as assigned by the principal.

TEST SECURITY AND STATE ASSESSMENT EXPECTATIONS

All employees involved in the administration, supervision, monitoring, handling, or coordination of district and state assessments are responsible for maintaining strict compliance with all Mississippi Department of Education (MDE) testing regulations, district testing procedures, and state test security requirements.

Employees shall not:

- Possess or access unauthorized electronic, Bluetooth, communication, recording, or transmitting devices within the testing environment
- Photograph, duplicate, reproduce, discuss, record, or transmit secure test content
- Allow unauthorized access to secure testing materials
- Provide unauthorized assistance to students
- Coach, cue, prompt, influence, or alter student responses
- Fail to report known or suspected testing irregularities or security violations

Unauthorized electronic devices, including cell phones, smartwatches, Bluetooth devices, earbuds, headphones, tablets, or similar devices, are prohibited within the testing environment unless specifically authorized for approved testing purposes.

Any employee who violates testing procedures or compromises test security *shall* be subject to:

- Immediate removal from testing duties
- Placed on administrative leave pending the outcome of investigation

Any employee who violates testing procedures or compromises test security *may* be subject to:

- Disciplinary action up to and including termination of employment
- Reporting to the Mississippi Department of Education for possible action regarding educator licensure or other state-level consequences

Repeated or serious violations may result in progressively increased disciplinary consequences as determined by district administration and applicable district procedures.

All employees are expected to fully cooperate with any district or state investigation involving testing irregularities or security concerns.

All testing violations and disciplinary consequences shall be handled in accordance with current Mississippi Department of Education testing regulations and district procedures, including Appendix F and other applicable state guidance related to test security. (Revised 05/2026)

EDUCATOR LICENSURE

All instructional personnel shall be certified in accordance with state law and the regulation of the Mississippi State Department of Education. Such certification and transcript of credits shall be on file in the office of the superintendent of schools prior to the issuance of the first salary.

Complete information on certification and license renewal is available on the state website. Teachers are responsible for meeting the requirements for continued certification and submitting their information to the state in a timely manner. New teachers hired must be “highly qualified” and all teachers must be “highly qualified” for the core academic subjects they teach. The appropriate licensure valid for the upcoming school year is to be on file in the district office prior to contract renewal.

BREACH OF CONTRACT AND ABANDONMENT OF CONTRACT

In the absence of a catastrophic life event, the Calhoun County School District will not release employees from their educator contracts. Certified staff members are informed of this procedure prior to signing the document. The employment contract is legally-binding and failure to fulfill the obligations outlined in the agreement will, at the CCSD Board of Education’s discretion, be reported to the Mississippi Department of Education, Department of Misconduct. Breach of contract and abandonment of employment is a Standard 10 violation of the Mississippi Code of Ethics and Standards of Conduct (ref. Miss Code Ann., Section 37-9-57). The signing of the employee signature page indicates the staff member has been notified and has had an opportunity to ask questions regarding this regulation.

GUIDELINES FOR RESIDENCY FOR CHILDREN OF EMPLOYEES

There are three school zones with six designated home schools within the Calhoun County School District. BES and BHS are in the Bruce school zone; CCES, CCHS and CTC are in the Calhoun City school zone; and Vardaman Attendance Center is in the Vardaman school zone.

Pursuant to Mississippi Code Ann., Sections §37-15-31 and Calhoun County School District (CCSD) policy #JBCB, all eligible certificated, instructional or classified staff members whose permanent, bona fide residence is within the legal boundaries of the CCSD and who work outside their school zone of residency may choose to petition the CCSD Board of Education in writing for approval to enroll any dependent, school-aged child(ren) in a Calhoun County school that is outside their school zone of residence as long as the staff member is employed and remains employed in said school zone. If requested and approved, the following guidelines will be strictly enforced:

1. All dependent, school-aged children must enroll in the appropriate school within the school zone where the employee works regardless of residency.
2. Employees who serve students and schools throughout the county (i.e. county office staff, etc.) but are not assigned to a home school will only be allowed to enroll their dependent, school-aged children in the school zone of their permanent, bona fide residence.
3. Employees who hold multiple positions (full-time or part-time) with the CCSD but are not assigned to a home school will only be allowed to enroll their dependent, school-aged children in the school zone of their permanent, bona fide residence.
4. Employees who hold multiple positions (full-time or part-time) with the CCSD and who are assigned to a home school will only be allowed to enroll their dependent, school-aged children in the school zone of employment.
5. For continued enrollment of dependent, school-aged children outside the school zone of residence, the employee must petition the CCSD Board of Education in writing annually.

Pursuant to Mississippi Code Ann., §37-15-31 and Calhoun County School District (CCSD) policy #JBCB, all eligible certificated,

instructional or classified staff members whose permanent, bona fide residence is NOT within the legal boundaries of the CCSD may choose to petition the CCSD Board of Education in writing for approval to enroll any dependent, school-aged children in a Calhoun County school outside their county of residence as long as the staff member is employed and remains employed in said school zone. If approved, the following guidelines will be strictly enforced:

1. All dependent, school-aged children must enroll in the appropriate school within the school zone where the employee works regardless of residency.
2. Employees who serve students and schools throughout the county (i.e. county office staff, etc.) but are not assigned to a home school will only be allowed to enroll their dependent, school-aged children in the school closest to their permanent, bona fide residence. The payment will not be required.
3. Employees who hold multiple positions (full-time or part-time) with the CCSD but are not assigned to a home school will only be allowed to enroll their dependent, school-aged children in the school closest to their permanent, bona fide residence. The payment of tuition will not be required.
4. Employees who hold multiple positions (full-time or part-time) with the CCSD and who are assigned to a home school will only be allowed to enroll their dependent, school-aged children in the school zone of employment. The payment of tuition will not be required.
5. For continued enrollment, the employee must petition the CCSD Board of Education in writing annually. The request must be submitted no later than July 1st of each year.

**Any questions should be directed to the Residency Investigator or a member of the residency committee.*

***All at-will employees who work with the CCSD but live outside the legal boundaries of Calhoun County must petition their county of residence for student release before they will be considered for enrollment.*

MENTORS

All new teachers will be assigned an experienced teacher in the same teaching area to act as a mentor during the first year of employment. Mentors shall assist new teachers in becoming acquainted with the community, the school district, and the school in which they work. This includes assistance in familiarizing and understanding the policies of the Board, rules and regulations, and the instructional program.

PROFESSIONAL PERSONNEL WORKLOAD

The teaching day must provide at a minimum 330 minutes of instruction per day or 27.5 hours per five-day week. The school district must ensure that during the academic school year a minimum of 140 hours of instruction or 70 for ½ unit is provided for each Carnegie unit of credit offered. District policy states that no individual teacher in grades seven through twelve shall have more than three course preparations per day, except that four preparations may be approved if the four are in the same discipline area. Each person will also have additional supervisory duties assigned in a fair and equivalent manner.

The classroom teacher shall be provided with a period of time each school day which is unencumbered by instructional or supervisory responsibilities. This time will be used for instructional planning, either individually or departmentally. This time will be exclusive of time allocated for lunch and will be no less than 150 minutes per week for elementary teachers and no less than 225 minutes per week for secondary teachers.

TRAVEL AND EXPENSES

Only after an employee has been issued a properly executed purchase order will he/she be eligible to make a school business trip and be reimbursed for allowable expenses. The employee shall contact his/her immediate supervisor for instructions in order to assure all paperwork has been completed prior to the trip to qualify for travel expense reimbursement.

TEACHER ASSISTANT REQUIREMENTS

Rule 14.21 Mississippi Assistant Teacher Requirements

Assistant teachers shall have at a minimum a high school diploma or a High School Equivalency Diploma equivalent and shall show demonstrable proficiency in reading and writing skills.

1. Requirements for assistant teachers working in pre-kindergarten

- a. By August 1, 2022, 50% of assistant teachers in each district will meet the requirements described below. By August 1, 2024, 100% of assistant teachers in each district will meet the requirements described below.

Assistant teachers are required to follow one of the pathways listed below:

Early Childhood associate degree		
OR		
Associate degree OR 60 College Credit Hours	AND	12 early childhood college credit hours* OR Completion of an early childhood training program**
OR		

High School Diploma/GED AND Verification of WorkKeys® Scores***	AND	12 early childhood college credit hours OR Completion of an early childhood training program**
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*These hours can be included in the associate degree or 60 College Credit Hours

**Completion of an early childhood training program includes the Child Development Associate (CDA), National/State Director's Credential, Montessori Credential, and the MDE's intensive specialized early childhood training program.

*** Prior to 2017, Teacher Assistants would have met WorkKeys® requirements: (1) a Reading for Information score of 4, an Applied Mathematics score of 4, and a Writing or Business Writing score of 3;

OR

After 2017, teacher assistants need to meet the WorkKeys® Silver Level certification.

2. Requirements for assistant teachers working in kindergarten and up

- a. Assistant teachers are required to follow one of the pathways listed below:

- i. Hold an associate degree or higher

OR

- ii. Two Years or 48 College Credit Hours
(Transcript verification required)

OR

- iii. High School Diploma/GED

AND

Verification of WorkKeys® Scores*

* Prior to 2017, teacher assistants would have met WorkKeys® requirements: (1) a Reading for Information score of 4, an Applied Mathematics score of 4, and a Writing or Business Writing score of 3;

OR

After 2017, teacher assistants need to meet the WorkKeys® Silver Level certification.

Source: Miss Code Ann. §§ 37-21-7, 37-19-7(3), and 37-1-3 (Adopted 5/2022)

DUTIES/RESPONSIBILITIES OF ASSISTANT TEACHERS /INSTRUCTIONAL PARAPROFESSIONALS

The primary responsibility of assistant teachers is to work directly with students as detailed:

General Duties and Responsibilities

- 1.1 To be administratively supervised by the building principal.
- 1.2. To be directed daily by a certified classroom teacher
- 1.3 To attend and actively participate in in-service training.
- 1.4 To assist as directed in improving students' reading skills.
- 1.4 To assist as directed in improving students' basic skills in other areas.
- 1.6. To operate within state and school district policies and procedures.
- 1.5 To promote a positive image of the school district program to the public.
- 1.8. To be an effective role model for primary grade students.
- 1.9 To work harmoniously with staff and students.
- 1.10 To contribute to the development and implementation of a successful instructional program.

2.0 Duties and Responsibilities with Individual Students

- 2.1 To listen to a student read orally.
- 2.2 To listen to a student share experiences (oral expression).
- 2.3 To assist students with reading skills problems.
- 2.4 To assist students with basic skills problems.
- 2.5 To assist students with manual writing skills.
- 2.6 To assist students by interpreting directions.
- 2.7 To help calm an upset or discouraged student.
- 2.8 To assist students with drill or instruction.
- 2.9 To review students in work missed through absences.
- 2.10 To work with students on a fixed daily schedule.

3.0 Duties and Responsibilities With Small Groups of Students

- 3.1 To operate audio-visual programs for small groups.
- 3.2 To assist in small group sessions with reading skills.
- 3.4 To assist in small group sessions with basic skills
- 3.5 To tell or read stories to small groups.
- 3.6 To monitor small group discussions and interactions.
- 3.7 To go to the library with small groups of students to help them select reading materials as instructed

4.0 Clerical Duties and Responsibilities

- 4.1 To keep records pertaining to books that students read.
- 4.2 To aid in displaying students' work.
- 4.3 To pass out and collect papers.
- 4.4 To assist in preparing stencils, charts, posters, and correcting work.
- 4.5 To put work on the chalkboard/interactive display board

5.0 Other Duties and Responsibilities

- 5.1 To assist in planning and conducting field trips.
- 5.2 To assist with room arrangements such as interest centers, regrouping of furniture for group activities, etc.
- 5.3 To supervise independent student study.
- 5.4 To work cooperatively with the classroom teacher in the instructional planning process.
- 5.5 To be present during parent-teacher conferences unless directed otherwise.
- 5.6 To assist the classroom teacher with resource files and student unit packets.
- 5.7 Other duties and responsibilities as assigned by the principal/supervising teacher(s).

COMMUNICATION BETWEEN TEACHER AND ASSISTANT TEACHER

Regular and ongoing communication between teacher and assistant teacher will help to assure maximum use of the assistant teacher, thereby providing students with maximum benefit. Teachers and assistant teachers should strive to meet formally at least once a week for at least 30 minutes. This is in addition to the informal communication that takes place during each day. The following is a list of suggestions for topics to keep teachers and assistant teachers on task during the meetings.

- Discuss individual children's progress
- Discuss ways to assist children who are having difficulty
- Preview the next weeks' activities and preparations for them
- Discuss concerns

Tips for Teachers When Communicating with Assistant Teachers:

- Respect the assistant teacher and treat him/her professionally.
- Make expectations clear and remain consistent.
- If your assistant teacher does something inappropriate, communicate to him or her immediately, clearly and privately. You are the leader regardless of age or experience.
- Keep the scheduled time to plan with your assistant teacher as untouchable. Do not allow interruptions during this time.
- The assistant teacher is there to assist the student. Be sure that any request you make of the assistant teacher be directly related to assisting students.
- Do not waste person-power by having the assistant teacher do something a parent volunteer, older student, or other available person could do.
- Do be a role model for the assistant teacher in how you act and in how you deal with students. Consult the principal regarding problems you may be having with the assistant teacher only after you have tried to solve the problem on your own. Document your attempts.

Tips for Assistant Teachers When Communicating with Classroom Teachers:

- Respect the teacher as the leader and treat him/her professionally.
- If you are unclear on the expectations of the classroom teacher, ask for clarification.
- If the teacher makes a suggestion about how you can improve, be open and respectful and try to do as he/she asks.
- Keep scheduled time to meet with the teacher as untouchable. Do not allow interruptions during this time.
- Be of assistance to students. Do not wait to be asked by the classroom teacher to help a student.
- Be a role model for students and other assistant teachers.
- Consult the principal regarding problems you may be having with the teacher only after you have tried to solve the problem on your own. Document your attempts.

INTERVIEW PROCESS FOR PROSPECTIVE ASSISTANT TEACHERS

Both the principal and classroom teachers will interview prospective assistant teachers, if possible.

QUALIFICATIONS OF PRE-K TEACHERS, ASSISTANTS AND PRINCIPALS

MDE requires specific training and certification to be obtained in a definite timeframe for educators in this area. Please contact Emily Snellings or Michael Gillespie for further information.

ASSIGNMENT/REASSIGNMENT

All employees may be voluntarily or involuntarily assigned or reassigned to any job for which they are certified in any school in the Calhoun County School District. Lateral, in-house reassignment is at the discretion of the building principal. In-district transfers are outlined in School Board Policy and must be approved by both building administrators and the superintendent.

APPROPRIATE BEHAVIOR

School employees shall treat each other with courtesy. Problems that arise should be settled in a private conference not aired among the staff or community. In no instance should students be able to observe disagreements or hear negative statements concerning school employees, parents, or other students.

Parents shall likewise be treated with courtesy. Conferences and inquiries should be welcomed. If parents are uncooperative or hostile, school employees are expected to show self-control and present a calm, positive, professional manner while working toward a mutual understanding.

Assistant teachers shall refer parents to the teacher when parents ask questions at or outside of school. No school employee shall discuss other employees' conduct or the way their classes are conducted with parents or others outside the school. School employees should cultivate a professional manner, positive outlook, and self-control during all interactions. The principal will handle all complaints, attend conferences, and mediate, when necessary. Anyone who has a concern about any school matter shall report it immediately to the principal who will handle it.

APPROPRIATE DRESS

School employees are expected to dress appropriately, have good personal hygiene, and to be well-groomed. The general standards of dress applicable to students are also applicable to staff members. Teachers and assistant teachers should present a professional appearance to students, parents, and members of the community. Denim jeans may only be worn on Friday. Knit pantsuits, if worn, should be "dressy." Pants such as capris must be below the knee or longer. Tank tops, shorts, regular "sweats" or any extremely tight or revealing clothes are not allowed. Length and fit of garments should be appropriate. Special activities may require special dress. Teachers in Pre-Kindergarten, K-5, Developmentally Delayed, Self-Contained or Child Development Center classrooms are permitted to wear scrubs (Revised 05/2025). Shoes and clothing should not interfere with work. Leggings are allowed as long as they are worn under clothing that meets the length requirement (must be at the knee or longer). Jewelry in pierced body parts is not allowed except in the ears. If you have any questions concerning the appropriateness of your dress, please see your principal as soon as possible.

STAFF IDENTIFICATION BADGES

CCSD staff will be issued a district badge to represent school identity and position. Without fail, these badges must be worn in open view during the school day and **when involved or on duty at extracurricular events**. The school badge also allows employee admission plus one guest into CCSD home athletic events during the regular season. Admission with the badge does not apply to district or state play-off games. **When the staff member and CCSD elect to discontinue employment, the school badge must be returned to the building principal or immediate supervisor. If a replacement badge is to be made, the employee must pay a \$5 replacement fee.**

FACULTY AND STAFF EVALUATIONS

All members of the faculty and staff (certified and non-certified) will be evaluated according to district policy. The purpose of evaluation shall be to assist teachers and other staff members to develop and to improve their professional abilities through an assessment of their strengths and weaknesses.

Certified staff will be evaluated using the Mississippi Professional Growth System (PGS). Non-Certified evaluations may include, but are not limited to, the following components:

- Dresses in accordance with acceptable standards
- Maintains poise and self-control
- Accepts criticism objectively
- Works to overcome weaknesses
- Exercises tact in discussing problems with others
- Shows reliability in performing duties
- Appears at work on time, and prepared to carry out duties
- Completes work on schedule with accuracy
- Shows genuine interest in work
- Demonstrates a positive attitude in workplace

- Organizes and maintains work area well
- Follows directions well
- Uses time effectively
- Demonstrates skill in planning work to meet deadlines
- Demonstrates skill in communication

Scale:

4-High Quality 3-Satisfactory 2-Needs Improvement 1-Not Satisfactory

The principal or other authorized administrative personnel will make a formal evaluation of teachers at least once each year. The results of the evaluation must be submitted to MDE each year.

In addition, each principal or other qualified administrator shall visit the classroom of each teacher frequently on an informal basis to offer suggestions, give encouragement, and compliment teachers and assistant teachers whose efforts merit such recognition. An observation checklist indicating what the principal sees going on at the time he/she drops in will be completed with each visit, signed by both principal and teacher, and placed in the teacher's personnel folder.

Any personnel found to have deficiencies shall have the opportunity to correct them and shall work with the principal or other supervisor to meet expectations. A performance plan will be instituted to overcome deficiencies, which hamper classroom effectiveness. A performance plan is a graduated, structured plan of corrective action intended to help a specific individual and is a separate cycle from the regular cycle of evaluation.

Rules for Performance Plans:

1. Fully written and documented
2. Very specific—stating what standard or procedure is lacking
3. Refer to specific documentation and events
4. Specify expected change and give a time period
5. Must be agreed on by both parties
6. Meet legal requirements of “just cause” and “due process”

If an employee's performance continues to fail to meet the standards established by the school, Board policies concerning release from future employment will be followed. Board policies concerning evaluation and dismissal and forms that may be used may be found in the Board Policy Manual.

ALCOHOL/DRUG/TOBACCO POLICY

Calhoun County Schools are an alcohol, drug, and tobacco free environment. All forms of tobacco are prohibited on all school property, **including all vaping devices**. Both school employees and students are prohibited from manufacturing, possessing, using, or distributing alcohol, drug paraphernalia, or drugs. Prescription drugs are allowable only for the person for whom they have been prescribed. Schools have the right to search and seize any contraband found. Violators will be reported to the School Resource Officer (SRO) and/or law enforcement agencies. Any employee caught using, possessing, dispensing, or manufacturing any drug or controlled substance will be recommended for termination to the Superintendent of Education. (See Board Policy Manual, Descriptor Code GBRL, and Substance Abuse Program, p. 18-19 in the Safety Handbook.

WORKPLACE SEXUAL HARASSMENT

According to federal guidelines, each authority shall provide a work place free from sexual harassment. Sexual harassment is behavior of a sexual nature, which is uninvited and unwelcome verbal or physical conduct directed at an employee or student because of his or her sex. Sexual harassment does not refer to occasional compliments of a socially appropriate nature. Sexual harassment may include, but is not limited to, requests for sexual favors, unwelcome sexual advances, threats, bodily contact, or other deliberate verbal or physical conduct of a sexual nature. Also included are remarks, gestures, physical contact, display or circulation of written or electronic materials, and pictures or objects derogatory to any employee. Such behavior is strictly forbidden and will not be tolerated at any organizational level. **Any and all acts of retaliation against persons who utilize the grievance procedure are expressly prohibited.**

Sexual harassment is strictly prohibited at any organizational level. This includes employees and students, co-workers, or employees and supervisors. Sexual harassment is expressly detrimental when the offending employee is in a position to affect the grades or achievement of a student or compensation or employment status of the person being harassed. No employee or

applicant should endure sexual harassment. Any person believing he/she has been sexually harassed should immediately report the incident to management in writing. The appointing authority shall take appropriate corrective action. This rule applies equally to same-sex harassment.

No employee should imply, suggest, or threaten a student's, applicant's, or employee's cooperation of a sexual nature (or refusal thereof) in which it will have any effect on the individual's grades, achievement, employment status, including but not limited to, assignment, compensation, advancement or other condition of employment.

Any student, or employee or applicant for an authorized employment position may file a grievance in accordance with the sexual harassment grievance procedure.

Any student, applicant, or employee alleging sexual harassment may:

- a. File a grievance with his/her teacher, principal, or supervisor in accordance with the standard Grievance Procedural Steps;
OR
- b. If the source of the harassment is the student's teacher or principal, or the employee's supervisor, the student or employee may skip a level of management and file the grievance directly with the harassing employee's supervisor;
OR
- c. File the grievance with the superintendent's office.

A substantiated charge against a staff member in the school district shall subject such staff member to disciplinary action, including discharge.

Regardless of outcome, all grievances alleging sexual harassment shall be forwarded to the superintendent's office.

SEXUAL HARRASMENT

Sexual harassment shall consist of unwelcome sexual advances, requests for sexual favors and other inappropriate verbal or physical conduct of a sexual nature when made by any member of the school staff to a student or student to staff member or when made by any student to another student when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's education or achievement;
2. Submission to or rejection of such conduct by an individual is used as the basis for academic decisions or extracurricular decisions affecting that individual; or
3. Such conduct has the purpose or effect of substantially interfering with an individual's academic performance or creating an intimidating, hostile or offensive environment.
4. Repeated remarks, jokes, or gestures to a person, with sexual or demeaning implications;
5. Unwelcomed touching;
6. Suggesting or demanding sexual involvement accompanied by implied or explicit

Any person who alleges sexual harassment by any staff member or student in the school may use the procedure detailed in the Grievance Policy or may complain directly to his or her teacher, principal, immediate supervisor, or other person designated. Filing of a grievance or otherwise reporting sexual harassment will not reflect upon the individual's status nor will it affect future employment, grades or work assignments. A substantiated charge against a student in the school shall subject that student-to-student disciplinary action **(please refer to Guides for Conduct/Discipline in CCSD's Student/Parent Handbook).**

STUDENT/STAFF RELATIONSHIPS

No employee of the Calhoun County School District may date or have a romantic and/or sexual relationship with a student in the school district. All allegations or suspect actions will be investigated. This means interviewing students, the accused staff member, other staff members, looking at phone records, emails, text messages, etc. If there is no evidence that any wrongdoing has occurred, then the investigation can be closed, but will be properly documented regarding what the investigation entailed and that there was no evidence to support the charges. If the investigation leads to suspicious conduct, then the investigation must continue until the allegation is dismissed as unfounded or that there are sufficient facts to lend credibility to the charges.

While an investigation may not prove absolutely that sexual behavior has occurred between a staff member and a student, other inappropriate conduct such as telephone calls, emails, and text messages of an inappropriate personal nature between the staff

member and a student are grounds for dismissal. Staff members should never communicate with students on an individual basis. Utilizing group chats or other similar platforms may be used to correspond with students about school-related activities, as needed. If an investigation reveals information giving the principal or superintendent a reasonable basis to believe that sexual involvement occurred between any employee and a student under the age of 18, the principal or superintendent must report it to the appropriate authorities and dismissal of the employee will take place. This requirement is mandatory.

CONFIDENTIALITY

In dealing with members of the student body and the staff, the right of confidentiality will be consistently respected. When allegations necessitate investigation of misconduct and/or corrective action, these matters will also be held in strict confidence.

CHILD ABUSE

In accordance with Mississippi law, as a school employee, you are a mandated reporter of child abuse. If you suspect that a child is being abused or neglected, it is your legal obligation to report it. Reporting to a principal, superintendent, counselor or other teachers does NOT meet your mandated responsibilities and is punishable by law. Employees will notify the Calhoun County Department of Public Welfare. Teachers are held accountable under the law to report the suspected abuse even if reported to the principal.

Reports of suspected abuse are extremely confidential and should not be discussed with anyone other than those who are involved in the report and investigation. In addition, students who report possible abuse/neglect should not be questioned or prodded by the staff member. Instead, the employee should demonstrate concern and reassurance and let the student know of the intentions to help him/her and the obligations to report the incident to officials.

USE OF PHONES

1. **Staff will not be called to the office to receive non-emergency personal phone calls. (Revised 05/2026)** When non-emergency calls are received, the secretary will record the name and number of the caller and deliver it to the teacher by note or e-mail. Family members should be asked to call only when absolutely necessary.
2. When long distance personal calls are made from the school, charges are to be made against the caller's home phone or phone card. The terms of the E-Rate program prohibit the District from reselling phone services.
3. Principals and immediate supervisors will monitor the usage of cell phones. The principal or immediate supervisor will determine if the usage of a cell phone is excessive and effecting job performance. The building principal has the right to band cell phones if he/she deems it appropriate.
4. Teachers or staff members who have cellular phones should turn the ringer off during work hours. In an emergency, the office can be contacted to have them call back immediately. Teachers shall never disrupt class by talking on the phone during class unless an emergency exists.

PROHIBITIONS

The following actions are prohibited for school district employees:

1. using school property and school time for political purposes;
2. using school property and school time to engage in other business;
3. using school property and school time for personal activities not specifically excluded;*
4. using school property and school time for activities for non-school organizations;**
5. selling, soliciting for sale, advertising for sale merchandise or services, or organizing students for such purposes without the approval of the building principal;
6. selling merchandise for persons or organizations other than those who have obtained permission from the Calhoun County School District.
7. removal of equipment from the school except where specifically permitted for instructional purposes. A checkout sheet must be completed and signed by the person using the equipment and the principal and be on file in the principal's office. The fixed assets checkout sheet must be updated when the equipment is returned.
8. dating or conducting romantic and/or sexual relationships with students.

*Employees who are taking classes to upgrade their skills may use school resources after clearing such use with the principal. Employees may not use paper, copiers, or laminators to prepare materials for non-school organizations, businesses, churches, or

other similar activities. School computers may not be used to view obscene or pornographic materials. (See the Acceptable Use Policy)

**The use of school facilities for activities unrelated to school without prior approval is prohibited. If you have questions about the use of facilities or other equipment, talk with your principal or contact the superintendent's office.

PROPER CHANNELS FOR QUESTIONS AND COMPLAINTS

Questions and complaints about school policy should be discussed with your immediate supervisor. If a satisfactory resolution for your concern cannot be reached through discussions with your school administrator, it is your right to appeal to the next level of authority. The "chain of command" is as follows:

- Immediate supervisor and/or building principals;
- Superintendent of Education;
- Calhoun County Board of Education during an official meeting for which you have received authorization to participate.

IT IS NOT PERMISSIBLE FOR DISTRICT EMPLOYEES TO CONTACT INDIVIDUAL BOARD MEMBERS ABOUT POINTS OF CONFLICT WITHIN INDIVIDUAL SCHOOLS. BOARD MEMBERS HAVE NO AUTHORITY OUTSIDE OF CALLED SESSIONS OF THE BOARD. FAILURE TO OBSERVE THE PROCEDURES LISTED ABOVE SHALL BE VIEWED AS GROUNDS FOR DISMISSAL.

DUE PROCESS FOR EMPLOYEES

All certified employees are entitled to due process as detailed in School Board Policy.

INSTRUCTIONAL GUIDELINES

The objective of the School Board is to provide maximum educational opportunity for each student to develop in accordance with his individual needs, abilities, and level of maturity. Teachers shall make every effort to aid each student to achieve his maximum development mentally, physically, socially, and emotionally so that he may properly adjust himself to our complex democratic society.

Every pupil of the district will have equal educational opportunities regardless of race, color, creed, sex, or national origin. No student shall be excluded on such basis from participating in or having access to any course offerings, athletics, counseling, employment assistance, and extracurricular activities based on demographics.

Discipline problems may occur as a result of students' having too much free time and not enough instruction. Every instructional minute is precious and should be used to the maximum. Teachers must be prepared so that instruction can begin immediately and engage in active, meaningful instruction until the end of the period. All material should be prepared and ready ahead of time. **Teachers should not leave their class unattended.**

A variety of multisensory, instructional activities should be used to address the various ways students learn. Use of lecture, worksheets, and workbooks should be limited. Active learning activities that involve the learner should be emphasized. Students of all ages benefit from learning centers. While students are working, the teacher and assistant should actively monitor student work. Teacher/teacher assistants should never be seated behind their desk while students are present.

Different types of assessment should be used including oral and written, demonstrations, observations of activities, problem-solving situations, and performance and objective tests. Thematic units integrating different content areas help students see the importance of content matter and tie information together. An atmosphere conducive to learning should be maintained at all times. Every teacher should be a teacher of reading regardless of the grade-level taught.

In addition to learning styles, it is important to address the different levels of student learning. Set high expectations for yourself and for your students. Do not make excuses based on student background, socioeconomic status, previous access to appropriate instruction, etc. Take any and all necessary steps to assist students in achieving the highest levels of learning.

Teachers shall endeavor to meet the needs of all students in the regular classroom through use of varied instructional activities and planning for individual needs before any student is referred for testing. Teach/reteach strategies should be employed for students experiencing difficulty. When re-teaching, teachers should use varied instructional methods that align with students'

interests and strengths. All students benefit when they receive instruction that provides differing stimuli. Students who have already mastered content should be provided independent enrichment activities centered on the objectives being taught. This strategy will provide time for the teacher to work with students needing individual help.

HOMEWORK

Homework will be given to reinforce school academic studies. Assignments are expected to be turned in on time.

EXTRA CREDIT

Extra credit, if offered, will be for all students and will not substitute for work not completed. It must be over and above regular work.

DISCIPLINE GUIDE

What Teachers Should Do:

1. Be fair and consistent with all students, but treat each student as an individual.
2. Be sincere, patient, tolerant, friendly, understanding, and sympathetic. Accentuate the positive and avoid the negative. Go the extra mile to set the example.
3. Be thoroughly prepared for all classes and have ample work for all students each period.
4. Be cheerful, attractive, and orderly and let your classroom reflect these qualities.
5. Be thick-skinned, avoid taking student' words and actions personally, and maintain a sense of humor. Laugh at yourself occasionally.
6. Admit your errors and apologize if you make the mistake of treating a student unjustly.
7. Establish a minimum number of simple rules and help the students understand why they are necessary. Let the students assist in formulating the rules and publicizing them.
8. Clearly establish and model the standard of behavior and classroom operating procedures you expect from your students. Begin the first day and be consistent.
9. Correct students when needed to prevent minor problems growing.
10. Be aware of words and phrases that antagonize and avoid using them.
11. Motivate, guide, counsel, and instruct students in the ways of acceptable social behavior. Develop a mild manner and voice that quiets and settles a class. Teachers are judged on their ability to create an effective atmosphere that eliminates most disciplinary situations.
12. Cultivate a positive outlook and self-control in all areas and model that for the students.

What Teachers Should Not Do:

1. Punish the entire class for the misbehavior of a few.
2. Argue with a student.
3. Embarrass a student in front of others or place the student in a position where he feels he must respond or fight back.
4. Be sarcastic with students. They will assume the role you model and be sarcastic with you.
5. Refuse to consider mitigating circumstances.
6. Compare students with one another.
7. Fail to maintain a professional relationship with a child.
8. Repeatedly show favoritism to certain students.
9. Challenge students to repeat an undesirable act or get into a position of "do it or else." Your behavior can calm students or "push them over the edge" when they are upset.
10. Threaten students with an action you may not be able to carry out.
11. Handle a student physically except in self-defense or to protect the student or another student.
12. Administer unusual punishment such as taping a child's mouth, causing him to miss meals, verbally abusing him, using profanity, etc.
13. Punish a student by leaving him in the classroom or hall alone and unsupervised.
14. Make negative comments about a student's environment, family, clothes, etc.

DISCIPLINARY POLICY

Time-Out/In-School Detention/ In-school Suspension

A teacher may place a disruptive or disobedient student into time-out during class. A teacher may detain a student for detention during any free time for violation of a school rule. Only the principal can place a student into in-school suspension. Students detained or suspended during breakfast or lunch must have meals brought to them. After school detention is permissible when the principal of the school has instituted a plan agreeable to the District policy of student-centered instruction and individual worth.

Corporal Punishment

Mississippi Code Ann., §37-11-57 prohibits the use of corporal punishment in public schools to discipline a student with a disability who has an IEP or section 504 Plan. No school personnel shall be granted immunity from liability on this matter.

Reasonable corporal punishment of a student is permitted as a disciplinary measure in order to preserve an effective educational environment which is free from disruption and is conducive to furthering the education mission of the board. The superintendent shall establish and enforce rules and regulations governing the administration of corporal punishment which are consistent with the following requirements:

1. Corporal punishment shall be administered only after less stringent measures such as counseling, parental conferences, and other forms of discipline have failed to produce the desired results, unless the conduct of a student is of such an extreme nature that corporal punishment is the only reasonable form of discipline under the circumstances.
2. Any corporal punishment shall be reasonable and moderate and may not be administered maliciously or for the purpose of revenge. Such factors as the size, age and condition of the student, the type of instrument to be used, the amount of force to be used, and the part of the body to be struck shall be considered before administering any corporal punishment.
3. Corporal punishment may be administered by the school principal, teaching/assistant principal, or a teacher. Teachers who wish students to have corporal punishment shall administer it personally rather than sending students to someone else. If a teacher does not wish to administer corporal punishment, he or she should provide an alternate punishment.
4. When corporal punishment is administered, it shall be done in the presence of another **CERTIFIED** employee and out of the view of other students.
5. Paraprofessionals or non-contract employees such as substitutes may not administer corporal punishment.
6. When a student receives corporal punishment, a record shall be kept by the person administering it to include at a minimum the date, student's name, number of licks given, and the reason.
7. Suspensions of up to 3 days will be used in lieu of corporal punishment.

ALTERNATIVE PLACEMENT/EXPULSION

Students may be assigned to an alternative placement or expelled from school according to the policy in the Student Handbook. Such assignments or expulsions require extensive documentation from the principal and teachers. Teachers shall keep disciplinary records sufficient to complete the detailed forms necessary. **All disciplinary action must be entered into SAM** in a timely manner. Teachers will be responsible for sending adequate assignments for students assigned to alternative school.

DUE PROCESS FOR STUDENTS

Due process procedures will apply in all expulsion cases as detailed in School Board Policy.

FIELD TRIPS

Field trips must have an educational purpose. All trips must be placed on the school calendar located in the school office. It is the responsibility of the sponsoring teacher to:

- Have the principal approve the field trip before the request is made to the superintendent who has the final decision on approval or disapproval.
- Cafeteria staff must be notified TWO WEEKS prior to field trips whether food is being requested or not.
- Field trips will not be permitted from February 28th to the end of the testing window. (Revised 06/2026)
- Be sure the trip does not conflict with other trips, school activities or test schedules.
- Secure a bus permit. Keep the bus permit on the bus during the trip-this is a state requirement.

- Work with the Transportation Director or his/her designee to arrange for a licensed bus driver who has been pre-approved by the District.
- Arrange funding for the driver and gas.
- Make arrangements at the destination.
- Obtaining permission slips for all students going on the trip.
- Arrange for an adequate number of adults to supervise all students without unnecessarily taking other teachers from their classrooms.
- Leave an alphabetized list of students going on the trip.
- Turn in the bus permit with mileage log completed the next school day after the field trip is completed.

No OVERNIGHT field trips will be permitted. Organized camps, competitions/contests, conferences, or performances may be approved by the Superintendent.

The school district establishes the cost for use of a school bus. Teachers must get permission from the principal for all trips.

FUNDRAISING

Fundraising projects, including online fundraising, must be approved by the principal and will be scheduled to avoid conflict with test schedules. Online fundraising activities must be approved by the School Board of Education.

STUDENT ATTENDANCE

Regular school attendance is essential to student success and is required by Mississippi law. The Calhoun County School District is committed to partnering with families to promote consistent attendance, identify attendance concerns early, and provide appropriate support when needed. Mississippi law requires that all children who are six (6) years of age on or before September 1 and who have not reached their eighteenth (18th) birthday be enrolled in and attend school or participate in an approved educational program. In accordance with Mississippi Code Annotated § 37-13-91, the district utilizes a progressive attendance intervention process designed to improve student attendance and address barriers to school participation before legal action becomes necessary. The School Attendance Officer (SAO) works with schools, families, and the court system to support compliance with compulsory attendance requirements, while teachers are responsible for accurately recording student attendance each school day to ensure compliance with state reporting requirements and to assist the district in identifying and addressing attendance concerns in a timely manner. The district believes that the best learning occurs when students are present, engaged, and supported and remains committed to helping every student achieve academic success through regular school attendance.

A student must be present for at least sixty-six percent **(66%)** of the instructional day to be counted present for attendance purposes.

The following attendance intervention process is implemented in accordance with Mississippi law:

- 3 Total Absences – Parent/guardian contact is initiated to discuss attendance concerns and identify any needed supports.
- 5 Unexcused Absences – Attendance intervention begins. Additional support measures and required documentation are implemented in accordance with state law.
- 8 Unexcused Absences – Continued attendance intervention occurs. The district continues working with the student and family to address attendance concerns. Additional actions, including court involvement, may be considered as provided by law.
- 12 Unexcused Absences – Attendance intervention and documentation continue. Additional legal remedies and referrals may be available under state law.
- 15 Unexcused Absences – Additional referrals are required. State law requires further action and referrals for every five (5) additional unexcused absences thereafter.

The district will maintain appropriate documentation of attendance interventions and communications with parents/guardians as required by law.

Students with unexcused absences (not including suspensions) of an excessive length will not be able to make up school work. Students will receive a grade of zero for schoolwork missed. A grade of zero cannot be given if no work is missed.

An absence may be excused under the following circumstances:

- a. written parental verification of a specific illness;
- b. medical or dental verification;
- c. death or serious illness in the immediate family;
- d. approved school sponsored events;
- e. court summons;
- f. religion-to which the student's parents adheres, requires or suggests the observance of a religious event. The approval of the absence is within the discretion of the superintendent of the school district, or his designee.
- g. absences approved in advance by the principal

In order for a parent note to excuse an absence, the following must be listed on the parent note: First and last name of student, first and last name of parent, date(s) the student was absent, the specific reason why the student was absent, and date the excuse was written.

The School Board prohibits activities that require any student to miss more than 20 class periods during the school year in courses for which grades and/or units of credit are issued. Activities that require a student to have more than five planned absences in the same class period in courses for which grades and/or units of credit are issued are prohibited.

Records are to be maintained to assure that the foregoing standards are adhered to at each school.

After 10 unexcused days or 10 unexcused absences from the same class, students may be referred to Alternative School.

PAYROLL AND HUMAN RESOURCES

Pay Checks

Pay Periods are defined as the starting and ending day to be used in calculating pay for daily and hourly paid employees and for reporting leave days for all employees. Pay periods are typically part of one calendar month through part of the next calendar month. Pay periods for hourly and daily and reporting leave rarely, if ever, coincide with calendar months. The 12-page school calendar is to be given to employees by their site supervisor at the beginning of each school year. It is critical that employees be aware of the pay period when comparing their time worked or leave days taken to their payroll stub. It is the employee's responsibility to monitor time worked and leave balances in accordance with established pay periods.

Pay days are as shown on the district school calendar. Responsibility of site administrators on pay day:

- Assure that all employees check Active Resources for a direct deposit statement as early as possible on pay day and prior to 10:00 a.m. in order to review it and report any questions, errors, to the District Payroll clerk by the 10:00 a.m. cut off time.

All employees will receive pay through Direct Deposit.

Reporting Questions and/or Errors about Pay Check

Questions or concerns that an error may have occurred concerning anything on your direct deposit as reflected on the direct deposit statement, including calculation of pay, docked pay, payroll deductions, and leave deductions or balances must be reported to the district payroll clerk **prior to 10:00 a.m. on pay day**. If corrections to the calculation of pay, docked pay, payroll deductions, leave deductions or balances, or other pay check item is needed, it will be made on the next month's payroll.

It is the employee's responsibility to verify that the name on the direct deposit statement is the same as shown on their social security card and to verify that the direct deposit statement shows the correct and current mailing address.

Active Resources

It is imperative that each employee create his/her account through our website under Active Resources. Each employee should be given directions on how to create their account in Active Resources.

Active Resources will allow each employee to review their leave balance, pay stub, tax withholdings, (etc.), and print W-2s and 1095-C. Please contact the district office with questions regarding Active Resources.

Benefits

Employee benefits paid in full or in part by the District or opportunity for participation provided but not paid by the District are:

- Public Employees' Retirement System
- Cafeteria Plan/ Section 125
- Social Security
- State Alternate Life Insurance
- Worker's Compensation (% varies)
- Direct Deposit
- State Health Insurance for eligible employees
- Unemployment Compensation

Limited voluntary payroll deducted insurances for which the employee pays the full premium and gets the benefit of a group rate are made available. These insurances are not endorsed by the District.

Vacation

School Board policy sets forth vacation leave.

EMPLOYEE ABSENCES

Active Resources is to be used to report all absences. Certified and non-certified staff (full-time, part-time, temporary, etc.) must report absences from their home school whether for school business, sick, personal, or vacation reasons through Active Resources prior to the absence when known.

Keeping track of leave balance and errors made through Active Resources: It is the responsibility of the employee to keep track of their leave balance and to assure accuracy by entering correct information and checking the appropriate type of leave. Since incorrect keying of days may result in docked pay, the District strongly encourages employees to carefully complete the request initially and verify it with the leave record on their payroll stub each month. The pay period start and end dates are shown on the 12-page school calendar which each employee is responsible for getting each year.

Refer to Board Policy for information on leave allowances and restrictions.

Absences for Jury Duty

Refer to School Board Policy for information.

ACCUMULATED LEAVE

When an employee leaves the district, banking of accumulated leave will be done automatically by the Calhoun County School District.

Refer to School Board Policy for information on Sick/Personal Leave.

LEAVE, TERMINATION, AND DEATH

Unused leave is counted as creditable service for purposes of the retirement system when an employee terminates from state service. Should an employee die having accumulated major medical leave, such leave is counted as creditable service. There is no statutory authority to pay an employee's beneficiary for unused major medical leave in the event of an employee's death.

RETURN TO WORK POLICY & PROCEDURE

See Board Policy and contact your immediate supervisor

DONATED LEAVE FOR CATASTROPHIC INJURY OR ILLNESS

Donated leave for catastrophic injury or illness shall be administered as provided in Sections §25-3- 91, §25-3-93, and §25-3-95, Mississippi Code of 1972, Annotated, as amended. Provisions for donating leave to an employee are detailed in the current School Board Policy.

FAMILY & MEDICAL LEAVE ACT

See Board Policy and contact your immediate supervisor.

UNEMPLOYMENT COMPENSATION

If an employee becomes separated from a job in the school district, for reasons beyond the employee's control, that employee may be eligible for unemployment compensation. The employee may direct inquiries to the Mississippi Employment Security Commission.

DEFERRED COMPENSATION PLAN

Deferred Compensation is a supplemental, voluntary savings plan administered by the Public Employee's Retirement System (PERS) Board of Trustees offering tax advantages to participants. Interested employees may contact the School District administrative office for contact information.

WORKER'S COMPENSATION

The basic purpose of Worker's Compensation is to provide fixed benefits to employees in the event an employee is injured in the course of employment.

If an employee is injured, no matter how minor the injury, the employee should report this to the supervisor immediately. The supervisor must file an accident report **and notify district office immediately.**

SOCIAL SECURITY

Every employee, except for student workers, of the State of Mississippi is required to participate in the federal Social Security program.

CAFETERIA PLAN/SECTION 125

CCSD offers this tax saving mechanism, which is permitted by Section 125 of the Internal Revenue Code and Sections §25-17-1 to §25-17-9, Mississippi Code of 1972, Annotated, as amended. Additional information may be obtained from the district office payroll clerk. It is the employee's responsibility to enroll if they so desire.

Electing to participate in the Cafeteria Plan/Section 125 to tax shelter insurance premiums and otherwise benefit from this tax saving mechanism is entirely voluntary on the part of the employee. It is the responsibility of the employee to obtain a paper copy, even if one is not offered, at the time of open enrollment, and to verify the accuracy of all information on the form.

Open enrollment dates for signing up for participation in this election to tax shelter is posted on the 12-page school calendar. Employees are encouraged to consult with their tax preparer on this issue. Once enrollments are signed (electronically or otherwise) the decision to tax shelter is irrevocable per IRS Code during the plan year which is May 1 – April 30. Any tax-sheltered payroll deduction cannot be dropped during the plan year unless there are specifically allowed qualifying events under the IRS Code such as birth, death, marriage, divorce, etc. The decision to tax shelter or not to tax shelter is the responsibility of the employee and should be taken very seriously at the time of open enrollment.

RETIREMENT

Qualifying employees of the state become members of the Public Employees' Retirement System as a condition of employment.

Retirement System participation and coverage is provided to employees in positions requiring employees to work and receive

compensation for **not** less than 20 hours per week OR **not** less than 80 hours per month. Participation is restricted to employees whose wages are subject to payroll taxes and are reported on Form W-2.

INSURANCE

State Health Insurance

State health insurance is available to eligible employees when they enter employment provided application on the correct enrollment forms is made within the first 31 days of employment. For more information regarding enrollment, see the new employee packet and/or contact the district payroll clerk. It is the employee's responsibility to secure a completed and signed application for coverage form and complete it within the first 31 days of employment to enroll or to waive coverage. Retroactive effective dates are not allowed.

Employees may enroll dependents as well as themselves at the time of initial enrollment as explained above. If dependent coverage is not added at the time of initial enrollment, the employee will not be allowed to add dependent coverage until open enrollment for state health insurance as shown on the 12-page district calendar, which is currently in October each year, unless there is a qualifying event such as death, birth, marriage, divorce, loss of spouse's employment, etc. The District pays most of the cost of the employee's premium; however, the employee will pay 100% of the cost of dependent's insurance premiums.

Participating employees are encouraged to complete the annual Health Quotient Survey available online or in other forms and participate in all wellness programs offered by the state health insurance program.

For additional information the employee may visit the website <http://knowyourbenefits.dfa.ms.gov> or contact the district payroll clerk for assistance or a summary of coverage handout.

Alternate State Life Insurance

Alternate state life Insurance is available to eligible employees when they enter employment provided application on the correct enrollment forms is made within the first 31 days of employment. For more information regarding enrollment, see the new employee packet and/or contact the district payroll clerk. It is the employee's responsibility to secure a completed and signed application for coverage form and complete it within the first 31 days of employment to enroll or to waive coverage. Other than initial employment, enrollment in this alternate state life insurance shall be made only during open enrollment month as shown on the District's 12-page school calendar, which is currently the month of October.

Other Voluntary Insurance

Although the District does not endorse any of the voluntary insurances paid 100% by the employee, the District does provide payroll deduction service, and if adequate participation is maintained, the employees may benefit from a group premium rate. Whether or not to continue to offer payroll deduction services for voluntary insurances and which ones to allow is at the discretion of the District. Therefore, it is the responsibility of the employee to verify with the insurance company's representative at time of enrollment whether or not the voluntary 100% paid by employee coverage is portable. Portability is important to the employee because some voluntary coverage is available only as long as the employee is an active employee in this District. When insurance is not portable, that means the employee is not allowed to take out a private policy if (1) the District decides to not allow the insurance company to do business in the District; or (2) the employee leaves the District's employment.

Open Enrollment (enrollment other than at initial employment)

Open enrollment dates are shown on the District's 12-page school calendar that site administrators are to provide to all employees. For state health the open enrollment period is the month of October. Most all other insurance open enrollment is April. It is the employee's responsibility to evaluate their individual insurance needs and seek changes during the appropriate open enrollment period. Generally, the only allowable coverage change outside the open enrollment period would be to drop coverage that is not tax sheltered or to add or change coverage due to a qualifying event in an employee's family status such as marriage, divorce, birth, death, etc.

Continuing Insurance with no lapse of coverage during months when employee does not get a paycheck

The District cannot pay premiums for which the employee is responsible for paying. Therefore, in order for coverage to continue uninterrupted during summer months, for example, (when an employee may not receive a paycheck), it is the responsibility of the employee to pay the District prior to pay day each month the amount for the premiums due from that

month's pay check had there been one. The premium will not be paid to the company unless payment is received by the employee and coverage could be in jeopardy.

Coverage Periods

Each insurance policy has its own coverage period. Generally, premiums provide coverage for the next calendar month. There may be exceptions; therefore, it is the employee's responsibility to know for which month their coverage is in effect. The insurance company representative will be able to assist the employee with this.

Continuing Health and Alternate State Life Insurance upon retirement

Covered employees may continue health and life insurance coverage upon retirement from the District. The District provides all retirees a termination packet that includes initial forms for getting the retirement process started. Continuation of coverage as a retiree can be elected ONLY at the time of retirement. Application should be made at least 31 days prior to the date of retirement to ensure coverage does not lapse. The retiring employee must coordinate continuation of coverage with the district payroll clerk and PERS in order to assure timelines for continuation and un-interruption of coverage are met.

Continuing Insurance after leaving District's employment

Generally, coverage ends at the end of the calendar month in which employment ends. It is critical that employees planning to leave the District's employment seek information about continuing coverage well in advance and complete any required paperwork by the timelines established by the state or by private insurance vendors for voluntary insurance. Contact the district payroll clerk for contact information or assistance with continuing coverage after employment with the District.

Contact Information for each insurance coverage

Because the District does not provide coverage analysis or advice, employees must contact the agency or company providing coverage themselves. The district payroll clerk will provide contact information such as insurance representative's name, phone number, email, address to assist the employee with making contact. Additionally the state health life insurance web site <http://www.knowyourbenefits.dfa.ms.gov> is available to employees.

PURCHASING

1. Requisition forms serve as the written request for an approval of a purchase must be completed and approved by the principal or superintendent and a purchase order number obtained **BEFORE** any purchase may be initiated.
2. Under no circumstances will purchasing authority be delegated to students. Students will not be issued a purchase order.
3. Staff receiving merchandise ordered are responsible for verifying correct shipment and signing "all received," (date), (signature), on the shipping ticket or invoice and turning in this receipt record to the appropriate school district office.
4. All bills must be paid in a timely manner. Therefore, it is the employee's responsibility to turn in all purchasing documentation in a timely manner in order for it to be paid. Consult the school calendar and contact the school or district office for more information or timelines.
5. For information on current purchasing policy, contact the school or district office.
6. All purchases that require Board approval must be submitted to the office at least one week prior to the Board's scheduled monthly meeting.

HANDLING MONEY

The Office of the State Auditor prescribes policies and procedures for handling money. Contact your school or district business office for instructions and copies of the policies and procedures. All money received by staff from students or others must be counted, verified, and receipted at the time it is received and turned in to the school or district office the day it is received (or the next school day if received after regular work hours.) It is the amount of the receipt that establishes the amount of funds that must agree with the deposit to the bank. Teachers are to be assigned and must maintain their own receipt book according to procedures established by the District and school.

CALHOUN COUNTY SCHOOL FOOD SERVICE POLICY

The school food service program is operated under the direction of the Calhoun County School Board. This program is an

integral part of the total education program and is governed by the same principles and type of control as any other division of the school. The school food service program is operated under the federally funded National School Lunch Act and the Child Nutrition Act; therefore, the school food service program is subject to all federal and state regulations.

The school food service director is responsible for the enforcement of the federal and state regulations and has technical supervision of the school cafeterias. The food service director has responsibility for the direct supervision of the cafeteria staff and shares the responsibility of ensuring that all federal, state, and local regulations applicable to the school's food service are implemented and administered daily. The teachers are responsible for maintaining order in the school cafeteria and are solely responsible for the conduct of the students. Cafeteria staff members have no authority to discipline students while in the school cafeteria.

Outside food vendors, restaurants, home-based food services and food trucks will not be allowed to make meal deliveries to the students or staff at any CCSD campus (not even as incentives or rewards). Students and staff will not be allowed to bring outside logos or vendor packaging into any cafeteria. This includes bottled or canned beverages and drinks in company cups. These same rules apply to any student or staff member who brings lunch from home. Violations can put the Child Nutrition Program at risk.

The goal of the school's food service program is to provide the students attractive and nutritious meals in an atmosphere of efficiency, cleanliness, and warmth. The food service program is providing at least one-third of the student's daily nutritive requirements making it possible for every pupil to have an adequate lunch.

The following regulations have been adopted to serve as guidelines to ensure that each student receives an adequate meal and has sufficient time in which to eat:

1. It shall be the responsibility of the principal to arrange the schedule so that the students may enter the cafeteria, eat, and return to the classroom in a relaxed manner. Teachers will follow the guidelines and schedules set by the principal for student management during lunch.
2. The following meal charge policy is in place for anyone who is not on free lunch and does pay for meals:
 - First three days, charge – full meal (this includes breakfast and lunch); letter sent home on the third day;
 - Fourth day and after – peanut butter and jelly sandwich;
 - If they don't pay after five days, the cafeteria manager may report the failure to Child Protective Services.
3. Any dissatisfaction with the manner in which the cafeteria prepares and serves the food and any recommendation for improvement will be expressed to the manager, principal, or a member of the cafeteria advisory committee who will take the matter under advisement and discuss with cafeteria administrators.
4. Bulletins issued each day by the school office should be given to the manager to help in assessing activities which may affect the number of students to be served. Absentees should be given to the manager daily so that the names may be checked to meet federal requirements.
5. The cafeteria manager shall be notified at least **TWO WEEKS** in advance of requests for sack lunches in order to allow time to purchase food. Teachers taking classes on field trips are responsible for notifying the cafeteria manager at least two weeks prior to the trip if they will not require lunches on that day so that amounts of food bought and prepared can be adjusted. Schools that do not follow this procedure can cause Child Nutrition cost to increase and extras not used to be discarded (per MDE guidance).
6. The names of students who withdraw from or transfer to the school must be given to the cafeteria manager daily or weekly in order to comply with federal regulations.
7. No district employees, including cafeteria staff, are allowed to take cooked, and/or uncooked food out of the cafeteria, with the exception of a purchased consumable meal or item. Any such activity will be treated as employee theft.

STATE OF MISSISSIPPI, RULE ON SALE OF COMPETITIVE FOODS

On February 22, 1985, the State Board of Education passed the following policy pertaining to the selling of foods in competition to the National Food Service Programs:

1. To ensure that children are not in the position of having to decide between non-nutritious and nutritious foods immediately before or during the meals service period:
2. No food items will be sold on the school campus for one hour before the start of any meal services period.
3. The school food service staff shall serve only those foods which are components of the approved federal meal patterns being served (or milk products) and such additional foods as necessary to meet the caloric requirements of the age group being served.

4. With the exception of water and milk products, a student may purchase individual components of the meal only if the full meal unit also is being purchased.
5. Students who bring a lunch from home may purchase water and milk products.

Note: The State Department of Education has ruled that a cup of ice is not a component of the meal and cannot be sold to students. (Violation of this or any other regulation would put the entire school lunch program in jeopardy.)

CALHOUN COUNTY SCHOOL DISTRICT WELLNESS POLICY

Federal Public Law (PL108.265 Section 204) states that by the first day of the 2006 school year beginning after June 30, 2006, all schools must develop a local wellness policy that involves parents, students, representatives from the School Food Authority, School Board, school administrators, and the public. The Local Education Authority (LEA) will establish a plan for measuring implementation of the local wellness policy.

The Calhoun County School District has adopted a wellness policy (Board Policy JG) and is committed to providing a school environment that enhances learning and development of lifelong wellness practices.

SAFETY MEASURES

The Calhoun County School District has in place safety measures to protect all employees and students. All district employees shall know and follow the practices outlined in the **CCSD Safety Handbook**. Periodic inspections and meetings are conducted monthly. If you become aware of any potentially dangerous condition, notify the principal immediately in writing and keep a copy for your files. A written copy provides documentation to protect you from liability should an accident occur.

Safety drills are conducted on a regular schedule. All classrooms should have the bell signals for each type of drill posted along with the evacuation routes. Teachers should walk the students through the drills during the first few days of school so that they will be familiar with them.

Tornado and fire drills will be held periodically.

Tornado or severe weather: A tornado watch alert means weather conditions are favorable for a tornado. A tornado warning alert means a tornado has been sighted. **WARNING PROCEDURES WILL BE FOLLOWED AS OUTLINED IN DISTRICT SAFETY PLAN.** Teachers or other adults are to move all pupils to the school halls and remain with them until the all clear signal is given. While in the halls, the pupils are to be seated near the walls with their knees brought up to the sides of the head. At all times during the tornado or severe weather, the pupils are to be kept away from open windows or doorways.

Fire and explosion: WARNING PROCEDURES WILL BE FOLLOWED AS OUTLINED IN DISTRICT SAFETY PLAN. In case of fire, teachers are instructed to take students immediately to a designated area, and supervise them, away from the building, until the all-clear signal is given to return to the building. (In case of an actual fire or explosion, teachers or other adults will direct students to an alternate location according to the contingency plan for that specific school.) Teachers or other adults should take their grade book and class rolls containing students phone numbers with them. If possible, windows and doors are to be closed by the teacher or other adult on the way out of the classroom. Students are to proceed in an orderly yet rapid manner to the designated area. No student is to open a locker for any reason. In case of explosion, teachers will direct students out of the building to a safe place. First aid will be administered as needed.

Calhoun County Schools have a crisis management plan in place. All employees should familiarize themselves with the safety handbook, the provisions of the crisis management plan, and the contingency plans for their specific school.

Reporting Accidents

After first aid is administered, an accident report form must be filled out for students or employees when an accident occurs. The report must be submitted to the district office. Should an injury require medical attention from a doctor, the employee should have the doctor fill out that section of the report and submit the completed form.

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