

Personnel Handbook



2025-2026

Elmore County Public Schools
P.O. Box 817 • Wetumpka, Alabama 36092
(334) 567-1200

**The intention of this handbook is to simply provide information.
It does not constitute any part of an employment contract,
nor does it supersede any law, board policy, or procedure.
*It should be used only as a guide.***

 Every Student Empowered  Every Student Succeeds 

PROCEDURAL GUIDE POLICY STATEMENT

The provisions and information set forth in this handbook are intended to be informational and not contractual in nature. Thus, this handbook is not intended, and shall not be construed, to constitute a contract between the School System and any employee; prospective employee; agency of the local, state, or federal government; or any other person or legal entity of any and every nature whatsoever. The School System hereby reserves and retains the right to amend, alter, change, delete, or modify any of the provisions of this handbook at any time, and from time to time, without notice, in any manner that the Administration of the School System deems to be in the best interest of the School System. The contents of this handbook apply to all regular employees (certified and classified) and to all part-time, temporary, and seasonal personnel in the School System and do not amend, abridge, or replace Board policies, administrative regulations, rules, procedures or employment contract conditions established by the School System.

NON-DISCRIMINATION STATEMENT

The Elmore County Board of Education (ECBOE) does not discriminate on the basis of race, religion, color, national origin, sex, age, or disability in employment or educational services, activities, and programs. This district complies with all federal and state laws and regulations regarding discrimination. Employment related inquiries and/or grievances and student/parent grievances should be directed to the Human Resources Director, Susanne Goodin at P.O. Box 817, Wetumpka, Alabama, 36092 or call (334) 567-1210.

Dear Colleagues,

This handbook is a compilation of pertinent information for employees of the Elmore County Board of Education. The policies and procedures represented in this handbook and the complete Board Policy Manual found online are products of collaborative efforts.

It is our desire that you be informed about the rules, regulations and procedures that govern our daily operations. This handbook is designed to assist you in carrying out your assigned duties in the most effective manner possible. Employees are encouraged to review Section 5 of the Elmore County Policy Manual for all the policies related to employment. This handbook primarily covers procedures while most of the policies are covered in the Policy Manual.

Sincerely,

Richard Dennis
Superintendent

Table of Contents

Title page	
Elmore County Public Schools	1
PROCEDURAL GUIDE POLICY STATEMENT	2
NON-DISCRIMINATION STATEMENT	2
Alabama Educator Code of Ethics	5
Code of Ethics Standards	5
General Information	10
Staff Rights and Responsibilities	10
Personal Appearance	10
Identification Badges	10
School Board Equipment	10
Local School Fundraising	10
School Calendar	11
Cash in Building	11
Policy Manual	11
Lesson Plans	11
Substitute Teachers	12
Long-Term Substitutes	12
Use of Physical Force	12
Employee Assistance Program	12
Confidentiality Issues in Special Education	12
The Family Educational Rights and Privacy Act	13
Employee Benefits	14
On-the-Job Injury Benefits	14
Transfers: Certified and Non-Certified	15
Job Posting/Hiring	16
Hiring Protocol - Administrative	16
Hiring Protocol – Certified/Non-Certified Personnel	16
Professional Development	17
Certification	18
Evaluating Employee Performance	19

Policies/Procedures	19
Equal Opportunity Employment (5.13)	19
Time Schedules and Work Loads for Certified Personnel (5.1.2, 5.1.2)	20
Time Schedules and Work Loads for Non-Certified Personnel (5.1.2, 5.1.2)	20
Supervising Family Members (5.2.5)	21
Grievance Resolution Procedure	21
Sexual Harassment Policy (5.14)	23
Suicide Reports	25
Bullying Reports	25
Americans with Disabilities Complaint Procedures	25
Code of Conduct for School System Personnel (5.1)	25
Drug Free Workplace (4.2.3, 4.2.6, 5.17)	26
Smoking and the Use of Tobacco Products (4.2.4)	27
Sick Leave (5.10.3)	27
Sick Leave Bank Guidelines for Personnel (5.12)	29
Catastrophic Sick Leave Provision	30
Personal Leave and Absences for Certified Personnel (5.10.5)	32
Personal Leave and Absences for Non-Certified Personnel (5.10.5)	32
Vacation	33
Family and Medical Leave Act Policy (5.11)	34
Medical Certification & HIPAA	38
Leave of Absence – Medical or Birth/Adoption	39
Restoration of Job Status	40
Outside Employment	40
Emergency Closing of Schools	40
Field Trips	40
Filing for retirement	41
Child Abuse/Neglect	42
Conflicts of Interest	43
Insurance	43
Media – Video/Electronic	43
Medications	43
Parent Conferences	44
Pay day	44

Principal – Personnel Relations	45
Professional Organizations	45
Safety	45
Salaries	45
Staff meetings/School Events	46
Chain of Command	46
End of the Year Employment Information	46
Elmore County Public Schools Responsible Use Guidelines for Employees	47
Communicating Using Electronic Media	52
Social Media Posts	52
Board’s Disclaimer	53
Communication	54
The Elmore County School System (county office) Organizational Chart	54
Where do I find the form I need?	54

Alabama Educator Code of Ethics

Introduction

The primary goal of every educator in the state of Alabama must, at all times, be to provide an environment in which all students can learn. In order to accomplish that goal, educators must value the worth and dignity of every person, must have a devotion to excellence in all matters, must actively support the pursuit of knowledge, and must fully participate in the nurturance of a democratic citizenry. To do so requires an adherence to a high ethical standard.

The Alabama Educator Code of Ethics defines the professional behavior of educators in Alabama and serves as a guide to ethical conduct. The Code protects the health, safety and general welfare of students and educators; outlines objective standards of conduct for professional educators; and clearly defines actions of an unethical nature for which disciplinary sanctions are justified.

Code of Ethics Standards

Standard 1: Professional Conduct

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

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

- Encouraging and supporting colleagues in the development and maintenance of high standards.
- Respecting fellow educators and participating in the development of a professional and supportive teaching environment.

- Engaging in a variety of individual and collaborative learning experiences essential to developing professionally to promote student learning.

Unethical conduct is any conduct that impairs the certificate holder's ability to function in his or her employment position or a pattern of behavior that is detrimental to the health, welfare, discipline, or morals of students. Unethical conduct includes, but is not limited to, the following:

- Harassment of colleagues or students.
- Misuse or mismanagement of tests or test materials.
- Inappropriate language or behavior on school grounds.
- Physical altercations.
- Failure to provide appropriate supervision of students.

Standard 2: Trustworthiness

An educator should exemplify honesty and integrity in the course of professional practice.

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

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

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

- Falsifying, misrepresenting, omitting, or erroneously reporting professional qualifications, criminal record, or employment history when applying for employment or certification.
- Falsifying, misrepresenting, omitting, or erroneously reporting information submitted to federal, state and/or other governmental agencies.
- Falsifying, misrepresenting, omitting, or erroneously reporting information regarding the evaluation of students and/or personnel.
- Falsifying, misrepresenting, omitting, or erroneously reporting reasons for absences or leaves.
- Falsifying, misrepresenting, omitting, or erroneously reporting information submitted in the course of an official inquiry or investigation.

Standard 3: Unlawful Acts

An educator should abide by federal, state and local laws and statutes.

Unethical conduct includes, but is not limited to, the commission or conviction of a felony or of any crime involving moral turpitude. 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 a situation where first offender treatment without adjudication of guilty pursuant to the charge was granted.

Standard 4: Teacher/Student Relationship

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

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

- Fulfilling the roles of trusted confidante, mentor, and advocate for students' growth.
- Nurturing the intellectual, physical, emotional, social, and civic potential of all students.
- Providing an environment that does not needlessly expose students to unnecessary embarrassment or disparagement.
- Creating, supporting, and maintaining a challenging learning environment for all students.

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

- Committing any act of child abuse, including physical or verbal abuse.
- Committing any act of cruelty to children or any act of child endangerment.
- Committing or soliciting any unlawful sexual act.
- Engaging in harassing behavior on the basis of race, gender, national origin, sexual orientation, religion, or disability.
- Soliciting, encouraging, or consummating an inappropriate written, verbal, or physical relationship with a student.
- Furnishing tobacco, alcohol, or illegal/unauthorized drugs to any student or allowing a student to consume alcohol or illegal/unauthorized drugs.

Standard 5: 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.

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

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

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

- Being under the influence of, possessing, using, or consuming illegal or unauthorized drugs.
- 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 or using tobacco. 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., where students are involved.

Standard 6: Public Funds and Property

An educator entrusted with public funds and property should honor that trust with a high level of honesty, accuracy, and responsibility.

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

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

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

- Misusing public or school-related funds.
- Failing to account for funds collected from students or parents.
- Submitting fraudulent requests for reimbursement of expenses or for pay.

- Co-mingling public or school-related funds with personal funds or checking accounts.
- Using school property without the approval of the local board of education/governing body.

Standard 7: Remunerative Conduct

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

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

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

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

- 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 or his/her family members unless approved by the local governing body.
- Accepting gifts from vendors or potential vendors for personal use or gain where there appears to be a conflict of interest.
- Tutoring students assigned to the educator for remuneration unless approved by the local board of education.

Standard 8: Maintenance of Confidentiality

An educator should 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.

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

- Keeping in confidence information about students that has been obtained in the course of professional services unless disclosure serves professional purposes or is required by law.
- Maintaining diligently the security of standardized test content, supplies and resources.

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

- Sharing confidential information concerning student academic and disciplinary records, health and medical information, family status/income, and assessment/testing content or results unless disclosure is required or permitted by law.
- 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 system or state directions for the use of tests or test items.
- Violating other confidentiality agreements required by state or local policy.

Standard 9: Abandonment of Contract

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

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

- Abandoning the contract for professional services without prior release from the contract by the employer.

- Refusing to perform services required by the contract.

Reporting

Educators are required to report a breach of one or more of the Standards in the Alabama Educator Code of Ethics as soon as possible, but no later than sixty (60) days from the date the educator became aware of the alleged breach, unless the law or local procedures require reporting sooner. Educators should be aware of their local school board policies and procedures and/or chain of command for reporting unethical conduct. Complaints filed with the local or state school boards or with the State Department of Education Teacher Certification Section, must be filed in writing and must include the original signature of the complainant.

Alabama Administrative Code 290-3-2-.05

(1)-5-c Each Superintendent shall submit to the State Superintendent of Education within ten calendar days of the decision, the name and social security number of each employee holding an Alabama certificate or license who is terminated, or non-renewed, resigns, or is placed on administrative leave for cause, and shall indicate the reason for such action.

Disciplinary Action

Disciplinary action shall be defined as the issuance of a reprimand or warning, or the suspension, revocation, or denial of certificates. "Certificate" refers to any teaching, service, or leadership certificate issued by the authority of the Alabama State Department of Education.

Alabama Administrative Code 290-3-2-.05

(1) Authority of the State Superintendent of Education

(a) The Superintendent shall have the authority under existing legal standards to:

1. Revoke any certificate held by a person who has been proven guilty of immoral conduct or unbecoming or indecent behavior in Alabama or any other state or nation in accordance with Ala. Code §16-235(1975).
2. Refuse to issue a certificate to an applicant whose certificate has been subject to adverse action by another state until after the adverse action has been resolved by that state.
3. Suspend or revoke an individual's certificate issued by the Superintendent when a certificate or license issued by another state is subject to adverse action.
4. Refuse to issue, suspend, or recall a certificate for just cause.

Any of the following grounds shall also be considered cause for disciplinary action:

1. Unethical conduct as outlined in the Alabama Educator Code of Ethics, Standards 1-9.
2. Order from a court of competent jurisdiction.
3. Violation of any other laws or rules applicable to the profession.
4. Any other good and sufficient cause.

An individual whose certificate has been revoked, denied, or suspended may not be employed as an educator, paraprofessional, aide, or substitute teacher during the period of his or her revocation, suspension, or denial.

General Information

Staff Rights and Responsibilities

The Board recognizes that each employee has the same civil and constitutional rights as any other citizen. Such rights will be respected at all times but shall be restricted if their exercise materially interferes with the educational process. No other rights and responsibilities shall be accorded staff members unless specifically incorporated in the contracts of employment entered into between the Board and the employee. For a complete overview of staff rights and responsibilities, please refer to *Policy 5.1*.

Personal Appearance

All personnel are expected to dress in a manner becoming their status as Elmore County Public School System employees. It shall be the responsibility of the principal or immediate supervisor to discuss appropriate dress with employees. (*Policy Reference – 5.1.i*)

Below are areas to consider as employees of the Board:

- Personal appearance must be clean and well-maintained.
- Personal apparel must reflect generally accepted "conventional dress" for the work assignment.
- No article of clothing may display any obscene language and/or anything that could be considered offensive by students, parents, or coworkers.
- Good personal hygiene is required at all times.

Identification Badges

All employees will be issued a photo identification badge. They are required to be worn in a visible location whenever employees are on the work site or any Board property. This requirement enhances security and allows visitors to identify employees. The badge is the property of the Board and must be surrendered upon termination of employment.

School Board Equipment

Board equipment is defined as anything that is not personally owned by the employee. Abuse or misuse of this equipment is not acceptable. No employee shall operate any equipment without appropriate training and authorization. The use of school-owned equipment at home must be approved by the principal/director.

Local School Fundraising

1. All fund-raising activities sponsored by the school must be approved in advance by the Principal. A fund-raiser sheet should be properly completed including estimates of activity sales, costs, and profits.

2. Teachers who serve as faculty sponsors of clubs or subsidiary accounts shall keep an LA-7 (records of receipts and disbursements) for each account. The LA-7 shall be kept extemporaneously by each involved faculty member and reconciled monthly with the General Ledger. To do the reconciliation each faculty member shall present their LA-7's to the local school bookkeeper and the bookkeeper will then turn over all applicable activity reports for the faculty member to reconcile. Any differences should be corrected before the next month.
3. Monies collected shall be turned over to the Local School Bookkeeper each day. Monies shall not be left overnight in classrooms.
4. Items sold should never be turned over to a purchaser prior to the items being paid for in full.
5. The Principal shall be responsible for the proper handling of all business affairs of the school. The Principal, as trustee, is responsible for replacement of student activity money improperly spent.

School Calendar

The current Elmore County School Year Calendar can be found at <https://www.elmoreco.com/publications>

Cash in Building

In the interest of building security, no cash or other valuable articles should be left in classrooms or other locations in the school. School funds should be receipted and in the office before school is dismissed for the day. Personal articles of value should be secured in a locked cabinet or removed from the building by the owner.

Policy Manual

It is the responsibility of every person working within the School System to be knowledgeable of and adhere to all applicable Board policies. The policy manual is available on the school system web site at <https://www.elmoreco.com/publications>.

Lesson Plans

The Board requires a general plan of work, including daily schedules and brief lesson plans to be prepared by each teacher and submitted to the principal. Specific (detailed) lesson plans shall be prepared by the teacher in his/her absence for use by the substitute teacher. Such plans shall be in sufficient detail to permit the substitute teacher to conduct instructional activities that will benefit students educationally. Additional information and/or resource documents regarding lesson plans and instruction can be found on the Curriculum and Instruction Section of the school system website. (*Policy Reference – 5.1*)

Substitute Teachers

The Elmore County schools will contract with Kelly Services for substitute teachers this year. It shall be the responsibility of the principal to ensure that the regular teacher provides the substitute teacher with the necessary instructions and materials to teach effectively, including textbooks, lesson plans, class rolls, and schedules. The substitute teacher shall provide the regular teacher with a brief report of the day's activities. (*Policy Reference – 5.1.2*)

Long-Term Substitutes

A person holding a valid Alabama professional teaching certificate may be employed as a long-term substitute to replace a certified teacher. Long-term is defined as an absence of more than 20 consecutive school days. (*Policy Reference – 5.1.2*)

Use of Physical Force

See information related to student physical restraint in Board policy (*Policy Reference – 6.25.4*).

Employee Assistance Program

The Elmore County Board of Education realizes the importance of taking care of our employees at work and in life. The system contracts with an employee assistance program called Employee Assistance Services so employees can obtain assistance when issues arise in their life. This contract is paid for by the ECBOE and all services provided are free of charge to the employee. EAS provides employee assistance services for our full-time employees and their families. Services are for work/life issues including family and marital, mental health, substance abuse assessment and referral, as well as legal, financial, childcare, and elder care referrals. All services provided are confidential. If you find you or a family member needs assistance in any of these areas please call Employee Assistance Services at 1-205-933-7442 or visit the website www.easbirmingham.com

Confidentiality Issues in Special Education

Since the very beginning of federally-mandated special education, one of the major provisions has included safeguards that protect the confidentiality of individual students with special needs and their families. All staff members having access to records or knowledge of students with disabilities have an occupational, legal, and ethical responsibility to protect this right. Personally identifiable data, information, and records collected or maintained must be stored, retrieved, and utilized for the benefit of children with disabilities in a manner that will ensure confidentiality and privacy rights.

Please strive to ensure the following safeguards for all students enrolled:

1. Discuss individual students only with those who have a need to know.

2. Protect written information and records of students from the intentional and incidental view or possession by unauthorized students, staff members, and others. Only those who have a need to know or see such records shall have access to the records.
3. Protect pictorial and recorded records of students, including photographs, yearbooks, audio recordings, and videotapes which identify them as having disabilities.
4. Protect students from verbal identification and discussion of personal information, including:
 - mentioning names of students protected by confidentiality provisions;
 - discussing protected students in the presence or hearing proximity of others;
 - giving information to others having no need to know; and
 - discussing student information with, in front of, or in the hearing proximity of other students, except where the educational program/services for the student with a disability require such disclosure.

The Family Educational Rights and Privacy Act

The Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g; 34 CFR Part 99) is a Federal law that protects the privacy of student education records. The law applies to all schools that receive funds under an applicable program of the U.S. Department of Education.

FERPA gives parents certain rights with respect to their child's education records. These rights transfer to the student when he or she reaches the age of 18 or attends a school beyond the high school level. Students to whom the rights have transferred are "eligible students."

- Parents or eligible students have the right to inspect and review the student's education records maintained by the school. Schools are not required to provide copies of records unless, for reasons such as great distance, it is impossible for parents or eligible students to review the records. Schools may charge a fee for copies.
- Parents or eligible students have the right to request that a school correct records which they believe to be inaccurate or misleading. If the school decides not to amend the record, the parent or eligible student then has the right to a formal hearing. After the hearing, if the school still decides not to amend the record, the parent or eligible student has the right to place a statement with the record setting forth his or her view about the contested information.
- Generally, schools must have written permission from the parent or eligible student in order to release any information from a student's education record. However, FERPA allows schools to disclose those records, without consent, to the following parties or under the following conditions (34 CFR § 99.31):
 - o School officials with legitimate educational interest;
 - o Other schools to which a student is transferring;
 - o Specified officials for audit or evaluation purposes;
 - o Appropriate parties in connection with financial aid to a student;
 - o Organizations conducting certain studies for or on behalf of the school;
 - o Accrediting organizations;
 - o To comply with a judicial order or lawfully issued subpoena;
 - o Appropriate officials in cases of health and safety emergencies; and

- o State and local authorities, within a juvenile justice system, pursuant to specific State law.

Schools may disclose, without consent, "directory" information such as a student's name, address, telephone number, date and place of birth, honors and awards, and dates of attendance. However, schools must tell parents and eligible students about directory information and allow parents and eligible students a reasonable amount of time to request that the school not disclose directory information about them. Schools must notify parents and eligible students annually of their rights under FERPA. The actual means of notification (special letter, inclusion in a PTA bulletin, student handbook, or newspaper article) is left to the discretion of each school.

For additional information, you may call 1-800-USA-LEARN (1-800-872-5327) (voice). Individuals who use TDD may use the [Federal Relay Service](#).

Or you may contact The Federal Policy Compliance Office at the following address:

Family Policy Compliance Office
U.S. Department of Education
400 Maryland Avenue, SW
Washington, D.C. 20202-8520

Employee Benefits

Contact Finance/Payroll Department for any information regarding retirement, health care plan, COBRA, sick bank, cafeteria plan, and optional plans. If you change addresses, it is your responsibility to email Dana James/Melissa Lowery in payroll to update to your current address. Please email her to complete this process. Dana.james@elmoreco.com or melissa.lowery@elmoreco.com

On-the-Job Injury Benefits

5.10.4 On-The-Job Injury Leave – On-the-job injury includes an accident or injury to an employee that occurs in the course of performing job duties for the Board or when the employee is directed or requested by the employer to be on the property of employer and which prevents the employee from working or returning to the job.

Employees who are accidentally injured on the job may be approved for paid "on-the-job injury" leave without using sick days, provided that:

- a. The injured employee submits written medical certification from the attending licensed physician stating that the employee was injured and cannot return to work due to a specified injury, if there is a reasonable expectation that the employee will return to work and, if so, the expected date of that return. The Board may require a second opinion from a Board specified physician, at its expense.
- b. The employee submits a signed written account (accident report) of the accident attested by a principal or department head within twenty-four (24) hours after the injury occurred. If the injured employee is not able to notify the Board, another person

reasonably knowledgeable about the employee's condition and circumstances leading to the injury may provide the required notification. The accident report can be completed digitally on the employee records site, TalentEd.

<https://elmoreco.tedk12.com/sso/Account/Login>

Upon a determination that the employee has been injured on the job and cannot return to work, the Board may maintain the employee's salary and benefits for the period of incapacity caused by the injury, not to exceed ninety (90) days. An employee who is injured on the job may file a request for unreimbursed medical expenses and costs with the State Board of Adjustment. The Board will provide such reasonable assistance to the employee in filing the Board of Adjustment claim as is required by law but assumes and will have no responsibility or liability for processing the claim or directly reimbursing the employee any unreimbursed medical expenses and costs. On-the-job injury leave will be administered in accordance with and subject to the requirements and limitations imposed by state law regarding such leave.

[Reference: ALA. CODE §16-1-18.1 (1975)]

Anyone hurt on school board property or anyone who experiences property damage is able to make application to the Board of Adjustments to possibly receive reimbursement for expenses. The paperwork to file with the board of adjustments can be found at <https://www.elmoreco.com/publications> under Publications. You can find the needed document at this tab:



Transfers: Certified and Non-Certified

The Board may consider granting a voluntary transfer if the requesting employee possesses the required qualifications for the desired position and if a vacancy in such position exists. All requests for voluntary transfers must be made in TalentEd. This form can be found on TalentEd under "Employee Transfer Request". This form must be received before the last day of the job posting in order for the employee to be placed on the interested applicant list. Employee transfers will also be subject to the guidelines of the Alabama Students' First Act.

<https://elmoreco.tedk12.com/sso/Account/Login>

Job Posting/Hiring

The Elmore County BOE shall post a notice of vacancy for each vacant personnel position. Postings (at a minimum) will be placed on the Elmore County BOE website (<https://www.elmoreco.com/hrpositions>). All supervisory positions will be posted for 14 calendar days and non-supervisory positions will be posted for 7 calendar days. The Board shall make the final decision to employ personnel based on the Superintendent's recommendation.

In accordance with Attorney General Opinion 2002-069, November 21, 2001, the following are exceptions to posting vacancies:

1. There is no vacancy when two employees trade positions.
2. Where a lateral transfer occurs, and the positions are neither newly created nor supervisory or managerial in nature, and there has been no increase or decrease in salary.

Hiring Protocol - Administrative

All administrative postings are listed for 14 calendar days. A letter of intent and resume are requested at the time applications are received. The screening team will complete a rubric to determine chosen candidates for the panel interview. The screening team includes Human Resources Director and the supervisor of the open position. The interview panel includes one county director, supervisor of the open position and others as selected by the supervisor (teacher/community member recommended). The interview questions are selected by the administrative screening team and the same questions are used for each interview. The interviews are scored by the interview team and all the scores are added together at the conclusion of the interviews. The top three scores from the panel interview are submitted to the Superintendent for final approval of who will be recommended to the Board. The Board shall make the final decision to employ personnel based on the Superintendent's recommendation.

Hiring Protocol – Certified/Non-Certified Personnel

All non-supervisory positions are posted for seven calendar days. All new positions must be posted for fourteen calendar days. The job is posted, and candidates may apply through Teach in Alabama or through an in-county transfer form. After the job closes, the list of those who applied/requested a transfer will be given to the supervisor. The supervisor will interview candidates and submit the top three selections to the Superintendent for approval. The Board shall make the final decision to employ personnel based on the Superintendent's recommendation.

Resignations

All employees must notify the Board 30 calendar days in advance of the next scholastic year if planning to resign. During the scholastic year, employee resignations require a 30-day written notice to the Elmore County BOE. Any employee resigning in any other manner than herein provided shall be deemed guilty of unprofessional conduct and the State Superintendent by authority of Section 16-24-1, *Code of Alabama*, is authorized to revoke or suspend the certificate of the employee.

Suspension for Disciplinary Purposes

As circumstances require, an employee may be suspended for disciplinary purposes by the Superintendent. Due process shall be a part of the procedure and will include the following procedures:

1. The Superintendent or his designee shall investigate to determine the facts of the case. If the employee involved is not found to be a threat to the health and/or safety of the School System, said investigation shall be conducted in advance of any suspension. The investigation shall be conducted in a manner that ensures parties in interest an opportunity to be heard.
2. If suspension without pay for disciplinary purposes is a consideration the Superintendent or his designee will meet with the employee to discuss the terms of the suspension, 20 days or less. If an employee is suspended more than 20 days Board approval is required.
3. If the employee is considered to be a threat to the health and/or safety of the School System, said employee may be suspended forthwith for disciplinary purposes by the Superintendent with or without pay to conduct the investigation.
4. If an employee is to be suspended pending a hearing before the Board to terminate said employee's employment, said suspension may be invoked by the Superintendent and shall be without pay.
5. If an employee is suspended 10 days or more, the finance department will consider breaking up the suspension days into two pay checks, to ease the financial burden of the suspension.
6. In all employee disciplinary matters, the Students' First Act will be followed.

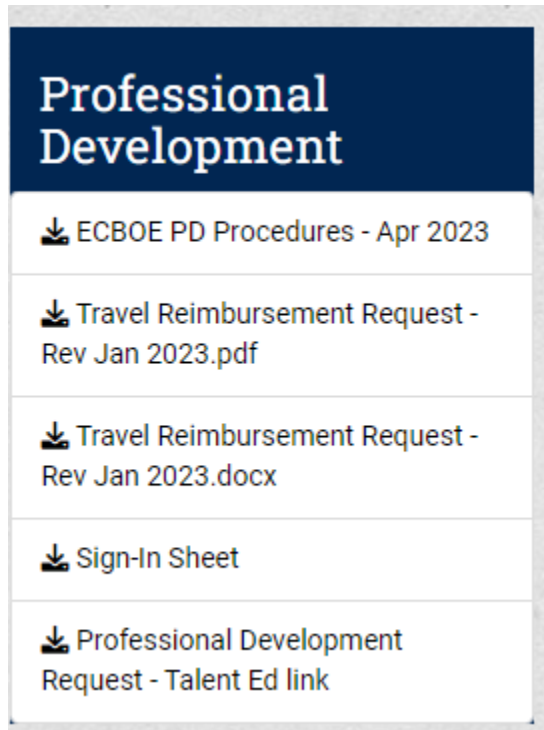
Professional Development

Professional development is the cornerstone of the educational process. All employees are encouraged to take advantage of the numerous opportunities to advance their knowledge through professional development activities and Inservice sessions. (*Policy Reference – 5.5*) Be certain that all professional development you participate in is logged into the PowerSchool Unified Talent program to document hours completed.

<https://alsde.truenorthlogic.com/ia/empair/login/index>

To request funding to attend professional development and/or to request reimbursement for travel you can visit our website to view procedures and find the

forms <https://www.elmoreco.com/forms>. The information can be found on the Forms page.



Certification

Administration Certification – Administrative certificates must be renewed every five years. Documentation of 5 PLUs is a requirement for recertification. Two of the PLUs must be state earned and the other three can be local PLUs. The employee is responsible for documenting professional development and submitting that information with the application when it is time for recertification. The application for recertification can be found at www.alsde.edu. The personnel staff will assist employees upon request but will not be responsible for notification of expiration of certificates for all employees.

Teacher Certification - Teaching certificates must be renewed every five years. Documentation of at least 50 clock hours of professional development activities is a requirement for recertification. Certified employees are expected to document all professional development activities through the use of PowerSchool, the school system's online professional development tracking system. At the close of each school year, individual professional development reports must be updated to reflect any activities attended during the school year. The requirements for renewal of a teaching certificate are 50 Professional Development hours and three years satisfactory teaching within the five-year period of the valid certificate being renewed. Please contact the Certification Clerk in Human Resources with any questions. The personnel staff will assist employees upon request but will not be responsible for notification of expiration of certificates for all employees.

Evaluating Employee Performance

Certified Employees - The Elmore County Board of Education uses the State-approved performance evaluation system Alabama Teacher Growth Program. Local school administrators are responsible for evaluating employees. (*Policy Reference – 5.8.1*)

Non-Certified Employees – All non-certified evaluations will be done on TalentEd twice annually. A copy can be obtained by going to TalentEd and printing the evaluation from your personnel file. (*Policy Reference – 5.8.2*)

Policies/Procedures

This section contains selected policies regarding Board employees that are referenced more often than others. To access a complete list of personnel policies, please review the Policy Manual on the school system web site: <https://www.elmoreco.com/publications>.

Equal Opportunity Employment (5.13)

The Board recognizes that an effective educational program in the School System depends on the quality of the personnel employed. Therefore, every effort will be made to employ the most qualified personnel available. It is the policy of the Board that applicants for positions will be selected on the basis of their qualifications, merit, and ability. No person shall be denied employment, reemployment, advancement, or evaluation, nor shall be subjected to discrimination on the basis of sex, age, marital status, race, religion, national origin, ethnicity, or disability.

Special Provisions

The Board shall comply with regulations of Title IX of the Education Amendment of 1972, the Civil Rights Act of 1964, and Section 504 of the Rehabilitation Act of 1973 as evidenced by the Equal Opportunity Policy shown above. In addition, the following provisions shall apply:

1. The School System shall designate an employee(s) on a system-wide basis to be responsible for coordinating compliance efforts of the three Acts.
2. The Grievance Procedure (*Policy Reference – 4.6*) shall be utilized to assure students and employees prompt and equitable action on grievances brought under the Acts noted.
3. Students and employees shall be notified by posting the applicable procedures and the name(s) of the coordinating officer(s) during the months of September and October each year in all worksites.

Court Order(s)

The Board shall comply with provisions of the Court Order of 1970 as issued by the United States District Court for the Middle District of Alabama, Northern Division, and all other court orders under which the Board may be legally charged.

Time Schedules and Work Loads for Certified Personnel (5.1.2, 5.1.2)

Time Schedules

Time schedules for certified personnel may be designated by the Superintendent and/or the immediate supervisor of said personnel. Certified teaching personnel are required to be on duty from at least 20 minutes prior to the opening of school (tardy bell – unless scheduled for a duty) to 20 minutes after the close of school each day (dismissal bell – unless schedule for a duty), Monday through Friday, except Board-approved holidays, and the necessary time to transact successful faculty meetings, school business, and the safe/orderly dismissal of students, etc.

Faculty meetings shall be reasonable in terms of frequency and duration.

Workloads

Workloads for certified personnel shall consist of all job-related duties and responsibilities as may be assigned by the Superintendent, immediate supervisor, and job descriptions. The Superintendent and/or immediate supervisor shall assign workloads to certified personnel on an equitable basis. All workload assignments shall conform to standards outlined by the *Code of Alabama*, the Alabama State Board of Education, and appropriate accreditation agencies. Further, certified personnel allotted for teaching purposes shall not be assigned workloads which remove them from teaching duties that result in an average increase in the pupil-teacher ratio for the school.

Alternate Time Schedules

In order to accommodate the needs of the School System, school principals, with the written approval of the Superintendent, may work with certified personnel to arrange alternate time schedules and/or workloads. In every case the following provisions shall apply:

1. Alternate time schedules and/or workloads shall not be approved that result in increased pupil-teacher ratio.
2. Alternate time schedules and/or workloads shall be mutually agreed upon by the employee and school principal.
3. Employees approved for alternate time schedules and/or workloads shall meet all contractual obligations in terms of days and hours worked.
4. Each teacher shall be provided a minimum of 30 minutes each day free from instructional or supervisory responsibilities.

Time Schedules and Work Loads for Non-Certified Personnel (5.1.2, 5.1.2)

Time Schedules

Time schedules for non-certified personnel may be designated by the Superintendent and/or the immediate supervisor of said personnel. In all cases, the Superintendent and/or immediate

supervisor shall have the right to establish time schedules to encompass the employee's workday. Work schedules shall be in compliance with the *Fair Labor Standards Act*.

Workloads

Workloads for non-certified personnel shall consist of all duties and responsibilities as may be assigned by the Superintendent and/or immediate supervisor and as outlined by individual job descriptions.

Supervising Family Members (5.2.5)

No supervisor or principal shall directly supervise an immediate family member (defined here as: husband, wife, father, mother, son, daughter, brother, or sister). All personnel employed as of the adoption date of this policy who are in violation of this provision are exempted from this policy. This exemption applies only to the position held at the time of adoption of this policy by the Board.

Grievance Resolution Procedure

Reference: ECBOE Policy 4.6, Adopted June 2017

Education is a shared responsibility among home, school and the surrounding community. The Elmore County Board of Education believes all stakeholders have both the right and responsibility to express school-related concerns and grievances to school faculty and administration. All stakeholders are always welcome to make appointments to discuss any concerns they may have regarding their school. The faculty and administration will strive to resolve grievances at the school level (**at the lowest possible administrative level**). It is expected that most grievances will be resolved satisfactorily at this level. However, in the event that the grievance cannot be settled at this level, then the parties involved may advance the grievance with the Superintendent and then to the Board.

For the purpose of this procedure, a grievance is defined as a claim submitted by an employee, a student, parent/guardian of a student, or a community member of violation, misinterpretation, or inequitable application of local Board policy, local school rule/regulation, or local administrative procedure. A grievance is also a concern regarding identification, evaluation, eligibility, or services related to instructional programs within the school. The term "grievance" shall apply to matters which fall within the discretionary powers of the principal, Superintendent and/or Board but shall not apply to areas where the principal, Superintendent or Board has no authority to act. The Board is the final authority in all matters pertaining to grievances unless the grievant should desire to exercise proper redress through the courts or utilize appeal procedures as established by law.

The normal procedure usually followed by any employee, parent/guardian or student regarding a personal grievance is to discuss the matter with the teacher or administrator directly involved. When the nature of the grievance dictates otherwise, the employee, parent/guardian or student upon notifying the staff directly involved may request a meeting with the school principal. Such meetings should be granted within five (5) working days at a reasonable time and place. A

student expressing concern may request the presence of one faculty member of the student's choice or his/her parent/guardian(s) to be present at such meeting.

In an effort to resolve concerns prior to filing a formal grievance, the following steps should be taken by an **employee, parent, student, and/or community member**:

1. The initial contact should be a school conference requested by the grievant(s) within 10 school days of the incident where the issue/concern will be presented orally and/or in writing.
2. The immediate supervisor to whom the conference request is presented should schedule a conference within five working days of the request.
3. School informal conference should be documented.
4. In cases when a concern cannot be resolved through an informal conference at the local school level, the grievance procedure herein should be followed.

FORMAL GRIEVANCE PROCEDURE

For the purpose of this procedure, a grievance is defined as *a claim submitted by an employee, parent/guardian, community member, or student regarding a violation, misinterpretation, or inequitable application of local board policy, local school rule and regulation, or local administrative procedure, (i.e. matters concerning curriculum, sports, disciplinary problems, school calendar, classroom policy, etc.)* Incidents/issues *not* addressed in this grievance procedure are: grades, promotion, placement, Title I, Title IV, 504, and FERPA. Employee grievances should not be submitted for issues regarding dismissal, terminations, transfers, reassignments and any other procedures already established by law and/or the Students First Act.

The following steps should be followed **sequentially** to file a grievance:

1. **Principal/Immediate Supervisor**
 - a. A completed grievance resolution form should be submitted to the principal/employee's immediate supervisor within 10 school days of the informal conference that is the subject of the grievance. (This form may be obtained from the principal or Board of Education Office.)
 - b. The school staff and involved parties are to be immediately given a copy of the completed form by the principal/immediate supervisor and given an opportunity to respond within three school days.
 - c. The principal/immediate supervisor will schedule a formal mediation conference with the involved parties and complete the School Conference Report form for documentation (conference scheduled within five days of submitted grievance). The principal shall provide a response on the grievance resolution form to the grievant within ten days of the formal mediation conference.
2. **Superintendent**
 - a. If the grievance is not resolved at level one, the grievant(s) may proceed to level two by submitting the original grievance with the principal's response, and the *School Conference Report* to the Superintendent's office within five school days of the principal's decision.

- b. The Superintendent or his/her designee will review the principal's decision and may arrange for a meeting to review the situation.
 - c. The Superintendent may refer the grievant(s) to the appropriate administrative staff to resolve the situation.
 - d. A decision will be rendered by the Superintendent or his/her designee within ten school days after receiving the forwarded grievance form and principal's response.
3. **Elmore County Board of Education (ECBOE)**
- a. If a grievance is not resolved at level two, the grievant(s) may proceed to level three by presenting the results of the *School Conference Report*, and the original completed grievance form with the Principal's and Superintendent's responses to the President of the Board of Education within ten school days after the Superintendent's response.
 - b. During an executive session of the ECBOE, the grievant(s) will be given the opportunity to present any matter relative to their position.
 - c. The decision by the members of the ECBOE is final in the grievance process.

Failure at any step of this procedure to communicate decisions at the levels and in the manner required at the respective level shall permit the grievance to proceed to the next level. Failure at any step of this procedure to appeal a grievance to the next level within specified time limits shall be deemed an acceptance of the decision rendered at that level and this procedure shall terminate for the given grievance. Grievance forms can be found at

<https://www.elmoreco.com/forms> under forms.



Sexual Harassment Policy (5.14)

The Board recognizes that harassment on the basis of gender is a violation of federal law (Title IX and Title VII). The Board is committed to providing learning and co-curricular environments that are free from sexual harassment where all students and employees can work together comfortably and productively.

Sexual harassment will not be tolerated from students, employees or non-employees (including volunteers and suppliers), who have contact with employees and students in the workplace, school, school-sponsored events, or any event sanctioned by the Board.

All employees are assured that they may file a complaint or assist in an investigation without fear of retaliation by any Board employee, peer, or alleged harasser. Complaints of retaliation will be promptly investigated, and perpetrators will be subject to disciplinary action, whether or not the original complaint is substantiated.

Complaints and cases of sexual harassment will be investigated and handled promptly. Any employee found guilty of sexual harassment, or to be in violation of this policy, shall be subject to disciplinary action, according to the findings of the investigation.

Definition of Sexual Harassment

Sexual harassment consists of unwelcome advances, requests for sexual favors, and/or other verbal or physical conduct of a sexual nature when such conduct has the purpose or effect of unreasonably interfering with an individual's job performance or creating an intimidating, hostile, or offensive work environment at school or school-sponsored events or any event sanctioned by the Board.

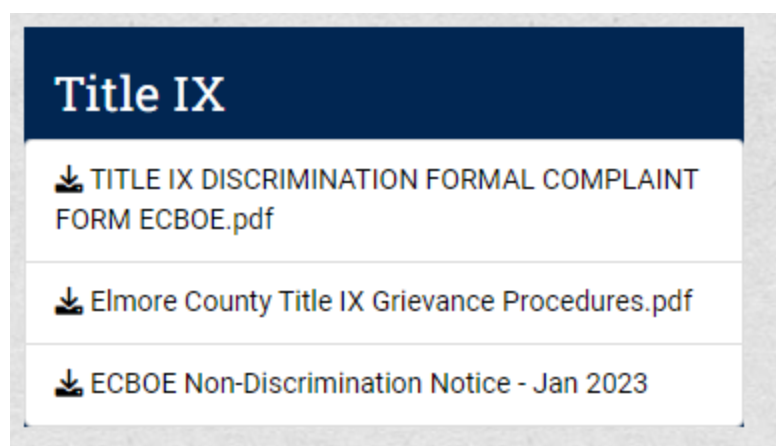
Forms of Sexual Harassment include:

1. Verbal harassment, such as derogatory comments, jokes, or slurs;
2. Physical harassment, unnecessary or offensive touching, or impeding or blocking movement;
3. Derogatory or offensive posters, cards, cartoons, graffiti, drawings, or gestures;
4. Electronic communications, e.g., texts, online postings, emails, etc.

Procedures for Reporting Incidents of Harassment (sexual and nonsexual)

1. If any employee perceives comments, gestures, or actions from any student, employee, or non-employee to be offensive, the employee should notify the immediate supervisor.
2. The immediate supervisor or designee will promptly investigate any complaints of sexual harassment/harassment and will initiate immediate action to resolve such complaints. If the complaint is against the immediate supervisor, the employee shall contact the Director of Personnel for assistance. No individual will suffer reprisals for reporting any incidents of sexual harassment/harassment.
3. Employees reporting sexual harassment will be asked to write a written statement of the event and include witnesses to the event/events.
4. Any employee who is found to be responsible for sexual harassment/harassment will be subject to appropriate discipline; the severity of the disciplinary action will be based upon the circumstances of the infraction. All proven infractions will become part of the employee's personnel record.

Title IX notices and grievance policy can be found at <https://www.elmoreco.com/publications> under publications. Please report all sexual harassment to the Title IX Coordinator, Stephen McKenzie.



Suicide Reports

Take the threat of self-harm seriously. ALL staff members must take suicidal behavior seriously EVERY time. Take immediate action by notifying the appropriate staff members. The appropriate staff are school administration and school counselors. The school counselors have been provided with suicide procedures and will handle the situation once reported to their office.

Bullying Reports

Take bullying complaints from the students/parents seriously. These reports should be shared with school administrators and/or school counselors. The Elmore County Public Schools has a bullying complaint form that should be completed when bullying reports are made regarding bullying at school or cyberbullying. The school administrators have been provided with bullying procedures and will handle the situation once reported to their office.

Americans with Disabilities Complaint Procedures

Persons who believe that they have been discriminated against on the basis of disability in the provision of services, activities, programs, or benefits covered by Title II of the Americans with Disabilities Act may file a written complaint with the Director of Human Resources.

Code of Conduct for School System Personnel (5.1)

School System personnel are employed for the express purpose of contributing in a positive way to the education of the community's youth. The community desires and deserves School System employees who will provide an educational environment and program that will engender a well-rounded educational program and a safe and conscientious place for the children to learn.

In order to provide such educational programs and school environments in the respective schools of the School System, all employees of the Board are expected to abide by: (a) all federal and state laws, (b) all State Board of Education policies, (c) all local ordinances, (d) all local Board policies, and (e) to adopt and follow acceptable codes of conduct that reflect favorably upon the School System. Failure to comply with the above noted expectations may result in disciplinary actions.

Drug Free Workplace (4.2.3, 4.2.6, 5.17)

Drug abuse and use in the workplace are subjects of immediate concern in society. These problems are extremely complex and ones for which there are no simple solutions. From a safety perspective, the users of drugs may impair the wellbeing of employees, students, and the public at large, as well as result in damage to School System property. Therefore, it is the policy of the Board that the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance in the School System's workplace is prohibited. This shall include being under the influence of such substances, whether or not ingested on school property. Any employees violating this policy will be subject to discipline up to and including termination.

The specifics of this policy are as follows:

1. The School System does not differentiate between drug users and drug distributors or sellers. Any employee who gives or in any way transfers a controlled substance to another person or sells or manufactures a controlled substance while on the job or on the premises of the School System will be subject to discipline up to and including termination.
2. The term "controlled substance" means any drug listed in 21 U.S.C. 812 and other federal regulations. Generally, these are drugs that have a high potential for abuse. Such drugs include, but are not limited to, alcohol, heroin, marijuana, cocaine and its derivative, "crack," and phencyclidine (PCP). They also include "legal drugs" which are not prescribed to the subject employee by a licensed physician.
3. Each employee is required by law to inform the Superintendent within five days after he or she is convicted for violation of any federal or state criminal drug statute where such violation occurred on the School System's premises. A conviction means a finding of guilt (including a plea of guilt or *non contendre*).
4. The Superintendent of the School System must notify any U.S. government agency with which the School System has a contract within ten days after receiving notice from the employee or otherwise receives actual notice of such a conviction.
5. If any employee is convicted of violating any criminal drug statute while in the workplace, the employee will be subject to discipline up to and including termination. Alternatively, the School System may require the employee to successfully complete a drug abuse program sponsored by an approved private or governmental institution, at no expense to the School System. This alternative shall be allowed at the sole discretion

of the Superintendent.

6. All employees shall abide by this procedure/policy during any period of employment with the School System.
7. All employees are hereby notified of this procedure by its presentation in the Policy Manual/Employee Handbook.

Smoking and the Use of Tobacco Products (4.2.4)

The Board discourages the use of tobacco and tobacco-related products. Effective with the adoption date of this policy, the Board prohibits smoking and use of tobacco products inside Board facilities, on property owned by the Board, or on school buses or other vehicles operated by employees of the Board. The Board also prohibits smoking and the use of tobacco products by employees when performing duties and responsibilities for the Board. The following penalties apply to employees who are found smoking or using other tobacco products on property owned by the Board:

1st Incident: The principal/supervisor will prepare a written memorandum or warning describing the incident and reminding the employee of the Board's policy. The original will be given to the employee and a copy will be placed in the personnel folder for that employee.

2nd Incident: A conference will be held with the following persons present: the employee found using tobacco products, the employee's principal or immediate supervisor, and the Superintendent's designee.

3rd Incident: To continue using tobacco products on Board property after receiving two warnings is considered to be insubordination. The facts of this matter will be presented to the Board for further action.

Sick Leave (5.10.3)

Leave with pay may be granted employees of the School System for absences from their assigned duties due to death, injury, or illness that prevents such employees from discharging their duties. Authorization is granted under provision of State law rules and regulations of the State Board of Education, and policies of the Board. All absences from work should be recorded in the Frontline software by the employee and/or a school campus user.

Definition of Sick Leave

Sick leave is defined as the absence from regular duty by an employee because of the following:

1. Illness of employee;
2. Bodily injury that incapacitates an employee;

3. Attendance upon an ill or injured member of the immediate family (husband, wife, father, mother, son, daughter, brother, sister) of the employee, or a person standing *in loco parentis*;
4. Death in the immediate or extended family of the employee (husband, wife, father, mother, son, daughter, brother, sister, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, nephew, niece, granddaughter, grandson, grandfather, grandmother, uncle and aunt); and
5. Where unusually strong personal ties exist, due to an employee having been supported or educated by a person of some relationship other than those listed, or the converse, e.g., a stepchild, this relationship may be recognized for leave purposes. In each such case the employee concerned shall file with the Superintendent a written statement of the circumstances that justify an exception to the general rule.

Authorization

Sick leave shall apply to all full-time employees of the Board and shall be in accordance with rules and regulations as follows:

1. One day of sick leave per month is allowed for the total months of full-time employment per scholastic year (July 1 through June 30), except in those cases where existing laws or Board policy might otherwise specify.
 - a. Certified personnel, i.e., teachers and administrators, shall be allowed one day per month for each month of full-time employment specified in their contract, and may carry over unused sick leave to the next consecutive year or years of employment.
 - b. Non-certified personnel shall be allowed one day per month for each month of full-time employment specified in their contract and may carry over unused sick leave to the next consecutive year or years of employment.
2. Unused sick leave allowable by the State Board of Education may be transferred to other school systems, or from other school systems, within the State of Alabama. It shall be the responsibility of individual employees to request previous employers to supply the Payroll Department with verification papers for days to be transferred into the School System.
3. Authorization for, and verification of, sick leave shall be the responsibility of the employee's immediate supervisor.
4. Where sick leave extends beyond five (5) successive days, the employee may be required to provide the immediate supervisor with a doctor's statement or satisfactory written verification if the circumstances causing the leave to employee's immediate supervisor.
5. If an employee is out 10 consecutive days on day ten if they are unable to return to work they must complete a Leave of Absence form accompanied by doctor's verification of the absence to be submitted for approval to the Elmore County BOE. If a teacher is absent 20 days or more a certified teacher should be secured to provide instruction to the students during the teacher's absence.
6. Each employee shall receive an accounting of accrued sick leave days monthly with the payroll check.

Restrictions

1. Sick leave shall not be transferable to or from school systems outside the State of Alabama.
2. Sick leave days shall not be granted in increments of less than one-half (1/2) day.
3. Full pay for sick leave shall be allowed only if the absences fall within the definition of sick leave as defined in this policy and the employee has sufficient accumulated sick leave/personal leave days.
4. Sick leave days may not be given, loaned, or transferred, etc., by one employee to another employee (except through the guidelines specified in a duly approved sick leave bank).
5. Long-term sick leave for purposes of retirement only will not be permitted, unless an employee meets the conditions of illness as defined by the Alabama State Board of Education; however, an employee is entitled to apply for retirement service credit based on individual unused, accrued sick leave days.

Physician's Release

Provided an employee has experienced a long-term, debilitating illness which may affect the ability to perform job-related tasks, the Board reserves the right to require such employee to secure a physician's statement certifying that the employee is able to return to work and perform job-related responsibilities before the employee is permitted to return to work.

Administrative Protocol to Address Excessive Employee Absences

1. Administrators receive an attendance report twice per year – once in November/December and once in March/April.
2. The information provided on the attendance report will be used as follows:
 - a. If the administration has probable cause to believe that an employee has abused or misused sick leave, a physician's statement verifying the existence and nature of the illness or medical condition may be required by the Board;
 - b. Add attendance documentation to evaluations for those who have excessive absences (10+ without documented cause); and
 - c. Address excessive absences (10+ without documented cause) with individual employees, as necessary.

Sick Leave Bank Guidelines for Personnel (5.12)

The School System's sick leave bank shall operate under the provisions outlined at Ala. Code §16-22-9.

The guidelines are as follows:

1. Rules and regulations for the operation of the sick leave bank shall be jointly developed by the Sick Leave Bank Committee, comprised of one Board-appointed member, two members of the support personnel association, Educational Support Personnel (ESP), and two members of the Elmore County Education Association (ECEA). At the beginning

of each school year, an election will be held among sick leave bank members to determine by secret ballot the members who will serve as the Sick Leave Bank Committee for two years. The Superintendent is responsible for conducting the election. Proposed rules and regulations developed by the Committee shall be submitted to the Board for approval and distributed to all personnel.

2. Representatives on the Sick Leave Bank Committee shall serve one two-year term. Vacancies occurring on the committee shall be filled by the respective parties.
3. Participation in the sick leave bank shall be voluntary on the part of the employee.
4. Any employee, certified or non-certified, is eligible for participation in the sick leave bank.
5. A participating employee shall not be eligible to use sick leave days from the bank until all of the employee's sick leave has been exhausted. The maximum number of days that can be borrowed by an individual from the bank shall be 15 days, including the five days the individual has on deposit, unless over 50% of the participating members of the bank vote to extend said limit.
6. Any sick leave drawn from the bank by a participating employee shall be used in accordance with the definition of sick leave set forth in the *Code of Alabama* and Board policies.
7. A doctor's statement may be required to be attached to a request form for days borrowed from the sick leave bank.
8. A participating employee who uses sick leave from the bank shall be required to repay the bank as days are accrued.
9. Participating employees cannot leave the School System without repaying the sick leave days owed to the bank. If the employee has no sick leave days remaining, then the said value of the loan shall be deducted from the individual's final paycheck at the prevailing rate.
10. Any participating member retiring or transferring to another school system may withdraw the employee's unused days contributed to the bank.
11. A participating member of the sick leave bank who wants to voluntarily withdraw from participation may only withdraw at the end of the school year.
12. Any alleged abuse of the sick leave bank shall be investigated by the Sick Leave Bank Committee and, on finding of wrongdoing by any member, the member shall repay all of the sick leave days drawn from the sick leave bank and be subject to other appropriate disciplinary action as determined by the Board.

Catastrophic Sick Leave Provision

The Elmore County Board of Education will comply with *Ala. Code* §16-22-9(h), which establishes the catastrophic sick leave provisions for the employees.

Catastrophic illness is defined as, "Any illness or injury so certified by a licensed physician which causes the employee to be absent from work for an extended period of time." Extended period of time will be determined on a case-by-case basis by the Board for which the beneficiary employee works.

Sick leave days may be donated to a beneficiary employee who is a member of the sick leave bank to be used for the same reasons that regular sick leave may be used for illness/injury.

Such leave is defined as the absence from regular duty by an employee because of the following:

- Personal illness;
- Bodily injury which incapacitates the employee;
- Attendance upon an ill member of the immediate family (husband, wife, father, mother, son, daughter, brother, sister) of the employee or a person standing *in loco parentis*; and
- Where unusually strong personal ties exist, due to an employee having been supported or educated by a person of some relationship other than those listed, or the converse, e.g., a stepchild, this relationship may be recognized for leave purposes. In each such case the employee concerned shall file with the Superintendent a written statement of the circumstances that justify an exception to the general rule.

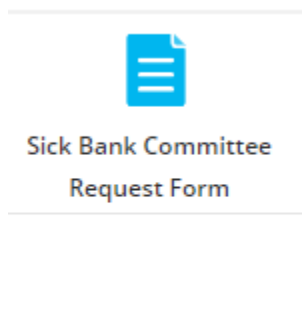
The Local Education Agency (LEA) must have a signed statement from the beneficiary employee or the chairperson of the Sick Leave Bank Committee stating the beneficiary employee agrees to use the donated days.

No limit is established on the number of days a beneficiary employee may receive from donors. It is suggested that the Committee and the Board establish guidelines such as each case be reviewed on a case-by-case basis at the end of each semester or more often if the situation warrants. The recipient of the donated days does not have to repay the donated days.

A beneficiary employee may earn regular sick leave while on catastrophic leave donated by other employees; however, the beneficiary employee must use the day earned each month as it is earned in order to comply with Section 2 of the Act.

An employee who donates sick leave for catastrophic illness purposes may still accumulate the maximum number of days allowed by law. A donor cannot donate more than 30 days to one beneficiary. *Ala. Code* §16-22-9(h) authorizes any sick leave bank to donate sick leave days to any other sick leave bank established under this statute for use by a particular employee for catastrophic sick leave purposes. The LEA whose sick leave bank receives donated days (beneficiary employer from another sick leave bank) may claim from the State substitute statute reimbursement in the same manner that other substitute reimbursement is claimed.

Catastrophic sick leave request form can be found on TalentEd
<https://elmoreco.tedk12.com/sso/Account/Login> under available forms.



Personal Leave and Absences for Certified Personnel (5.10.5)

Each certified teacher and other certified staff members shall be entitled to five (5) days of non-cumulative paid personal leave annually, to be granted upon request of the teacher or staff member. The following provisions shall apply:

1. In order to protect the educational interest of students, it is suggested that personal leave not be taken during the first or last two (2) weeks of school, or immediately before or after a holiday. A Supervisor may require prior written approval to take personal leave days.
2. The five (5) days granted will be paid personal leave. If personal leave days are not used by June 30, the days will be converted to sick leave on the July paycheck, unless the certified employee has arranged in advance for reimbursement. All personal leave is converted to sick leave unless the employee requests reimbursement for the day(s) in writing.
3. Teachers and other staff members are encouraged to notify the principal and/or supervisor in advance of taking personal leave, although it is recognized that advance notification may not always be possible.
4. The days may be taken at any time during the school year; however, an employee must work for a full year to earn the paid personal leave days. In the event an employee uses the days the first semester and does not work the second semester, pay shall be deducted from the final paycheck.
5. Teachers and other staff members are expected to ensure that adequate and complete lesson plans are available when such leave is taken.
6. Such leave shall be reported as personal business; no other explanation is required.
7. Teachers and certified staff members shall be entitled to earn additional personal leave days based on the following schedule:
 - In fifth contract year through ninth contract year – 1 additional day
 - In tenth contract year through fourteenth contract year – 2 additional days
 - In fifteenth-plus contract year – 3 additional days

These personal days will also be converted to sick leave if they remain unused.

Personal leave days shall not be taken during the first or last two (2) weeks of school, or immediately before or after a school holiday.

Paid Parental Leave (SB199)

The Alabama K-12 Public School and State Employee Paid Parental Leave Act creates a paid parental leave program for state and LEA employees who have been employed by an eligible employer for at least 12 months prior to a qualifying event, beginning July 1, 2025.

The bill provides varying amounts of leave:

1. For biological female employees on the birth, stillbirth, or miscarriage after 12 weeks of gestation, 8 weeks of paid parental leave.
2. For biological male employees on the birth, stillbirth, or miscarriage after 12 weeks of gestation, 2 weeks of paid parental leave.

3. For any employee on adoption placement of a child aged 3 years or younger: 8 weeks. If both parents are eligible employees, regardless of employer, one parent may take 8 weeks and one parent may take 2 weeks paid parental leave.

There are also conditions to the leave:

1. The employee must provide the employer with advance written notice of leave plans for paid parental leave that also includes any other leave to be taken for the qualifying event. A Leave of Absence form must be completed in TalentEd.
2. The employee must agree to return for eight weeks of employment and may be subject to financial penalties if he/she does not.
3. The employee may take leave on an intermittent basis or on a reduced leave schedule, with prior approval.
4. State paid parental leave is concurrent with FMLA leave.
5. The employee will be paid at 100% base pay, with health coverage.
6. Unused paid parental leave does not count towards retirement, cannot roll over, and has no cash value.

Vacation Days (5.10.6)

Vacation

The Elmore County Board of Education shall have the authority, under such rules and regulations as may be promulgated from time to time by the State Board of Education, to provide for vacation leave for eleven-month and twelve-month employees of the Board. Vacation leave must be scheduled and approved by the employee's supervisor and Superintendent.

Eleven-month and twelve-month employees shall earn one vacation day per month worked. One-half month or more will be considered a full month in computing vacation time. No credit will be given for less than one-half month. Eleven-month and twelve-month employees may accrue vacation days not to exceed 25 by December 31.

Vacation time may not extend beyond the termination of an employee's contract. No compensation will be paid in lieu of vacation time upon termination of an employee's contract.

The employee's Supervisor and the Superintendent must approve all requests for vacation leave. All administrative personnel shall schedule with the Superintendent the days on which they plan to take their vacation. Substitutes will not be provided for employees on vacation leave without prior approval of the Superintendent. Vacation leave may be taken while school is in session, with the Superintendent's approval.

A vacation day must be earned before it is used.

***Vacation days over the limit of 25 will be lost if not taken before December 31**

Family and Medical Leave Act Policy (5.11)

General

The purpose of this policy is to assist the Board and its employees in the implementation of the provisions of the Family and Medical Leave Act of 1993 (hereinafter "FMLA") as amended in

2009. This policy neither adds to nor attempts to limit the rights to which an employee is entitled under the FMLA. If this policy conflicts with the FMLA, the FMLA shall be controlling. All terms shall be defined as indicated by the FMLA.

Entitlement

The FMLA provides eligible employees with up to twelve (12) work weeks of unpaid leave (but with continuation of health benefits) during any twelve-month period for the following reasons:

1. In connection with the birth or adoption of a child;
2. In order to care for a family member with a serious health condition; and
3. In connection with the serious health condition of the employee which renders the employee unable to perform the functions of the position.

For purposes of this provision, the twelve-month period shall be a “rolling” twelve-month period measured backward from the date an employee uses any FMLA leave.

Definitions

1. “Family Member” means the employee’s spouse, son, daughter, or parent. “Son” or “daughter” shall include an adopted child, a foster child, a stepchild, a legal ward, or a child as to whom the employee stands *in loco parentis*, provided such child is: (i) under eighteen or (ii) eighteen or older but incapable of self-care due to a mental or physical disability. “Parent” shall not include the parent of a spouse.
2. “Serious Health Condition” means an illness, injury, impairment, or physical or mental condition that involves in-patient care in a hospital, hospice, or residential medical care facility, or continuing treatment by a health care provider.

Eligibility

To be eligible for leave under the FMLA, an employee must:

1. Have been employed by the Board for at least twelve (12) months;
2. Have worked at least 1250 hours during the previous twelve (12) months; and
3. Complete a Request for FMLA Leave form.

Categories of Leave Qualifying for FMLA

1. Birth/Adoption Leave

- a. *Time Period* – Leave may begin prior to the date of birth or placement but cannot extend beyond twelve (12) months after such birth/placement.
- b. *Required Notice*
 - i. Employees must follow the Board’s normal procedures for notification of absences, unless there are unusual circumstances.
 - ii. When an employee requests FMLA leave, or the Board acquires knowledge that an employee’s leave may be for a FMLA qualified leave reason, the employer must notify the employee of their eligibility to take FMLA leave within 5 business days, absent extreme circumstances.
- c. *Use of Available Paid Leave* – As part of the twelve-week leave period, employees must first use any available personal leave or vacation. To the extent

an employee chooses to utilize sick leave in conjunction with the birth of a child, such sick leave counts as part of the twelve-week period of leave.

- d. *Dual Employment* – Where both spouses are employed by the Board, both are eligible for this leave for up to twelve (12) work weeks for each.

2. Serious Health Condition of Employee

The FMLA defines periodic visits to a health care provider for chronic serious health conditions as at least two visits to a health care provider a year.

- a. *Eligibility* – Employees with a serious health condition are eligible for leave under the FMLA if the condition renders them unable to perform the functions of the position. Routine illness or minor injury will not be construed to render the employee so disabled. However, any illness or injury which necessitates the employee's absence for more than five (5) consecutive work days will be considered as disabling and leave taken with respect thereto (whether paid or unpaid) will be counted as part of the twelve-week entitlement. If an employee is taking leave involving more than three (3) consecutive calendar days of incapacity plus two (2) visits to a health care provider, the two (2) visits must occur within 30 days of the period of incapacity.
- b. *Use of Paid Leave* – As part of the twelve-week period of leave, employees must use any and all available sick leave, personal leave, and/or vacation.
- c. *Reasonable Effort to Avoid Disruption* – Employees requesting leave to facilitate some plan of ongoing treatment must use reasonable efforts to schedule such treatment in a way which minimizes disruption to the Board caused by their absence, subject to approval of the health care provider.
- d. *Intermittent or Reduced Schedule Leave* – Employees may take something less than full-time leave; however, the Board may, at its option, transfer the employee to a position which better accommodates such intermittent or part-time leave, so long as such position provides equal pay and benefits.

3. Leave for the Care of a Family Member

- a. *Required Notice*
 - i. Employees must follow the Board's normal procedures for notification of absences, unless there are unusual circumstances.
 - ii. When an employee requests FMLA leave, or the Board acquires knowledge that an employee's leave may be for a FMLA qualified leave reason, the employer must notify the employee of their eligibility to take FMLA leave within 5 business days, absent extreme circumstances.
- b. *Use of Available Paid Leave* – As part of the twelve-week leave period, employees must first use any available sick leave, personal leave or vacation.
- c. *Reasonable Effort to Avoid Disruption* – Where employees request leave to facilitate the care of a family member involved in ongoing treatment, such employee must use reasonable efforts to schedule such treatment in a way which minimizes the disruption to the Board caused by the employee's absence, subject to approval of the health care provider.

- d. *Intermittent or Reduced Schedule Leave* – Employees may take something less than full-time leave in order to care for a family member; however, the Board may, at its option, transfer the employee to a position which better accommodates such intermittent or part-time leave, so long as such position provides equal pay and benefits.
- e. *Dual Employment* – Where both spouses are employed by the Board, both are eligible for this leave for up to twelve (12) work weeks for each.

4. Military Caregiver Leave

Family members caring for a covered service member with a serious injury or illness incurred in the line of duty on active duty are able to take up to 26 work weeks of leave in a 12-month period.

5. Leaves for Qualifying Exigencies for Families of National Guard and Reserve Personnel

Families of National Guard and Reserve personnel on active duty may take FMLA-job-protected leave to manage their affairs for qualifying exigencies. Qualifying exigencies are defined as:

- Short-notice deployment;
- Military events and related activities;
- Childcare and school activities;
- Financial and legal arrangements;
- Counseling;
- Rest and recuperation;
- Post-deployment activities; and
- Additional activities where the employer and employee agree to the leave.

Other Pertinent Provisions

Special Provisions for Instructional Employees

1. Proposed Leaves Commencing/Ending Within Five (5) Weeks of End of a Semester
 - a. Where an instructional employee begins any category of FMLA leave five (5) or more weeks prior to the end of a semester, and the period of leave is for more than three (3) weeks, the Board may require the employee seeking to return within the last three (3) weeks of the semester to wait until the beginning of the next semester.
 - b. Where an instructional employee begins any category of FMLA leave less than (5) weeks before the end of a semester, and the period of leave is greater than two (2) weeks, the Board may require an employee seeking to return within the last two (2) weeks to wait until the beginning of the next semester.
 - c. Where an instructional employee begins any category of FMLA leave three (3) or fewer weeks before the end of a semester, and the period of leave is greater than five (5) working days, the Board may require the employee to wait to return until the beginning of the next semester.

- d. The above provisions shall not alter an instructional employee's right to use paid sick leave and/or to return to work at any time during the last five (5) weeks of a semester, even though absences for more than five (5) consecutive days will count as part of the employee's twelve-week entitlement to leave.

2. Intermittent or Reduced Work Schedule Leave

Where an instructional employee requests this type of leave, the leave is foreseeable based on planned medical treatment, and the employee would be on leave for greater than twenty percent (20%) of the total number of working days in the period during which the leave would extend, the Board may require the employee to elect either:

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

FMLA paperwork is available to on TalentEd under the form "Request for Leave of Absence" and can also be found on our website <https://www.elmoreco.com/forms> under Forms.



Medical Certification & HIPAA

The Health Insurance Portability and Accountability Act (HIPAA) medical privacy rule applies to communications between the Board and employee health care providers. A Board representative contacting a health care provider must be a health care provider, human resource professional, leave administrator or a management official, but in no case may it be the employee's direct supervisor.

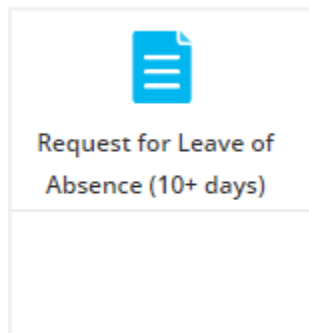
1. *General Requirements* – With respect to leave in connection with the serious health condition of a family member or the employee, the employee, together with the health care provider or providers, must complete a Certificate of Health Care Provider. If the Board deems a medical certification to be incomplete or insufficient, the Board must specify in writing what information is lacking and give the employee seven (7) calendar days to cure the deficiency.
2. *Clarification* – With the consent of the employee or the employee's family members, as the case may be, the Board's health care provider may contact the employee's or family member's health care provider for clarification or to confirm information with certification.
3. *Additional Opinions/Recertification* – At its expense, the Board may obtain a second medical opinion and, if necessary, to resolve conflicts, a third opinion. The Board may also require, on a reasonable basis, periodic updates of status including recertification of any of the information provided.
4. *Benefits*
 - a. Employees will continue to accrue seniority during any approved leave under the FMLA and shall not lose any benefit accrued prior to the commencement of such leave. Employees shall not, however, receive or accrue additional fringe benefits other than those set forth in Paragraph 2 below. Sick leave, personal leave, and vacation shall be reduced on a *pro rata* basis for any time during which the employee is on unpaid FMLA leave.
 - b. Employees on FMLA leave shall continue to receive coverage under any group health plan providing for medical and/or dental benefits so long as such employees return to work after a maximum of twelve (12) weeks of such leave, unless prevented from doing so due to the continuation, recurrence, or onset of a serious health condition of the employee or family member (or circumstances beyond the employee's control). The maximum twelve-week period for continuation of such benefits includes periods during which the employee was either required or chose to use paid leave pursuant to this policy.
5. *Continuation of Co-Pay/Recovery Costs* – Employees must continue to pay any co-payment or portion of health and dental care costs for which they were previously responsible. In the event an employee fails to make such payment within thirty (30) days of its due date, the Board may discontinue the employee's coverage for the duration of the leave. In the event the employee fails to return to work after the leave has expired for a reason other than the continuation, recurrence, or onset of a serious health condition of the employee or family member (or other circumstances beyond the employee's control), the employee shall reimburse the Board for all costs incurred by it with respect to the continuation of the employee's health and/or dental benefits.

Leave of Absence – Medical or Birth/Adoption

An employee may be granted up to one-year leave of absence without pay for each birth/adoption of a child, or personal illness when proper application is made to the Elmore County BOE. For valid extenuating circumstances, the Board may extend the leave of absence for up to one additional year. Such leave granted by the Board shall not be deemed to interrupt the continuing service of the employee. Should an employee who qualifies for FMLA leave and is also granted medical or birth adoption leave, the first twelve weeks of that leave shall be deemed to be FMLA leave.

An employee may not accept or engage in other employment during the period of time of a leave of absence (paid or unpaid) unless specific written approval is given by the Superintendent. If at any time it is determined that an employee on leave has accepted or engaged in other employment, the leave shall be canceled at the discretion of the Superintendent and the employee shall be subject to discipline, including and up to termination.

The Leave of Absence should be requested through TalentEd. The form can be found under available forms and is called “Request for Leave of Absence”.



Restoration of Job Status

Employees will be restored to the position held before leave or an equivalent position with equivalent pay, benefits, other terms, and conditions. The Board may require medical certification or recertification prior to reinstatement. If an employee requests to return to their position with accommodations those must be approved by the Superintendent prior to their return to work. Any reassignment made pursuant to this section will not be subject to the Teacher Tenure Act, Fair Dismissal Act, or Students First Act.

Outside Employment

An employee who is on any leave may not engage in employment for any other employer or self-employment while on leave.

Emergency Closing of Schools

Schools will be closed when, in the opinion of the Superintendent or designee, weather conditions or other emergency situations prevent the safe operation of schools. Decisions about the closing of school will be released to the news media at the appropriate time. In

addition, personnel may be called to work by the Superintendent. Personnel who find it impossible to come to work must notify their supervisor or principal. The Superintendent will determine whether such days are considered as excused or not.

Field Trips

The Elmore County Board of Education recognizes that educational field trips and trips to various types of contests for instructional purposes help provide desirable learning experiences. The Board delegates to the Superintendent the responsibility for development of administrative criteria governing field trips. However, only those field trips that grow out of the instructional program or are otherwise related to the course of study are to be permitted during school hours. Other trips, such as those involving band or athletic activities should be confined to after school hours except when the school is engaged in an activity, competition, or contest that must take place during school hours.

Teachers planning field trips or out-of-class learning experiences shall submit an application, in writing, to the school Principal for approval well in advance of the trip. If the Principal approves the trip, he/she will forward the request to the Director or his/her designee for approval. The application shall include an itinerary of the trip and the course of study objectives that will be met or enhanced as a result of the trip. If the principal and director approve the trip, a copy of the application with the itinerary of the trip should be submitted to the head nurse for notification. A list of health needs should be included in the packet provided to the head nurse and conversations with the head nurse should facilitate planning for student health needs. The teacher should also notify the school lunchroom two weeks prior to the scheduled field trip. Allow adequate time to plan with the head nurse for health issues, scheduling of transportation and lunch arrangements.

After the trip has been approved by the Superintendent the teacher will secure written parental/guardian permission for each child planning to participate in the trip. Students who have not submitted the appropriate permission forms shall not be allowed to take the trip.

Employees attending field trips must be participating sponsors regularly assigned to work with the students involved or use personal leave or non-paid leave (with their supervisors' prior approval) and pay the cost of a substitute if participating in the field trip.

An employee trained in giving medications must attend all field trips. Field trip forms can be found on our website under publications.



Filing for retirement

Written application should be made to the State Retirement System not less than thirty (30) days or more than ninety (90) days before the date of expected retirement. For example, if you wish to retire on June 1, you must file by the end of April. A representative of the Retirement System conducts local retirement seminars periodically throughout the year for school system employees planning to retire. Information regarding these meetings is available on the RSA website. Any employee who plans to retire shall submit his/her resignation in writing to the Elmore County Board of Education through the Superintendent. *Code of Alabama § 16-25-1*

Child Abuse/Neglect

Under Alabama law, all public K-12 employees, including all school teachers and officials, are required to report known or suspected child abuse or neglect immediately, either by telephone or direct communication, followed by a written report, to a "duly constituted authority." *Ala. Code §26-14-3(a)*. A "duly constituted authority" under the law is "[t]he chief of police of a municipality or municipality and county; or the sheriff, if the observation of child abuse or neglect is made in an unincorporated territory; or the Department of Human Resources; or any person, organization, corporation, group, or agency authorized and designated by the Department of Human Resources to receive reports of child abuse and neglect; provided, that a 'duly constituted authority' shall not include an agency involved in the acts or omissions of the reported child abuse or neglect." *Ala. Code §26-14-1(4)*. A "child" is defined as someone "under the age of 18 years." *Ala. Code §26-14-1 (3)*.

Child abuse under Alabama law is defined as the "[h]arm or threatened harm to a child's health or welfare," which can "occur through non-accidental physical or mental injury, sexual abuse or attempted sexual abuse, or sexual exploitation or attempted sexual exploitation." *Ala. Code §26-14-1(1)*. "'Sexual abuse' includes the employment, use, persuasion, inducement, enticement, or coercion of any child to engage in, or having a child assist any other person to engage in, any sexually explicit conduct or any simulation of the conduct for the purpose of producing any visual depiction of the conduct; or the rape, molestation, prostitution, or other form of sexual exploitation of children, or incest with children as those

acts are defined by Alabama law.” *Ala. Code* §26-14-1(1). “‘Sexual exploitation’ includes allowing, permitting, or encouraging a child to engage in prostitution and allowing, permitting, encouraging, or engaging in the obscene or pornographic photographing, filming, or depicting of a child for commercial purposes.” *Ala. Code* §26-14-1(1).

Neglect is defined as Alabama law as the “negligent treatment or maltreatment of a child, including the failure to provide adequate food, medical treatment, supervision, clothing, or shelter.” *Ala. Code* §26-14-1(2). Certainty that child abuse or neglect has occurred is NOT required to trigger your mandatory reporting responsibility. All that is required is a reasonable suspicion that a child is a victim of abuse or neglect. If you have a reasonable suspicion, you must report.

The mandatory reports required by Alabama law “shall state, if known, the name of the child, his or her whereabouts, the names and addresses of the parents, guardian, or caretaker, and the character and extent of his or her injuries.” *Ala. Code* §26-14-5. “The written report shall also contain, if known, any evidence of previous injuries to the child and any other pertinent information which might establish the cause of such injury or injuries, and the identity of the person or persons responsible for the same.” *Ala. Code* §26-14-5.

Failure to comply with Alabama’s mandatory reporting law is a crime. Under *Ala. Code* §26-14-13, “[a]ny person who shall knowingly fail to make the report required by [the law] shall be guilty of a misdemeanor and shall be punished by a sentence of not more than six months’ imprisonment or a fine of not more than \$500.00.”

Conflicts of Interest

The Elmore County Board of Education prohibits School System employees from engaging in additional employment or any other personal pursuits that would affect their efficiency or usefulness as employees in the system; that would make time and/or energy demands upon such individuals which would interfere with their effectiveness in performing their contractual obligations to the Board; that would compromise or embarrass the School System; that would adversely affect their Elmore County School System employment status or professional standing; or that would in any way conflict with or violate professional ethics or the state ethics.

The Elmore County Board of Education prohibits any employee of the School System from directly or indirectly reaping personal profit or reward from the sale or purchase of goods or services to students in the School System or to parents of students.

Elmore County School System employees acting as individuals are further prohibited from directly or indirectly furnishing or supplying a list or roster of names and addresses of students in the School System or parents of students to persons, firms, corporations, associations or organizations or to the salespersons or agents of any such entities who are engaged directly or indirectly in the business of selling school supplies or school-related activities, equipment or items without the written approval of the Superintendent.

Insurance

Insurance coverage is available to each full-time employee of the system. More individual questions can be answered by contacting the Payroll Department.

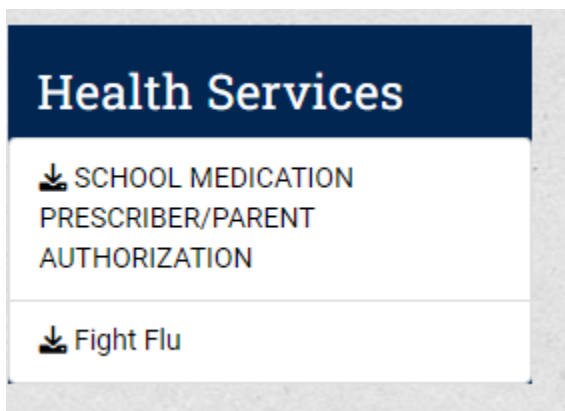
Media – Video/Electronic

All video/electronic materials shall be previewed by the teacher and approved by the school principal prior to showing in the classroom. Video/Electronic content should relate and correlate to the unit being taught or contain positive educational value to justify viewing the material. Films with any rating other than “G” require written permission from the principal prior to being viewed by students.

Medications

Medications must be double locked and only accessible by the nurse and medication assistant. No employee shall endorse or encourage students to use protein drinks or any other supplements. Health Services forms can be found on our website under FORMS

<https://www.elmoreco.com/forms>



Parent Conferences

The Elmore County Board of Education requires that at least once each semester every classroom teacher attempts to schedule a conference with the parent/guardian of each student for whom that teacher is responsible. The purpose of the parent/guardian/teacher conference is to provide the teacher an opportunity to advise parents of the academic progress of each student and to discuss with the parent/guardian suggested strategies that the parent/guardian can implement in supporting the teacher's instructions. Each teacher should develop written documentation of each parent/guardian conference and the objectives discussed during the conference. Copies of conference documentation should be maintained for a minimum of three (3) years. Conferences should be scheduled at times when teachers are not engaged in classroom instruction.

Pay day

All payroll checks will be submitted for direct deposit beginning in January 2018. Please plan

with the payroll department to set up direct deposit, if you have not already done so. Questions related to salary matters should be directed to the Payroll Office. You can find payroll information on the Employee Self Service website. Go to www.elmoreco.com and under quick links click on "Employee Self Service". Here you are able to find: Paystubs, W2, Deductions Inquiry, Leave Balance, Leave History, Address change form, direct deposit form, tax withholding form, VSP form.

New and Late Hire Pay

The pay for a new or late hire teacher will be calculated based on the employee's experience on file with the Elmore County Board of Education. The employee will have 90 days from their hire date to provide Human Resources with their updated experience to be placed on the salary schedule in line with their years of experience. Retroactive salary pay will not be paid if experience is provided after the 90 day window and/or if process steps were not followed for any increase in pay (additional degree/NB).

Principal – Personnel Relations

The principal is responsible for the supervision of all personnel assigned to the school. Professional cooperation is expected between the principal and all personnel.

Professional Organizations

Certified and non-certified personnel of the School System shall respect each other's rights to choose for themselves the professional organizations with which they affiliate. Membership in professional organizations shall be on a voluntary basis. Administrators of the School System or local schools shall not take punitive action against employees because of their membership in professional organizations or because of their failure to affiliate with said organizations.

Safety

All personnel are encouraged to be safety conscious and to establish classroom practices and procedures that insure the protection of students and other staff members. It is the responsibility of classroom teachers to provide for the safety of students assigned to them. A school designated safety coordinator will review school safety procedures annually. In cases where the activity may be hazardous, it is important that students are instructed in measures that ensure their safety. Safety hazards are to be reported in writing to the principal. All personnel are asked to assist with this important activity. Employees should not be in possession of weapons on the school campus or during school sponsored activity.

Salaries

All regular personnel shall be paid in accordance with salary or hourly wage schedules as adopted by the Elmore County Board of Education, provided the salary schedule for certified staff is no less than 100 percent of the State Minimum Salary Schedule. All teaching/administrative experience gained in all public elementary and secondary schools and/or state or regionally accredited public institutions of higher learning shall be approved as

credit for placement on the salary schedule. Experience at an accredited Alabama private school may be considered for placement on the pay scale. Employees should provide an experience form to the Human Resources Department for the private school experience to be considered.

Any employee subject to the overtime provisions of the Fair Labor Standards Act of 1988, as amended, and who is required (must be approved) to work in excess of forty (40) hours in any workweek, shall be compensated for the hours in excess of forty (40) as provided in the FLSA of 1988 at the rate of one-and-one-half (1½) times the regular rate of pay for the service performed (overtime or comp time). Any Elmore County School System employee working beyond his/her designated total weekly hours without prior permission of the Superintendent through the principal or supervisor may be subject to disciplinary action.

Staff meetings/School Events

An administrator, supervisor, and/or principal may require attendance at staff meetings or school wide events when he/she feels such is warranted. Mandatory attendance by employees may be required. However, such compulsory attendance should be stated within the notice announcing the meeting/event. Staff meetings/events should be planned and announced as far in advance as possible in order to allow employees to appropriately plan their individual schedules.

Chain of Command

The chain of command creates and allows for an orderly and sequential process of exchange of information; or corrective action; or the elimination of misunderstanding; or the clarification of issues; or to provide full information to concerned parties. In the case of school board employees, individuals employed by the Board are to first seek relief/remedy from their immediate supervisor; then if relief is not met, the Principal should be made aware of the matter and given time to resolve the issue/concern. If the matter continues to be unresolved, it may be referred to a central office director and finally the Superintendent.

End of the Year Employment Information

Employment Renewal/Termination – During the first two years of employment, all non-tenured teachers (excluding One Year Only and End of Year Only Appointments) will be rehired unless given notice by the superintendent before June 15th. However, in the tenure year, notice will be given by the last working day for teachers to report to duty. Certified employees must be hired by October 1st of a scholastic year to be counted towards acquisition of tenure.

Probationary classified employees may be terminated at the discretion of the employer upon written recommendation of the superintendent and majority vote of the Board. A written

notice of termination to the classified employee may occur at any time on or before June 15th. After the employee's third consecutive, complete school year of employment, non-probationary status will be issued. Classified employees must be hired by October 1st of a scholastic year to be counted toward acquisition of non-probationary status. The employee will receive 15 days' notice before ending pay and benefits. Non-probationary status is no longer granted based on original hire date or 36 months of cumulative service. If any certified or classified employee leaves employment with Elmore County Public Schools, tenure/non-probationary status starts over.

If an employee is hired as a One Year Only Appointment or End of Year Only Appointment, his/her employment will automatically expire at the end of the academic school year. Future employment options must be directed to the principal/departmental supervisor. These finite appointments may or may not be counted towards tenure/non-probationary status depending on funding and other employment circumstances relevant to the position. Seek additional clarification from the Department of Human Resources or supervisor/principal.

Elmore County Public Schools Responsible Use Guidelines for Employees

With the use of technology, Elmore County Public Schools (ECPS) is expanding learning access for students, staff, parents and the entire Elmore County community. With this opportunity comes the obligation for appropriate and responsible use.

We in the Elmore County Public Schools district are pleased to be able to provide our students, staff and guests access to computer technology, including access to the Internet and a robust network. We are dedicated to the access and support of appropriate technology which unlocks our potential and connects us locally and globally. We envision a learning environment where technology is a part of us, not apart from us.

The operation of technology in the district relies heavily on the proper conduct of the users. Every ECPS user has the responsibility to respect and protect the right of every other user in our community. ECPS users are expected to act in a responsible, ethical and legal manner, in accordance with the missions and purposes of the resources they use, and with the laws of Alabama and the United States.

Adherence to the following is necessary for continued access to ANY and ALL technology resources while at school:

Users must respect and protect the privacy of others by:

- Using only assigned accounts/passwords and not sharing login/password information with others.
- Only viewing, copying or using passwords, data, or networks to which they are authorized.
- Refraining from distributing private information about others or themselves (such as full name, date of birth, address, phone number, Social Security Number, etc.) on blogs, web forms, or other websites using the ECPS network.

Users must respect and protect the integrity, availability, and security of all electronic resources by:

- Observing all district Internet filters and posted network security practices.
- Reporting security risks or violations to an administrator.
- Not accessing data, networks, hardware, software or other resources that do not belong to them, without clear permission of the owner.
- Not making any changes to settings in hardware, software or the network.
- Not vandalizing data, networks, hardware or other resources. Vandalism is defined as any deliberate attempt to harm or destroy data or property of another user or ECPS, the Internet/Intranet, or other networks.
- Conserving, protecting, and sharing these resources with other users.
- Notifying a staff member or administrator of computer or network malfunctions.
- Not installing software onto computers without appropriate approval.

Users must respect and protect the intellectual property of others by:

- Following copyright laws (not making illegal copies of music, games, or movies).
- Citing sources when using others' work (not plagiarizing).
- Communicating only in ways that are kind and respectful.
- Reporting threatening or discomforting materials to a teacher or administrator.
- Not intentionally accessing, transmitting, copying, or creating material that violates District policies and procedures (such as messages/content that are pornographic, threatening, rude, discriminatory, or meant to harass).
- Respecting the rights of others by refraining from cyberbullying, harassment or intimidation in messages, blogs, web content, social media and other electronic mediums.
- Not intentionally accessing, transmitting, copying, or creating material that is illegal (such as obscenity, stolen materials, or illegal copies of copyrighted works) through messages, blogs, web content, social media and other electronic mediums.
- Not using district resources to further other acts that are criminal or violate District policies and procedures. Avoiding spam, chain letters, or other mass unsolicited mailings.
- Refraining from buying, selling, advertising, lobbying or otherwise conducting business, unless approved as a school project.
- Only using the Internet and other electronic resources that are in support of education and with the educational goals, objectives, and policies of Elmore County Public Schools.

Users may, if in accordance with the above guidelines:

- Design and post web pages and other material from school resources. Students may have the opportunity to participate in electronic publishing. From time to time the district may wish to publish examples of student projects, quotes, photographs, student recognitions and/or videos that include a child. Student work or images published on school web pages may include the student's name and the use of personal information will follow the guidelines set forth in the Family Educational Rights and Privacy Act (FERPA) section of the code of conduct. Any information about ECPS students or activities, even if hosted on outside servers, should follow ECPS web posting procedures. The district

respects the rights of parents to restrict their children from publishing on the Internet and will secure parent permission through the student guidelines. Parents will be required to sign a form if they choose to deny having student work, pictures, and/or student's name appear on the Internet/Intranet.

- Communicate electronically via tools such as email, chat, text, or document sharing resources. All accounts with third-party providers will be used for school projects and to support the mastery of effective and proper communications. ECPS cannot and does not guarantee the security of electronic files located on external repositories. Although these providers have content filters in place, the District cannot assure that users will not be exposed to unsolicited information. All student confidentiality precautions should be followed when using third-party resources.
- Participate in video conferencing activities including virtual field trip connections with entities such as zoos, museums, universities, and government agencies. Classes may also participate in point-to-point connections with other classrooms around the district and around the world or multi-point conferences connecting many classrooms. In a distance learning environment, the teacher and student's voice, physical presence and participation in classroom activities will be transmitted to other distance learning sites. These events may or may not be recorded.
- Use district resources for any educational purpose.

Consequences for Violation

School computer systems are for use by authorized individuals only. Any unauthorized access to these systems is prohibited and is subject to criminal and civil penalties. Use of any other network or computing resources must be consistent with the rules appropriate to that network.

Use of the district network is not a right, but a **privilege**, and inappropriate use will result in cancellation of that privilege, disciplinary action, and/or prosecution. Prior to participation, a potential network user will receive information pertaining to the proper use of the network and sign a user agreement. School and district administrators will decide what constitutes inappropriate use of the network and their decision is final. Violations will be dealt with in accordance with District policies and procedures, or local, state or federal law.

Supervision and Monitoring

Information networks are "public places" and user actions are visible to others on the network. Elmore County Public Schools has the right to monitor network use to ensure that the network continues to function properly for all of its users. Anyone using electronic networks expressly consents to such monitoring. Monthly reports of Internet use are generated and may be shared with campus administrators. Prosecution and/or termination of user privileges will occur without warning.

It is the responsibility of all staff members to educate students about appropriate online behavior, including interactions with other individuals on social networking sites/chat rooms, and cyber bullying awareness and response. This may be done in a variety of ways, such as once a year short training session, one-on-one education with individual

students, and/or via educational handouts.

It is also the responsibility of all staff members to monitor students' online activity for appropriate behavior. In the classroom, student access to and use of the Internet will be under teacher direction and will be monitored as any other classroom activity; however, it is impossible to control all materials on a global network and users may encounter inappropriate information. Even with filtering, the school district cannot prevent the possibility that some users may access material that is not consistent with the educational mission, goals and policies of the school district.

As required by the federal Children's Internet Protection Act (CIPA), each District computer with Internet access shall have a filtering device or software that blocks access to visual depictions that are obscene, pornographic, inappropriate for students, or to any material deemed harmful to minors as defined by CIPA and as determined by the Superintendent or designee.

With access to computers and people all over the world, there may be some material or individual communications which are not suitable for school-age children. Elmore County Public Schools views information gathered from the Internet in the same manner as other reference materials identified by the schools. Specifically, the district supports resources that will enhance the learning environment with directed guidance from the faculty and staff.

Warranties

Elmore County Public Schools and joint providers of the network make no warranties of any kind, whether expressed or implied, for the services provided. ECPS will not be responsible for any damages suffered while using the system. These damages include, but are not limited to, loss of data, delays, non-deliveries, service interruptions caused by the system, or service interruptions caused by errors or omissions of the user. The District specifically disclaims responsibility for the accuracy or quality of information obtained through Internet connections.

Accessing the District WiFi Network

The District believes technology is a powerful tool that enhances learning and enables students to access a vast amount of academic information. The District's goal is to increase student access to digital tools and facilitate immediate access to technology-based information, much the way that students utilize pen and paper. To this end, the District will open a wireless network through which students in specific age groups will be able to connect technology devices for instructional activities. Employees and Students using district owned or personal technology devices must follow the guidelines stated in this document and the BYOT Procedures ([http:// bit.ly/ECPS_BYOT](http://bit.ly/ECPS_BYOT)) while on school property, attending any school-sponsored activity, or using the ECPS network.

- High School – Students are allowed to use district or personal technology devices that can access the Internet for educational purposes as determined by the classroom teacher. Students will be allowed to use the device between classes and in the cafeteria setting in a digitally responsible manner.

- Middle School – Students are allowed to use district or personal technology devices that can access the Internet for educational purposes as determined by the campus and/or classroom teacher. Students will not be allowed to use the devices during passing periods or in the cafeteria, or in any classroom without the express permission of the administrator/teacher.
- Elementary – Students in grades K-5 are allowed to use district technology devices for academic classroom use as determined by the classroom teacher.

When utilizing the district WiFi network, ALL USERS are expected to adhere to the following:

- The district is not responsible for any content accessed by users who bypass the district Internet filter by connecting to the Internet via their personal cellular network (i.e. 3G, 4G, LTE, etc.), instead of through the district WiFi.
- Users are responsible for backing up their personal data and other important files regularly.
- Those who use district owned and maintained technologies to access the Internet at home are responsible for the set-up and cost of home internet service.

Expectations for Use of District Issued Technology Devices

Responsible use of district issued technology devices is the same as use of classroom and lab computers that belong to the school--it is ethical, respectful, academically honest and supportive of student learning. Each user has the responsibility to respect others in the school community and on the Internet. Users are expected to abide by the generally accepted rules of network etiquette. General student and employee behavior standards, including those prescribed in applicable board policies, district policies, procedures and other regulations and school rules, apply to the use of the Internet and other school technological resources.

Employees who are issued district owned and maintained devices will be asked to sign a property pass/ contract agreeing to district guidelines.

Users of school district technology resources are expected to respect school district property and be responsible in using the equipment. Users are to follow all instructions regarding maintenance or care of the equipment. Users may be held responsible for any loss or damage to devices while under their control. The school district is responsible for any routine maintenance or standard repairs to school system devices.

Use of Personal Technology Devices

Use of all personal electronic devices—including smart phones, laptops, tablets, readers, handheld devices, storage devices, etc.—used on district property or attached to the district network is subject to all guidelines of Responsible Use Guidelines, BYOT Procedures, and other District policies and procedures. An electronic device (laptop, tablet, or phone) may belong to the user but the network belongs to ECPS. Therefore, all ECPS network rules apply. If approved personal devices disrupt network operations, ECPS has the right to discontinue future use and the user may be liable for restitution for damages and/or disciplinary action.

Responsibility to keep the personal technology secure rests with the individual owner. ECPS is

not liable for any device stolen or damaged on campus. The district cannot replace or provide financial restitution for any stolen or damaged personal technological device.

Furthermore, users must agree to the following conditions:

- Each user is responsible for his/her own device: set-up, maintenance, charging, and security. District personnel will not support, diagnose or repair personal devices.
- Printing from personal technology will not be possible at school.
- ECPS is:
NOT responsible for stolen or damaged personal technology devices;
NOT responsible for the maintenance or repair of any personal technology; and
NOT responsible for any costs incurred due to the use of personal technology.

Email Retention

In accordance with certain laws pertaining to eDiscovery and electronically stored information, Elmore County Public Schools archives ALL employee emails for a period of 7 years.

Remote Access

ECPS provides several technical resources (Chalkable Information NOW, SETS, Office 365, Renaissance Place, Clever, Canvas, GAFE, etc.) that allow users to conduct school district business from remote locations. This service is provided as a courtesy, and the district has no expectation that work be performed away from the worksite. School district business performed from home or other remote locations will be conducted in accordance with all Responsible Use Guidelines. Users are expected to apply physical security measures (e.g. passwords) and to maintain the confidentiality of district personnel, students, and parents. ECPS is not responsible for lost data or technical issues that occur on home computers while using these resources.

Communicating Using Electronic Media

Electronic media includes all forms of social media, including text messaging, instant messaging, email, blogs, wikis, chat rooms, video-sharing sites (YouTube, etc.), social networking (Facebook, Twitter, etc.), and telecommunications (landlines, VoIP, cell phones, and web-based applications.) If an employee wishes to use electronic media for personal purposes, the employee is responsible for the content on the employee's page, including content added by the employee, the employee's friends, or members of the public who can access the employee's page. The employee is also responsible for maintaining privacy settings appropriate to the content.

If an employee uses electronic media for educational purposes, the site must be separate from the employee's personal page, must meet all other district guidelines, must meet a specific instructional purpose, and must be approved by the building principal. The employee shall limit communications with students using any electronic media to matters within the scope of the employee's professional responsibilities (class work, homework, tests, school-sponsored extracurricular activities).

Social Media Posts

Elmore County board employees who post information on social media that disrupts the education environment may be subject to discipline. If the information posted impedes the employee's ability to perform their job or undermines the supervisor's authority the information should not be posted on social media. All matters of public concern are part of an employee's freedom of speech, but if the speech disrupts the school or harms the working relationships at school, then the speech can be censored and will be addressed by our Superintendent. When posting on social media, please be reminded of the following:

1. You represent the Elmore County School System.
2. Be careful what you say and how you say it.
3. We always build goodwill and capacity for the Elmore County Schools.
4. It is unprofessional to talk negatively about your colleagues.
5. We have candid internal conversations about teaching and learning, but we fiercely support our school system externally.

Parent Square

Elmore County purchased Parent Square software as the primary communication tool for educators when communicating with students and parents.

Here are the basics:

Contact information is entirely private between students, parents, and teachers. All messages are sent through Parent Square numbers and emails, not personal phone numbers or email addresses. Two-way communication is only available for students over the age of 13, and parents need to give permission for students under 13 to use Parent Square. The messages on Parent Square can't be edited or deleted, so there's a permanent record of every conversation. These messages are available for download anytime there is a question.

- Schedule reminders about meeting times and locations for classes, club meetings, sports practices, and more
- Send permission slips, classroom documents, and other files straight to students' and parents' phones.
- Take photos of class activities or notes on the board and share them with students and parents.
- Schedule reminders about assignments and due dates.
- Send students warm-up questions and trivia before class.
- Send students links to outside resources like articles, videos, and more.
- Send students messages of encouragement and affirmations for their hard work.
- Send parents conversation starters about what their children are learning in class.

Board's Disclaimer

This Employee Handbook contains only general guidelines and information related to policy and procedures of the Elmore County Board of Education. It is not intended to be comprehensive or to address all the possible applications of, or exceptions to, the general policies and procedures

described. For that reason, any questions concerning eligibility for a particular benefit, or the applicability of a policy or practice, should be addressed to the Human Resources Department. Neither this handbook nor any other Elmore County Board of Education document confers any right, either expressed or implied, to remain in the System's employ, nor does it guarantee any fixed terms or conditions of employment. Employment may be terminated pursuant to applicable Federal, State, and local laws and/or policies and procedures.

Some of the subjects described in this handbook are covered in detail in official policy and procedure documents. Employees should refer to these documents for specific information, since this handbook only briefly summarizes those benefits. The procedures, practices, policies, and benefits described here may be modified or discontinued from time to time. Every attempt will be made to inform all employees of changes as they occur. However, it is the employee's responsibility to keep current of all Elmore County Board of Education policies and procedures. It is each employee's responsibility to review the system policies and procedures in detail and to request any clarification needed from supervision or the Human Resources office. Violation of system policies or procedures may result in disciplinary action, up to and including termination of employment.

Communication

A general email has been created to provide a way for employees to ask general questions regarding board policies/procedures. If you have any questions please reach out by emailing ecinfo@elmoreco.com. I am conducting somewhat of a test to see how many people actually read the employee handbook. If you see this statement and email ecinfo@elmoreco.com the following exact statement, "I win, I read the handbook Mrs. Goodin!" I will make sure you get a prize. Only those who send the email to the correct email address with the exact phrase will get the prize and submissions close on October 1, 2025.

Where do I find the form I need?

A guide to find the forms you need. If you see one is missing please email me at susanne.goodin@elmoreco.com and I will add it to this list. Thanks.

Forms	Location	How do I find it?
Address Change Form, Tax Withholding form, pay check stubs, W-2, W-4, VSP form, Direct Deposit Form, Truth in Salary	Employee Self Service	Go to www.elmoreco.com and click on Quick Links – click on Employee Self Service
Detached Duty Professional Development, Employee Accident Form, Employee Transfer Request, Professional Development Requests, Request for High Degree Pay	TalentEd	Go to www.elmoreco.com and click on Quick Links – click on TalentEd – sign in and go to available forms

(at completion of higher degree), Request for Leave of Absence, Sick Bank Committee Request Form, Sick Bank Join Request Form, VSP Enrollment		
Field Trip Authorization, transportation request, Instructions to file with the board of adjustments, Title IX forms, Elmore County Policy Manual, County Calendar, Records of Disposition for Boards of Education, Technology policies, student handbook and code of conduct	Elmore County Website	Go to www.elmoreco.com and click on PUBLICATIONS – all of the forms listed are on that page
Professional Development procedures, travel reimbursement request, sign in sheets, professional development request (TalentEd link), reimbursement request	Elmore County Website	Go to www.elmoreco.com and click FORMS – all of the forms listed are on that page
Attendance forms, out of district application, pre-approval absence form, AHSAA forms, car request form, health services forms, grievance forms, FMLA documents, volunteer application, finance and payroll forms	Elmore County Website	Go to www.elmoreco.com and click FORMS – all of the forms listed are on that page