

# Huron Intermediate School District



Learn. Lead. Serve.



## STAFF HANDBOOK

2025-26

### **Vision**

Learn...Lead...Serve

### **Mission**

Huron Intermediate School District is dedicated to educational leadership, effective programs, and quality services in collaboration with community partners to educate all learners.

## Huron ISD – Staff Handbook

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## Section I: Huron Intermediate School District

### Purpose

The Huron Intermediate School District (HISD) is one of Michigan's 56 intermediate school districts (ISD). Each ISD includes one or more local school districts. Every one of the state's 608+ local school districts is part of an ISD. The Huron ISD includes seven local K-12 school districts, four K-8 school districts, and four non-public school districts.

The Huron ISD is funded with local, state, and federal funds. The voters of the Huron ISD have approved a 3.50 mill levy for special education and a 1.49 mill levy for career and technical education. The Huron ISD has a .13 allocation for general operations. District mileages have been reduced over time due to the Headlee Rollback provisions. State aid is received based on annual authorizations from the state legislature.

The function of the Huron ISD, as with Michigan's other 56 ISDs, is to **assist the Michigan Department of Education in relationships with local school districts and serve local districts with information and educational services.** The Huron ISD also pursues business and community interagency collaboration. We intend to ensure educational leadership, effective programs, and quality services that complement and enhance the efforts of our community partners in educating all learners.

### Vision

Learn...Lead...Serve

### Mission

Huron Intermediate School District is dedicated to educational leadership, effective programs, and quality services in collaboration with community partners to educate all learners.

### Guiding Principles

- We effectively communicate accurate information within the organization and to all our stakeholders to enhance quality and increase collaboration.
- Student Achievement is a priority as we provide leadership and guidance to help every student reach their potential.
- As a service organization, we focus on innovation, efficiency, the use of research-based practices, continuous improvement, and quality leadership in response to local education agency needs.
- Accurate and meaningful achievement and process data is used to answer questions, allocate resources, and drive decisions.
- We are a community of reflective, lifelong learners who are dedicated to professional development and personal growth.
- We conduct ourselves with integrity and professionalism.
- The safety and well-being of students and staff is a priority.

### Expectations

#### Support a Culture that Excels:

- Commit to the Mission, Vision, Guiding Principles, and Expectations
- Make data-driven decisions and promote research-supported practices
- Be an active participant that positively contributes to the goals of the team
- Build positive relationships with all stakeholders; understand the strengths and needs of self and others
- Represent the HISD positively at all times; address concerns internally
- Ensure all decisions are student-centered
- Use the HISD Decision Making Process
- Be invested; show personal ownership and commitment to quality
- Provide service to others that feels special and customized to their needs; Be flexible and go the extra mile
- Utilize technology proficiently

**Professionalism:**

- Be positive, kind, respectful, polite, courteous, and tactful to all
- Before repeating, THINK is this True, Helpful, Inspiring, Necessary, and Kind. Shut down gossip by redirecting the conversation.
- Value others
- Treat guests with hospitality
- Keep a clean, organized, welcoming work environment
- Maintain a professional appearance
- Ensure student, staff, and stakeholder confidentiality at all times
- Demonstrate honesty, integrity, and professionalism
- Exercise personal technology etiquette
- Follow safety standards at all times
- Support adherence to the Employee Handbook, HISD Policies, and Procedures

**Commitment to Growth:**

- Ask for assistance when needed
- Promote a growth mindset in all
- Be flexible and adaptable to changing and stressful environments or situations
- Commit to ongoing personal and professional growth; Grow from your mistakes and accept feedback

**Communication:**

- Consistently communicate clearly and accurately in person, electronically, and in written formats, with all stakeholders
- Be transparent, share important information
- Assume best intentions of the speaker and consider different viewpoints.
- Seek to understand through clarification and active listening and engagement

**Timeliness:**

- Attempt to follow a “24-hour rule” to respond to requests
- Demonstrate timely, reliable, in-person attendance; arrive to work and meetings on time
- Be accurate and timely in completion of duties; handle multiple responsibilities and prioritize as necessary

**Organizational Structure**

The Huron ISD is a “general powers” school district, meaning that the authority for the school district's operation is vested in the electors to the Board of Education. The Board of Education approves policy, authorizes expenditures, and secures day-to-day operational leadership by employing a superintendent. Among other assignments, the Superintendent directs the administration and management to ensure the function of the ISD is completed – to assist the Michigan Department of Education in relationships with local school districts and serve local districts with both information and educational services.

**Local Public School Districts Served**

The Huron ISD Board of Education and employees serve the following public school districts located within its boundaries:

- |  |                                      |
|--|--------------------------------------|
| Bad Axe Public Schools                 | Colfax #1 Frl. (Big Burning School)  |
| Caseville Public School                | Sigel #3 Frl. (Adams School)         |
| Harbor Beach Community School District | Sigel #4 Frl. (Eccles School)        |
| Elkton-Pigeon-Bay Port Laker Schools   | Verona #1 Frl. (Verona Mills School) |
| North Huron Schools                    |                                      |
| Owendale-Gagetown Area School District |                                      |
| Ubyly Community Schools                |                                      |

Services are also provided to non-public schools, home schools, and other educational entities within the Huron ISD.

# Statement of Assurance of Compliance with Federal Laws

## Nondiscrimination Policy

It is the policy of the Huron Intermediate School District not to discriminate on the basis of race, color, religion, national origin or ancestry, sex (including sexual orientation and gender identity), gender, disability, age, height, weight, marital status, genetic information, or any other legally-protected characteristic, in its programs, activities, or employment. Inquiries regarding this nondiscrimination policy should be directed to the Superintendent, Huron Intermediate School District, 1299 S. Thomas Road, Suite 1, Bad Axe, MI 48413; (989) 269-6406.

## Compliance Coordinators

Title VI of the Civil Rights Act of 1964	Joseph Candela (989) 269-6406 Erica Karg (989) 269-6406
Title IX of the Education Amendments of 1972: Nondiscrimination on the Basis of Sex	Lane Walker (989) 269-9284 Geraldyn Kolar (989) 269-6406
Title II of the Americans with Disabilities Act (ADA) of 1990	Joseph Candela (989) 269-6406 Erica Karg (989) 269-6406
Section 504 of the Rehabilitation Act of 1973: Nondiscrimination on the Basis of Being Disabled	Joseph Candela (989) 269-6406 Erica Karg (989) 269-6406
Age Discrimination Act of 1975	Joseph Candela (989) 269-6406
McKinney-Vento District Homeless Liaison	Theresa Hessling, (989) 269-3442
Title III English Language Proficiency	Steve Carlson, (989) 269-3465

## GRIEVANCE PROCEDURE

for

**TITLE VI OF THE CIVIL RIGHTS ACTS OF 1964  
TITLE IX OF THE EDUCATION AMENDMENT ACT OF 1972  
TITLE II OF THE AMERICANS WITH DISABILITY ACT OF 1990  
SECTION 504 OF THE REHABILITATION ACT OF 1973  
AGE DISCRIMINATION ACT OF 1975**

Any person believing that the Huron Intermediate School District or any part of the school organization has inadequately applied the principles and/or regulations of (1) Title VI of the Civil Rights Act of 1964, (2) Title IX of the Education Amendments of 1972, (3) Title II of the Americans with Disability Act of 1990, (4) Section 504 of the Rehabilitation Act of 1973, and (5) the Age Discrimination Act of 1975 may bring forward a complaint, which shall be referred to as a grievance, to the local Coordinators:

Geraldyn Kolar  
Huron Intermediate School District  
1299 S. Thomas Road, Suite 1  
Bad Axe, MI 48413  
titleIXcoordinator@huronisd.org  
(989) 269-6406

Lane Walker  
Huron Area Technical Center  
1160 S. Van Dyke Road  
Bad Axe, MI 48413  
titleIXcoordinator@huronisd.org  
(989) 269-9284

## **Title IX – Discrimination, Harassment, and Retaliation**

The District prohibits discrimination, harassment, and retaliation in violation of Title IX of the Education Amendments of 1972.

All District employees who witness, receive, or otherwise have knowledge of possible discrimination, harassment, or retaliation must promptly report the information to a supervisor, administrator, or other District official. District officials who receive such information are required to forward it to the Title IX Coordinator.

Employees who believe they have been subjected to discrimination, harassment, or retaliation may utilize the District's complaint process. Retaliation for making a report or participating in an investigation is prohibited.

The District's Title IX Coordinator is responsible for coordinating compliance and responding to reports and complaints in accordance with Board Policy. The complete Title IX policy and grievance procedures are set forth in Board Policy #3118, which is available on the District's website and through the Human Resources office or the Title IX Coordinator upon request.

## **Title VI of the Civil Rights Act of 1964, Title II of the Americans with Disability Act of 1990, Section 504 of the Rehabilitation Act of 1973, and the Age Discrimination Act of 1975**

The person who believes a valid basis for grievance exists shall discuss the grievance informally and on a verbal basis with the local Coordinator, who shall investigate the complaint and reply in accordance with the steps outlined in the law/board policies. If this reply is not acceptable, the complainant may initiate formal procedures according to the policy provided to them when the informal complaint was made.

The local Coordinator, on request, will provide a copy of the district's grievance procedure and investigate all complaints in accordance with this policy. A copy of each of the Acts and the regulations/laws/board policies on which the grievance is based may be found at the local Coordinator's or Human Resources office.

Anyone may contact the Office for Civil Rights for information and/or assistance at (800) 421-3481. If the grievance has not been satisfactorily settled, further appeal may be made to the Office for Civil Rights. Inquiries concerning the nondiscriminatory policy may be directed to the Director, Office for Civil Rights, U.S. Department of Education, Washington, DC 20202.

The local Coordinator, on request, will provide a copy of the district's grievance procedure and investigate all complaints in accordance with this procedure. A copy of the Acts and the regulations on which this notice is based may be found at the local Coordinator's office.

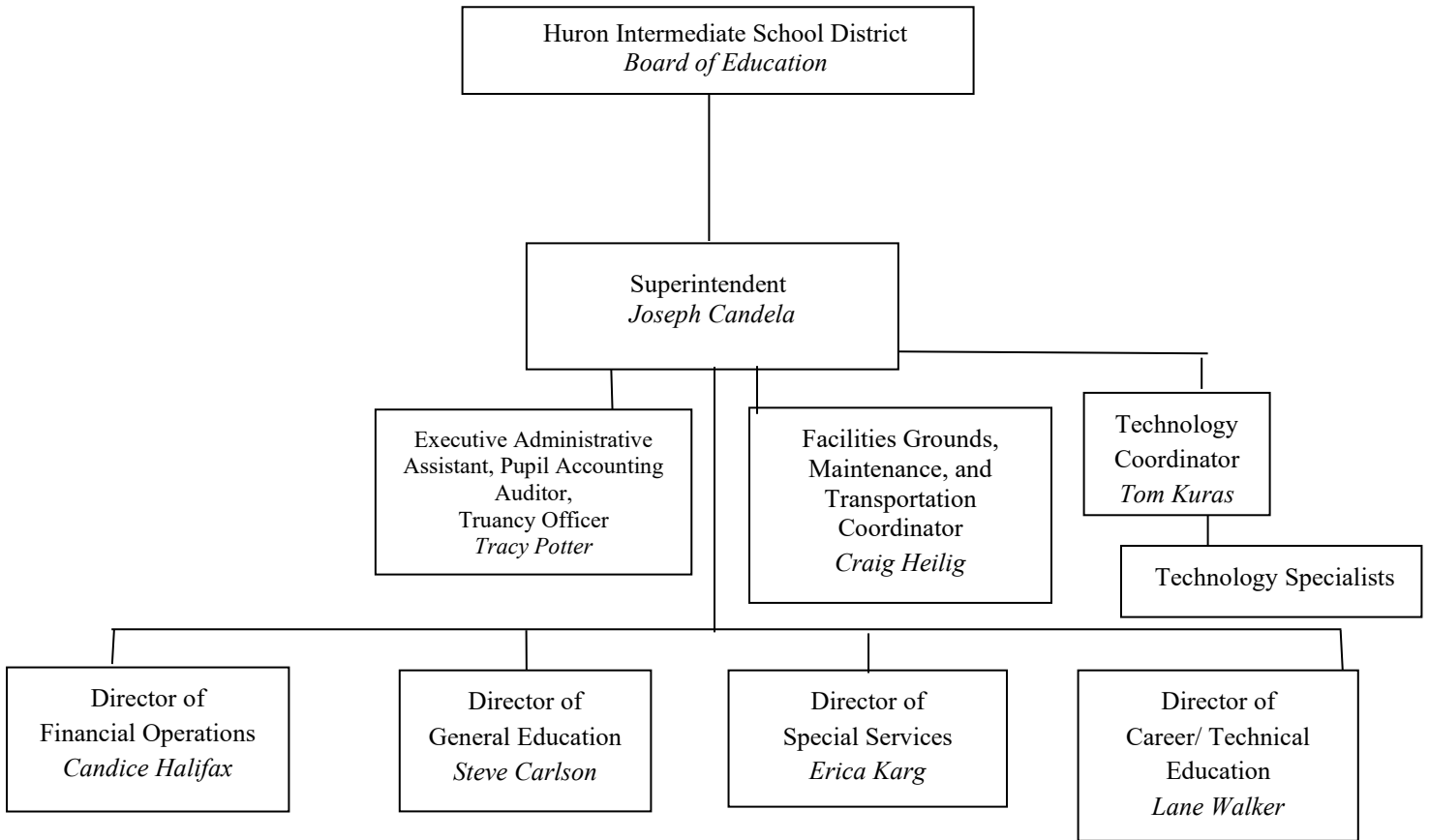
## **Board of Education**

The Huron Intermediate Board of Education consists of five members who each serve a six-year term of office. Board members are elected by a body composed of one member of the board of education from each constituent school district, who has been designated as the voting representative by the board of which that person is a member. The Huron ISD Superintendent is the Executive Secretary to the Board of Education.

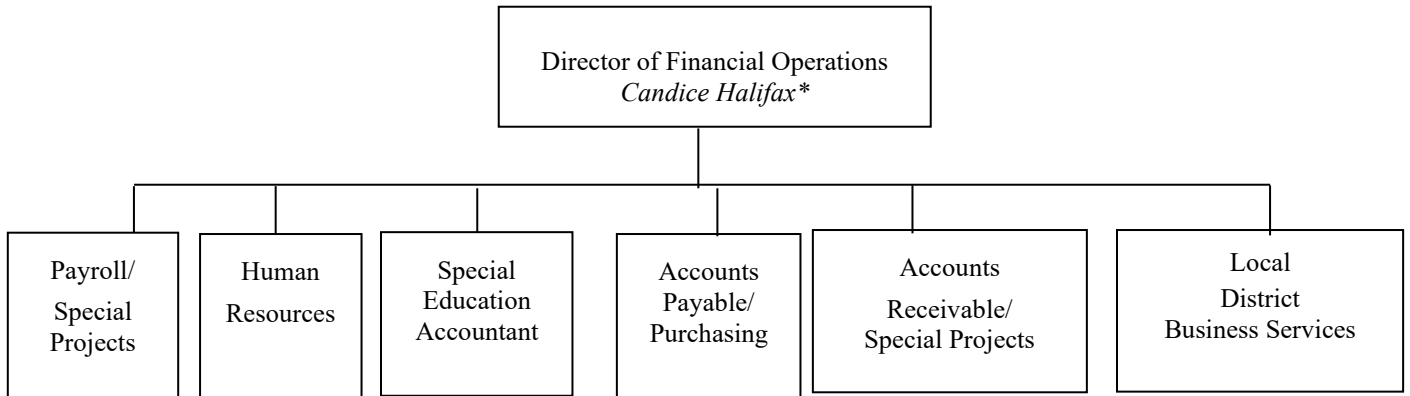
## **Superintendent**

The Board of Education employs the Superintendent to serve as its chief executive officer and educational leader. The Superintendent is charged with carrying out the policies of the Board of Education and directives of the State Department of Education according to the provisions of the General School Laws of the State of Michigan. The administration of instruction and business affairs is the responsibility of the Superintendent. The responsibility for placement and transfer of personnel is vested in the Superintendent, on behalf of the Board of Education, and the establishment and enforcement of such administrative rules and regulations as may be necessary and/or appropriate. Any employee who has concerns regarding the Huron ISD and has discussed these matters with his/her immediate supervisor and/or association leadership with no resolution forthcoming is advised to make an appointment with the Superintendent to ensure that these concerns are heard.

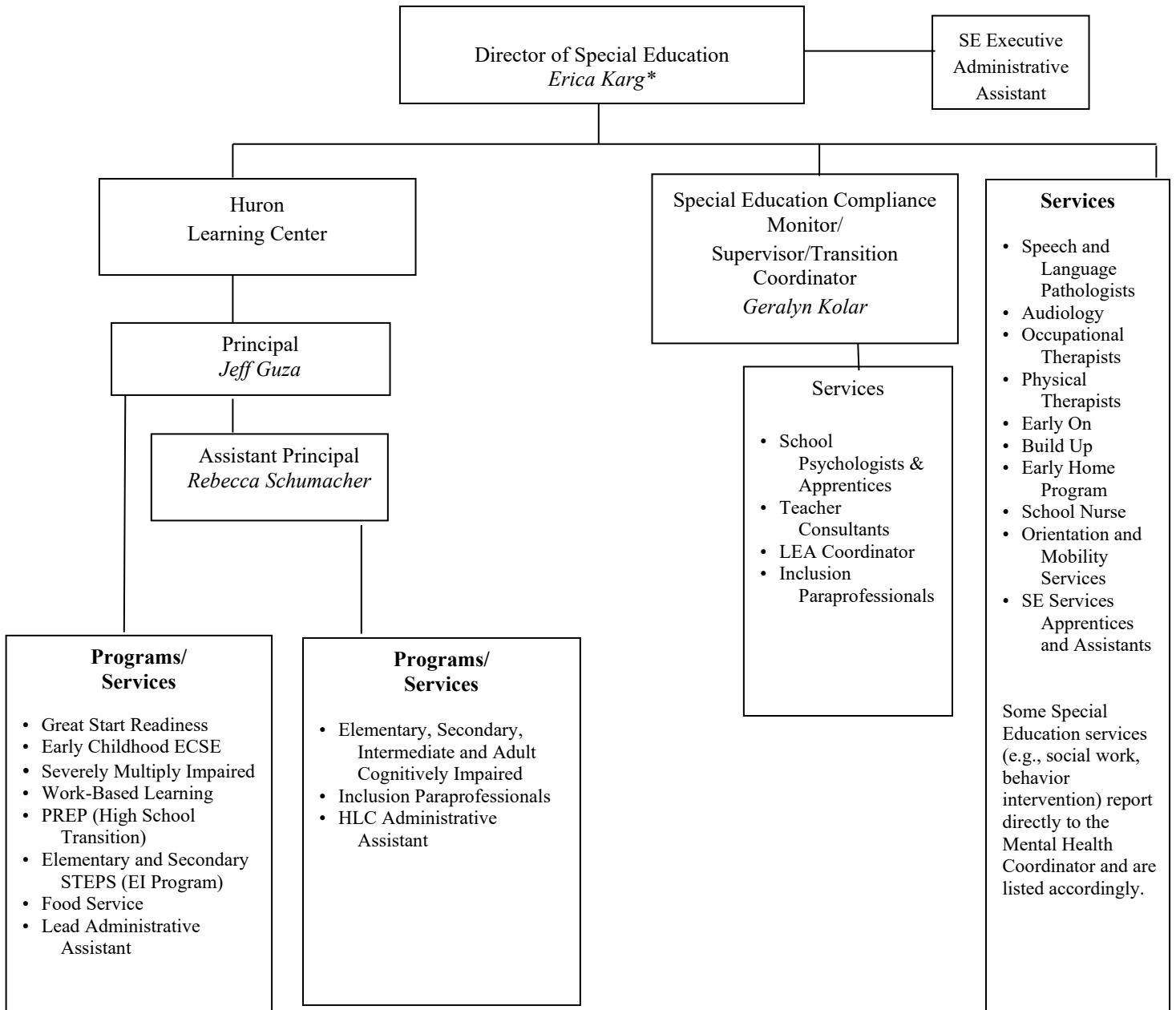
### Organization of Administrative Services



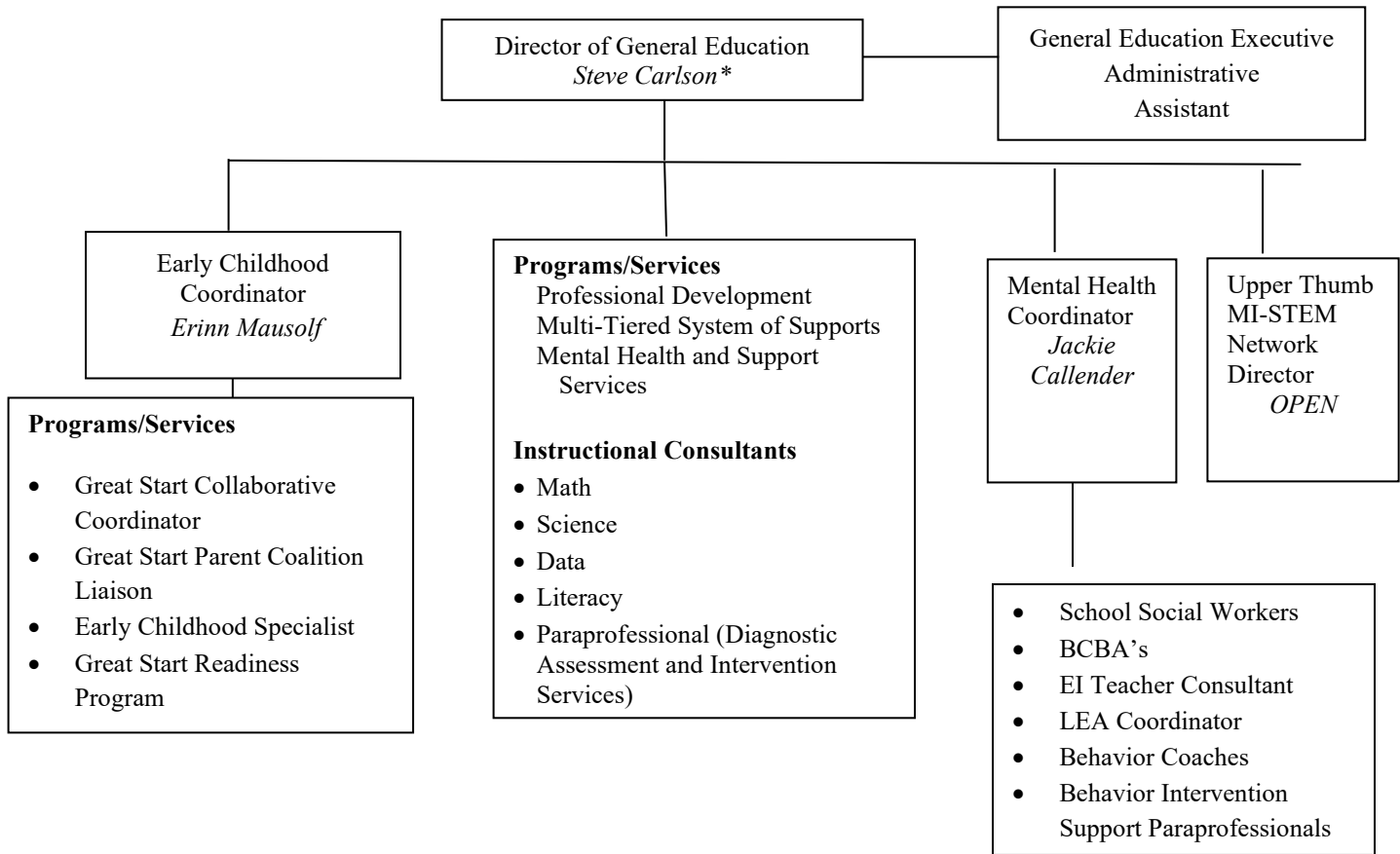
### Organization of Business/Personnel Services



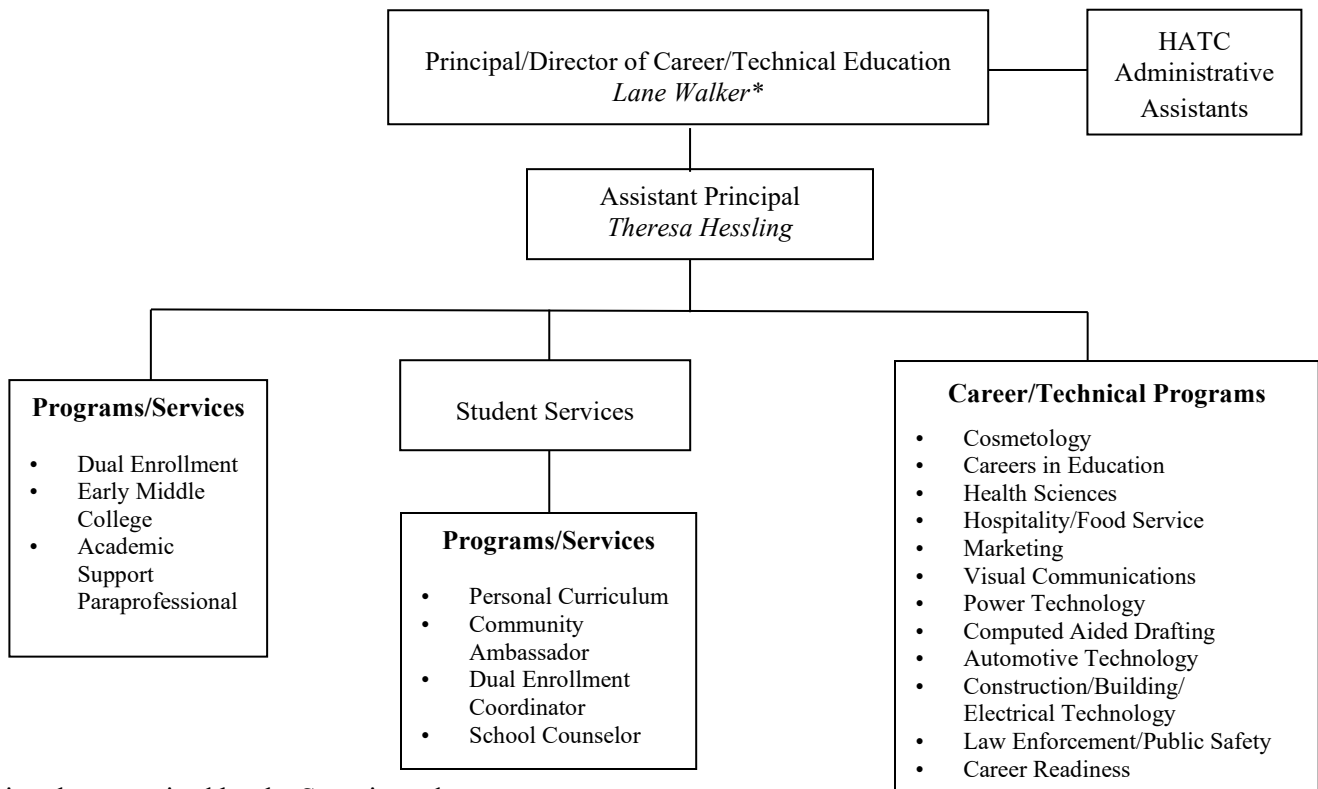
## Organization of Special Services



## Organization of General Education Services



## Organization of Career/Technical Education Services



\*Directly supervised by the Superintendent

## Common Countywide Calendar

For the purpose of ongoing planning, administrative and education association representatives from the Huron ISD and our constituent K-12 districts meet on an annual basis to determine a common calendar on a five-year basis. The ISD is required to set spring break and winter break. The schools try to align calendars as best as possible to support the sharing of programs. However, districts can make changes to days other than the ISD-required set of days referenced above. Copies of the calendar are posted on our website at [www.huronisd.org](http://www.huronisd.org).

## Board Policies

The Huron ISD Board of Education has adopted a comprehensive series of Board Policies to be used as a guideline for the day-to-day operations of the District. The Board policies are reviewed on an ongoing basis and updated as needed. Staff are responsible for understanding and following board policies and may access the district policies at <https://meetings.boardbook.org/Public/Organization/961>

To create a safe, productive, respectful work environment, staff are expected to adhere to the policies and procedures in this handbook. Any violations of these policies and procedures are subject to disciplinary action.

## Decision-Making Process

It is the goal of the HISD to utilize this standardized Decision-Making Process when determining if we should:

- continue to do something or eliminate it
- take on something new
- change the way we are doing something

Steps of the Decision-Making Process:

1. Identify need(s)
2. Gather input from stakeholders
3. Identify and review relevant data
4. Consider alignment to HISD goals and action plans
5. Consider alignment with local district goals and action plans
6. Estimate our capability to implement with fidelity
7. Determine if resources are adequate for long-term sustainability
8. Create an action plan
9. Communicate recommendations or decisions to others

The Huron ISD Board of Education shall encourage employee input in the district's decision-making process. Employees are encouraged to voice their opinions regarding policies, regulations, and operations in staff meetings. The administration and Board of Education shall give consideration to all recommendations received. However, final action and responsibility shall remain with the Board of Education, which holds the vested authority for the operation of the school district.

## Revised School Code

The Huron ISD staff is responsible for understanding and following the revised school code and may access this at: <https://www.legislature.mi.gov/documents/mcl/pdf/mcl-Act-451-of-1976.pdf>

## Summary of State and Federal Laws Affecting Employees

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1. **Bloodborne Pathogens** – The Occupational Safety and Health Administration (OSHA) has established a safety standard to reduce exposure to the Hepatitis B virus (HBV), the human immunodeficiency virus (HIV), and other bloodborne pathogens to which employees may be exposed in the workplace. Schools are required by law to implement an Exposure Control Plan to comply with OSHA's Bloodborne Pathogen Standard. The main objective of this plan is to protect employees from potential workplace hazards by reducing occupational exposure to HBV, HIV, and other bloodborne pathogens.
2. **Drug-Free Workplace and Substance Abuse** – Federal law prohibits the unlawful possession/use, distribution, dispensation, or the state of being under the influence of illicit drugs and alcohol by all school employees and students on school premises or as part of any school business, activity, or function. Specific procedures, definitions, and expectations can be obtained by contacting the Human Resources Specialist or the Superintendent.

3. **Smoke-Free Schools** – State law prohibits the use of any tobacco products in district-owned buildings and vehicles and in/on real estate which is owned, leased, or otherwise controlled by the school district.
4. **Federal law expressly prohibits Sexual Harassment** – any form of sexual harassment by school employees directed toward other employees, job applicants, or students. Sexual harassment consists of any unwelcome sexual advances, requests, or sexual innuendoes. Any employee found to have engaged in sexual harassment will be subject to immediate disciplinary action, up to and including discharge from employment. Specific information about behaviors constituting sexual harassment and the procedure for reporting an incident can be obtained from the Sexual Harassment Compliance Officer or Human Resources.
5. **Corporal Punishment** – School employees, volunteers, or contractors are prohibited by state law from inflicting or threatening to inflict corporal punishment on any pupil. Corporal punishment is “the deliberate infliction of physical pain by any means upon the whole or any part of the pupil’s body as a penalty or punishment for a pupil’s offense.” Specific information on educational philosophies, student codes of conduct, and alternatives to corporal punishment can be obtained by contacting the Superintendent.
6. **Equal Employment Opportunity** - Except with respect to any bona fide occupational qualifications, federal law prohibits discrimination in policy or practice in compensation terms or conditions of employment because of an individual’s race, color, religion, sex (sexual orientation or gender identity), national origin, age, height, weight, marital status, political belief, or disability if otherwise qualified. The Americans with Disabilities Act gives civil rights protections to individuals with disabilities. Procedures for reporting claims of discrimination can be obtained by contacting the Superintendent.
7. **Mandatory Reporting of Suspected Child Abuse or Neglect** – School personnel are required by law to report any suspected child abuse or neglect by a parent, legal guardian, or person who has custodial care of a child. The law also protects those who report child abuse/neglect from prosecution. Child abuse is defined as “harm or threatened harm by a person to a child’s health or welfare, which occurs through physical or mental injury; sexual abuse; sexual exploitation; or maltreatment.” Child neglect is defined as “harm to a child’s health or welfare by negligent treatment such as failure to provide adequate food, clothing, shelter or medical care, or placing a child at an unreasonable risk to the child’s health or welfare by failure to intervene to eliminate that risk when that person can do so and has knowledge of the risk.” Policies and procedures for reporting suspected child abuse/neglect can be obtained from the building principal/supervisor. The number to report is 855-444-3911. The website for additional information and online reporting is <https://www.michigan.gov/mandatedreporter>
8. **“Right to Understand”** – Provisions of the federal and Michigan Occupational Safety and Health Acts require schools to communicate information about hazardous materials to employees. Hazardous materials must be clearly labeled, and information on these materials must be made available to all employees who may be exposed. In addition, schools must provide written measures to reduce the risk of exposure and procedures to follow in the event of exposure. Information on the hazard communication program for each building can be obtained online, from the-building principal, or the building and grounds supervisor.
9. **Asbestos** – Once commonly used as an insulating material, asbestos has been found to cause chronic lung inflammation. Federal law requires all school buildings that may contain asbestos to be inspected for possible contamination. It also requires that workers and building occupants or their legal guardians be informed about any inspection, re-inspection, response action, and post-response action activities, including periodic re-inspection and surveillance activities that are planned or in progress. An asbestos management plan is located in the Superintendent’s office.
10. **Teacher Evaluation** – All teacher evaluations will be conducted in accordance with state law.
11. **Criminal History Record Check** - Pursuant to 1993 Public Act 68, and Public Act 83 of 1995:
  - a) The Huron Intermediate School District must request a criminal history check on employees from the Central Records Division of the Michigan Department of State Police and the FBI, as stated in law.
  - b) Until that report is received, reviewed, and determined adequate for hire by the District, the individual is regarded as a conditional employee; and
  - c) If the report received from the Michigan State Police or FBI is not the same as the representations, they disclosed respecting either the absence of any conviction(s) or any crimes of which they have been convicted, the employment contract is voidable at the option of the District.
12. **Child Care Organization Act** – Pursuant to 1973 Public Act 116:
  - a) Staff with unsupervised access to Pre-K children in a licensed Great Start Readiness Program (GSRP) or Kids’ World Preschool must have a comprehensive background check with Federal fingerprints. These fingerprints must be completed through an authorized LARA vendor. Fingerprints from any other source will not be accepted.
  - b) The District cannot make a hire until it receives a green light response indicating the individual is cleared for hiring.
  - c) If an employee is providing one-on-one ancillary services to a pre-k student in a local school and has not been LARA fingerprinted under the Child Care Organization Act and completed MI Registry compliance, they may instead obtain a parent-signed waiver. This waiver must indicate the parent's awareness of the service "pull," including the date and time services are provided. The waiver is to be kept on file in the local district’s office for the duration of the school year. It is the responsibility of the local district to notify the employee if the parent revokes this authorization.

13. **Website Compliance** – Website content, services and apps must comply with State and Federal law (e.g., copyright laws, Children’s Internet Protection Act (CIPA), Section 504 of the Rehabilitation Act of 1973 (Section 504), Americans with Disabilities Act (ADA), and Children’s Online Privacy Protection Act (COPAA)) and reflect the professional image/brand of the District, its employees, and students. Web content, series, and apps must be consistent with the Board’s Mission Statement, and staff-created web content, services, and apps are subject to prior review and approval of the Superintendent before being published on the Internet and/or utilized with students. See Thrun Policy # 3116 for further information.
14. **Bullying** – Bullying continues to be a pressing problem in schools today, not only student to student but staff to staff and staff to student. Staff are expected to understand bullying behavior and their obligations to help prevent bullying. Staff are expected to understand and abide by Thrun Policy #5207 (Anti-Bullying Policy).
15. **McKinney/Vento** – Homelessness affects hundreds of thousands of children every year and can be a barrier to education in many ways. The District shall establish safeguards that protect homeless students from discrimination based on their homelessness. The District shall regularly review and revise its policies, including school discipline policies that may impact homeless students, including those who may be a member of any of the Protected Classes (Thrun Policy # 5206 A & B). See Thrun Policy # 5307 (Homeless Students) for further information,
16. **MCL 380.10** - It is the natural, fundamental right of parents and legal guardians to determine and direct the care, teaching, and education of their children. The public schools of this state serve the needs of the pupils by cooperating with the pupils' parents and legal guardians to develop the pupils' intellectual capabilities and vocational skills in a safe and positive environment.

## **Section II: Personnel**

### **New Employee Information**

Before starting work, new employees must make an appointment with the Human Resources Specialist to fill out necessary payroll information, required government forms, and various assurances required by the school district.

### **Recruitment of Personnel**

The Superintendent or his/her designee is responsible for recruiting and recommending personnel needed to fill positions established and authorized by the Board of Education. Candidates will be recommended to the Board of Education for hire. Before being recommended to the Board of Education, all candidate documentation must be available to the Superintendent. The final authority for hiring personnel rests solely with the Board of Education. The Superintendent has the Board's authority to accept employee resignations. A copy of each posting is emailed to all staff and displayed publicly in the HISD.

### **Personnel Files**

An employee has the right to examine their personnel file or to obtain a copy of their file, except for documents that may be legally excluded, upon a written request to the Superintendent and with reasonable advance notice (generally 48 hours). The Superintendent or a designee shall attend any review of a personnel file. Employees may make an appointment during normal office hours, provided it does not interfere with their assigned duties. Employees may also make arrangements to examine their files before or after work. Reasonable and customary charges may be incurred by an employee who requests copies of file materials. The District’s policy is to disclose the contents of a personnel file only when such disclosure is legal, necessary, and/or authorized. Viewing of personnel file contents within the District is restricted to authorized personnel.

### **Change of Personnel Information/Life Event Changes**

An employee is required to report any change of personnel information, such as but not limited to, address, phone number, name, beneficiary, marriage, divorce, birth, adoption, dependent status, and banking changes that impact automatic deductions or deposits to the Human Resource office within thirty (30) calendar days.

### **Job Qualifications**

All persons employed by the Huron ISD are expected to meet employment qualifications required by state and federal law and/or the Board of Education. The Board of Education may adopt standards above the minimum required by the State and Federal governments.

## **Job Descriptions**

Job descriptions for all Huron ISD positions are established and revised as job requirements change. They are reviewed periodically by the Superintendent or the designee who supervises the person(s) holding specific positions. Job descriptions are not contracts and may be adjusted at the sole discretion of the employer.

## **Medical Conditions**

Physical Examination: An employee may be required to take a physical and/or mental examination at the district's expense. Due to the nature and outside requirements of certain district programs, employees may also be required to have a TB test. Employees can also receive the Hepatitis B series of injections at the district's expense.

## **Evaluation**

One of the basic purposes of employee evaluation is to improve employee performance through continual growth. Employees should realize that meaningful evaluations will always recognize strengths and indicate areas of improvement. The Huron ISD will fully comply with Michigan law as it relates to staff evaluations. Every employee at the HISD will have recommendations included in their final evaluation. These recommendations will be used for goal setting in the upcoming school year. Individual Professional Development should be aligned with these goals.

Our evaluation system uses the term Effective to describe work that is mastered and meets all expectations. Work that is developing is sporadic or not entirely successful and requires improvement. Work that needs support is unsatisfactory and does not meet the standard of "do no harm." The evaluation terminology is subject to change based on Federal/State guidelines or evaluation methods being used.

## **Staff Meetings**

Employees are required to attend all staff meetings scheduled for their attendance. Each department will announce the time and place of such meetings. Employees must inform their supervisor in advance if they are unable to attend a meeting and make a plan to acquire the missed information.

## **Outside Employment**

Outside employment that does not interfere with the regular duties of a person employed by the Huron ISD and is not in conflict with the employee's professional position is considered to be a personal matter of the employee. The authority to determine whether such employment is in conflict rests with the Superintendent.

The district owns materials developed while employed by the district and may never be used for personal gain by the employee.

## **Instructional Responsibilities**

The curriculum is an ongoing responsibility of all instructors and must be revised as the demands of business and industry change. Advisory committees may play a role in establishing each curriculum. Instructors should recognize the contribution to be made by advisory committee members, drawing upon their knowledge of their respective fields. In addition, each instructor is responsible for the continual development and revision of his/her curriculum through appropriate standards and performance objectives.

In the Huron ISD's function of supporting local districts, emphasis on supporting research- and evidence-based practices and curricular priorities is critical. Lesson plans are essential in accomplishing one's objectives in each subject area. In addition to the regular lesson plans, there should be "substitute lesson plans" available in the office that can be used in the teacher's absence. These emergency lesson plans should contain all matters about the location of materials, the record book, break time, safety precautions, and special instructions. The guest teacher's plans must be current to meet the needs of instruction. A teacher's attendance record will be maintained accurately per pupil accounting regulations. Each instructor must also report student absences in the appropriate system daily.

## **Mandatory Reporting of Suspected Child Abuse or Neglect**

All Employees of an educational institution are mandated reporters and are required to make an immediate report to Child Protective Services (CPS) when they suspect child abuse or neglect. Mandated reporters must also notify the head of their organization of the report; however, this does not fulfill the requirement to report directly to DHHS. The online report can be completed at <https://www.michigan.gov/mdhhs/adult-child-serv/abuse-neglect/childrens/mandated-reporters> or by going to the Employee Resources page of the HISD website. The verbal report can be completed by calling 855-444-3911 and must be followed up with a written report within 72 hours. A call and follow-up form will not be required if an online report is completed.

### **Professional Responsibilities**

An effective educational program requires the services of men and women of integrity, high ideals, and human understanding. To maintain and promote these essentials, the Board of Education expects all staff members to maintain high standards in their working relationships and the performance of their professional duties following Thru Policy # 4201 (Employee Ethics and Standards). This includes laboratories, classrooms, learning resource centers, professional development, board rooms, offices, and school-related off-campus outings. Employees are to be in their designated areas before the students arrive and are to stay there until the end of the session. Employees are accountable and liable for their students' safety, and supervision should law prove negligence.

Employees are responsible for completing all reporting requirements for their position within district timelines. This may include, but is not limited to, items such as progress reports, incident reports, mileage requests, article pay requests, service log, professional development log, and Medicaid billing. All reporting requirements must be completed and submitted prior to the last workday.

All staff are required to maintain any certification(s) required for the position. Staff shall immediately notify their direct Supervisor regarding any change in certification status. All staff are required to understand and follow the HISD mission, vision, guiding principles, and expectations, which are listed on the ISD website and in this handbook.

### **Professional Boundaries with Students**

Employees are expected to establish and maintain appropriate professional boundaries with all students, consistent with Thru Policy #4201 (Employee Ethics and Standards), including Subsection C (Student Fraternalization). Employees shall not engage in conduct, interactions, or relationships with students—directly or indirectly—that are not reasonably related to an educational purpose or that undermine the employee's position of trust and authority.

This expectation applies regardless of whether the employee works at the student's assigned building, supervises the student, or has direct instructional responsibility. Relationships or interactions that originate while an individual is enrolled as a District student are considered violations of professional boundaries, even if the student subsequently graduates or withdraws from the District.

Violations of this standard constitute unprofessional conduct and may result in disciplinary action, up to and including immediate termination of employment, consistent with Board policy, applicable law, and any relevant collective bargaining agreement. Employees who are uncertain whether a contemplated interaction or relationship is permissible are required to seek guidance from their supervisor prior to engaging in such conduct.

### **Professional Development**

The HISD is committed to ongoing staff improvement. All staff are expected to grow as professionals each year. To support this, the HISD offers access to online classes, professional organizations, professional learning communities, courses offered at the HISD, courses offered in our local districts, courses offered outside of the district, and financial support to attend PD, including self-selected and administrator-approved training. Professional Development should align to needs identified in the staff goal setting and evaluation process. Annually, teachers and instructional support staff will maintain a professional development log that includes classroom management and instructional development hours for submission to their Supervisor. All other staff will maintain a professional development log applicable to their position. These logs will be kept in your personnel file with your annual evaluation documentation, and the information will be recorded in the registry of educational personnel (REP) for those required. Any professional staff requiring credit in MOECS for their professional license renewal must provide the General Education Executive Administrative Assistant the following: proof of the professional development training; it must contain the

name of the PD, the date, the length, and the PIC number of the staff member requesting credit for the executive administrative assistant to certify SCECH credit.

### **Vector Solutions Online Training**

All staff are required to complete the mandatory training on an annual basis. No later than the opening week, staff will be notified of the training and will be given the deadline for completion. All new staff hired after the opening week will also be required to complete the mandatory training. Staff are required to keep usernames and passwords secure. The completion of the training is proof that the staff read through and understood the material.

### **Communication Plan**

1. Whenever teams are meeting, the agenda always includes a Communication Plan.
2. The Communication Plan will address:
  - a. What needs to be communicated to others?
  - b. Who needs to know this information?
  - c. Who will communicate this information to them?
  - d. By when and with what format?
  - e. Meeting notes should reflect the communication plan.

## **Section III: Work Rules and Procedures**

### **Workdays**

Members of the recognized bargaining unit should refer to their master agreement.

Generally, the length of the working day is described in the master agreement, job description, and/or annual contract for hourly employees. If neither of these is the case, the immediate supervisor will direct the employee regarding the working day. Hours may change due to circumstances that include but are not limited to program modification, transportation routing, and program site moves.

Itinerant personnel shall provide a weekly work schedule to their immediate supervisor. This should give the location and telephone number where they can be reached during working hours. If an employee has a predictable work schedule, written schedules need to be submitted only once a year, or upon changes. However, any deviation from this schedule should then be communicated to the immediate supervisor and the appropriate HLC or HATC administrative assistant.

### **Remote Working**

Employees participating in a remote work arrangement must agree to safety expectations, equipment use and maintenance requirements, security expectations for technology, and proper storage and disposal of sensitive documents. Employees eligible for a remote work arrangement must have job roles suitable for remote work and demonstrate the ability to meet remote and on-site performance expectations. Employees participating in remote work shall follow the HISD Remote Work Guidelines, which outline the guidelines and expectations for those approved to work remotely.

The privilege of remote work should not be seen solely as a benefit for the Employee; instead, it is a reciprocal arrangement. It is anticipated that Employees who avail themselves of remote work privileges will reciprocate this flexibility when it contributes to the organization's overall benefit. Huron ISD (HISD) considers remote work when both the employee and the position are suited for such an arrangement. Remote work may be appropriate for some employees and positions and not for others, as we are a student-focused organization. Remote work is not an entitlement, an organization-wide benefit, and it in no way changes the terms and conditions of employment with HISD.

Employees wishing to participate in remote work shall complete the *Remote Work Arrangement Request Form* and submit it to their direct supervisor. Any changes to an approved Remote *Work Arrangement* will require the Employee to update the form on file. The Supervisor may cancel or modify the remote work arrangement at any time.

## **Absences from Workstation/Work Site**

All employees are expected to be at their workstation or worksite during working hours. When employees leave their workstations or sites, they must notify their immediate supervisor. The immediate supervisor should approve any deviation from an employee's regular work schedule.

Absence requests that occur in advance (bereavement, flex, personal business, vacation, non-scheduled, conference, or jury duty) are to be entered in Skyward with a sub request entered in Red Rover (if a sub is necessary). A notification will be sent to your supervisor. Once it has been approved or denied, you will receive an email notification. In the case of a denial, the employee is required to cancel the sub-request from the Red Rover system.

If an employee will be absent from work due to circumstances that were unforeseen, the employee is required to report the anticipated absence for the day through the Skyward system (or by phone to HLC or HATC administrative assistant and supervisor if Internet unavailable) at least one hour before your regularly scheduled start time, regardless of whether a substitute is needed or not. If a substitute is required, the absence must first be entered in Skyward, and then the sub request must be entered through the Red Rover system. Please see your contract for any additional absence requirements.

Employees assigned to local districts shall follow the policy of the local district for reporting absences in addition to Huron ISD policies.

When you are away from your computer, whether temporarily or at the end of the day, lock your computer to prevent unauthorized access.

## **Personal Leave Policy**

Each employee is eligible for personal leave according to the master agreement, which pertains to the employee or according to his/her contract. Employees must submit a Skyward request 72 hours in advance of the requested use.

## **Jury Duty and Court Appearances**

Any employee of the Huron ISD will be allowed absences when called to serve on a jury or when subpoenaed as a witness for a Huron ISD legal proceeding. Individuals normally receive a nominal payment when a court appearance is required. Upon receiving the payment for jury duty or a subpoena appearance, the employee should submit to the Business Office a photocopy of the check issued by the court served, along with a check for the amount of the per diem payments made to the employee. Payments received for travel allowances do not have to be turned over to the Huron ISD. If an employee is released early, the employee shall contact their supervisor about whether to return to work.

## **Work Rules and Procedures: Leave Without Pay**

### **1. Discouragement of Non-Paid Time**

At the Huron ISD, we recognize the importance of balancing work and personal life. While we understand that unforeseen circumstances may arise, we strongly discourage using non-paid time off to ensure the continuity of services and a fair distribution of work responsibilities.

### **2. Utilization of Paid Time Off**

Employees requesting non-paid time off must utilize any accrued paid time off in their Skyward account for the pertinent request. This policy, however, does not apply to employees requesting the Family and Medical Leave Act (FMLA), as outlined in separate policies.

### **3. Annual Work Calendar**

Employees receive a work calendar each year outlining their scheduled work hours. Adherence to this calendar is fundamental to providing consistent and uninterrupted services to our students.

#### **4. Documentation for Non-Paid Time Off**

If the need for non-paid time off arises, especially due to illness (e.g., flu, cold, positive COVID test, non-COVID illness, migraines, endometriosis, chronic illness, mental health reasons, etc.), a doctor's note is required for the day to be considered for approval if non-paid time is requested.

#### **5. Bereavement Days Approval**

Employees must seek prior approval from the Superintendent for additional bereavement days outside your collective bargaining coverage. We understand the sensitive nature of such requests and will approach them with empathy and consideration.

#### **6. Vacations or Personal Time Outside the Annual Work Calendar**

Employees receive a work calendar each year outlining their scheduled work hours. Adherence to this calendar is fundamental to providing consistent and uninterrupted services to our students.

Vacations or personal time taken outside the allocated time in your work calendar will not be approved. This ensures proper planning and minimizes disruptions to team productivity.

#### **7. Disciplinary Measures**

In the event of taking unapproved time off, the Huron ISD will follow staff discipline, Thurn Board Policy # 4219 (Attendance). Disciplinary measures may include a written warning, written reprimand, suspension, and discharge. Each step of the discipline policy will be applied to each unpaid, unapproved day taken. Disciplinary measures will be reset on July 1<sup>st</sup> of every year. However, the disciplinary measure, if used, will remain in your personnel file.

#### **8. Attendance and Evaluation**

Consistent attendance is a critical component of the end-of-year evaluation process. Employees are expected to fulfill their work obligations outlined in their contracts and work calendars.

#### **9. Costs of Fringe Benefits**

Whether approved or not, employees taking leave without pay will be responsible for the prorated costs of their fringe benefits for the days of leave taken. This includes but is not limited to health insurance, retirement contributions, and other applicable benefits.

### **Bereavement Leave**

Staff shall be granted bereavement leave according to the provisions of the master agreement that pertains to the employee. The Superintendent, or their designee, must approve arrangements outside those described in the master agreements. Non-union staff will follow the arrangement in the master agreement for the Huron Intermediate Educational Association (HIEA) professional staff.

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

The Family and Medical Leave Act of 1993 requires covered employers to provide up to twelve (12) weeks of unpaid, job-protected leave to "eligible" employees for qualifying family and medical reasons. Employees are eligible if they have worked for a covered employer for at least one (1) year, and for 1,250 hours over the previous twelve (12) months, and if there are at least fifty (50) employees within 75 miles. The HISD uses the look-back method when determining the twelve (12) month period.

### **Pregnant Workers Fairness Act (PWFA)**

As required by the federal Pregnant Workers Fairness Act (PWFA), the Huron Intermediate School District will provide reasonable accommodations to employees and applicants with limitations related to pregnancy, childbirth, or related medical conditions, unless the accommodation will cause undue hardship to the Huron ISD's operations. You may contact the Human Resources Specialist with any questions regarding the PWFA.

## **Providing Urgent Maternal Protections for Nursing Mothers Act (PUMP ACT)**

To comply with the PUMP Act and support nursing employees, our ISD provides reasonable break time and a private space for expressing breast milk during the day.

Employees should notify their supervisor or Human Resources as soon as possible before returning to work from parental leave if they require lactation accommodation. The company will work with the employees to ensure appropriate accommodation is in place.

The ISD prohibits retaliation against any employee who requests or uses lactation breaks or files a complaint under the PUMP Act.

## **Earned Sick Time Act (ESTA)**

The Earned Sick Time Act (ESTA) replaced the Paid Medical Leave Act (PMLA) and took effect on February 21, 2025. ESTA ensures that eligible employees accrue paid sick time for qualifying medical and family-related absences. HISD meets and, in most cases, exceeds the requirements of ESTA.

Employees may use accrued sick time for their own or a family member's illness, medical appointments, or matters related to domestic violence or public health emergencies.

For specific details on accrual rates, usage, and eligibility, please refer to the district's leave policies, master agreements, or contact the Human Resources Specialist.

## **COBRA Law Continuation of District Health Plan Participation**

The District, pursuant to the Federal Consolidation Omnibus Budget Reconciliation Act (COBRA) and state law, offers the opportunity to remain on the District's health and dental insurance plan at the group rate in certain instances where coverage under the plan would otherwise end. Contact the Human Resources Specialist for details and specific information regarding COBRA.

## **Employee Dress**

All employees are expected to maintain a clean, neat, and professional appearance appropriate for their specific roles. Professional staff are educational leaders and should be dressed accordingly, with extra consideration for days with meetings, scheduled visits, and special events such as field trips. Paraprofessional staff are encouraged to align their attire with that of the classroom teacher.

Employees may wear T-shirts suitable for the school environment, provided they are clean, in good condition, and properly fitted. T-shirts must be free of stains, tears, or excessive wear and should reflect one of the following themes:

- **School-Specific T-Shirts:** Shirts promoting school spirit, classes, school-sponsored events, or clubs/organizations (e.g., HISD, HLC, HATC, DECA, HOSA).
- **Professional Organization T-Shirts:** Shirts displaying logos or messages from recognized educational or professional organizations (e.g., START, NASP).
- **Positive Message T-Shirts:** T-shirts featuring positive, inclusive, or motivational messages that contribute to a respectful and supportive school climate.
- **Awareness or Advocacy T-Shirts:** Shirts promoting awareness of education, disabilities, and inclusion.

T-shirts that do not fit these categories, advertise businesses, display religious messages, or are belly shirts or tank tops are not considered appropriate for the workplace and may not be worn during working hours.

Footwear that is safe for an individual's job role is necessary. Shoes must remain on while at work. Flip flops and other home/beach foot attire are prohibited.

Jeans can only be worn on Pay Day Fridays unless otherwise announced as part of a school-sponsored activity/event or approved by a direct supervisor. They must be free of stains, tears, holes, or excessive wear.

Athletic spandex/workout pants are not allowed at any time.

Shorts are not considered appropriate during the regular school year. However, with advanced supervisor approval, staff may wear shorts of a proper length during summer school.

If appropriate, use HISD-provided smocks to prevent damage to personal clothing. Contact your supervisor if you desire smocks.

### **Name Badges**

All Huron ISD staff are required to always wear a district-issued name badge during their employment. Badges may be obtained through the Technology Department.

### **Employee Assistance Program (EAP)**

The district offers counseling services to employees and their family members to help resolve life management issues before they seriously affect personal life and job performance. These services are available to employees and immediate family members without cost. However, where additional services from an outside referral source may be required, the employee would be responsible for any cost not covered by health insurance. All matters are confidential, and no information regarding participation in this counseling is entered into personnel files. Employment and promotional opportunities will not be affected for those employees who utilize the employee service.

### **Smoking, Vaping, and the Use of Smokeless Tobacco**

No smoking is allowed in any of the Huron ISD buildings, grounds, or vehicles, including leased facilities and vehicles. Employees are not to smoke or use any smokeless tobacco or electronic or look-alike cigarettes in any ISD building, at any Huron ISD activity, or in the vicinity of students while involved in employment-related activities.

### **Drug-Free Workplace and Substance Abuse**

In compliance with the Drug-Free Workplace Act of 1988, the Huron ISD is committed to providing a safe, quality-oriented, productive work environment. Alcohol and drug abuse pose a threat to the health and safety of staff and students and the security of the school's equipment and facilities. For these reasons, the use, sale, transfer, or possession of alcohol, drugs, controlled substances, drug paraphernalia, or any combination thereof on any premises of the Huron Intermediate School District or worksites (including District vehicles and any private vehicles parked on Huron Intermediate School District premises or worksites) is strictly prohibited. It is grounds for disciplinary action, which may lead to discharge.

Any employee who is required to use legal drugs, prescribed drugs, or narcotics that impair his/her ability to perform his/her job shall report the use of said drugs to his/her supervisor, along with acceptable medical documentation in the case of prescribed drugs or narcotics. A determination will then be made as to whether the effects of the drug or narcotic will impair the employee's ability to perform their job and whether such use will pose a potential risk to the safety of the employee or others. If an employee feels that drugs or alcohol has become a problem and is reflected in poor job performance, he/she is strongly urged to speak with his/her supervisor, and/or the Human Resources Specialist for information on drug and alcohol abuse counseling.

Please see the Human Resources Specialist for the full Huron Intermediate School District substance abuse policy.

### **Work Safety**

The health and safety of our employees at the HISD is a priority. All staff are expected to comply with workplace health and safety laws and report all safety concerns. Staff must follow the HISD policies for handling and disposing of hazardous materials and equipment. Staff must meet the required qualifications outlined in their job description. All employees must contribute to a safe, positive work environment, mental, physical, social, and emotional. The HISD Safety plan is updated and reviewed annually by the HISD Safety Committee.

## **Fire Drills**

Public school facilities are required by law to conduct fire drills throughout the year. Building administrators will review fire drill procedures at the beginning of each school year. Building “Crisis Teams” will meet yearly to review fire evacuation procedures. Each instructor will review fire procedures within his/her program and review building fire evacuation procedures as found in the Emergency Operations Plan.

1. Each room must have a sign indicating the fire exit.
2. Teachers should ensure any equipment is turned off, move quickly through the fire exits, close the doors, and move away from the building while staying in a group.
3. Each teacher should count and verify the number of students in his/her class.
4. Teachers should have their printed class list with them so that attendance may be taken once the students and staff are safely outside the building.
5. The building supervisor will notify students when it is safe to return to their respective buildings.

## **Tornado Policy**

Public school facilities are required by law to conduct tornado drills each year. Building administrators review tornado drill procedures with staff at the beginning of each year and before tornado season. Instructors review tornado drill procedures with their students, including alarm recognition and safety areas. The number of potential tornado conditions may be so numerous during the tornado season that it may not be practical to dismiss school each time one is announced.

Each teacher shall familiarize students with the following terms and procedures:

“TORNADO WATCH” is a term used where tornadoes may occur during the next several hours. Following a “WATCH” notice, the administrator will turn on his/her battery-powered radio, post lookouts, and receive further instructions.

“TORNADO WARNING” means a tornado has been sighted in the area. There is a strong possibility that a tornado may occur. Immediately take safety precautions. If a “TORNADO WARNING” is given, students will immediately be sent to the designated shelter areas within the school buildings and await further instructions. If a “WARNING” comes at regular dismissal time, the students shall remain on campus and will be sent to a designated shelter area until an “all clear” is given. No student will be sent home or allowed to leave unless the local school or parent requests it by notifying the administration.

Procedures:

1. All students are to move quickly and quietly to their designated shelter areas.
2. Before leaving classroom areas, teachers should see that all open flames are extinguished and that electric power is turned off.
3. Teachers are to remain with their class in the shelter areas.
4. Teachers should have their printed class lists with them so that attendance may be taken.
5. It is critical that all staff assist each other with children who are in wheelchairs or need special consideration.

## **Crisis Management**

The Board's primary concern is the safety of students and staff in Huron ISD programs. The ability to deal effectively with any crisis on Huron ISD property is essential to providing students and staff with a safe learning and working environment. Each building (Administrative Office, HLC, Transition buildings, HATC) has an “Emergency Operating Procedures” (EOP) document that provides guidance related to dealing with emergency circumstances in compliance with state law. Each building has a team with specific duties to assist staff and students in coping with crises in the safest, most orderly way possible. Each building will drill these procedures at least three times, including a drill for the response to the release of hazardous materials or the presence of a potentially dangerous individual on or near the premises. A crisis is always going to be unpredictable. Staff are expected to make decisions based on the best information available to ensure the safety of students and staff.

In addition to fire and tornado drills, all staff will practice for threatening or potentially threatening circumstances in and around the buildings by employing “safe mode” and “lockdown” procedures. Staff are asked to sign up for the electronic emergency notification system to be alerted via text message when the HISD goes into safe mode or lockdown.

Safe Mode: All outside and internal doors are locked and remain closed. Building activities are conducted as usual. No students or staff are to be involved in outdoor activities.

ALICE (Alert, Lockdown, Inform, Counter, Evacuate): Staff are empowered to make decisions based on the best information they have at the time. In some situations, staff and students take shelter in rooms and remain out of sight from windows and doors. All doors are locked and opened only by authorized personnel (with keys). Occupants of the room are to stay quiet. Ensure that all electronic communication devices are silenced. When information indicates staff should evaluate, staff and students should do so.

All staff in HISD buildings should know how to use the phone system as an intercom in an emergency. Directions are included on the phone extension list.

### **Inclement Weather Procedure**

The Huron ISD programs will be canceled when North Huron Schools, Elkton-Pigeon-Bay Port Laker Schools, Harbor Beach Community School District, and Ubyly Community Schools are canceled or at the superintendent's discretion. On occasion, school may be delayed due to inclement weather. The announcement will be made by radio on WLEW 1340 AM and 92.1 FM and television on WNEM Channel Five (5) and WEYI Channel Twenty-Five (25). The decision will be made as soon as possible.

In the event of closure, delay, or early release, staff are to follow the procedures outlined in the policy. Staff who report to a local school district will follow the local district's cancellation schedule.

Please contact the Human Resources Specialist if you are unsure whether to enter time off into the Skyward system for Act of God events. The procedures are different for both bargaining groups and the non-union support staff (exempt & non-exempt).

## **Use of Technology**

### **Phones, E-Mail, Photocopiers, Computers, Printers, Internet Access, Facsimiles**

Huron ISD telephones, e-mail access, photocopiers, computers, printers, Internet access, facsimiles (FAX), and any other district-acquired technology are the property of Huron ISD and exist for educational use. Huron ISD technology and equipment are not for personal use except in an emergency or approved by district administration. All HISD mobile technology (laptops, tablets, and phones) must be in protective cases. Employees who misuse district property or use district property for personal affairs unrelated to their work assignments will face appropriate disciplinary actions. Staff may be responsible for damage to devices if they are negligent. Students should only use district property for educational reasons, except in an emergency. Personal cell phones are not to be used for personal calls, texts, or data during work hours, except in case of emergency or if approved by district administration. Telephones are maintained for school business. The use of school phones and fax machines for personal use is limited to necessary calls. The employee is responsible for the cost of any necessary long-distance calls, copies, or fax transmittals. Employees are expected to pay the appropriate fee by placing their money in the deposit lock box located by the copy machines at the time of use.

Employees should be aware of the copies they are making by changing the default printer settings to use black-and-white copiers for most of their printing needs. Color copiers should only be used when necessary.

### **Internet Usage and Cybersecurity**

Huron ISD Board of Education Policies #3116 (District Technology and Acceptable Use) and #5208 (Student Acceptable Use & Internet Safety) address students and staff using Huron ISD computers and Internet connections. The Internet is a resource, much like a bookstore, with a wide range of information available. Students and staff members are warned not to share passwords or provide names, addresses, or phone numbers over the Internet. Students and staff members are also hereby warned not to attempt to access Internet sites that may have obscene, pornographic, or violent content or to access Internet sites for personal reasons (social media, shopping, etc.) during work hours.

Our policy is to have users sign an agreement. If a student or staff member violates the district's policy, disciplinary action, including suspension of Internet privileges, will be taken.

Employees are required to participate in designated cybersecurity training and notify the Technology Coordinator of any noticed cybersecurity concerns.

Listening to podcasts or watching court proceedings is expressly prohibited at Huron ISD. Not only is this inappropriate and distracting, but it also requires cognitive engagement and active listening skills, which impact productivity and result in more errors.

### **Multi-factor Authentication**

HISD requires all employees to utilize Multi-factor Authentication on any service where it is available. Multi-factor authentication is the process of identifying users by validating two or more “factors” or characteristics that are unique to that user.

Three different characteristics are often used as factors in the authentication process:

1. something you know
2. something you have
3. something you are

Common implementations of two-factor authentication include the “something you know” factor (i.e., password) and “something you have” (i.e., one-time passcode sent to your smartphone or provided via a token).

While authentication is the process by which a computer validates a user's identity (e.g., username and password), multi-factor authentication adds an additional layer of protection and security against one of the most common types of breach—compromised credentials. Without the added layer of security through multi-factor authentication, it is more difficult to truly verify that the user who accessed the system is who they say they are because passwords are still very easy to guess, crack, or steal.

Few users create strong passwords, instead using ones that are easy to remember (and easy to crack). But even those users who create strong passwords can fall victim to phishing scams. Without MFA security, with that password in hand, they can log in and take whatever they need.

### **Social Media Use**

An employee’s personal or private use of social media may have unintended consequences. While the Board respects its employees' First Amendment rights, those rights do not include permission to post inflammatory comments that could compromise the District's mission, undermine staff relationships, or cause a substantial disruption to the school environment. This includes staff members’ online conduct that occurs off school property from their private devices. Postings to social media should be done in a manner sensitive to the staff member’s professional responsibilities. The Huron ISD’s board policies #4217 (Social Media) and #4201 (Employee Ethics and Standards) address social media use.

## **Building Use and Procedures**

### **Accountability of Supplies and Equipment**

The department coordinator or designee must inventory all materials and equipment owned by the Huron ISD and should be available to all employees of the district. Materials and equipment should be returned to the appropriate department within a reasonable time after being checked out. All materials and equipment must be returned no later than the last day of the official school year. Personal use of materials and equipment, including vehicles, by Huron ISD employees is prohibited.

### **Mail and Official Notices**

Each employee has a mailbox available in the building to which he/she is assigned. The box is for the employee’s mail and school communication. All employees are expected to check and empty their mailboxes regularly and will be held accountable for notices and memoranda placed in said boxes. Letters and packages related to the employee’s work assignment can be given to the department's administrative assistant for mailing and must include the sender’s name in the return address section. NO personal mail is ever to be metered (sent) at the expense of the HISD. HISD purchases are never to be delivered to an employee’s personal address.

Each employee is given a district email account. All employees will attempt to check their email and respond within 24 hours. They will be held accountable for emails sent and received. Failure to access an email that includes directives does not excuse you from following that directive.

Paraprofessionals in local districts will receive school communications via U.S. mail or email.

## **Keys/Access to District Buildings**

Human Resources will issue building, office, and room keys to personnel when appropriate. District buildings are protected by security systems. Contact your supervisor to receive appropriate access rights to your building/classroom.

If employees need to use a key other than their issued key(s), arrangements should be made with their immediate supervisor. For security reasons, employees must report any missing key(s) to their supervisor no later than the day after the key(s) appear missing.

District keys or key fobs, alarm code cards, and name badges must be stored independently. For security reasons, they should NOT be grouped on a lanyard. Only staff designated by the superintendent may keep keys or fobs on their lanyard or with their ID badge to access multiple rooms/locations on campus.

Staff asking a non-ISD employee, such as a family member, to pick up materials from the ISD must notify their direct supervisor first. The direct supervisor will direct an employee to gather items and leave items with an administrative assistant for pickup to avoid the need for individuals not employed by the ISD to access spaces in the building.

## **Accidentally Setting Off Building Alarm**

If you accidentally set off a building alarm in the HISD Administrative and Huron Learning Center building, contact Craig Heilig (989-670-0057), Jeff Guza (989-553-5269), or your direct supervisor. If you set off the building alarm at the HATC building, contact Lane Walker (989-550-6122).

## **Video Surveillance**

HISD utilizes video surveillance at all times in common areas inside and outside buildings.

## **Care of Instructional Equipment**

Staff are directly responsible for the security and maintenance of all tools and equipment in their department. This includes cleaning, maintaining, and using properly. Each staff member must know his/her complete inventory at the beginning of the school year. A primary responsibility of all staff will be to devise a management and security system to minimize loss, theft, or inoperable equipment. Particular attention must be given to protecting and storing equipment not in use. HISD-provided portable technology, such as laptops and iPads, must be in protective cases.

Request for technology support should be submitted via email to the Technology Department.

## **Use of Buildings**

Maintenance requests should be submitted via email to the Facilities and Maintenance Coordinator. The Facilities, Ground, Maintenance, and Transportation Coordinator and the administration will review and schedule requests for completion.

Students are expected to be responsible for maintaining their respective classroom areas and equipment under the supervision of a teacher, as this should be part of the instructional process. Staff members whose students are not able to complete normal classroom cleaning activities are expected to coordinate with custodial staff members to ensure that classroom environments are maintained appropriately. The custodial staff will complete maintenance jobs, respond in instances of bodily fluids or emergencies, and clean floors and bathrooms.

Each department is responsible for cleaning its office area. Supplies and cleaning equipment will be available in each building.

In some buildings, the classrooms/laboratories and shops may be used in the evening hours. Adult education and meetings are important to Huron ISD's commitment to area citizens. Rooms should be neat and orderly. If appropriate, windows and doors should be locked when rooms are not in use.

District insurance does not cover damage or loss to personal property. Offices and classrooms are not intended for personal storage or use. The building administrator must approve the storage of personal items or vehicles during the school day, overnight, and/or during the summer or vacation periods.

During the regular school day, students and teachers will have access to and first choice of any available rooms and equipment. We will attempt to honor requests to use our facilities while ensuring that safety, confidentiality, and wear-and-tear concerns are addressed. The HISD Administration will process room rental and usage requests. HISD reserves the right to decline requests.

The following spaces are available for consideration:

HISD Admin Wing– PD Room, Board Room  
HLC - Gym and Lunchroom/Kitchen, Playgrounds  
HATC –Classroom Space

ALL staff requests go first through the direct supervisor/administrator in charge of that space for prior approval, then to the appropriate Administrative Assistant for scheduling:

HLC Gym, Playground, School – HLC Lead Administrative Assistant  
HATC classrooms– HATC Administrative Assistant  
HISD Admin Wing, PD/Board Room – HISD Gen Ed Administrative Assistant

The approving supervisor or his/her designee will contact the Facilities and Maintenance Coordinator to request that the building be secured (therapy rooms, file rooms, and classrooms locked) before the event.

**Fees:**

**Non-profit groups** (ex., 4-H, Homeless Coalition, Special Olympics, churches, etc.)

No room rental fees during regular hours.

After-hours, pay the cost of the custodian to open and close, and ensure ISD employee presence during after-hours times.

**For-profit organizations** (ex., private birthday parties, investment classes offered by businesses for anyone to attend)

Pay the custodian's cost (an additional \$20 per hour on weekdays; on weekends/evenings, it is \$50 per hour to open and close the building), plus a rental fee of \$25 per hour.

**Staff requests involving non-employees** (Fitness class run for staff but open to others)

Staff must agree to leave the building in a clean condition, with lights off, doors locked, and an alarm set. No fee will be charged.

**Staff requests involving only ISD staff**

No room fee is charged if only HISD staff are participating

Staff must agree to leave the building in a clean condition, with lights off, doors locked, and alarm set

The administration will handle other events, such as charitable fundraisers, on a case-by-case basis.

### Use of Shared Resources

The Janet Richards Reading Room is a student library. Teachers are asked to sign up in advance for a time to take students into the library. Books may be loaned to students using library cards. (Board books do not have pockets; cards are stored separately.) Staff are asked to replace cards in books as students return and reshelve them. Donations of new and gently used books are encouraged and should be forwarded to the Gen Ed Director. Memorial or honorary donations should be submitted to the General Education Director; a bookplate will be added noting the donor and the honored person's name.

The HISD Professional Library is always open to all HISD staff. Meetings held in the Professional Library are not private or confidential to not limit access to the library. Items available for checkout are on the open shelves. Items may be checked out.

Items needed for professional development, such as projectors, laptops, document cameras, easels, easel paper, supply baskets, and power supply cords, must be checked out through the General Education Executive Administrative Assistant.

Consumable materials such as three-ring binders and paper are stored in shared areas/workrooms and are for staff use. Whenever you need a large quantity of something, please order it separately, as the amount requested does not account for special projects. If something you use is getting low, please notify the correct administrative assistant so that additional supplies can be ordered.

## **Classroom Security**

Each staff member is responsible for the security of all equipment and materials in classrooms, laboratories, instructional centers, and offices. Each teacher is to lock and secure all facilities at the end of his/her teaching day. For the safety of students and staff, all classroom doors will remain locked during the instructional day.

## **Media Coverage**

The only official spokesperson for the Huron ISD is the Superintendent.

Employees are encouraged to work with their immediate supervisor to secure any appropriate media coverage. However, they are not to provide any news release or information related to their work assignment to the media without the prior approval of their immediate supervisor.

Department or classroom newsletters may be posted for family communication. Classroom newsletters should be shared with the appropriate supervisor before distribution. Social Media posts for classes and programs must align with the HISD Social Media guidance document.

**Newsletters should provide citizens throughout the ISD with information regarding Huron ISD operations, its students, and related events.**

## **Field Trips**

Field trips may be allowed, depending on the funds available and administrative approval. Requests for field trips and transportation, if needed, must be submitted to the employee's immediate supervisor at least two (2) weeks in advance of the planned day of the trip. Any proposed field trip must facilitate fulfilling the stated educational goals of the class/course of study.

Field trips should not be discussed with students until after consulting/reviewing the proposed field trip with the superintendent or his/her designee. Please refer to Board Policy #5506 (Field Trips).

### **Mandatory permission policy:**

A student is not to participate in a field trip unless the employee responsible for the trip holds a permission slip for the minor or developmentally disabled adult student, which has been signed and dated by their parent or guardian. If there is no signed permission slip for a minor student or a developmentally disabled adult student who has an appointed guardian, the student will not participate in the field trip, and an alternative educational opportunity must be provided.

An appropriate number of chaperones must be secured for any field trip. All chaperones attending will be required to have an iCHAT on file before the field trip takes place.

## **Health Emergency/Accident/Injury**

### Employee action steps:

1. Upon an employee health emergency, accident, or injury, if there are multiple witnesses, one will stay with the injured or sick individual while another contacts an administrator/designee.
2. First aid will be administered as appropriate.
3. If needed, an ambulance will be called. In this event, contact the administrative office to notify them of this action.
4. Emergency contacts will be notified, as appropriate, by the administrator/designee.
5. In a non-emergency situation, the injured employee should contact the supervisor prior to seeking medical treatment. In an emergency, contact may be made after the fact.
6. The injured employee must complete an HISD employee injury report—form 2B. If the injured employee is unable to perform this action, a witness or supervisor may complete the accident report form on their behalf. Forms are available from the building HLC or HATC administrative assistant(s), the human resources specialist, or on the HISD website.
7. The employee's supervisor must submit the completed injury report to the human resources specialist. If medical treatment is necessary, the employee will receive an authorization to treat form, a first-fill prescription card, and further directions.

8. An employee should not be seen by their personal doctor in response to this incident unless in an emergency room, where their personal doctor is the ER on-call doctor.
9. Once the situation has stabilized, the administrator will investigate the incident and complete a supervisor report of accident form.
10. Employees who received medical attention for this incident must submit a return to work slip from the physician who treated them to their administrator before returning to work.
- 11. If a health emergency/injury occurs after hours, call the Human Resources Specialist at 989-550-8516.**

Student/Visitor/Third Party Contractor action steps:

1. Upon a student health emergency, accident, or injury, the teacher will direct a paraprofessional or other student to contact the administrator/designee and stay with the injured or sick student
2. In the event of a visitor health emergency, accident, or injury, if there are multiple witnesses, one will stay with the injured or sick individual while another contacts an administrator/designee.
3. First aid will be administered as appropriate.
4. If needed, an ambulance will be called. In this event, contact the administrative office to notify them of this action.
5. Emergency contacts will be notified, as appropriate, by the administrator/designee.
6. The teacher or paraprofessionals who witnessed the student accident or the employee who witnessed the visitor accident must complete an HISD student/visitor injury report – form 2C, which is available from the building HLC or HATC administrative assistant, the business office, or on our website.
7. In a non-emergency situation, employees should contact the administrator before sending a student or visitor for medical treatment. In an emergency, contact may be made after the fact.
8. The employee must submit the completed injury report to the building principal or assistant principal, who will forward it to the finance office in return.
9. Once the situation has stabilized, the administrator will investigate the incident and document their findings.

Edustaff Contracted Employee action steps:

1. In the event of an Edustaff-contracted employee health emergency, accident, or injury, if there are multiple witnesses, one will stay with the injured or sick individual while another contacts an administrator/designee.
2. First aid will be administered as appropriate.
3. If needed, an ambulance will be called. In this event, contact the administrative office to notify them of this action.
4. Emergency contacts will be notified, as appropriate, by the administrator/designee.
5. The injured Edustaff contracted employee must complete an Edustaff injury report. If the wounded EduStaff contracted employee cannot perform this action, then a witness or administrator may complete the report on their behalf. Forms are available from the HLC or HATC administrative assistant, the human resources specialist, or the HISD website.
6. In a non-emergency situation, Edustaff contracted employees should contact the administrator or human resources specialist before seeking medical treatment. In an emergency, contact may be made after the fact.
7. The Edustaff contracted employee must submit the completed injury report to the HLC or HATC administrative assistant or building principal, who will forward it to the Human Resources Specialist. If medical treatment is necessary for the EduStaff contracted employee, they will receive an authorization to treat form and further directions.
8. Once the situation has stabilized, the Administrator will investigate the incident and document their findings.

### **Medication**

Staff dispensing medications should follow building policies and procedures. All medication must be kept in a locked, childproof container. Prior to dispensing medications, written parental permission must be on file in the student records. The building administrator must keep a medication log in a secure location. Questions regarding medication issues should be directed to the school nurse.

### **Visitors**

We ask that all visitors report to the building's administrative office before entering any of the classroom areas. If groups plan to visit, advance reservations and notification are required.

Students, teachers, or the administrative staff may conduct tours. Visitors may be asked to wear safety glasses. Confidentiality guidelines must be followed during all tours or visits to any program. Teachers are encouraged to welcome visitors but should maintain normal classroom work and procedures.

## **Confidentiality**

Staff are reminded that they are legally required to maintain confidentiality in all student matters.

Staff must also be aware of the need for confidentiality when sharing information about adults and co-workers with whom they interact during their employment. If they are uncertain whether it is appropriate to share information, seek the advice of their supervisor.

Staff are required to shut down or lock electronic systems that contain sensitive data whenever they are away from that device.

## **Donations and Fundraising**

Staff members should not solicit or accept donations unless administrative approval has been obtained. When donated items are accepted, an approximate dollar value must accompany them. This will ensure that letters of recognition and receipt of value for tax purposes have been sent out.

All instances of fundraising, including grant writing and requests for donations, must be pre-approved by the supervisor. All money collected as part of a donation or fundraising event (cash or checks) must be turned in to the Business Office the same day it is collected.

## **Section IV – Business Office Procedures**

### **Payroll Information**

#### **Enrollment of Employees**

All new employees (permanent and substitute) must complete appropriate payroll forms and provide necessary documents before receiving a paycheck from the district. To be included in the current payroll, all information must be received by the Human Resources Specialist by noon on the Monday following the end of the payroll period.

#### **Time Sheets**

All hourly employees paid via timesheet must submit their time sheets to their immediate supervisor each Friday. Timesheets for hourly employees' main pay will be submitted electronically through the True Time system in Skyward. Time sheets must be approved by supervisors on Monday each week, ensuring that all approved time sheets for the applicable pay period are submitted to the Payroll Specialist by noon on Monday following the end of the payroll period. Any additional payments for extra duties outside the employee's main pay must also be approved and submitted to the Payroll Accountant by noon on Monday following the end of the payroll period.

A payroll calendar is published annually and posted to web posts in Skyward, which contains due dates and pay period dates.

#### **Garnishments**

The District will comply with all legal writs of garnishment. When the District receives a legal writ of garnishment requiring the withholding or payment of wages to a court, the employee will be notified of the amount deducted from their paycheck.

#### **Distribution of Paychecks**

Paychecks will be processed according to the pay date schedule.

Picked up: Huron ISD Administrative Office: Checks not picked up will be placed in the mail on payday when school is in session and one day before payday when school is not scheduled to be in session. During the summer months, checks will be mailed to all employees who do not work a 12-month schedule.

Direct Deposit: Any financial institution: Direct deposit vouchers may be viewed by accessing the Skyward system. The link is available on our website at [www.huronisd.org](http://www.huronisd.org). Click on Employees/Employee Resources/Websites/Skyward Finance and navigate to Employee Access/Employee Information/Personal Information/Checks. Direct deposit vouchers will not be printed and distributed.

If an employee cannot receive his/her paycheck on a pay date, he/she may arrange to have another individual pick it up. The permission to do so must be in writing and signed and dated by the employee. Employees may give "blanket" permission for another individual to collect their paycheck, or it may be done on a specific date. A paycheck will never be released to someone other than the employee without written consent.

Paychecks may not be handed out before the pay date for any reason.

Employees are encouraged to use direct deposit to receive paychecks.

### **Employee Payroll Changes**

Any payroll changes must be submitted to the Payroll Accountant in writing or on the appropriate form by noon on the Monday following the end of the payroll period. Changes in employee records will be scheduled as soon as possible.

### **Educational Status/Salary Change**

Employees eligible for a change in salary or hourly pay rate due to earning additional college credits or degrees must submit a written request and proof of credits/degrees. Official transcripts must be sent directly from the appropriate institution to the Human Resources Specialist. Salary adjustments for the changes reported will be made according to the provisions of the master agreement under which the employee is covered.

## **Accounts Payable Procedures**

### **Accounts Payable, Requisitions, and Purchase Orders**

All district purchases need pre-approval by a Supervisor. Any unauthorized purchase will be reimbursed to the district immediately. Requisitions for purchases are to be completed through the Skyward system. Requests must include detailed descriptions of the products being ordered. Indicate clearly any special information or instructions. May 1 will be the last date requisitions will be accepted for the current school year. Delivery of purchase orders will be by facsimile, online, or U.S. mail. Verbal orders will be issued only in emergencies and then must be immediately followed up by entering a requisition in Skyward.

At no time should an order be delivered to a personal location.

### **District Credit Cards**

Only employees of the School District are eligible to check out and use the Purchasing Card. Contractors or temporary employees are not eligible. You are responsible for the security of the card and all transactions made against the card. You will be required to sign a Purchasing Card Checkout and Usage Agreement log upon receiving the card, or each time you check out and check in the card. You will also need to obtain a Wal-Mart Sales Tax Exemption Card if you are making purchases at Wal-Mart. You will be required to show this card to the Walmart cashier when checking out your purchases at Walmart to ensure no sales tax is charged to the card. You may need a Sales Tax Exemption Form for use with the Purchasing Card, depending on your purchase location. Ensure you inquire about this need when checking out the card.

The purchasing cards are NOT to be used for personal purchases, alcohol, cash transactions such as money orders, ATMs, travelers' checks, wire transfers, or gasoline. You will be responsible for reimbursing the district for any unapproved purchases.

You are required to have approval from your supervisor before checking out the Purchasing Card. Be sure your purchases are within your budget. It is required at the time of purchase that you receive a receipt. This receipt is the only original documentation. Write your name at the top of the receipt and a short description of the purchases. You must turn the receipt into the Purchasing/Payables Associate in the Business Office when checking the Purchasing Card back in and signing the Purchasing Card Checkout and Usage Agreement log. Charges that lack a detailed receipt may be payable back to the District.

Sales tax SHOULD NOT be paid on purchases made with the Purchasing Card. The School District is tax-exempt. Wal-Mart requires that the Sales Tax Exemption Card be given to the cashier before scanning your items. The HISD's employer identification number is on the front of the purchasing card. However, you still may be required to have a Sales Tax Exemption Form, which can

be obtained when you check out the card. Any sales tax charged to the Purchasing card that was not pre-approved will be reimbursed to the district by the employee.

The Purchasing Card must be secured, just as you would secure your personal credit cards. If the Purchasing card is lost or stolen during school hours, immediately contact the School District Purchasing Card Program contact, AP/Purchasing Associate (989) 269-6406 ext. 50414. If the Purchasing Card is lost or stolen after school hours, immediately contact (855) 825-9234. Then, report the lost or stolen card to the AP/Purchasing Associate the next business day.

You are responsible for all charges made to the card which has been checked out or assigned to you. Non-intentional misuse, intentional misuse, or fraudulent abuse may result in disciplinary action up to and including dismissal. Any unauthorized transactions made on your checked-out card will be paid back to the District.

### **Accounts Payable**

Bills are processed bi-weekly. Items must be received in the Business Office no later than Thursday of the week prior to the Accounts Payable processing date to be considered for payment in the upcoming AP check run. The Accounts Payable calendar will be made available on the Skyward system annually.

### **Mileage/Travel Expense Reimbursement Requests**

Requests for reimbursement for mileage and expenses related to the employee's position must be submitted monthly in Skyward. The request must be approved through the Skyward process by the Accounts Payable deadline to be processed for payment. Staff have the option of ACH direct deposit or paper checks. Proper documentation must be attached to the form for the Business Office to process. An example includes an itemized receipt showing actual items ordered. The lack of appropriate, detailed documentation may result in the denial of reimbursement. Mileage reimbursements will follow the provisions of the master agreement under which they are covered.

### **Travel Out of ISD**

All travel out of the ISD must be pre-approved by your direct supervisor before it can be scheduled. Employees should obtain verbal or written approval via email from their supervisors. Once approved, district employees are required to enter a time off request in Skyward for the conference dates. The employee should then enter a requisition in Skyward for the registration fee if needed. Additionally, a requisition should be entered into Skyward for the hotel, if required. Supporting documentation, including the conference flyer, should be attached to the requisition(s). The business office is available to support employees in this process.

Effective October 1, 2024, meals and incidental expenses will be reimbursed according to the current per diem rates established by the General Services Administration (GSA). Employees will receive a flat dollar amount based on the geographical location of their travel. Employees must cover meal costs using their personal funds and will no longer need to provide receipts for these expenses. Employees should enter a request as an expense reimbursement in Skyward to request reimbursement. Reimbursement rates will be clearly posted in the system. Please note the following reimbursement rates: (1) For the day of departure and the last day of travel for conferences, employees will be reimbursed at 75% of the per diem rate. (2) For day conferences requiring travel of more than 12 hours but less than 24 hours, employees will also be reimbursed at 75% of the per diem rate. (3) Employees will be reimbursed 100% of the per diem rate for full days of travel.

If multiple staff members attend the same conference or meeting and district vehicles are unavailable, the district will reimburse mileage for one vehicle with up to four occupants. If a staff member chooses to drive separately for a personal reason, mileage will not be reimbursed.

Staff may choose to share accommodations or request private accommodations for overnight travel.

Requests for staff to travel outside the state of Michigan must be approved by the Huron ISD Board of Education before registration or payments are made by the Huron ISD.

### **Insurance Protection**

Huron ISD staff members are eligible for insurance protection according to the provisions of the master agreement under which they are covered. Applications are to be completed as soon after employment as possible. An appointment should be scheduled with the Human Resource Specialist to receive information regarding insurance protection and the appropriate forms. The employee must notify the Human Resource Specialist within 30 days of any applicable changes.

## **End-of-Year Paperwork**

Huron ISD staff members are responsible for ensuring all required paperwork is completed and turned into the appropriate person/office/system for the last staff workday. Paperwork includes but is not limited to end-of-year staff checklist, timesheets/payroll-related items, submittal of mileage/other reimbursement requests, clean up/deletion of any old Skyward reimbursement requests, payment of any dollars due to the district, and ensuring all receipts/invoices for orders have been entered for payment in Skyward.

## **Skyward**

In order to maximize the district's efficiency, staff are required to utilize the Skyward financial system regularly. Staff are responsible for reading district news and web postings, updating personal information, and performing required tasks within the Skyward system. Staff are also required to keep usernames and passwords secure.

## **Record Retention & Disposal**

All Huron ISD staff must be familiar with and abide by the Records Retention and Disposal Schedule for Michigan Public Schools when retaining or disposing of any information pertaining to employees or students within the Michigan Public Schools. See details at <https://www.michigan.gov/dtmb/services/recordsmanagement/schedules/glocal>

