



CHRISTIAN COUNTY
— PUBLIC SCHOOLS —
A Community Committed to Phenomenal Schools



2022-2023

The following items are required in the Personnel Office:

- **Opening Day Agendas-** must list Compliance training, Title IX training, and Certified Evaluation training on the Agenda
- **Opening Day Sign In for Staff**
- **Poster Check Off Sheet**

****These three (3) items will be collected during Admin Academy in September. Please wait until then to turn them in to the Personnel Director.****

ANNUAL EMPLOYEE COMPLIANCE TRAINING (22-23)



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DATE COMPLETED	ACTIVITY/TRAINING
Frontline (30 min)	Section 1. PROFESSIONAL CODE OF ETHICS: (Please give staff hard/paper copies) Ethics for Educators
	Section 2. REVIEW OF DISTRICT POLICIES, TITLE IX POWERPOINT, AND EMPLOYEE HANDBOOK Please complete this section during the opening day meeting
Frontline (20 min)	Section 3. CONFIDENTIALITY OF STUDENT INFORMATION TRAINING FERPA AND HIPPA
Frontline (20 min)	Section 4. BLOODBORNE PATHOGEN TRAINING Bloodborne Pathogens for School Employees
Follow Instructions provided by Mrs. Kim Stevenson	Section 5. BULLYING PREVENTION TRAINING Individual School Level Training Plan
Frontline (20 min)	Section 6. SUICIDE PREVENTION TRAINING Suicide Prevention
Frontline (30 min)	Section 7. RECOGNIZING & REPORTING CHILD ABUSE & NEGLECT Recognizing & Reporting Child Abuse & Neglect
Frontline (20 min)	Section 8. SEIZURE AWARENESS TRAINING Epileptic Seizure Awareness
Frontline (30 min)	Section 9. ACCEPTABLE USE OF TECHNOLOGY TRAINING: (Electronic Signature) Internet Safety for School Employees
	Section 10. COMPLIANCE POSTER INFORMATION The new Workers Compensation Poster for 22-23 will be sent to schools.
	Section 11. ADDITIONAL BEGINNING OF THE YEAR PERSONNEL INFORMATION Please review this section with staff during the opening day meetings.

****Sections assigned in Frontline DO NOT need to be reviewed on Opening Day, just mentioned where the training videos are located for staff completion. PLEASE HAVE A SYSTEM FOR TRACKING STAFF COMPLETION.****

**CHRISTIAN COUNTY PUBLIC SCHOOLS
COMPLIANCE TRAINING SIGN-IN SHEET**

SCHOOL:	
DATE:	
TIME:	
By signing below, I verify that I attended training in which the KY compliance requirements listed on the table of contents were explained to me.	
Printed Name:	Signature:

*****Feel free to use your own staff sign in sheets in place of this one.*****

Section 1. PROFESSIONAL CODE OF ETHICS TRAINING
(Assigned in Frontline) Please give hard copy to all staff.

- Train all instructional staff in your building
- No later than the end of the first month of reporting for employment
- A copy of the Code of Ethics should be provided to all instructional staff, read by the staff member, and discussed by administration

Code of Ethics

KRS 161.028 requires that the Education Professional Standards Board develop a professional code of ethics. The Professional Code of Ethics for Kentucky Certified Personnel is codified in 16 KAR 1:020, establishes the ethical standards for Kentucky certified school personnel and establishes that violation of the code may be grounds for revocation or suspension of Kentucky teacher or administrator certification.

Certified Personnel in the Commonwealth

1. Shall strive toward excellence, recognize the importance of the pursuit of truth, nurture democratic citizenship, and safeguard the freedom to learn and to teach;
2. Shall believe in the worth and dignity of each human being and in educational opportunities for all;
3. Shall strive to uphold the responsibilities of the education profession, including the following obligations to students, to parents, and to the education profession.

To students

1. Shall provide students with professional education services in a nondiscriminatory manner and in consonance with accepted best practice known to the educator;
2. Shall respect the constitutional rights of all students;
3. Shall take reasonable measures to protect the health, safety, and emotional well-being of students;
4. Shall not use professional relationships or authority with students for personal advantage;
5. Shall keep in confidence information about students which has been obtained in the course of professional service, unless disclosure serves professional purposes or is required by law;
6. Shall not knowingly make false or malicious statements about students or colleagues;
7. Shall refrain from subjecting students to embarrassment or disparagement; and
8. Shall not engage in any sexually related behavior with a student with or without consent, but shall maintain a professional approach with students. Sexually related behavior shall include such behaviors as sexual jokes; sexual remarks; sexual kidding or teasing; sexual innuendo; pressure for dates or sexual favors; inappropriate physical touching, kissing, or grabbing; rape; threats of physical harm; and sexual assault.

To parents

1. Shall make reasonable effort to communicate to parents information which should be revealed in the interest of the student;
2. Shall endeavor to understand community cultures and diverse home environments of students;
3. Shall not knowingly distort or misrepresent facts concerning educational issues;
4. Shall distinguish between personal views and the views of the employing educational agency;

5. Shall not interfere in the exercise of political and citizenship rights and responsibilities of others;
6. Shall not use institutional privileges for private gain, for the promotion of political candidates, or for partisan political activities; and
7. Shall not accept gratuities, gifts, or favors that might impair or appear to impair professional judgment, and shall not offer any of these to obtain special advantage.

To the education profession

1. Shall exemplify behaviors which maintain the dignity and integrity of the profession;
2. Shall accord just and equitable treatment to all members of the profession in the exercise of their professional rights and responsibilities;
3. Shall keep in confidence information acquired about colleagues in the course of employment, unless disclosure serves professional purposes or is required by law;
4. Shall not use coercive means or give special treatment in order to influence professional decisions;
5. Shall apply for, accept, offer, or assign a position or responsibility only on the basis of professional preparation and legal qualifications; and
6. Shall not knowingly falsify or misrepresent records of facts relating to the educator's own qualifications or those of other professionals.

Last modified: Friday, October 12, 2018, 10:23 AM

Section 2. REVIEW OF DISTRICT POLICIES AND EMPLOYEE HANDBOOK

– Please review this section with all staff.

- Train all staff in your building
- No later than the end of the first month of reporting for employment
- Demonstrate how to access the Policy and Procedure Manual from the District website: www.christian.kyschools.us ; then “Our District” tab; then “Board of Education”; then “Board Agenda & Policies”. The link is highlighted in yellow:
<http://policy.ksba.org/Chapter.aspx?distid=6>
- Demonstrate how to access the Employee Handbooks from the District website: www.christian.kyschools.us ; then “Our District”, then “CCPS Employee Handbook “2021- 2022 Employee Handbook”.
- Specifically review the indicted policies/sections of the Handbook:

Topic	Policy #s	Handbook Page
Harassment/Discrimination	03.162/03.262	10-11
Confidentiality	03.111/03.211	12
Supervision Responsibilities and Bullying	03.162/03.262/09.422/ 09.42811	15
Required Reporting- READ ALL	Numerous	29-31

Section 3. CONFIDENTIALITY OF STUDENT INFORMATION TRAINING (Assigned in Frontline)

- Train all staff in your building
- No later than the end of the first month of reporting for employment

FAMILY EDUCATIONAL RIGHTS AND PRIVACY ACT

If during the course of this agreement, Christian County Public Schools discloses to the contractor any data protected by the Family Educational Rights and Privacy Act of 1974 (FERPA), as amended, and its regulations, and data protected by the Richard B. Russell National School Lunch Act (42 U.S.C. 1751 et seq)(NSLA) and Child Nutrition Act of 1966 (42 U.S.C. 1771 et seq.)(CNA) the contractor is bound by the confidentiality, security and disclosure requirements and restrictions stated in FERPA, NSLA and CNA and will enter into a confidentiality agreement and ensure its employees and contractors execute affidavits of nondisclosure as required by Christian County Public Schools. The confidentiality agreement and affidavits will then become part of this original agreement.

Christian County Public Schools

EMPLOYEE OR CONTRACTOR GENERAL AFFIDAVIT OF NONDISCLOSURE

Employee or Contractor Name _____

Title _____

Office _____

Supervisor _____

Address _____

Phone _____

If, in the performance of my official job duties, I am provided access to confidential information (information designated as confidential by FERPA, NSLA, CNA, KRS 61.931(6), or other federal or state law), by signing this document I agree to the following:

- I will not permit access to confidential information to persons not authorized by the Christian County Public Schools.
- I will maintain the confidentiality of the data or information.
- I will not access data of persons related or known to me for personal reasons.
- I will not reveal any individually identifiable information furnished, acquired, retrieved, or assembled by me or others for any purpose other than statistical purposes specified in a Christian County Public Schools survey, project, or proposed research.
- I will report, immediately and within twenty-four (24) hours, any known reasonably believed instances of missing data, data that has been inappropriately shared, or data taken off site
 - to my immediate supervisor, Associate Commissioner, and
 - to the Division of Human Resources if I am a Christian County Public Schools employee or

o to the Christian County Public Schools Office for whom I perform work under the contract if I am a Christian County Public Schools contractor or an employee of a Christian County Public Schools contractor.

I understand that procedures must be in place for monitoring and protecting confidential information.

- I understand and acknowledge that FERPA-protected information obtained under provisions of Family Educational Rights and Privacy Act of 1974 (FERPA) as an employee or contractor of Christian County Public Schools is confidential information. Christian County Public Schools protects information in students' education records that are maintained by an educational agency or institution or by a party acting for the agency or institution, and includes, but is not limited to the student's name, the name of the student's parent or other family members, the address of the student or student's family, a personal identifier, such as the student's social security number, student number, or biometric record, other indirect identifiers, such as the student's date of birth, place of birth, and mother's maiden name, and other information that, alone or in combination, is linked or linkable to a specific student that would allow a reasonable person in the school community, who does not have personal knowledge of the relevant circumstances, to identify the student with reasonable certainty.
- I understand that any unauthorized disclosure of confidential information is illegal as provided in FERPA and in the implementing of federal regulations found in 34 CFR, Part 99. The penalty for unlawful disclosure is a fine of not more than \$250,000 (under 18 U.S.C. 3571) or imprisonment for not more than five years (under 18 U.S.C. 3559), or both.
- I understand and acknowledge that children's free and reduced price meal and free milk eligibility information or information from the family's application for eligibility, obtained under provisions of the Richard B. Russell National School Lunch Act (42 U.S.C. 1751 et seq)(NSLA) or Child Nutrition Act of 1966 (42 U.S.C. 1771 et seq.)(CNA) and the regulations implementing these Acts, is confidential information.
- I understand that any unauthorized disclosure of confidential free and reduced price lunch information or information from an application for this benefit is illegal as provided in the Richard B. Russell National School Lunch Act (42 U.S.C. 1751 et seq)(NSLA) or Child Nutrition Act of 1966 (42 U.S.C. 1771 et seq.)(CNA) and the regulations implementing these Acts, specifically 7 C.F.R 245.6. The penalty for unlawful disclosure is a fine of not more than \$1,000.00 (under 7 C.F.R. 245.6) or imprisonment for up to one year (under 7 C.F.R. 245.6), or both.
- I understand that KRS 61.931 also defines "personal information" to include:
 - an individual's first name or first initial and last name; personal mark; or unique biometric or genetic print or image, in combination with one (1) or more of the following data elements:
 - An account number, credit card number, or debit card number that, in combination with any required security code, access code, or password, would permit access to an account;(b) A Social Security number;
 - A taxpayer identification number that incorporates a Social Security number;
 - A driver's license number, state identification card number, or other individual identification number issued by any agency;
 - A passport number or other identification number issued by the United States government; or

- Individually identifiable health information as defined in 45 C.F.R. sec. 160.103, except for education records covered by the Family Educational Rights and Privacy Act, as amended, 20 U.S.C. sec. 1232g.
- I understand that other federal and state privacy laws protect confidential data not otherwise detailed above and I acknowledge my duty to maintain confidentiality of that data as well.
- I understand that any personal characteristics that could make the person's identity traceable, including membership in a group such as ethnicity or program area, are protected.
- In addition, I understand that any data sets or output reports that I may generate using confidential data are to be protected. I will not distribute to any unauthorized person any data sets or reports that I have access to or may generate using confidential data. I understand that I am responsible for any computer transactions performed as a result of access authorized by use of sign on/password(s).

Employee Signature _____

Date _____

Division of HR Representative Signature Ainta Hopson _____

Date _____

****Please keep this document on file at your school or building level.****

Section 4. BLOODBORNE PATHOGEN TRAINING (Assigned in Frontline)

- Train all staff in your building
- No later than the end of the first month of reporting for employment
- All staff members, including Administrators, should sign the sign-in sheet (a copy must be sent to the Personnel office)
- A copy of the updated Exposure Control Plan is included (following the sign-in sheet), to be made available to anyone requesting it

CHRISTIAN COUNTY
BOARD OF EDUCATION

**BLOODBORNE PATHOGEN
EXPOSURE CONTROL PLAN**

AUGUST, 2022

POLICY

The Christian County Board of Education is committed to providing a safe and healthy work environment for all staff. In pursuit of this endeavor, the following Exposure Control Plan (ECP) is provided to eliminate or minimize occupational exposure to bloodborne pathogens in accordance with OSHA standard 29 CFR 1910.1030, “Occupational Exposure to Bloodborne Pathogens.”

The ECP is a key document to assist in implementing and ensuring compliance with the standard, thereby protecting our employees. The ECP includes:

- *Determination of employee exposure
- *Implementation of various methods of exposure control, including:
 - Universal precautions
 - Engineering and work practice controls
 - Personal Protective Equipment
 - Housekeeping
- *Hepatitis B vaccination
- *Post-exposure evaluation and follow-up
- *Communication of hazards to employees and training
- *Recordkeeping
- *Procedures for evaluation of circumstances surrounding an exposure incident

The methods of implementation of these elements of the standard are discussed in the subsequent pages of this ECP.

PROGRAM ADMINISTRATION

- The District Health Director and the Director of Personnel are responsible for the implementation of the ECP. They will maintain, review, and update the ECP at least annually, and whenever necessary to include new or modified tasks and procedures.
 - Contact person/phone number:
 - Megan Kidd, RN, District Health Director 270-887-7000
 - Anita Hopson, Director of Personnel 270-887-7002
- Those employees who are determined to have occupational exposure to blood or other potentially infectious materials (OPIM) must comply with the procedures and work practices outlined in this ECP.
- District Health Director and/or Facilities Director will maintain and provide all necessary personal protective equipment (PPE), engineering controls (e.g., sharps

containers), labels, and red bags as required by the standard. The above named individuals will ensure that adequate supplies of the aforementioned equipment are available in the appropriate sizes.

- District Health Director and Director of Personnel will be responsible for ensuring that all medical actions required are performed and that appropriate employee health and OSHA records are maintained.
- District Health Director and Director of Personnel will be responsible for training, documentation of training, and making the written ECP available to employees, OSHA, and NIOSH representatives.

EMPLOYEE EXPOSURE DETERMINATION

The following is a list of **all** job classifications at our establishment in which all employees have occupational exposure:

JOB TITLE

DEPARTMENT LOCATION

See Personnel for List

The following is a list of job classifications in which **some** employees at our establishment have occupational exposure:

JOB TITLE

DEPARTMENT/LOCATION

TASK/PROCEDURE

See Personnel for List

METHODS OF IMPLEMENTATION AND CONTROL

Universal Precautions

All employees will utilize universal precautions.

Exposure Control Plan

Employees covered by the bloodborne pathogens standard receive an explanation of this ECP during their initial training session. It will also be reviewed in their annual refresher training. All employees have an opportunity to review this plan at any time during their work shifts by contacting their principal/building supervisor. If requested,

we will provide an employee with a copy of the ECP free of charge and within 15 days of the request.

District Health Director and Director of Personnel are responsible for reviewing and updating the ECP annually or more frequently as necessary to reflect any new or modified tasks and procedures which affect occupational exposure and to reflect new or revised employee positions with occupational exposure.

Engineering Controls and Work Practices

Engineering controls and work practice controls will be used to prevent or minimize exposure to bloodborne pathogens.

Sharps disposal containers are inspected and maintained or replaced by the school nurse whenever necessary to prevent overfilling.

Personal Protective Equipment (PPE)

PPE is provided to our employees at no cost to them. Training is provided by the school nurse in the use of the appropriate PPE for the tasks or procedures employees will perform.

The types of PPE available to employees are disposable gloves approved for medical use, repellent gowns, face and eye protection, and resuscitation devices.

PPE is located in your building and may be obtained through your school nurse, principal, and/or custodians. These individuals are responsible for maintaining an adequate supply of PPE at your school.

All employees using PPE must observe the following precautions:

- Wash hands immediately or as soon as feasible after removal of gloves or other PPE.
- Remove PPE after it becomes contaminated, and before leaving the work area. Used PPE may be disposed of in designated areas in your building.
- Wear appropriate gloves when it can be reasonably anticipated that there may be hand contact with blood or OPIM, and when handling or touching contaminated items or surfaces; replace gloves if torn, punctured, contaminated, or if their ability to function as a barrier is compromised.
- Utility gloves may be decontaminated for reuse if their integrity is not compromised; discard utility gloves if they show signs of cracking, peeling, tearing, puncturing, or deterioration.
- Never wash or decontaminate disposable gloves for reuse.

- Wear appropriate face and eye protection when splashes, sprays, spatters, or droplets of blood or OPIM pose a hazard to the eye, nose, or mouth.
- Remove immediately or as soon as feasible any garment contaminated by blood or OPIM, in such a way as to avoid contact with the outer surface.

Housekeeping

Regulated waste is placed in containers which are closable, constructed to contain all contents and prevent leakage, appropriately labeled or color-coded, and closed prior to removal to prevent spillage or protrusion of contents during handling.

Contaminated sharps are discarded immediately or as soon as possible in containers that are closable, puncture resistant, leak-proof on sides and bottoms, and labeled or color-coded appropriately. Sharps disposal containers are available in the first aid room. **Bins and pails** (e.g. wash or emesis basins) are cleaned and decontaminated as soon as feasible after visible contamination.

Broken glassware which may be contaminated is picked up using mechanical means, such as a brush and dust pan.

Laundry

The following laundering requirements must be met:

- Handle contaminated laundry as little as possible, with minimal agitation.
- Place wet contaminated laundry in leak-proof, labeled or color-coded containers before transport. Use red bags or bags marked with biohazard symbol for this purpose.
- Wear appropriate PPE when handling and/or sorting contaminated laundry.

Labels

School nurse will ensure warning or biohazard labels are affixed or red bags are used as required if regulated waste or contaminated equipment is brought into the facility. Employees are to notify the District Health Director if they discover regulated waste containers, refrigerators containing blood or OPIM, contaminated equipment, etc. without proper labels.

HEPATITIS B VACCINATION & POST-EXPOSURE FOLLOW-UP

The Hepatitis B vaccine and vaccination series is available to all employees who have had an occupational exposure, incident, as well as post-exposure evaluation and follow-up.

Employers ensure that all medical evaluations and procedures including the Hepatitis B vaccine and vaccination series and post-exposure evaluation and follow-up, including prophylaxis are:

- Made available at no cost to the employee.
- Made available to the employee at a reasonable time and place.
- The health facility with whom the board contracts ensure that all medical evaluations and procedures are:
 - Performed by or under the supervision of a licensed physician or other licensed health care professional.
 - Provided according to recommendations of the U.S. Public Health Service current at the time these evaluations and procedures take place.
 - Ensures that all laboratory tests are conducted by an accredited laboratory at no cost to the employee.

Employers do not make participation in a pre-screening program a prerequisite for receiving Hepatitis B vaccination.

If the employee initially declines Hepatitis B vaccination but at a later date while still covered under the standard decides to accept the vaccination, the employer makes available the Hepatitis B vaccination at that time.

Employers assure that employees who decline the Hepatitis B vaccination offered by the employer sign a vaccination declination form.

If routine booster dose(s) of Hepatitis B are recommended by the U.S. Public Health Service at a future date, such booster dose(s) are made available in accordance with OSHA regulations.

Following a report of an exposure incident, the contract health facility makes immediately available to the exposed employee a confidential medical evaluation and follow-up, including at least the following elements:

1. Documentation of route(s) of exposure, and the circumstances under which the exposure incident occurred as reported by the exposed employee.
2. Identification and documentation of the source individual, unless the employer can establish that identification is not feasible or prohibited by state or local law.
 - After consent is obtained, the source individual's blood will be tested as soon as feasible in order to determine HBV and HIV status. If consent is not obtained, the employer will establish that legally required consent cannot be obtained. When the source individual's consent is not required by

law, the source individual's blood, if available, will be tested and the results documented.

- When the source individual is known to be infected with HBV or HIV, testing for the source individual's known HBV or HIV status need not be repeated.
- Results of the source individual's testing will be made available to the exposed employee by the contracted health facility, and the employee will be informed of applicable laws and regulations concerning disclosure of the identity and infectious status of the source individual.

3. Collection and testing of blood for HBV and HIV serological status.

- The exposed employee's blood will be collected as soon as feasible and tested after consent is obtained.
- If the employee consents to baseline blood collection, but does not give consent at that time for HIV serologic testing, the sample will be preserved for at least 90 days. If within 90 days of the exposure incident, the employee elects to have the baseline sample tested, such testing will be done.

4. Post-Exposure prophylaxis, when medically indicated, as recommended by the U.S. Public Health Service.

5. Counseling

6. Evaluation of reported illness

ADMINISTRATION OF POST-EXPOSURE EVALUATION AND FOLLOW-UP

Director of Personnel ensures that the health care professional responsible for employee's Hepatitis B vaccination and post-exposure evaluation and follow-up are given a copy of OSHA's bloodborne pathogens standard.

Director of Personnel ensures that the health care professional evaluating an employee after an exposure incident receives the following:

- a description of the employee's job duties relevant to the exposure incident
- route(s) of exposure
- circumstances of exposure

- if possible, results of the source individual's blood test
- relevant employee medical records, including vaccination status

Director of Personnel provides the employee with a copy of the evaluating health care professional's written opinion within 15 days after completion of the evaluation.

- The written opinion for Hepatitis B vaccination shall be limited to whether Hepatitis B vaccination is indicated for an employee, and if the employee has received such vaccination.
- The written opinion for post-exposure evaluation and follow-up shall be limited to only include that the employee has been informed of evaluation results and any medical conditions resulting from exposure which require further evaluation and treatment. All other findings or diagnoses shall remain confidential and shall not be included in the written report.

PROCEDURES FOR EVALUATION THE CIRCUMSTANCES SURROUNDING AN EXPOSURE INCIDENT

District Health Director and Director of Personnel will review the circumstances of all exposure incidents to determine:

- engineering controls in use at the time
- work practices followed
- a description of the device being used
- protective equipment or clothing that was used at the time of the exposure incident (gloves, eye shields, etc.)
- procedure being performed when the incident occurred
- employee's training

EMPLOYEE TRAINING

All employees who have occupational exposure to bloodborne pathogens receive training conducted by the school nurse or on the specified online video (Personnel via Frontline Program). The individual nurse will be a licensed registered nurse or practical nurse.

All employees who have occupational exposure to bloodborne pathogens receive training of the epidemiology, symptoms, and transmission of bloodborne pathogen diseases. In addition, the training program covers, at a minimum, the following elements:

- a copy and explanation of the standard
- an explanation of our ECP and how to obtain a copy

- an explanation of methods to recognize tasks and other activities that may involve exposure to blood and OPIM, including what constitutes an exposure incident
- an explanation of the use and limitations of engineering controls, work practices, and PPE
- an explanation of the types, uses, location, removal, handling, decontamination, and disposal of PPE
- an explanation of the basis for PPE selection
- information on the Hepatitis B vaccine, including information on its efficacy, safety, method of administration, the benefits of being vaccinated, and that the vaccine will be offered free of charge (if exposure occurs)
- information on the appropriate actions to take and persons to contact in an emergency involving blood or OPIM
- an explanation of the procedure to follow if an exposure incident occurs, including the method of reporting the incident and the medical follow-up that will be made available
- information on the post-exposure evaluation and follow-up that the employer is required to provide for the employee following an exposure incident
- an explanation of the signs and labels and/or color coding required by the standard and used at this facility
- an opportunity for interactive questions and answers with the person conducting the training session

Training materials for this facility are available in the Frontline Program via Personnel. Employees may also ask for information in the front office and/or nurse office.

RECORDKEEPING

Training Records

Training records are completed for each employee upon completion of training. These documents will be kept for at least **three years** at each school. Each employee will be logged as completing this training in the Frontline Program via Personnel.

The training records include:

- the dates of the training sessions
- the contents or a summary of the training sessions
- the names and qualifications of persons conducting the training
- the names and job titles of all persons attending the training sessions

Employee training records are provided upon request to the employee or the employee's authorized representative within 15 working days. Such requests should be addressed to the Director of Personnel.

Medical Records

Medical records are maintained for each employee with occupational exposure in accordance with 29 CFR 1910.20, "Access to Employee Exposure and Medical Records." Director of Personnel is responsible for maintenance of the required medical records. These **confidential** records are kept at the CCBOE personnel office for at least the **duration of employment plus 30 years**.

Employee medical records are provided upon request of the employee or to anyone having written consent of the employee within 15 working days. Such requests should be sent to Christian County Board of Education, 200 Glass Avenue, Hopkinsville, KY 42240, ATTN: Director of Personnel.

OSHA Recordkeeping

An exposure incident is evaluated to determine if the case meets OSHA's Recordkeeping Requirements (29 CFR 1904). This determination and the recording activities are completed by the District Health Director and Director of Personnel.

Section 5. BULLYING PREVENTION TRAINING

Individual school level training

- Train all staff in your building
- No later than the end of the first month of reporting for employment
- Follow instructions provided by Mrs. Kim Stevenson

Section 6. SUICIDE PREVENTION TRAINING (Assigned in Frontline)

- All Middle School and High School Certified staff have to receive training
- By September 30st

Section 7. RECOGNIZING & REPORTING CHILD ABUSE & NEGLECT (Assigned in Frontline)

- Train all staff
- By September 30th
- Present the following video (26 minutes): Use the link below **ONLY** if your staff is not assigned to Frontline Professional Learning.

http://media.education.ky.gov/video1/On-Demand2016/SB119_Training_8-19-2016.mp4

- All staff must complete the assessment (enclosed)—answer key provided for the presenter
- All staff should receive a certificate showing completion of the training (page after the answer key)

Child Abuse, Neglect and Dependency Training Cabinet for Health and Family Services

Post-Training Assessment

True or False:

1. _____ Under Kentucky Revised Statute, teachers, counselors and principals are required to report child abuse neglect and dependency.
2. _____ Child abuse can be reported to law enforcement, Kentucky State Police, the Cabinet/DCBS, the Commonwealth's attorney or the county attorney. Under most circumstances, it is best to report to DCBS.
3. _____ If a mandated reporter intentionally fails to make a report of abuse, neglect or dependency, the person can be criminally charged.
4. _____ When reporting child abuse, neglect and dependency, it is important to know the caretaker and child's identity, current location and whether there are concerns about the child's immediate safety.
5. _____ In order for the Cabinet to investigate child abuse, neglect or dependency, the alleged perpetrator must be the parent, guardian or have supervisory responsibilities for the child. The only exception is with human trafficking allegations.
6. _____ A person can use the online Kentucky Child/Adult Protective Services Reporting System to report non-emergency situations that don't require an emergency response at <http://www.chfs.ky.gov/dcbs/dpp/childsafety.htm>.
7. _____ Identifying information about the person making a report cannot be disclosed to anyone except DCBS personnel.
8. _____ A DCBS investigative worker shares basic information in the child protective services report with school personnel who have a legitimate interest.
9. _____ There are no signs or indicators that can assist a person in identifying if a child is abused, neglected or dependent.
10. _____ During a child abuse or neglect investigation, DCBS may request a child's education records.
11. _____ DCBS investigates accidental and non-accidental injuries caused by caregivers.

12. _____ Bruises, burns, bites, broken bones and black eyes are indicators of physical abuse.
13. _____ DCBS does not investigate reports of a child diagnosed with a sexually transmitted disease.
14. _____ Children who are sexually exploited (human trafficking) sometimes have a sudden change in appearance including dressing provocatively, possessing expensive jewelry, clothes, etc.
15. _____ Complaints of headaches and abdominal pain are indicators of emotional injury.
16. _____ DCBS investigates a caretaker's failure to seek medical care for their child that, if left untreated, is life-threatening, results in permanent impairment, or interferes with normal, physical functioning and could worsen without treatment.
17. _____ If the child doesn't disclose abuse, neglect or dependency, I don't have to report it.

Child Abuse, Neglect and Dependency Training

Cabinet for Health and Family Services

Post-Training Assessment ANSWER KEY

True or False:

1. TRUE Under Kentucky Revised Statute, teachers, counselors and principals are required to report child abuse neglect and dependency.
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12. TRUE Bruises, burns, bites, broken bones and black eyes are indicators of physical abuse.
13. FALSE DCBS does not investigate reports of a child diagnosed with a sexually transmitted disease.
14. TRUE Children who are sexually exploited (human trafficking) sometimes have a sudden change in appearance including dressing provocatively, possessing expensive jewelry, clothes, etc.
15. TRUE Complaints of headaches and abdominal pain are indicators of emotional injury.
16. TRUE DCBS investigates a caretaker's failure to seek medical care for their child that, if left untreated, is life-threatening, results in permanent impairment, or interferes with normal, physical functioning and could worsen without treatment.
17. FALSE If the child doesn't disclose abuse, neglect or dependency, I don't have to report it.

Child Abuse and Neglect Prevention

TRAINING DOCUMENTATION

EDUCATOR

This form is to be completed by educators who have met the requirements for child abuse and neglect prevention training as outlined in KRS 156.095.

Please select:

- I have completed a training approved by my local board of education per the list of trainings maintained by KDE and completed an assessment demonstrating basic understanding
- I have completed a training approved by my local board of education that meets the following requirements of KRS 156.095 (7) (b) 1-4 but is not on the approved listing provided by KDE

The training included the following components and an assessment of the content:

1. Recognizing child physical, sexual and emotional abuse and neglect;
2. Reporting suspected child abuse and neglect in Kentucky as required by KRS 620.030 and the appropriate documentation;
3. Responding to the child; and
4. Understanding the response of child protective services

Please complete:

- Name or title of training _____
- Vendor/Originator _____
- Length of training _____ Date completed _____
- School district _____

Printed name _____ Today's date _____

Signature _____

Retain a copy of this form for your records

Section 8. SEIZURE AWARENESS TRAINING

(Assigned in Frontline)

- Train all staff
- By September 30th

Summary of HB 147 (Seizure Bill)

- Amends KRS 158.832, KRS 158.838
- Each school must at least 1 employee on duty during the school day with training on glucagon, insulin, and seizure rescue medication of medication prescribed to treat seizure disorder symptoms (that is USFDA approved for that reason).
- Any training program or guidelines adopted by any state agency for training of school personnel in the health care needs of students diagnosed with seizure disorder shall be fully consistent with best practice guidelines from medical professionals with expertise in seizure treatment.
- The parent or guardian of each student diagnosed with a seizure disorder shall collaborate with school personnel to implement the seizure action plan. (The Kentucky Board of Education shall promulgate administrative regulations establishing procedures for the implementation of seizure action plans.) The seizure action plan shall be kept in the office of the school nurse or school administrator.
- Any school personnel or volunteers responsible for the student shall be given notice of the seizure action plan, the identity of the school employee, or employees trained and the method by which the trained school employee or employee may be contacted in the event of an emergency.
- At least 1 hour of self-study review of seizure disorder materials shall be required for all principals, guidance counselors and teachers hired after July 1, 2019. Currently employed principals, guidance counselors and teacher must also complete the 1-hour self-study, if they have not already done so. This self-study review shall be in addition to the four days required under KRS 158.070 (3)(a) and is a one-time requirement - NOT an annual requirement.

Epilepsy Training Resources

Use this link **ONLY** if staff is not assigned to Frontline Professional Learning.

<https://www.youtube.com/watch?v=PAI9LDq9yas&list=PLpIN29lx9vI54NTBCZPwqz37IzX4AbakN&index=2>

For large groups, The Epilepsy Foundation of Kentuckians will provide free trainings for school staff. Phone: (866) 275-1078.

Section 9. ACCEPTABLE USE OF TECHNOLOGY TRAINING

(Assigned in Frontline with Electronic Signing managed through school level STA)

Section 10. COMPLIANCE POSTER INFORMATION

- Copies of Required posters to be posted in your building can be found on the next pages of this section
- The Check-off list (**next page**) must be **signed and returned** to the Personnel office

POSTER CHECK-OFF SHEET

By Law the following information should be posted in each building. Please check that all information is posted in your building and send this Poster Check-Off Sheet back to Personnel along with Opening Day Agenda and Staff Sign In Sheet.

School/Building _____

_____ OSHA – Job Safety and Health

_____ Employee Rights

_____ Equal Employment Opportunity

_____ Kentucky Child Labor Laws

_____ Kentucky Wage and Hour Laws

_____ Wage Discrimination Because of Sex

_____ Safety and Health on the Job

_____ Family and Medical Leave Act --- Employee Rights and Responsibility

_____ Worker's Compensation

Signature _____

Date _____

Safety and Health on the Job



Kentucky Occupational Safety and Health Program

Kentucky Revised Statute (KRS) Chapter 338 establishes a program for protecting occupational safety and health. This mandatory poster details the safety and health protections for public and private sector employees working in the Commonwealth.

Employer Responsibilities: Employers shall furnish employment and places of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to employees; and shall comply with the occupational safety and health regulations, standards, and rules issued pursuant to KRS 338.

Employee Responsibilities: Employees shall comply with the occupational safety and health regulations, standards, and rules issued pursuant to KRS 338 which are applicable to their own actions and conduct.

Standards: Kentucky's occupational safety and health standards are adopted and promulgated by the Kentucky Occupational Safety and Health Standards Board. The Board consists of 13 members, comprised of the Secretary of Labor who serves as Chair, and 12 other members equally representing industry, labor, agriculture, and the safety and health profession. The Board meets annually and additionally as needed. All meetings are open to the public.

Inspections: The Division of Occupational Safety and Health Compliance conducts periodic inspections of workplaces to determine the cause or prevent the occurrence of occupational injuries and illnesses. During an inspection a representative of the employer and a representative authorized by the employees must be given an opportunity to accompany the Compliance Officer for the purpose of aiding the inspection. Where there is no authorized employee representative, the Compliance Officer must consult with a reasonable number of employees regarding safety and health at the workplace.

Complaints: Employees or their authorized representative have the right to file a complaint with the Division of Occupational Safety and Health Compliance requesting an inspection if they believe a hazardous condition(s) exists in their workplace. The name of the complainant will be kept confidential upon request.

Discrimination Protections: Employees are protected against discharge and other discriminatory actions for having filed complaints and exercising any other right provided by the occupational safety and health laws. Employees who feel they have been so discriminated against may complain to the Kentucky Labor Cabinet within 120 days of the alleged discrimination. Private sector employees also have the option of filing discrimination complaints with the U.S. Department of Labor within 30 days. Complaint forms are available from the Division of Occupational Safety and Health Compliance, and on its Web page, located at: <http://www.labor.ky.gov/dows/oshp/doc/Pages/Forms.aspx>.

Citations: A citation(s) alleging the violation of a Kentucky occupational safety and health law(s) or regulation(s) may be issued to an employer following an inspection. The citation(s) is mailed to the employer and specifies an abatement date by which the alleged violation must be corrected. To inform employees, the employer must post each citation at or near the location of the alleged violation for 3 days or until the violation is corrected, whichever is longer.

Proposed Penalties: An employer may be assessed penalties up to \$7,000 for each serious violation, and optional penalties up to \$7,000 for each other-than-serious violation. Failure to correct a violation within the specified time period may result in penalties of up to \$7,000 per day. Also, any employer who commits a willful or repeat violation(s) may be assessed a penalty of up to \$70,000 for each violation, and not less than \$5,000 for each willful violation.

Contesting Procedures: An employer who has been cited may contest the action before the Kentucky Occupational Safety and Health Review Commission. Equally, any employee or employee representative of an employer who has been cited may also contest the action. Any party wishing to contest a citation(s) must notify the Division of Occupational Safety and Health Compliance in writing of its intent to do so. Notices of contest must be postmarked within 15 working days of receipt by the employer of the citation(s). Notices of contest will be transmitted to the Review Commission in accordance with its rules.

Recordkeeping: Employers are required to maintain records of occupational fatalities, injuries, and illnesses experienced by their employees. Records must be kept using OSHA 300, 300-A, and 301, or equivalent forms. Unless requested to do so by the U.S. Bureau of Labor Statistics, employers with 10 or fewer employees, or whose establishments fall within the Standard Industrial Classification codes 52 through 89, are exempt from recordkeeping requirements.

Reporting: Employers must report to the Division of Occupational Safety and Health Compliance within 8 hours any incident which results in a fatality or the hospitalization of 3 or more employees. Incidents resulting in an amputation or the in-patient hospitalization of 1 or 2 employees must be reported within 72 hours. Mechanical power press point-of-operation injuries must be reported within 30 days.

Education & Training Services: The Division of Occupational Safety and Health Education and Training assists employers who are interested in preventing workplace injuries and illnesses by developing and improving their workplace safety management programs. All assistance is provided upon request, **free of charge**, and includes services such as: on-site consultative services, training courses, and informational and technical publications.

Federal/State Relations: The Commonwealth provides occupational safety and health protections under a plan approved in 1973 by the U.S. Department of Labor. Question and concerns regarding its administration may be addressed to the Kentucky Labor Cabinet, Office of Occupational Safety and Health. The U.S. Department of Labor monitors the plan to assure that continued approval is merited. Any person who has a complaint regarding the administration of the Kentucky plan may contact the U.S. Department of Labor/OSHA, Atlanta Federal Center, 61 Forsyth Street SW, Atlanta, Georgia 30303; (678) 237-0400.

Kentucky Labor Cabinet
1047 U.S. 127 South, Suite 4
Frankfort, KY 40601
(502) 564-3070
www.labor.ky.gov



Larry L. Roberts, Secretary
Kentucky Labor Cabinet

No individual in the United States shall, on the grounds of race, color, religion, sex, national origin, age, disability, political affiliation or belief, be excluded from participation in, or denied the benefits of, or be subjected to discrimination under any program or activity under the jurisdiction of the Labor Cabinet.



Steve Beshear
Governor



Paid for with State & Federal Funds

EMPLOYEE RIGHTS

FOR WORKERS WITH DISABILITIES PAID AT SPECIAL MINIMUM WAGES

THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

This establishment has a certificate authorizing the payment of special minimum wages to workers who are disabled for the work they are performing. Authority to pay special minimum wages to workers with disabilities applies to work covered by the **Fair Labor Standards Act (FLSA)**, **McNamara-O'Hara Service Contract Act (SCA)**, and/or **Walsh-Healey Public Contracts Act (PCA)**. Such special minimum wages are referred to as "**commensurate wage rates**" and are less than the basic hourly rates stated in an SCA wage determination and less than the FLSA minimum wage of **\$7.25 per hour beginning July 24, 2009**. A "commensurate wage rate" is based on the worker's individual productivity, no matter how limited, in proportion to the wage and productivity of experienced workers who do not have disabilities that impact their productivity when performing essentially the same type, quality, and quantity of work in the geographic area from which the labor force of the community is drawn.

WORKERS WITH DISABILITIES

For purposes of payment of commensurate wage rates under a certificate, a worker with a disability is defined as:

- An individual whose earnings or productive capacity is impaired by a physical or mental disability, including those related to age or injury, for the work to be performed.
- Disabilities which may affect productive capacity include blindness, mental illness, mental retardation, cerebral palsy, alcoholism, and drug addiction. The following do not ordinarily affect productive capacity for purposes of paying commensurate wage rates: educational disabilities; chronic unemployment; receipt of welfare benefits; nonattendance at school; juvenile delinquency; and correctional parole or probation.

KEY ELEMENTS OF COMMENSURATE WAGE RATES

- **Nondisabled worker standard**—The objective gauge (usually a time study of the production of workers who do not have disabilities that impair their productivity for the job) against which the productivity of a worker with a disability is measured.
- **Prevailing wage rate**—The wage paid to experienced workers who do not have disabilities that impair their productivity for the same or similar work and who are performing such work in the area. Most SCA contracts include a wage determination specifying the prevailing wage rates to be paid for SCA-covered work.
- **Evaluation of the productivity of the worker with a disability**—Documented measurement of the production of the worker with a disability (in terms of quantity and quality).

The wages of all workers paid commensurate wages must be reviewed, and adjusted if appropriate, at periodic intervals. At a minimum, the productivity of hourly-paid workers must be reevaluated at least every six months and a new prevailing wage survey must be conducted at least once every twelve months. In addition, prevailing wages must be reviewed, and adjusted as appropriate, whenever the applicable state or federal minimum wage is increased.

OVERTIME

Generally, if you are performing work subject to the FLSA, SCA, and/or PCA, you must be paid at least 1½ times your regular rate of pay for all hours worked over 40 in a workweek.

CHILD LABOR

Minors younger than **18 years of age** must be employed in accordance with the child labor provisions of FLSA. No persons under 16 may be employed in manufacturing or on a PCA contract.

FRINGE BENEFITS

Neither the FLSA nor the PCA have provisions requiring vacation, holiday, or sick pay nor other fringe benefits such as health insurance or pension plans. SCA wage determinations may require such fringe benefit payments (or a cash equivalent). **Workers paid under a certificate authorizing commensurate wage rates must receive the full fringe benefits listed on the wage determination.**

WORKER NOTIFICATION

Each worker with a disability and, where appropriate, the parent or guardian of such worker, shall be informed orally and in writing by the employer of the terms of the certificate under which such worker is employed.

PETITION PROCESS

Workers with disabilities paid at special minimum wages may petition the Administrator of the Wage and Hour Division of the Department of Labor for a review of their wage rates by an Administrative Law Judge. No particular form of petition is required, except that it must be signed by the worker with a disability or his or her parent or guardian and should contain the name and address of the employer. Petitions should be mailed to: Administrator, Wage and Hour Division, U.S. Department of Labor, Room S-3502, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

Employers shall display this poster where employees and the parents and guardians of workers with disabilities can readily see it.



For additional information:

1-866-4-USWAGE 

(1-866-487-9243) TTY: 1-877-889-5627

WWW.WAGEHOUR.DOL.GOV



KENTUCKY LAW REQUIRES

EQUAL EMPLOYMENT OPPORTUNITY

THE KENTUCKY CIVIL RIGHTS ACT PROHIBITS EMPLOYMENT DISCRIMINATION REGARDING:

- RECRUITMENT
- ADVERTISING
- HIRING
- PLACEMENT
- PROMOTION
- TRANSFER
- TRAINING AND APPRENTICESHIP
- COMPENSATION
- TERMINATION OR LAYOFF
- PHYSICAL FACILITIES
- ANY OTHER TERMS, CONDITIONS OR PRIVILEGES OF EMPLOYMENT

THE KENTUCKY CIVIL RIGHTS ACT PROHIBITS EMPLOYMENT DISCRIMINATION BASED ON:

- DISABILITY
- RACE
- COLOR
- RELIGION
- NATIONAL ORIGIN
- SEX
- AGE (40 YEARS. OLD AND OVER)
- TOBACCO-SMOKING STATUS

THE KENTUCKY CIVIL RIGHTS ACT PROHIBITS EMPLOYMENT DISCRIMINATION BY:

- EMPLOYERS
- LABOR ORGANIZATIONS
- EMPLOYMENT AGENCIES
- LICENSING AGENCIES

FOR HELP WITH DISCRIMINATION, CONTACT THE

Kentucky Commission

on Human Rights

332 W. Broadway, Suite 1400, Louisville, Kentucky 40202 . Phone: 502.595.4024
Toll-free: 800.292.5566 . Fax: 502.595.4801
E-mail: kchr.mail@ky.gov . Website: kchr.ky.gov
Facebook: Kentucky Commission on Human Rights . Twitter: KyHumanRights

POSTING THIS NOTICE IS REQUIRED BY LAW

KENTUCKY CHILD LABOR LAWS



HOURS OF WORK PERMITTED FOR MINORS 14 BUT NOT YET 18 YEARS OF AGE

AGE	MAY NOT WORK BEFORE	MAY NOT WORK AFTER	MAXIMUM HOURS WHEN SCHOOL IS IN SESSION	MAXIMUM HOURS WHEN SCHOOL IS NOT IN SESSION
14 & 15 Yrs.	7:00 A.M.	7:00 P.M. (9:00 P.M. June 1 through Labor Day)	3 Hours per day on a school day 8 Hours per day on a nonschool day 18 Hours per week	8 Hours per day 40 Hours per Week
16 & 17 Yrs.	6:00 A.M.	10:30 P.M. preceding a school day/1:00 A.M. preceding a nonschool day	6 Hours per day on a school day 8 Hours per day on a nonschool day *30 Hours per week (see asterisk below)	NO RESTRICTIONS

* A minor 16 or 17 years of age cannot work more than thirty (30) hours in any one (1) workweek when school is in session, except that a minor may work up to forty (40) hours in any one (1) workweek if a parent or legal guardian gives permission in writing and the principal or head of the school the minor attends certifies in writing that the minor has maintained at least a 2.0 grade point average in the most recent grading period. School certification shall be valid for one (1) year unless revoked sooner by the school authority. The parental permission and school certification shall remain at the employer's place of business.

Minors under 18 years of age shall not be permitted to work more than five (5) hours continuously without an interval of at least thirty (30) minutes for a lunch period. The beginning and ending of the lunch period shall be documented by the employer.

Definitions: Section 1. (1) "School in session" means that time as established by local school district authorities, pursuant to KRS 160.290.

Minors 14 but not yet 16 years of age may NOT be employed in: Any manufacturing, mining, or processing occupations, including occupations requiring the performance of any duties in workrooms or workplaces where goods are manufactured, mined, or otherwise processed; occupations which involve the operation or tending of hoisting apparatus or any power-driven machinery other than office machines; operation of motor vehicles or service as helpers on such vehicles; public messenger service; occupations in connection with: Transportation of persons or property by rail, highway, air, water, pipeline, or other means, warehousing and storage, communications and public utilities, construction (including demolition and repair).

OCCUPATIONS PROHIBITED FOR ALL MINORS UNDER 18 YEARS OF AGE

- Occupations in or about Plants or Establishments Manufacturing or Storing Explosives or Articles Containing Explosive Components.
- Motor-vehicle Driver and outside helper on a motor vehicle.
- Coal Mine Occupations.
- Logging or Sawmill Operations.
- Operation of Power-Driven Woodworking machines.
- Exposure to Radioactive Substances.
- Power-driven hoisting apparatus, including forklifts.
- Operation of Power-Driven Metal Forming, punching, and shearing machines.
- Mining, other than coal mining.
- Operating power-driven meat processing equipment, including meat slicers and other food slicers, in retail establishments (such as grocery stores, restaurants, kitchens and Delis), wholesale establishments, and most occupations in meat slaughtering, packing, processing, or rendering.
- Operation of Power-driven bakery machines including vertical dough or batter mixers.
- Power-driven paper products machines including scrap paper baler and cardboard box compactors.
- Manufacturing bricks, tile, and kindred products.
- Power-driven circular saws, band saws, and Guillotine shears.
- Wrecking, demolition, and shipbreaking operations.
- Roofing operations and all work on or about a roof.
- Excavating Operations.
- In, about or in connection with any establishment where alcoholic liquors are distilled, rectified, compounded, brewed, manufactured, bottled, sold for consumption or dispensed unless permitted by the rules and regulations of the Alcoholic Beverage Control Board (except they may be employed in places where the sale of alcoholic beverages by the package is merely incidental to the main business actually conducted).
- Pool or Billiard Room.

PROOF OF AGE REQUIRED FOR MINORS 14 BUT NOT YET 18 YEARS OF AGE Drivers License, Birth Certificate, Government Document with Date of Birth

"No individual in the United States shall, on the grounds of race, color, religion, sex, national origin, age, disability, political affiliation or belief, be excluded from participation in, or denied the benefits of, or be subjected to discrimination under any program or activity under the jurisdiction of the Kentucky Department of Labor."

FOR FURTHER INFORMATION CALL:
Kentucky Labor Cabinet
Division of Employment Standards,
Apprenticeship and Mediation
1047 U.S. HWY 127 South, Suite 4
Frankfort, Kentucky 40601-4381
Phone (502) 564-3070 Fax (502) 564-2248
Website: www.labor.ky.gov



POST THIS ORDER WHERE ALL EMPLOYEES MAY READ

KENTUCKY WAGE AND HOUR LAWS



POST THIS ORDER WHERE ALL EMPLOYEES MAY READ

MINIMUM WAGE:

Minimum wage rates and effective dates are as follows: \$5.85 per hour effective June 26, 2007, \$6.55 per hour effective July 1, 2008, and \$7.25 per hour effective July 1, 2009. Should the federal minimum wage rate as prescribed by 29 U.S.C. Section 206(a)(1) be higher, Kentucky's minimum wage rate will adjust to match the federal rate. KRS 337.275

OVERTIME:

No employer shall employ any employee for a workweek longer than forty hours unless such employee receives compensation for employment in excess of forty hours in a workweek at a rate of not less than one and one-half times the hourly rate employed. This section does not apply to employees of retail stores engaged in work connected with selling, purchasing and distributing merchandise, wares, goods, articles or commodities, or to employees of restaurant, hotel and motel operations, to employees as defined and exempted from the overtime provision of the Fair Labor Standards Act in section 213(b)(1), 213(b)(10) and 213(b)(17) of Title 29, U.S.C. and employees as defined in KRS 337.285 Sec. 2(d) and 2(e). (KRS 337.285)

EXEMPTIONS:

Minimum Wage (KRS 337.275) and Overtime (KRS 337.285) do not apply to: the following list of employees: (1) Any individual employed in agriculture; (2) Any individual employed in a bona fide executive, administrative, supervisory or professional capacity, or in the capacity of outside salesman, or as an outside collector as such terms are defined by administrative regulations of the Executive Director; (3) Any individual employed by the United States; (4) Any individual employed in domestic service in or about a private home. The provisions of this section shall include individuals employed in domestic service in or about the home of an employer where there is more than one domestic servant regularly employed; (5) Any individual classified and given a certificate by the Executive Director of Workplace Standards showing a status of handicapped worker or sheltered workshop employee under administrative regulations promulgated by the Executive Director of Workplace Standards; (6) Employees of retail stores, service industries, hotels, motels, and restaurant operations whose average annual gross volume of sales made for business done is less than ninety-five thousand dollars for the five preceding years exclusive of excise taxes at the retail level or if the employee is the parent, spouse, child, or other member of the employer's immediate family; (7) Any individual employed as a babysitter in the employer's home or as a companion by a sick, convalescing or elderly person or by the person's immediate family, to care for that sick, convalescing or elderly person and whose principal duties do not include housekeeping; (8) Any individual engaged in the delivery of newspapers to the consumer; (9) Any individual subject to the provisions of KRS Chapters 7, 16, 27A, 30A, and 18A provided that the secretary of the Personnel Cabinet shall have the authority to prescribe by administrative regulation those emergency employees, or others, who shall receive overtime pay rates necessary for the efficient operation of government and the protection of affected employees; (10) Any employee employed by an establishment which is an organized nonprofit camp, religious, or nonprofit educational conference center, if it does not operate for more than seven months in any calendar year; (11) Any employee whose function is to provide 24 hour residential care on the employer's premises in a parental role to children who are primarily dependent, neglected and abused and who are in the care of private nonprofit childbearing facilities licensed by the Cabinet for Health and Family Services under KRS Chapter 199; or (12) Any individual whose function is to provide 24 hour residential care in his or her own home as a family caregiver and who is approved to provide family caregiver services to an adult with a disability through a contractual relationship with a community mental health-mental retardation board established under KRS 210.370 to 210.460, or is certified or licensed by the Cabinet for Health and Family Services to provide adult foster care. (KRS 337.101(2))

TIPPED EMPLOYEES:

Any employee engaged in an occupation in which more than \$30 dollars per month is customarily and regularly received in tips, the employer may pay a minimum of \$2.13 per hour if the employer's records can establish for each week where credit is taken, when adding the tips received to wages paid, not less than the minimum wage is received by the employee. Subsequently, the tipped rate will adjust in accordance with the federal minimum tipped rate as prescribed by 29 U.S.C. Sec. 206(a)(1). No employer shall use all or part of any tips or gratuities received by employees toward the payment of the minimum wage. (KRS 337.275(2)) No employer shall require an employee to remit to the employer any gratuity, or any portion thereof, except for the purpose of withholding amounts required by federal or state law. No employer shall require an employee to participate in a tip pool whereby the employee is required to remit to the pool any gratuity, or any portion thereof, for distribution among employees of the employer. Employees may voluntarily enter into an agreement to divide gratuities among themselves. The employer may inform the employees of the existence of a voluntary pool and the customary tipping arrangements of the employees at the establishment. Upon petition by the participants in the voluntary pool, and at the employer's own option and expense, an employer may provide custodial services for the safekeeping of funds placed in the pool if the account is properly identified and segregated from the other business records and open to examination by pool participants. (KRS 337.065)

RECORDS:

Every employer subject to the provisions of the Kentucky Minimum Wage Law shall make and preserve records containing the following information: (a) Name, address, and Social Security Number of each employee; (b) Hours worked each day and each week by each employee; (c) Regular hourly rate of pay; (d) Overtime hourly rate of pay for hours in excess of forty hours in a workweek; (e) Additions to cash wages at cost, or deductions (meals, board, lodging, etc.) from stipulated wages in the amount deducted, or at cost of the item for which deductions are made; (f) Total wages paid for each workweek and date of payment. Such records shall be kept on file for at least one year after entry. No particular form or order is prescribed for these records provided that the information required is easily obtainable for inspection purposes. (KRS 337.320)

REST PERIODS:

No employer shall require any employee to work without a rest period of at least ten (10) minutes during each four (4) hours worked except those employees who are under the Federal Railway Labor Act. This shall be in addition to the regularly scheduled lunch period. No reduction in compensation shall be made for hourly or salaried employees. (KRS 337.365)

LUNCH PERIODS:

Employers, except those subject to the Federal Railway Labor Act, shall grant their employees a reasonable period for lunch, and such time shall be as close to the middle of the employee's scheduled work shift as possible. In no case shall an employee be required to take a lunch period sooner than three (3) hours after the work shift commences, nor more than five (5) hours from the time the work shift commences. This section shall not be construed to negate any provision of a collective bargaining agreement or mutual agreement between the employee and employer. (KRS 337.355)

PAYMENT OF WAGES:

Any employee who leaves or is discharged from employment shall be paid in full all wages or salary earned not later than the next normal pay period following the date of dismissal or voluntary leaving or fourteen (14) days following such date of dismissal or voluntary leaving whichever last occurs. (KRS 337.055)

UNLAWFUL FOR EMPLOYER TO WITHHOLD WAGES:

No employer shall withhold from any employee's wages any part of the agreed wage rate; unless (a) the employer is required to do so by local, state, or federal law; or (b) when a deduction is expressly authorized in writing by the employee to cover insurance premiums, hospital, or medical dues; or (c) other deductions not amounting to a rebate or deduction from the standard wage arrived at by collective bargaining or pursuant to wage agreement or statute; or (d) deductions for union dues where such deductions are authorized by joint wage agreements or collective bargaining contracts negotiated between employers and employees or their representatives. No employer shall deduct the following from the wages of employees: (a) Fines; (b) Cash shortages in a common money till, cash box or register used by two (2) or more persons; (c) Breakage; (d) Losses due to acceptance by an employee of checks which are subsequently dishonored if such employee is given discretion to accept or reject any check; or (e) Losses due to defective or faulty workmanship, lost or stolen property, damage to property, default of customer credit or nonpayment for goods or services received by the customer if such losses are not attributable to employee's willful or intentional disregard of employer's interest. (KRS 337.060)

TIME AND A HALF FOR WORK DONE ON SEVENTH DAY OF WEEK:

Any employer who permits any employee to work seven days in any one workweek shall pay the rate of time and a half for the time worked on the seventh day. The above shall not apply in any case in which the employee is not permitted to work more than forty hours during the workweek; or to telephone exchanges having less than five hundred subscribers; stenographers, bookkeepers or technical assistants of professions such as doctors, accountants, lawyers and other professions licensed under the laws of this state; employees subject to the Federal Railway Labor Act and seamen or persons engaged in operating boats or other water transportation facilities upon navigable streams; persons engaged in icing railroad cars; common carriers under the supervision of the Department of Vehicle Regulation; and any officer, superintendent, foreman or supervisor whose duties are principally limited to directing or supervising other employees. (KRS 337.050)

PERFORMANCE BONDS:

Except for employers who have been doing business in the state for five (5) consecutive years, every employer engaged in construction work, or the severance, preparation, or transportation of minerals, shall furnish on a form prescribed by the Executive Director a performance bond to assure the payment of all wages due from the employer. Surety for the bond shall be an amount of money equal to the employer's gross payroll operating at full capacity for four (4) weeks. (KRS 337.200)

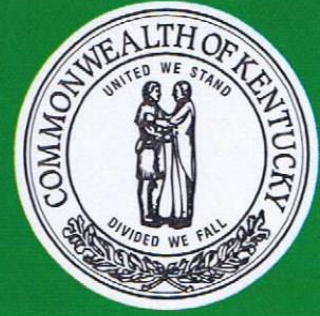
ADDITIONAL INFORMATION:

Kentucky Labor Cabinet
Division of Employment Standards,
Apprenticeship and Mediation
1047 U.S. HWY 127 South, Suite 4
Frankfort, Kentucky 40601-4381
Phone (502) 564-3070 Fax (502) 564-2248
Website: www.labor.ky.gov

"No individual in the United States shall, on the grounds of race, color, religion, sex, national origin, age, disability, political affiliation or belief, be excluded from participation in, or denied the benefits of, or be subjected to discrimination under any program or activity under the jurisdiction of the Kentucky Department of Labor."



WAGE DISCRIMINATION BECAUSE OF SEX



(KRS 207.140 to 207.240 - KRS 337.420 to 337.433 and KRS 337.990 (14))

DEFINITIONS

EMPLOYEE-

Any individual employed by any employer, including but not limited to individuals employed by the State or any of its political subdivisions, instrumentalities, or instrumentalities of political subdivisions.

EMPLOYER-

A person who has two or more employees within the State in each of twenty or more calendar weeks in the current or preceding calendar year and an agent of such a person.

WAGE RATE-

All compensation for employment, including payment in kind and amounts paid by employers for employee benefits, as defined by the Executive Director in regulations issued under this Act.

PROHIBITION OF THE PAYMENT OF WAGES BASED ON SEX:

The employer is prohibited from discriminating between employees of opposite sexes in the same establishment by paying different wage rates for comparable work on jobs which have comparable requirements. This prohibition covers any employee in any occupation in Kentucky. Any employer violating this Act shall not reduce the wages of any employee in order to comply with the Act.

No employer can discharge or discriminate against any employee for the reason that the employee sought to invoke or assist in the enforcement of the Act.

EXEMPTIONS FROM COVERAGE:

A differential paid through an established seniority system or merit increase system is permitted by the Act if it does not discriminate on the basis of sex.

Employers subject to the Fair Labor Standards Act of 1938, as amended, are excluded "when that act imposes comparable or greater requirements than contained" in this Act. However, to be excluded, the employer must file with the Executive Director of the Kentucky Office of Workplace Standards a statement that he is covered by the Fair Labor Standards Act of 1938, as amended.

ENFORCEMENT OF LAW AND POWER TO INSPECT:

The Executive Director or his authorized agent has the power to enter the employer's premises to inspect records, compare character of work and operations of employees, question employees, and to obtain any information necessary to administer and enforce this Act. The Executive Director or his authorized representative may examine witnesses under oath, and require by subpoena the attendance and testimony of witnesses and the production of any documentary evidence relating to the subject matter of any investigation undertaken pursuant to this Act. If a person fails to obey a subpoena, the Circuit Court of the Judicial District wherein the hearing is being held may issue an order requiring the subpoena to be obeyed. Failure to obey the court order may be punished as contempt of that court.

COLLECTION OF UNPAID WAGES:

Any employer who violates this Act is liable to the employee or employees affected in the amount of the unpaid wages. If the employer violates this Act willfully, he is liable for an additional equal amount as liquidated damages. The court may order other appropriate action, including reinstatement of employees discharged in violation of this Act.

The employee or employees affected may maintain an action to collect the amount due. At the written request of any employee, the Executive Director may bring any legal action necessary to collect the claim for unpaid wages in behalf of the employee.

An agreement between an employer and employee to work for less than the wage to which such employee is entitled will not bar any legal action or voluntary wage restitution.

STATUTE OF LIMITATIONS:

Court action under this Act may be commenced no later than six months after the cause of action occurs.

POSTING OF LAW:

All employers subject to the Act shall post this abstract in a conspicuous place in or about the premises wherein any employee is employed.

PENALTIES:

Any person who discharges or in any other manner discriminates against an employee because such employee has:

- made any complaint to his employer, the Executive Director or any other person, or
- instituted or caused to be instituted any proceeding under or related to this Act, or
- testified or is about to testify in any such proceedings, shall be assessed a civil penalty of not less than \$100 nor more than \$1,000.

FOR FURTHER INFORMATION CONTACT:

Kentucky Labor Cabinet
Division of Employment Standards,
Apprenticeship and Mediation
1047 U.S. HWY 127 South, Suite 4
Frankfort, Kentucky 40601-4381
Phone: (502) 564-3070 Fax: (502) 564-2248
Website: www.labor.ky.gov

"No individual in the United States shall, on the grounds of race, color, religion, sex, national origin, age, disability, political affiliation or belief, be excluded from participation in, or denied the benefits of, or be subjected to discrimination under any program or activity under the jurisdiction of the Kentucky Department of Labor."



EMPLOYEE RIGHTS AND RESPONSIBILITIES UNDER THE FAMILY AND MEDICAL LEAVE ACT

Basic Leave Entitlement

FMLA requires covered employers to provide up to 12 weeks of unpaid, job-protected leave to eligible employees for the following reasons:

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

Military Family Leave Entitlements

Eligible employees whose spouse, son, daughter or parent is on covered active duty or call to covered active duty status may use their 12-week leave entitlement to address certain qualifying exigencies. Qualifying exigencies may include attending certain military events, arranging for alternative childcare, addressing certain financial and legal arrangements, attending certain counseling sessions, and attending post-deployment reintegration briefings.

FMLA also includes a special leave entitlement that permits eligible employees to take up to 26 weeks of leave to care for a covered servicemember during a single 12-month period. A covered servicemember is: (1) a current member of the Armed Forces, including a member of the National Guard or Reserves, who is undergoing medical treatment, recuperation or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list, for a serious injury or illness*; or (2) a veteran who was discharged or released under conditions other than dishonorable at any time during the five-year period prior to the first date the eligible employee takes FMLA leave to care for the covered veteran, and who is undergoing medical treatment, recuperation, or therapy for a serious injury or illness.*

***The FMLA definitions of "serious injury or illness" for current servicemembers and veterans are distinct from the FMLA definition of "serious health condition".**

Benefits and Protections

During FMLA leave, the employer must maintain the employee's health coverage under any "group health plan" on the same terms as if the employee had continued to work. Upon return from FMLA leave, most employees must be restored to their original or equivalent positions with equivalent pay, benefits, and other employment terms.

Use of FMLA leave cannot result in the loss of any employment benefit that accrued prior to the start of an employee's leave.

Eligibility Requirements

Employees are eligible if they have worked for a covered employer for at least 12 months, have 1,250 hours of service in the previous 12 months*, and if at least 50 employees are employed by the employer within 75 miles.

***Special hours of service eligibility requirements apply to airline flight crew employees.**

Definition of Serious Health Condition

A serious health condition is an illness, injury, impairment, or physical or mental condition that involves either an overnight stay in a medical care facility, or continuing treatment by a health care provider for a condition that either prevents the employee from performing the functions of the employee's job, or prevents the qualified family member from participating in school or other daily activities.

Subject to certain conditions, the continuing treatment requirement may be met by a period of incapacity of more than 3 consecutive calendar days combined with at least two visits to a health care provider or one visit and

a regimen of continuing treatment, or incapacity due to pregnancy, or incapacity due to a chronic condition. Other conditions may meet the definition of continuing treatment.

Use of Leave

An employee does not need to use this leave entitlement in one block. Leave can be taken intermittently or on a reduced leave schedule when medically necessary. Employees must make reasonable efforts to schedule leave for planned medical treatment so as not to unduly disrupt the employer's operations. Leave due to qualifying exigencies may also be taken on an intermittent basis.

Substitution of Paid Leave for Unpaid Leave

Employees may choose or employers may require use of accrued paid leave while taking FMLA leave. In order to use paid leave for FMLA leave, employees must comply with the employer's normal paid leave policies.

Employee Responsibilities

Employees must provide 30 days advance notice of the need to take FMLA leave when the need is foreseeable. When 30 days notice is not possible, the employee must provide notice as soon as practicable and generally must comply with an employer's normal call-in procedures.

Employees must provide sufficient information for the employer to determine if the leave may qualify for FMLA protection and the anticipated timing and duration of the leave. Sufficient information may include that the employee is unable to perform job functions, the family member is unable to perform daily activities, the need for hospitalization or continuing treatment by a health care provider, or circumstances supporting the need for military family leave. Employees also must inform the employer if the requested leave is for a reason for which FMLA leave was previously taken or certified. Employees also may be required to provide a certification and periodic recertification supporting the need for leave.

Employer Responsibilities

Covered employers must inform employees requesting leave whether they are eligible under FMLA. If they are, the notice must specify any additional information required as well as the employees' rights and responsibilities. If they are not eligible, the employer must provide a reason for the ineligibility.

Covered employers must inform employees if leave will be designated as FMLA-protected and the amount of leave counted against the employee's leave entitlement. If the employer determines that the leave is not FMLA-protected, the employer must notify the employee.

Unlawful Acts by Employers

FMLA makes it unlawful for any employer to:

- interfere with, restrain, or deny the exercise of any right provided under FMLA; and
- discharge or discriminate against any person for opposing any practice made unlawful by FMLA or for involvement in any proceeding under or relating to FMLA.

Enforcement

An employee may file a complaint with the U.S. Department of Labor or may bring a private lawsuit against an employer.

FMLA does not affect any Federal or State law prohibiting discrimination, or supersede any State or local law or collective bargaining agreement which provides greater family or medical leave rights.

FMLA section 109 (29 U.S.C. § 2619) requires FMLA covered employers to post the text of this notice. Regulation 29 C.F.R. § 825.300(a) may require additional disclosures.



**COMMONWEALTH OF KENTUCKY
WORKERS' COMPENSATION NOTICE**

*Employees of this business are covered by the Kentucky Workers' Compensation Act
(KRS Chapter 342) Conspicuous Posting of this Notice is required by law*

00359
Christian County Board of Education
PO Box 609
Hopkinsville, KY 42241

Policy Number: 421598
Effective: 07/01/2021-07/01/2022

Christian County Board of Education
Location Name: Christian County Board of Education
Workers' Compensation Carrier: Kentucky Employers' Mutual Insurance
250 W Main St Lexington, KY 40507
Contact KEMI Customer Service: 1-800-868-4553 or 1-859-425-7800

REPORT AN INJURY

EMPLOYEES: If injured, notify your supervisor immediately: when possible, notice should be in writing. Failure to notify your supervisor could result in denial of benefits. Obtain medical care. Your employer must pay for all necessary medical care to treat a workplace injury. The employee may select the physician or medical facility to render care. If the employer is enrolled in an approved Managed Care Plan, employee selection of physicians is limited to the Approved Provider Network, except in certain emergencies. For injuries requiring continuing care, the employee must designate a treating physician. A form to do so will be furnished by your employer or its insurance carrier.

This employer is participating in a Managed Care Plan for medical care. The Managed Care Plan is Occupational Managed Care Alliance (OMCA). For information call 1-800-868-4553 or 1-859-425-7800.

DISABILITY BENEFITS to replace wages lost due to a workplace injury are payable under the Workers' Compensation Act after seven (7) days of disability. A Claim must be filed with the Office of Workers' Claims within two years of the date of injury, or last payment of temporary total disability benefits.

NEED ASSISTANCE?

Contact your employer's claim representative. If your questions about workers' compensation rights are not promptly answered, call The Kentucky Office of Workers' Claims at 1-800-554-8601 to speak to an Ombudsman or Workers' Compensation Specialist.

EMPLOYER SUPERVISORS – NOTIFY MANAGEMENT IMMEDIATELY OF ALL INJURIES SO THAT TIMELY REPORTS CAN BE MADE AS REQUIRED BY LAW.



KENTUCKY CHILD ABUSE and NEGLECT HOTLINE

1-877-KYSAFE1



1-877-597-2331



SUSPECT IT?
REPORT IT!

Please review this section with staff

- Established Daily Work Schedule (complete for all classified staff and return a copy to Personnel office)
- Contract Days for classified and certified staff
- School Calender
- Holidays, sick and personnel days
- Payroll Reporting Schedule

Established Daily Work Schedule

ORIGINAL

Effective date _____

AMENDED

Effective Date _____

Employee _____

Employee Number _____

Job Classification _____

Level _____ Step _____

Job Location _____

Length of Workday _____ (hrs.)

Hourly Rate \$ _____ Overtime Rate \$ _____

Length of Workweek _____ (hrs.)

Monday-Friday Sun. Mon. Tues. Wed. Thurs. Fri. Sat.

Beginning Time _____:_____ _____:_____

Rest Period _____:_____ _____:_____ (10 minutes)

Lunch Period _____:_____ _____:_____ on duty duty-free

Rest Period _____:_____ _____:_____ (10 minutes)

Ending Time _____:_____ _____:_____

If the above format cannot adequately reflect the established daily work schedule, the standard Christian County Public Schools Time Record should be completed and attached.

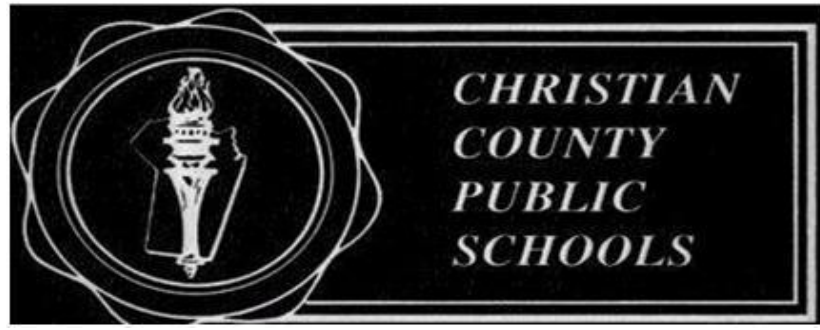
This schedule has been established for the fiscal year indicated above. The immediate supervisor can adjust the established daily work schedule to accommodate special activities such as conferences, open houses, fall festivals, etc., in order to maintain the hourly contract work week. A change in the permanent schedule must be reflected on an amended Established Daily Work Schedule.

Check if an attachment is incorporated into this agreement.

Employee Signature _____ Date _____

Supervisor Signature _____ Date _____

****Please keep a copy on file at the school level that is accessible upon request.****



2022-2023 Contract Days

Classified staff:

1	Opening Day
171	Instructional days with students
4	Holidays
2	Contract Days (August 8 and March 17)
2	Professional Development Days
2	"G" Days (November 7 and February 21)
1	Closing day
183	Total Contract Days

Certified staff:

1	Opening Day
171	Instructional days with students
4	Holidays
2	Contract Days (August 8 and March 17)
4	Professional Development Days
2	"G" Days (November 7 and February 21)
1	Closing day
185	Total Contract Days

CHRISTIAN COUNTY SCHOOL DISTRICT
Agreement of Working Hours, Wages, and Assignments
2022-2023 School Year

Employee

Job Assignment

Location

Directions for completing calendar:

- Circle all days which count as a paid holiday for you, based on your number of contract days (see the back of this form)
- Employees are still entitled to their personal and sick days (if a sick or personal day card has been turned in, an X goes on that day on the calendar below, the same as a day worked).
- Write the total number of circled plus the total number of X days in the end column for each month.
- Your total # of days worked should equal the total number of days in your contract.
- It is up to the employee and his/her supervisor as to when the employee's contracted days will be worked.

	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	Total By Month
July					1	4	5	6	7	8	11	12	13	14	15	18	19	20	21	22	25	26	27	28	29	
Aug.	1	2	3	4	5	8	9	10	11	12	15	16	17	18	19	22	23	24	25	26	29	30	31			
Sept.				1	2	5	6	7	8	9	12	13	14	15	16	19	20	21	22	23	26	27	28	29	30	
Oct.	3	4	5	6	7	10	11	12	13	14	17	18	19	20	21	24	25	26	27	28	31					
Nov.		1	2	3	4	7	8	9	10	11	14	15	16	17	18	21	22	23	24	25	28	29	30			
Dec.				1	2	5	6	7	8	9	12	13	14	15	16	19	20	21	22	23	26	27	28	29	30	
Jan.	2	3	4	5	6	9	10	11	12	13	16	17	18	19	20	23	24	25	26	27	30	31				
Feb.			1	2	3	6	7	8	9	10	13	14	15	16	17	20	21	22	23	24	27	28				
Mar.			1	2	3	6	7	8	9	10	13	14	15	16	17	20	21	22	23	24	27	28	29	30	31	
Apr.	3	4	5	6	7	10	11	12	13	14	17	18	19	20	21	24	25	26	27	28						
May	1	2	3	4	5	8	9	10	11	12	15	16	17	18	19	22	23	24	25	26	29	30	31			
June				1	2	5	6	7	8	9	12	13	14	15	16	19	20	21	22	23	26	27	28	29	30	

TOTAL # OF DAYS WORKED: _____

Employee's Signature

Principal's/Supervisor's Signature

Superintendent's Signature

Date

Date

Date

Shaded Days = Possible Paid Holidays: See the back of this form to see which holidays you can count, based on the # of days in your contract.

Place an X on the days worked (or days a sick/personal day was used, and a card was turned in).

****This tool is for you to use at your convenience. It does not need to be returned to Personnel.****

SICK AND PERSONAL DAYS

Days Employed	Number of Sick Days	Number of Personal Days
180-200 days	10*	3
201-220 days	11*	3
221-240 days	12*	3

*Up to three of these days per year can be used as emergency leave days

HOLIDAYS

Days Employed	Number of Paid Holidays	Holidays Observed
183-202 days	4	Labor Day, September 5, 2022 Thanksgiving, November 24, 2022 Day after Thanksgiving, November 25, 2022 Martin Luther King Day, January 16, 2023
203-217 days	6	Labor Day, September 5, 2022 Thanksgiving, November 24, 2022 Day after Thanksgiving, November 25, 2022 Christmas Day, December 26, 2022 Martin Luther King Day, January 16, 2023 Memorial Day, May 27, 2023
218-227 days	8	Labor Day, September 5, 2022 Thanksgiving, November 24, 2022 Day after Thanksgiving, November 25, 2022 Christmas Eve, December 23, 2022 Christmas Day, December 26, 2022 New Year's Day, January 3, 2023 Martin Luther King Day, January 16, 2023 Memorial Day, May 27, 2023
228-237 days	9	Labor Day, September 5, 2022 Thanksgiving, November 24, 2022 Day after Thanksgiving, November 25, 2022 Christmas Eve, December 23, 2022 Christmas Day, December 26, 2022 New Year's Eve, January 2, 2023 New Year's Day, January 3, 2023 Martin Luther King Day, January 16, 2023 Memorial Day, May 27, 2023
238	10	Independence Day, July 4, 2022 Labor Day, September 5, 2022 Thanksgiving, November 24, 2022 Day after Thanksgiving, November 25, 2022 Christmas Eve, December 23, 2022 Christmas Day, December 26, 2022 New Year's Eve, January 2, 2023 New Year's Day, January 3, 2023 Martin Luther King Day, January 16, 2023 Memorial Day, May 27, 2023

