

General information, benefits,
policies and guidelines

FRANKLIN COUNTY SCHOOLS

EMPLOYEE

HANDBOOK

www.fcstn.net

Table of Contents

SECTION I - INTRODUCTION.....	6
PURPOSE.....	6
BELIEFS	6
MISSION	6
GOALS OF THE FRANKLIN COUNTY BOARD OF EDUCATION.....	6
VISION	6
INTRODUCTION	6
OFFICE HOURS.....	7
CONFIDENTIALITY.....	7
 SECTION II – DISTRICT INFORMATION.....	 8
BOARD OF EDUCATION	8
BOARD MEETINGS	9
Regular Meetings	9
Special Meetings	9
Electronic Attendance.....	9
SYSTEM-WIDE STAFF	10
FRANKLIN COUNTY SCHOOLS.....	12
SCHOOL CALENDAR 2025-26.....	ERROR! BOOKMARK NOT DEFINED.
SCHOOL CALENDAR 2025-26 (NARRATIVE).....	13
 SECTION III – EMPLOYMENT	 15
EQUAL EMPLOYMENT OPPORTUNITY STATEMENT	15
JOB POSTING	15
APPLICATION AND EMPLOYMENT	16
JOB DESCRIPTIONS	16
CRIMINAL HISTORY/BACKGROUND CHECK.....	16
TRANSFER OF SICK LEAVE DAYS	16
OVERTIME AUTHORIZATION AND PAY.....	16
PERSONNEL RECORDS	17
CHANGE IN DEMOGRAPHICS	17
TIMESHEETS	17
EARNING A YEAR OF EXPERIENCE	17
PART-TIME EMPLOYEES	17
PERFORMANCE EVALUATIONS.....	18
ASSIGNMENT/TRANSFER	18

SECTION IV – KEY PERSONNEL STANDARDS AND POLICIES	19
TEACHERS CODE OF ETHICS	19
TCA 49-5-1003 Educator’s Obligations to Students	19
TCA 49-5-1004 Educator’s Obligation to the Education Profession	20
TCA 49-5-1006 Report of Breach of Teacher Code of Ethics -- Failure to Report. -	20
DRESS CODE	20
STAFF-COMMUNITY RELATIONS	21
COMPLAINTS	21
GRIEVANCES	21
HARASSMENT, BULLYING, INTIMIDATION	21
TITLE IX & SEXUAL HARASSMENT.....	22
EVALUATION GRIEVANCES.....	22
USE OF TECHNOLOGY.....	23
E-Mail	23
Social Networking.....	24
CONFLICT OF INTEREST	24
DRUG-FREE WORKPLACE	25
Pre-Employment Testing	25
Reasonable Suspicion	25
Testing for CDL Employees	25
Random Drug Screens	26
Required Drug Screens.....	26
OUTSIDE/SECONDARY EMPLOYMENT	26
SMOKING AND TOBACCO USE	26
MANAGEMENT PLAN – ASBESTOS.....	27
CHILD ABUSE AND NEGLECT	27
PRIVATE VEHICLES.....	27
CELL PHONES.....	28
USE OF CELL PHONES (PERSONAL).....	28
INCIDENTS OR ACCIDENTS TO STUDENTS.....	29
MEDICINES	29
STAFF GIFTS	29
USE OF SCHOOL SYSTEM/SCHOOL’S EQUIPMENT AND/OR MATERIAL.....	29
EXPENDITURE OF FUNDS.....	29
Central Office	29
Individual Schools	29
IN-COUNTY SPORTS CAMPS	30
DEPOSIT OF FUNDS	30
Central Office	30
Individual Schools	30
TSSAA HEAT POLICY.....	30
DESTRUCTION OF AND TAMPERING WITH GOVERNMENTAL RECORDS.....	30

SECTION V - EMPLOYEE RELATIONSHIPS	31
NEPOTISM	31
SUPERVISOR-STAFF RELATIONSHIPS	31
STUDENT-STAFF RELATIONSHIPS	31
 SECTION VI - VIOLATIONS OF POLICIES AND REGULATIONS.....	 32
EMPLOYEE DISCIPLINE.....	32
PROGRESSIVE DISCIPLINE.....	33
Report of Arrest/Finding	33
NOTIFICATION TO STATE BOARD OF EDUCATION	34
DEPARTMENT OF CHILDREN’S SERVICES	34
 SECTION VII – COMPENSATION	 35
EMPLOYEE TYPES.....	35
SALARY SCHEDULES.....	35
SUPPLEMENTS	36
DIFFERENTIATED PAY	36
PAYROLL	36
AUTOMATIC PAYROLL DEPOSIT	36
PAYROLL DEDUCTIONS.....	37
PAY ADJUSTMENT	37
 SECTION VIII - BENEFITS	 38
HEALTH INSURANCE	38
Annual Enrollment Period	38
Special Enrollment Provisions	39
Employee Assistance Program (EAP).....	39
Behavioral Health.....	39
DENTAL AND VISION INSURANCE	40
MEDICAL FLEXIBLE SPENDING ACCOUNT	40
TAX DEFERRED INVESTMENTS	40
CLAIMS FOR TRAVEL EXPENSES	40
RETIREMENT ACCOUNT/PENSION – TCRS	40
POST-RETIREMENT MEDICAL INSURANCE	41
TERM LIFE AND AD&D BENEFITS.....	41
COBRA	42
ADMISSION TO SYSTEM’S EXTRACURRICULAR EVENTS.....	42
FEE DISCOUNT	42
SICK LEAVE BANK (SLB).....	42

SECTION IX – TIME AWAY FROM WORK.....	43
SICK LEAVE.....	43
BEREAVEMENT LEAVE	43
PERSONAL AND PROFESSIONAL LEAVE.....	43
FAMILY AND MEDICAL LEAVE	44
PAID PARENTAL LEAVE	44
MILITARY LEAVE	44
JURY DUTY	44
COURT APPEARANCES	45
VACATIONS AND HOLIDAYS	45
LEAVE WITHOUT PAY	45
LONG-TERM LEAVE OF ABSENCE	45
JOB ABANDONMENT	45
 SECTION X - EMPLOYEE WELFARE	 46
INCLEMENT WEATHER	46
EMERGENCY/CRISIS MANAGEMENT.....	46
SAFETY	46
WORKERS COMPENSATION	47
EXPOSURE CONTROL PLAN	48
 SECTION XI – ENDING EMPLOYMENT PRACTICES	 49
NON-RENEWAL.....	49
Classified and non-tenured certified employees	49
DISMISSAL	49
Classified Employees.....	49
Non-tenured Teachers	49
Tenured teachers/certified personnel	49
RESIGNATION	50
Classified Employees.....	50
Teachers/Certified Employees	50
RETIREMENT.....	50

SECTION I - Introduction

PURPOSE

The purpose of this handbook is to provide general information concerning the school system, the rules and regulations of the school system, and other employment concerns for you – an employee of Franklin County Schools. The information contained herein is not intended to either enlarge or diminish any board policy or administrative procedure. Material contained herein may, therefore, be superseded by prevailing board policy with accompanying administrative procedure(s) if applicable, as well as negotiated agreement, or changes in state or federal law.

Information contained in this handbook is subject to unilateral revision or elimination without further notice.

BELIEFS

- All students will achieve their maximum potential in a safe, positive, learning environment through the use of effective research-based teaching strategies.
- All teachers will accept responsibility and accountability for their students learning.
- Student achievement will be enhanced through the use of data driven decision-making processes in conjunction with positive communication and collaboration among students, parents/guardians or legal custodians, teachers, the school system, and the community.
- Policies and procedures will be aligned to assure a focus on the system's goals for student achievement.

MISSION

The mission of the Franklin County School System is to provide students the opportunity to achieve their potential in an environment conducive to optimal learning.

GOALS OF THE FRANKLIN COUNTY BOARD OF EDUCATION

- I. Ensure high academic success for all students by promoting critical thinking and problem-solving skills;
- II. Integrate relevant technology into instruction and management to increase student and teacher learning, enhance efficiency and prepare both students and teachers for the future; and
- III. Develop a Comprehensive Plan to maintain the school system's facilities, infrastructure and operations.

[Board Policy 1.700](#)

VISION

The Franklin County School System envisions that all students graduate with skills required to become responsible, productive, and contributing citizens in a rapidly changing global society.

INTRODUCTION

The Franklin County School System is a fairly large public-school system located in the rural southeastern corner of Middle Tennessee. The school system is composed of seven (7) elementary schools, two (2) middle schools, one (1) high school, and one (1) unit school. The school system has approximately 420 certified employees and 315 classified employees (including school nutrition) who serve about 5,000 students in grades PK - 12. Efforts are continually made to improve the educational opportunities for our students.

The Board of Education totally embraces the concept that all children can learn, with emphasis placed on quality instruction and high achievement of students. Efforts are directed to the development of an ever-evolving and changing, appropriate curriculum, which reflects the diversity of students, and of improving teaching strategies to meet the needs of all the students.

OFFICE HOURS

The Central Office of the Franklin County School System is open on regular workdays (Monday through Friday) between the hours of 8:00 a.m. and 4:00 p.m. throughout the fiscal year. Hours may vary during the Summer.

CONFIDENTIALITY

Federal laws protect privacy rights of all staff members as well as the students which we serve.

All information regarding students must remain confidential. All employees are cautioned to never repeat or “pass on” any information about a student, or group of students, which might be obtained while performing the essential functions of your job. All student records are strictly confidential. Information concerning a student (grades, medical information, family information, discipline record, etc.) should never be released to anyone unless specially allowed by the parents/guardians or legal custodians. This information should not be verbally shared, copied, or compromised in any manner.

SECTION II – District Information

BOARD OF EDUCATION

The Franklin County Board of Education is comprised of individuals representing eight (8) districts across Franklin County. The Board is elected to provide oversight of the operation of Franklin County Schools in compliance with state and federal laws. The elected members serve four-year terms.

Board Policy 1.100

All powers of the Board lie in its action as a group; therefore, individual board members exercise their authority over school system affairs only as they vote at an official meeting of the Board.

The Board's required functions include, but are not limited, to the following:

GENERAL

1. To develop and adopt a strategic plan in consultation with the Director of Schools;
2. To adopt all policies required by state or federal law;
3. To approve school zones;
4. To approve the district calendar;
5. To adopt district safety plans;
6. To approve the closure of facilities, if needed;
7. To approve an insurance provider; and
8. To approve/modify the agenda at the beginning of the board meeting.¹

FISCAL

1. To approve and adopt the budget;
2. To approve purchases outside the budget on a case-by-case basis in accordance with board policy;
3. To approve budget transfers;
4. To adopt the district salary schedule;
5. To approve a differentiated pay plan;
6. To approve funding for the district maintenance plan and capital requests;
7. To approve the location and scope of new building projects; and
8. To approve bids.

INSTRUCTION AND STUDENTS

1. To adopt the curriculum;
2. To adopt textbooks;
3. To review student disciplinary issues appealed to the Board and make a final determination;
4. To authorize or prohibit the use of corporal punishment;
5. To approve or deny admission of students expelled from other school districts; and

PERSONNEL

1. To employ and evaluate the Director of Schools;
2. To grant tenure to eligible teachers; and
3. To dismiss tenured teachers.

Board Policy 1.101

The Director of Schools is the only employee of the Board; all of the school system's personnel report to the Director of Schools.

The current members of the Franklin County Board of Education are:

District 1	Sandy Schultz
District 2	Linda Jones
District 3	Lance Williams (Vice Chair)
District 4	Erik Cole
District 5	Sarah Marhevsky
District 6	CleiJo Walker (Chair)
District 7	Caycee Roberts
District 8	Sara Liechty

Both the Chair and the Vice-Chair are annually elected by the members of the school board at the regular monthly meeting in September.

Specific information about the functions of the local school board can be found in Section 1 of the School Board Policy Manual titled '[Board Operations](#)'. The specific duties and powers of the school board are governed by state law TCA § 49-2-201 through TCA § 49-2-212.

BOARD MEETINGS

The Board transacts all business at official meetings which may be either regular or special.

Every meeting of the board, except with the attorney to discuss pending or threatened litigation and student disciplinary appeals, shall be open to the public. Open meetings are to be physically accessible to all students, employees, and interested citizens.

The board may restrict the recording of board meetings via camera, camcorder or other photographic equipment when such recording creates a threat to public security and welfare or impedes the conducting of efficient and orderly public meetings.

Regular Meetings

Regular meetings of the board are held on the second Monday of each month. When needed, a workshop meeting is held the first Monday of each month. A review and discussion of the agenda for the upcoming meeting will be included.

When deemed necessary, the chairman may reschedule the regular meeting.

Special Meetings

The board shall hold such special meetings as necessary to transact the business of the board. Such meetings shall be called by the chair whenever, in the chair's judgment, the interests of the schools require it, or when requested to do so by a majority of the board.

Only business related to the call of the meeting, and details related to agenda items shall be discussed or transacted by the board at a special meeting.

Electronic Attendance

Absent board members may attend a regular or special meeting by electronic means if the member is absent from the county because of work, a family emergency, or the member's military service.

[Board Policy 1.400](#)

SYSTEM-WIDE STAFF

Director of Schools

Dr. Cary Holman - cary.holman@fcstn.net

Debbie Turner, Administrative Assistant – debbie.turner@fcstn.net

Sherry Cardines, Receptionist – sherry.cardines@fcstn.net

Deputy Director/Human Resources

Dr. Roger Alsup, Supervisor – roger.alsup@fcstn.net

Renee Bohannon, Administrative Assistant – renee.bohannon@fcstn.net

Andrea Seals, Administrative Assistant – andrea.seals@fcstn.net

Alternative Learning Center

Floyd Blackwell, Lead Teacher floyd.blackwell@fcstn.net

Wanda Southern, Administrative Assistant – wanda.souther@fcstn.net

Athletic Director

Bob Robertson – bob.robertson@fcstn.net

Attendance & Student Support Services

Delinda McDonald – delinda.mcdonald@fcstn.net

Campora Family Resource Center

Eric Vanzant, Director – eric.vanzant@fcstn.net

Jessie Sheehan, Prevention Coalition – jessie.sheehan@fcstn.net

Cindy Smith, Assistant – cindy.smith@fcstn.net

Career Technical Education

Suzanne Mitchell, Director – Suzanne.mitchell@fcstn.net

Rita Kelley, Administrative Assistant – rita.kelley@fcstn.net

Coordinated School Health & Safety Director

Chris Hawkersmith, Coordinator – chris.hawkersmith@fcstn.net

Curriculum and Instruction (K-12)

Rachel Shields, Supervisor – rachel.shields@fcstn.net

Elementary & Assessment

Amy Sanders, Supervisor – amy.sanders@fcstn.net

Exceptional Children Services

Dr. Toby Guinn, Supervisor- toby.guinn@fcstn.net

Donna Brown, Shipping & Receiving – donna.brown@fcstn.net

Extended School Program

Patty Priest, Coordinator – patty.priest@fcstn.net

Federal Programs & Assessment

Jenny Crabtree, Supervisor – jenny.crabtree@fcstn.net

Jasmine Ellis, Travel Clerk – jasmine.ellis@fcstn.net

Patti Limbaugh, Administrative Assistant – patti.limbaugh@fcstn.net

Homebound

Diane Gipson, Coordinator – diane.gipson@fcstn.net

Maintenance

Steven Clark, Director – steven.clark@fcstn.net

Michael Crossland, Office Manager – michael.crossland@fcstn.net

Stefanie Ward, Shipping and Receiving – stefanie.ward@fcstn.net

RTI

Michelle Bishop, RTI – michelle.bishop@fcstn.net

School Nutrition

Vonda Bradford, Director – vonda.bradford@fcstn.net

Cindy Johnson, Administrative Assistant – cindy.johnson@fcstn.net

Julia Perkins, Field Manager – julia.perkins@fcstn.net

STREAM & Public Relations

Karter Pinkleton, STREAM – karter@pinkleton@fcstn.net

Technology

Laurie Baggett, Supervisor – laurie.baggett@fcstn.net

Hal Hill, Technician/Specialist – hal.hill@fcstn.net

Andrea Houser, Technician/Specialist – andrea.houser@fcstn.net

JJ Moye, Technician/Specialist – jj.moye@fcstn.net

Brandon Mosley, Technician/Specialist – brandon.mosley@fcstn.net

Shawn ONeal, Technician/Specialist – shawn.oneal@fcstn.net

Libby Yates, Technician/Specialist – libby.yates@fcstn.net

Transportation

Doug Philpot, Director – doug.philpot@fcstn.net

Jan Davis, Administrative Assistant – jan.davis@fcstn.net

Franklin County Schools

Broadview Elementary School

PreSchool through Grade 5
4980 Lynchburg Road
Winchester, TN 37398
(931) 967-0132

Principal – Amber Steele

Franklin County High School

Grades 9 – 12
833 Bypass Road
Winchester, TN 37398
(931) 967-2821

Principal – Jeannie Miller

Rock Creek Elementary School

PreSchool through Grade 5
901 Rock Creek Road
Estill Springs, TN 37330
(931) 361-0244

Principal – Dr. Barbara King

Clark Memorial School

PreSchool through Grade 5
500 North Jefferson Street
Winchester, TN 37398
(931) 967-2407

Principal – Sharon Saylor

Huntland Schools

PreSchool through Grade 12
400 Gore Street
Huntland, TN 37345
(931) 361-0300

Principal – Lisa Crabtree

Sewanee Elementary School

Kindergarten through Grade 5
209 University Avenue
Sewanee, TN 37375
(931) 598-5951

Principal – Allison Dietz

Cowan Elementary School

PreSchool through Grade 5
501 East Cumberland Street
Winchester, TN 37318
(931) 967-7353

Principal – Cynthia Young

North Lake Elementary School

PreSchool through Grade 5
10626 Old Tullahoma Road
Tullahoma, TN 37388
(931) 455-6239

Principal – Sherry Sells

South Middle School

Grades 6 – 8
601 West Cumberland Street
Cowan, TN 37318
(931) 967-7355

Principal – Dr. Tara Brewer

Decherd Elementary School

PreSchool through Grade 5
401 Bratton Street
Decherd, TN 37324
(931) 967-5483

Principal – Megan Geer

North Middle School

Grades 6 – 8
2990 Decherd Boulevard
Decherd, TN 37324
(931) 967-5323

Principal – Holly Eslick

FRANKLIN COUNTY SCHOOLS

* * * * * 2025-2026 SCHOOL CALENDAR * * * * *

July					August					September				
M	T	W	TH	F	M	T	W	TH	F	M	T	W	TH	F
	1	2	3	4					1	1	2	3	4	5
7	8	9	10	11	4	5	6	7	8	8	9	10	11	12
14	15	16	17	18	11	12	13	14	15	15	16	17	18	19
21	22	23	24	25	18	19	20	21	22	22	23	24	25	26
28	29	30	31		25	26	27	28	29	29	30			
October					November					December				
M	T	W	TH	F	M	T	W	TH	F	M	T	W	TH	F
		1	2	3	3	4	5	6	7	1	2	3	4	5
6	7	8	9	10	10	11	12	13	14	8	9	10	11	12
13	14	15	16	17	17	18	19	20	21	15	16	17	18	19
20	21	22	23	24	24	25	26	27	28	22	23	24	25	26
27	28	29	30	31						29	30	31		
January					February					March				
M	T	W	TH	F	M	T	W	TH	F	M	T	W	TH	F
			1	2	2	3	4	5	6	2	3	4	5	6
5	6	7	8	9	9	10	11	12	13	9	10	11	12	13
12	13	14	15	16	16	17	18	19	20	16	17	18	19	20
19	20	21	22	23	23	24	25	26	27	23	24	25	26	27
26	27	28	29	30						30	31			
April					May					June				
M	T	W	TH	F	M	T	W	TH	F	M	T	W	TH	F
		1	2	3					1	1	2	3	4	5
6	7	8	9	10	4	5	6	7	8	8	9	10	11	12
13	14	15	16	17	11	12	13	14	15	15	16	17	18	19
20	21	22	23	24	18	19	20	21	22	22	23	24	25	26
27	28	29	30		25	26	27	28	29	29	30			

Staff Development Days:

July 29, 2025

July 30, 2025

July 31, 2025

August 4, 2025

August 7, 2025 - Election Days

January 5, 2026

May 5, 2026 - Election Day

Abbreviated Days:

August 1, 2025 - First Day of School - 8:00 -10:00 am

December 19, 2025 - 8:00 -10:00 am

May 21, 2026 - LastDay of School - 8:00 - 10:00 am

Administrative Days:

July 28, 2025

May 22, 2026

Graduation

FCHS - May 14, 2026

Huntland - May 15, 2026

No School

Parent/Teacher Conferences Fall

October 20, 2025 3:15 - 6:15 pm - Middle Schools

October 21, 2025 3:15 - 6:15 pm - Elem & Huntland

October 23, 2025 3:15 - 6:15 pm - FCCHS

Spring

March 9, 2026 3:15 - 6:15 pm - Middle Schools

March 10, 2026 3:15 - 6:15 pm - Elementary & Huntland

March 12, 2026 3:15 - 6:15 pm - FCCHS

Seven of the available stock-piled days will be devoted to Staff Development

PLC Days from 2:45 - 3:30 pm (Attendance required for ceritifed staff)

Approved by FCBOE 4-8-24

School Calendar 2025-26

July 28	Administrative Day – all certified employees report (no school for students)
July 29	Staff Development Day – all employees report (no school for students)
July 30	Staff Development Day – all certified employees report (no school for students)
July 31	Staff Development Day – all certified employees report (no school for students)
August 1	First day of school (abbreviated day for students 8:00 – 10:00 am)
August 4	Staff Development Day – all employees report (no school for students)
August 5	First FULL day of school
August 7	Staff Development Day - all employees report (no school for students)
September 1	LABOR DAY – no school
October 6-10	Fall Break – no school
October 13	First Grading Period Ends
October 20	Report Cards Distributed
	Parent/Teacher Conferences – Middle Schools (3:15 – 6:15)
October 21	Parent/Teacher Conferences – Elementary Schools and Huntland (3:15 – 6:15)
October 23	Parent/Teacher Conferences - FCHS (3:15 – 6:15)
November 24-28	THANKSGIVING BREAK – no school
December 19	Abbreviated Day (students - 8:00 – 10:00) Second Grading Period Ends
December 22-Jan 2	WINTER BREAK – no school
January 5	Staff Development Day – all certified employees report (no school for students)
January 6	Students return to school
January 9	Report Cards Distributed
January 19	MARTIN LUTHER KING, JR. DAY – no school
February 16	PRESIDENTS' DAY – no school
March 9	Parent/Teacher Conferences –Middle Schools (3:15 – 6:15)
March 10	Parent/Teacher Conferences - Elementary Schools and Huntland (3:15 – 6:15)
March 11	Third Grading Period Ends
March 12	Parent/Teacher Conferences – FCHS (3:15 – 6:15)
March 30-April 3	SPRING BREAK – no school
May 5	Staff Development Day – all certified employees report (no school for students)
May 21	Last day of school for students (8:00-10:00) Fourth Grading Period Ends - Report Cards Distributed
May 22	Administrative Day - all certified employees

SECTION III – Employment

EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

Opportunity for employment, as well as continuation and advancement in employment, shall be afforded equally to all races, creeds, colors, sexes, religions, ages, national origins, and individuals with disabilities or veteran status with regard only for qualifications for the position involved.

[Board Policy 5.104](#)

AMERICANS WITH DISABILITIES ACT (ADA) – Employee Rights

Workplace Accommodations

As part of our commitment to equal employment opportunity and to provide a workplace free of discrimination and harassment, we recognize key areas where workplace accommodations may be necessary. The District strives to meet these requests in accordance with applicable laws and to the extent that they do not cause undue hardship on the District.

Unless you inform us otherwise, the District assumes you can perform the essential functions of your job without any accommodation. If you need accommodation, you should make a request to your supervisor or Human Resources.

We will not retaliate or otherwise discriminate against an employee or applicant who requests accommodation in accordance with this policy.

Disability Accommodations

We are committed to ensuring equal opportunity in employment for qualified persons with disabilities who can perform the essential functions of the job, with or without reasonable accommodations, provided that such accommodations impose no undue hardship on the District and/or a direct threat to the health and/or safety of the individual or others would result.

Whether accommodation is required, its feasibility, and the type of accommodation that is provided depends on several factors. To facilitate this interactive process, you may be asked about the type of accommodation(s) you believe is necessary, the functional limitations caused by your disability, and/or information from your health care provider.

Accommodations for Pregnancy

The District will provide reasonable accommodations due to pregnancy or medical conditions related to pregnancy. Examples may include, but are not limited to, more frequent or longer breaks; time off to address a pregnancy complication or recover from childbirth; acquisition or modification of equipment or seating; a temporary transfer to a less strenuous or hazardous position, if available; break time and a private, non-bathroom space for lactation; or assistance with manual labor.

The District complies with all provisions of the Pregnant Workers Fairness Act (PWFA) and the Providing Urgent Maternal Protections for Nursing Mothers Act (PUMP).

JOB POSTING

New positions and vacancies occurring, prior to the beginning of a school year, requiring a professional license are posted on the school system's web site (fcstn.net). The posting includes the required qualifications, specific contact information as well as a closing date for accepting applications. The closing date shall not be less than five (5) days after the initial posting date.

[Board Policy 5.105](#)

APPLICATION AND EMPLOYMENT

An individual desiring a position with the Board shall make application to the Director of Schools on the [System web-site](#).

Knowingly falsifying information and failing to disclose pertinent information on the job application/interview shall be sufficient grounds for termination of employment and shall also constitute a Class A misdemeanor.

JOB DESCRIPTIONS

Job Descriptions include specific information about employment opportunities (both certified and classified). See the specific jobs, requirements for each, specific responsibilities, etc. at [System web-site](#). Use the tab of 'Department' or 'Directory', then click on Human Resources.

CRIMINAL HISTORY/BACKGROUND CHECK

In a continuing effort to further ensure the safety and welfare of students and staff, the district shall require criminal history records checks and fingerprinting of applicants for teaching positions and any other employee who has proximity to children. The Board assigns to the director of schools the duty to conduct thorough background checks and to advise all applicants that all hiring decisions are contingent upon satisfactory background check results.

The Director of Schools shall not hire (or retain) an applicant who has been found by the department of children services to have committed any form of child abuse or neglect.

The initial costs in conducting investigations of applicants (except for school nutrition) shall be paid by the Board when the applicant is offered and accepts a job; all subsequent costs shall be paid by the applicant.

[Board Policy 5.106](#)

Additionally, satisfactory results from a required re-employment drug screen as well as checks with various state/federal registries are required before an applicant is actual employed by Franklin County Schools.

TRANSFER OF SICK LEAVE DAYS

If a new certified employee has previously taught in a public-school system in Tennessee, the unused sick leave days can be transferred to Franklin County Schools. The new employee is responsible for requesting the transfer of the available days to Franklin County Schools. Contact the Supervisor of Human Resources for more information.

OVERTIME AUTHORIZATION AND PAY

Franklin County Schools complies with Wage and Labor Regulations as administered by the U. S. Department of Labor. Actual hours worked are to be reported by each employee. Every employee is to sign-in and out (on provided software) when reporting to and leaving work. Also, employees are to sign out when leaving the normal work site and then sign back in when returning to the normal work site if leaving for personal reasons. No employee shall be at the job location before or after the typical work schedule unless directed and approved by the immediate supervisor.

For Classified (Support) employees, overtime is defined as hours worked in excess of forty (40) hours per week. When an employee is requested to work over the regularly scheduled hours, the following shall apply:

Hours worked over the scheduled hours must be approved in advance by the immediate supervisor.

- Whenever possible, compensatory time off shall be used within the workweek in preference to overtime pay.
- All payments for overtime shall be processed through the Finance Office.

If it is determined by the immediate supervisor that compensatory time cannot be granted within the forty (40) hour pay period or without severe disruption of the operation of the facility, overtime may be authorized and paid at time and one-half (1 ½) for all hours physically worked more than forty (40) in a week. Payment for overtime will be included in the paycheck for the period immediately following the one in which it was earned.

Board Policy 5.604

PERSONNEL RECORDS

Upon being recommended and approved for employment with Franklin County Schools, a personnel file is established.

Employee records (except for medical records, fingerprinting for background checks and other security check information such as personal phone numbers and addresses) are public records. As such, any individual or agency including the news media may request access to a personnel file.

A record of the person inspecting the file and the date of inspection is maintained.

Employees may view the contents of his or her personnel file.

Board Policy 5.114

CHANGE IN DEMOGRAPHICS

Human Resources (Central Office) must be notified as soon as possible in regard to any change in vital demographic information. These changes require written authorization to make the change with an appropriate signature and date. A 'name' change requires a new social security card with the changed name. Human Resources will forward the changes to the Finance office.

A certified employee must directly submit appropriate demographic changes to the Department of Education Office of Licensure through TNCompass.

Both classified and certified employees are responsible for submitting appropriate changes to the Tennessee Consolidated Retirement System (TCRS).

TIMESHEETS

Every support employee is required to submit a signed timesheet within three (3) work days of the last day of the pay period. Two signatures are required on the timesheet – the employee and the employee's immediate supervisor; the signatures denote that the information is complete and accurate. If an employee is unable to sign (due to medical leave, resignation, death, or other reason), the supervisor will write "Not Available to Sign" in the employee's signature blank and then initial or sign the exception.

EARNING A YEAR OF EXPERIENCE

To earn a year of experience in a classified position and thus qualify for any available increase in benefits, an employee must earn at least three thousand (\$3,000) dollars in a fiscal year (July 1 to June 30), as well as work a minimum of five (5) months – one hundred days in the position.

Paid work experience for certified employees is reported annually to the Office of Licensure through TNCompass (software). Partial years are cumulative, ten (10) months convert to a full year of experience. Certified employees can view his/her paid work experience through TNCompass.

PART-TIME EMPLOYEES

Part-time employees are defined as those individuals who are employed to work less than full-time for the specific position. Part-time employees do not receive employment benefits (this includes sick leave and

personal leave). A part-time employee may be eligible for health insurance if the employee averages more than thirty (30) hours weekly prior to the current work year.

Some employee-paid payroll deductions may be available to employees who work from twenty (20) to thirty (30) hours per week. Contact the Finance Office (967-1279) for more details.

PERFORMANCE EVALUATIONS

All classified employees that work 120 days or greater in the school year must be evaluated annually. For current employees in the first year of employment or anyone who may require an extended leave and are unavailable to work at least 120 days in the school year, the supervisor has the option to either evaluate or not to evaluate.

Project COACH shall be used to evaluate certified employees.

[Board Policy 5.109](#)

ASSIGNMENT/TRANSFER

The director of schools shall transfer employees as necessary for the efficient operation of the schools. Transfers shall be non-discriminatory and shall not be arbitrary or capricious.

The assignment of employees is one of the duties of the Director of Schools with input from the appropriate supervisor/director and/or school principal.

[Board Policy 5.115](#)

SECTION IV – Key Personnel Standards and Policies

TEACHERS CODE of ETHICS

TCA 49-5-1002

The general assembly finds and declares that:

- (1) An educator, believing in the worth and dignity of each human being, recognizes the supreme importance of the pursuit of truth, devotion to excellence, and the nurture of democratic principles. Essential to these goals is the protection of freedom to learn and to teach and the guarantee of equal educational opportunity for all. An educator accepts the responsibility to adhere to the highest ethical standards; and
- (2) An educator recognizes the magnitude of the responsibility inherent in the teaching process. The desire for the respect and confidence of one's colleagues, of students, of parents and of the members of the community provides the incentive to attain and maintain the highest possible degree of ethical conduct.

TCA 49-5-1003 Educator's Obligations to Students

- (a) An educator shall strive to help each student realize the student's potential as a worthy and effective member of society. An educator therefore works to stimulate the spirit of inquiry, the acquisition of knowledge and understanding, and the thoughtful formulation of worthy goals.
- (b) In fulfillment of this obligation to the student, an educator shall:
 - (1) Abide by all applicable state and federal laws;
 - (2) Not unreasonably restrain the student from independent action in the pursuit of learning;
 - (3) Provide the student with professional education services in a nondiscriminatory manner and in consonance with accepted best practices known to the educator;
 - (4) Respect the constitutional rights of the student;
 - (5) Not unreasonably deny the student access to varying points of view;
 - (6) Not deliberately suppress or distort subject matter relevant to the student's progress;
 - (7) Make reasonable effort to protect the student from conditions harmful to learning or to health and safety;
 - (8) Make reasonable effort to protect the emotional well-being of the student;
 - (9) Not intentionally expose the student to embarrassment or disparagement;
 - (10) Not discriminate on the basis of race; color; creed; disability; sex; national origin; marital status; political or religious belief; family, social, or cultural background; or sexual orientation, unfairly;
 - (A) Exclude the student from participation in any program;
 - (B) Deny benefits to the student; or
 - (C) Grant any advantage to the student;
 - (11) Not use the educator's professional relationship with the student for private advantage;
 - (12) Not disclose information about the student obtained in the course of the educator's professional service, unless disclosure of the information is permitted, serves a compelling professional purpose, or is required by law;
 - (13) Not knowingly make false or malicious statements about students or colleagues;
 - (14) Ensure interactions with the student take place in transparent and appropriate settings;
 - (15) Not engage in any sexually related behavior with the student, whether verbal, written, physical, or electronic, with or without the student's consent. Sexually related behavior includes, but is not limited to, behaviors such as making sexual jokes or sexual remarks; engaging in sexual kidding, sexual teasing, or sexual innuendo; pressuring the student for dates or sexual favors; engaging in inappropriate physical touching, groping, or grabbing; kissing; rape; threatening physical harm; and committing sexual assault;
 - (16) Not furnish alcohol or illegal or unauthorized drugs to the student;

- (17) Strive to prevent the use of alcohol or illegal or unauthorized drugs by the student when the student is under the educator's supervision on school or LEA premises, during school activities, or in any private setting;
- (18) Refrain from the use of alcohol while on school or LEA premises or during a school activity at which students are present; and
- (19) Maintain a professional approach with the student at all times.

TCA 49-5-1004 Educator's Obligation to the Education Profession

- (a) The education profession is vested by the public with trust and responsibility requiring the highest ideals of professional service. In the belief that the quality of the services of the education profession directly influences the nation and its citizens, the educator shall exert every effort to raise professional standards, to promote a climate that encourages the exercise of professional judgment, to achieve conditions that attract persons worthy of the trust to careers in education, and to assist in preventing the practice of the profession by unqualified persons.
- (b) In fulfillment of this obligation to the profession, an educator shall not:
 - (1) Deliberately make a false statement or fail to disclose a material fact relate to competency and qualifications in an application for a professional position;
 - (2) Misrepresent the educator's professional qualifications;
 - (3) Assist entry into the profession of a person known to be unqualified in respect to character, education, or other relevant attribute;
 - (4) Knowingly make a false statement concerning the qualifications of a candidate for a professional position;
 - (5) Assist a noneducator in the unauthorized practice of teaching;
 - (6) Disclose information about colleagues obtained in the course of professional service unless the disclosure serves a compelling professional purpose or is required by law;
 - (7) Knowingly make false or malicious statements about a colleague;
 - (8) Accept any gratuity, gift, or favor that might impair o appear to influence professional decisions or actions;
 - (9) Use illegal or unauthorized drugs;
- (c) In fulfillment of this obligation to the profession, educators shall:
 - (1) Administer state-mandated assessments fairly and ethnically; and
 - (2) Conduct themselves in a manner that preserves the dignity and integrity of the education profession.

TCA 49-5-1006 Report of Breach of Teacher Code of Ethics -- Failure to Report

- (a) An educator who has personal knowledge of a breach by another educator of the teacher code of ethics prescribed in §§ 49-5-1003 and 49-5-1004 shall report the breach to the educator's immediate supervisor, director of schools, or local board of education within thirty (30) days of discovering the breach.
- (b) Failure to report a breach of the teacher code of ethics, or to file a report of any criminal activity or other misconduct that is required by federal or state law, is a breach of the teacher code of ethics.

DRESS CODE

Employees of the school system shall project an appropriate professional image for the students, the students' parents/guardians or legal custodians, and the community. Furthermore, professional employees must serve as positive and proper role models for the students. Teachers will dress in a professional manner.

Board Policy 5.6001

STAFF-COMMUNITY RELATIONS

Employees have a right to express their views on any issue, but must in each case make clear that the view expressed is not the official view of the Board or school system.

Employees may, on their own time, campaign for or against any candidate or referendum, but they shall not use the schools, the classroom, or the system position for political forum nor engage in any political promotion or solicitation during school hours. Noncompliance with these requirements shall be subject to disciplinary action. Any employee who intends to campaign for an elective public office which infringes upon a contracted agreement shall present a proposed solution to the Board for consideration. The essential element to be determined by the Board is whether the activities proposed by the employee are consistent with his services to the school system and the best interests of education.

[Board Policy 5.606](#)

COMPLAINTS

The Board believes that differences of opinions arising in the course of employment should be resolved as quickly as possible and at the lowest supervisory level.

In instances of questions by an individual staff member concerning the interpretation of policies and procedures to that staff member, administrative practices within his/her particular school, and relationships with other employees, the staff member concerned must consult the administrative or supervisory personnel to whom he/she is responsible. If a satisfactory resolution of the problem cannot be reached after ample opportunity for consideration of the matter, the staff member concerned may discuss the matter with the next level of supervision up to and including the director of schools. In instances where an individual staff member feels for personal reasons that he/she cannot discuss a problem with his/her immediate supervisors, he/she may take the problem directly to the director of schools. After review of the case, the director of schools shall respond as he/she deems appropriate and within a prompt, reasonable time shall notify all parties concerned of his/her decision.

GRIEVANCES

Grievances concerning employment statutes related to harassment, equal employment opportunity, or medical accommodations are specifically addressed in [Board Policy 5.501](#).

HARASSMENT, BULLYING, INTIMIDATION

[Policy 6.304](#) and [Policy 6.3041](#) have been updated; all employees are advised to read these carefully. The following links should make the policies readily accessible but a paper copy of these can be provided (at the school level) if needed.

Franklin County Schools does not discriminate in its programs or employment practices nor does it tolerate harassment for any reason including, but not limited to harassment based on age, sex, sexual orientation, national origin, disability, religion, race, color, genetics, veteran status or any other federally-identified protected class. Harassment by any employee will not be tolerated. Harassment is defined as conduct, advances, gestures or words either written or spoken which:

- Unreasonably interferes with an individuals' work or performance;
- Creates an intimidating, hostile or offensive work environment;
- Implies that submission to such conduct is made an explicit or implicit term of employment; or
- Implies that submission to or rejection of such conduct will be used as a basis for an employment decision affecting the harassed employee.

Alleged victims of racial, ethnic and religious discrimination/harassment shall report these incidents immediately to the immediate supervisor.

A substantiated charge against an employee shall result in disciplinary action up to, and including, termination.

Retaliation against any person who reports discrimination/harassment, or participates in an investigation, will not be tolerated. Any employee who refuses to cooperate or gives false information during the course of any investigation may be subject to disciplinary action. The willful filing of a false report will itself be considered harassment and will be treated as such.

[Board Policy 5.500](#)

[Board Policy 6.304](#)

[Board Policy 6.3041](#)

TITLE IX & SEXUAL HARASSMENT

To maintain a safe, civil, and supportive learning environment, all forms of sexual harassment and discrimination based on sex are prohibited. This policy shall cover employees, employees' behaviors, students, and students' behaviors while on school property, at any school-sponsored activity, on school-provided equipment or transportation, or at any official school bus stop in accordance with federal law.

“Sexual harassment” is conduct on the basis of sex that satisfies one or more of the following:

1. A school district employee conditioning an aid, benefit, or service of an education program or activity on an individual's participation in unwelcome sexual conduct;
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the education program or activity; or
3. Sexual assault, dating violence, domestic violence, or stalking as defined in state and federal law.

Behaviors that constitute sexual harassment may include, but are not limited to:

1. Sexually suggestive remarks;
2. Verbal harassment or abuse;
3. Sexually suggestive pictures;
4. Sexually suggestive gesturing;
5. Harassing or sexually suggestive or offensive messages that are written or electronic;
6. Subtle or direct propositions for sexual favors; and
7. Touching of a sexual nature.

Sexual harassment may be directed against a particular person or persons, or a group, whether of the opposite sex or the same sex.

Any individual who has knowledge of behaviors that may constitute a violation of this policy shall immediately report such information to the applicable school principal/ supervisor or the Title IX Coordinator.

Retaliation against any person who makes a report or complaint or assists, participates, or refuses to participate in any investigation of an act alleged in this policy is prohibited.

[Board Policy 6.3041](#)

EVALUATION GRIEVANCES

Principals, teachers, and other school-based certified personnel may only challenge the following, relative to their evaluations:

- Accuracy of the data used in the evaluation and
- Adherence to the evaluation policies.

Grievances shall be processed by working through specific details of the steps in Administrative Procedure 5.109.1

USE OF TECHNOLOGY

The school system's technology resources are to be used only for learning, teaching, and administrative purposes consistent with the system's mission and goals. Commercial use of the school system's technology is strictly prohibited. Issues applicable to acceptable use of technology include:

1. Copyright – All users are expected to follow existing copyright laws
2. Supervision and Permission – Student use of computer and/or computer network is only allowed when supervised or granted permission by a staff member.
3. Identity theft – Attempting to log on or logging on to a computer or e-mail system by using another's password is prohibited. Assisting others in violating this procedure by sharing information or passwords is prohibited.
4. Improper use of any computer or the network is prohibited. This includes, but is not limited to the following:
 - a) Use of racist, profane, or obscene language or materials
 - b) Using the network for financial gain, political or commercial activity
 - c) Attempting to or harming equipment, materials or data
 - d) Attempting to or sending anonymous messages of any kind
 - e) Using the network to access inappropriate material
 - f) Knowingly placing a computer virus on a computer or network
 - g) Using the network to provide addresses or other personal information that others may use inappropriately
 - h) Assessing information resources, files, and documents of another user or a student without permission

E-Mail

Users with network access shall not utilize district resources to establish or access electronic mail accounts through third-party providers or any other nonstandard electronic mail system. All data including e-mail communications stored or transmitted on school system computers shall be monitored. Typically, emails are activated within a day or two of the initial employment.

Emails are deactivated when a staff member leaves the employment of Franklin County Schools (as early as the following day). No longer being employed by Franklin County Schools means that the exiting staff member will no longer have an active email account.

Employees/students have no expectation of privacy regarding such data. E-mail correspondence may be a public record under the public records law and may be subject to public inspection.

General guidelines for the use of email include:

- School system email accounts should be used for all official email communication. **Avoid using work email accounts for personal use or personal email accounts for work-related purposes.**
- Security responsibilities -
 - Usernames and passwords shall be protected from unauthorized use at all times.
 - Usernames and passwords shall not be shared among staff members or with students.
 - Passwords should never be shared via e-mail.

Consequences of Improper Use - The school system may suspend or revoke a system user's account to the district's system upon violation of policy and/or administrative regulations regarding acceptable use. Termination of an employee's account will be effective on the date the principal or department head receives notice of user termination or revocation of system privileges.

[Board Policy 1.805](#)

Social Networking

1. No employee shall post on any social media or Internet site or feed, any statement, data, document, image, video, audio, or other information the disclosure of which would violate the Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g; 34 CFR Part 99), the confidential records provisions of the Tennessee Public Records Act (TCA § 10-7-504), or any other applicable federal or state law or Board policy. This prohibition applies with equal force to the non-public information of students and school employees. It also applies regardless of whether the social media or Internet site is an employee's personal site/feed, a school-sponsored site/feed, or a third-party site/feed.
2. No official or employee shall post on any social media or Internet site or feed any statement, data, document, image, video, audio, or other information that violates any of the following Board policies: Board Policy 1.807 (Use of School Name), 5.500 (Discrimination/Harassment of Employees), 5.600 (Staff Rights and Responsibilities), 5.606 (Staff-Community Relations), 5.610 (Staff-Student Relations), 5.611 (Ethics), or 6.304 (Student Discrimination/Harassment and Bullying/Intimidation). This provision applies to posts to any social media or Internet site or feed regardless of whether such site/feed is an employee's personal site/feed, a school-sponsored site/feed, or a third-party site/feed. In addition, posts to any school-sponsored site shall comply and be consistent with all Board policies.
3. When posting to social media or internet sites or feeds, employees shall endeavor to respect the rights of all members of the school community (as defined in Board Policy 6.304) and shall refrain from making defamatory statements about: the Franklin County School System; its individual schools, officials, and employees; students; a student's family members; or any other member of the school community.
4. No employee may claim or suggest, directly or indirectly, through any post to a social media or internet site/feed to speak as a representative of or on behalf of the Franklin County Schools or Franklin County School Board, unless such action is permitted pursuant under Board Policy and authorized, whether generally or specifically, by the Director of Schools or Director's designee.
5. Employees are prohibited from accessing personal social networking accounts, sites, and feeds on school computers at all times except for legitimate instructional purposes. Furthermore, as a general rule, an employee should refrain from accessing personal social networking accounts, sites, and feeds during school hours from the employee's personal computer or mobile device. Any such activity shall not interfere with the performance of an employee's job duties. Notwithstanding the performing, de minimis accessing of or posting to personal social networking sites/feeds by an employee via an employee's personal computer or mobile device during authorized meal and other breaks shall not constitute a violation of this paragraph, provided such activity does not otherwise violate Board policies.
6. The Board discourages employees from socializing with students on social networking websites. The same relationship, exchange, interaction, information, or behavior that would be unacceptable in a non-technological medium is unacceptable when done through the use of technology. Any such socialization shall comply with and be subject to [Board Policy 5.610](#).

Board Policy 4.406

CONFLICT OF INTEREST

Employees of Franklin County Schools shall not engage in, or have financial interest in, any activity that raises a reasonable question of conflict of interest with their duties and responsibilities as employees of the school system. This includes but is not limited to the following:

- Employees may not purchase for sale to students any goods or equipment or render any service to the school system on a commission basis;
- Employees who have patented or copyrighted any device, publication, or other item may not receive royalties for use of such item in the school system;

- Employees may not engage in any type of work where the source of information concerning a customer, client, or employer originates from information obtained through the school system;
- The Board of Education may not purchase supplies, materials, or equipment from a school system employee; and
- Employees shall not sell instructional supplies, equipment and reference books in a territory that includes the parents of the children of the school in which the employee is assigned.

The Director of Schools, members of the Board of Education, administrative, supervisory, or teaching personnel or other school officer shall have no financial interest, directly or indirectly, in supplying books, maps, school furniture, or apparatus for the schools or to act as agent for any author, publisher, bookseller, or dealer in school furniture or apparatus.

Board Policy 5.601

DRUG-FREE WORKPLACE

Board Policy 1.804

The Franklin County Board of Education and its employees share a commitment to create and maintain a drug-free workplace.

Pre-Employment Testing

All applicants being considered for employment positions are required to submit to a pre-employment drug screen at the expense of the school system. Any, and all, offers of employment are contingent upon 'satisfactory' results.

Additionally, applicants being offered an employment position are also screened through various state and/or federal agencies/departments like the Department of Human Services, Sexual Abuse Registry, etc. All results must be deemed 'satisfactory' for the applicant to be employed by Franklin County Schools.

Reasonable Suspicion

Any employee may be required to submit to substance screening if any of the following conditions (list is not inclusive) exist:

- Observed use, possession or sale of illegal drugs and/or use, possession, sale, or abuse of alcohol and/or prescription drugs.
- Apparent physical state of impairment of motor functions.
- Marked changes in personal behavior not attributed to other factors.
- Employee involvement in or contribution to an accident where the use of alcohol or drugs is reasonably suspected or employee involvement in a pattern of repetitive accidents whether or not they involve actual or potential injury.
- Violation of criminal statutes involving the use of illegal drugs, alcohol or prescription drugs and/or violations of drug statutes.

Board Policy 5.403

Testing for CDL Employees

All drivers and applicants for driver positions who are required to hold a Commercial Driver's License (CDL) to perform their job function must adhere to additional requirements.

The use, possession, sale, purchase or transfer of any controlled substances except medically prescribed drugs on school property, while on school business or while operating school vehicles and equipment is prohibited.

Drinking alcoholic beverages during working hours, four (4) hours before reporting to work or having any measurable amount of alcohol in his/her system during working hours is prohibited, whether on or off school property. Working hours include all breaks.

Off-duty use of drugs and alcohol is prohibited to the extent that it affects driver's attendance or performance and his/her ability to pass required DOT alcohol and controlled substance tests.

Any violation of this policy is grounds for termination as an employee of the Board and possible legal prosecution.

The use of any prescription drug that could affect the central nervous system or one that would impair reaction time shall be reported to the Director of Schools/Director of Transportation. Notice shall be given of non-prescription (over-the-counter) drugs being taken on a regular basis. The notice shall include the duration of ingestion and the possible side effects.

Board Policy 5.403

Random Drug Screens

Throughout the school year, all bus drivers shall be subject to testing for drugs and alcohol without advance notice. The school system is required to annually test fifty (50%) percent of all bus drivers, at random, for drugs and alcohol. Every possible effort will be made to make the required random tests as non-intrusive as possible.

If the driver does not report for the said testing, as designated, the results will be reported as a 'positive' drug test and the driver will be immediately suspended for a minimum of one (1) school year.

The driver will be suspended until full compliance with Section 382 of the *Federal Motor Carrier Regulations*. At that time, the driver may request to be re-instated; however, the school system has no obligation to do so.

Required Drug Screens

If an employee reports an injury at work/work place while performing the duties and responsibilities of the position, **or** if an employee in a safety-sensitive position is involved in an accident which results in any of the following: a fatality, an injury requiring medical treatment away from the scene, property damage, or the towing of a vehicle disabled in the accident, then the employee is required to submit to substance screening.

Positive results on drug and alcohol screens will result in appropriate disciplinary action. All individual results from drug and alcohol screens, random and otherwise, will remain as confidential as possible.

OUTSIDE/SECONDARY EMPLOYMENT

Employees are permitted to hold employment outside the school system as long as such activities do not:

- Occur during the school day;
- Interfere with regularly scheduled or appropriately assigned duties for the school system; or
- Reflect unfavorably on the school system.

Board Policy 5.607

SMOKING AND TOBACCO USE

All uses of tobacco and tobacco products, including smokeless tobacco, electronic cigarettes and associated paraphernalia are prohibited in all of the school district's buildings and in all vehicles that are owned, leased or operated by the district. Smoking or the use of vapor products is not permitted, and no person shall smoke or use vapor products, in, or on, school grounds, including any public seating areas, such as bleachers used for sporting events, or public restrooms.

District employees are not be permitted to use tobacco or tobacco products, including smokeless tobacco, electronic cigarettes and associated paraphernalia while they are participants in any class or activity in which they represent the school system.

Board Policy 1.803

PC 144 approved and signed by Governor- effective - April 17, 2019 - Adult staff members may be permitted to smoke or use vapor products outdoors but not within one hundred feet (100') of any entrance to any building.

MANAGEMENT PLAN – ASBESTOS

Asbestos is a mineral fiber that has been used commonly in a variety of building construction materials for insulation and as a fire-retardant. When asbestos-containing materials are damaged or disturbed by repair, remodeling or demolition activities, microscopic fibers become airborne and can be inhaled into the lungs, where they can cause significant health problems. The most common source of asbestos exposure includes deteriorating, damaged, or disturbed asbestos-containing products such as insulation, fireproofing, acoustic materials, and floor tiles.

Prior to July of 1989, the Franklin County Schools submitted a Management Plan to the Tennessee Department of Finance and Administration. The Management Plan details all areas where asbestos containing materials are present in Franklin County Schools and the manner in which the materials will be handled.

The Management Plan is available to the public for review at the Central Office (located at 215 South College Street in Winchester). Viewing can normally take place Monday through Friday from 8:30 am to 3:30 pm.

No abatement activities are anticipated at this time and all new construction will not be made from materials containing friable asbestos.

CHILD ABUSE AND NEGLECT

All personnel shall be alert for any evidence of child abuse or neglect.

Child abuse is defined as any wound, injury, disability, or physical or mental condition which is of such nature as to reasonably indicate that it has been caused by brutality, abuse, or neglect or which, on the basis of available information, reasonably appears to have been caused by such.

All personnel shall be alert for any evidence of child abuse, sexual abuse, or neglect. If personnel know or have reasonable cause to suspect child abuse, sexual abuse, or neglect, a report shall be filed immediately with the Coordinator, the Department of Children's Services (DCS), and law enforcement. When alleged abuse involves someone employed by, previously employed by, or otherwise affiliated with the school, the report may be made directly to the DCS and law enforcement prior to notifying the Coordinator. The report shall include:

- The name, address, and age of the child;
- The name and address of the parent/guardian or legal custodian having custody of the child;
- The nature and extent of the abuse or neglect; and
- Any evidence to the cause or any other information that may relate to the cause or extent of the abuse or neglect.

The person reporting shall be immune from liability and his/her identity shall remain confidential except when the Juvenile Court determines otherwise.

Board Policy 6.409

PRIVATE VEHICLES

The Board recognizes that certain employees may need to use their private vehicles for school purposes. With the use of private vehicles, the following policy shall be observed:

1. To use a private vehicle for school purposes, the employee must have proof of vehicle liability insurance coverage in the following form:
 - ♦ A copy of the insurance certificate issued to the insured indicating liability limits of at least \$300,000/700,000/100,000, and
 - ♦ A specific permit for each trip involving students, including field trips.
2. The Board specifically forbids any employee to transport students for school purposes without prior authorization by the Director of Schools or his/her designee.

3. Privately owned school buses and drivers of such shall meet all requirements of state law and state board's rules, regulations, and minimum standards.
4. No student shall be sent on errands, personal or school-related, in a vehicle owned by the student, an employee, or the school system.
5. No employee may ask for or give permission to students to transport other students to and from any school or school-related activity without written parental permission and proof of student insurance.

The Board recognizes that volunteer parent/guardian or legal custodian drivers are often needed to use their private vehicles for school purposes. The volunteer parent/guardian or custodian drivers who use a private vehicle must provide proof of vehicle liability insurance coverage in the form of an insurance certificate issued to the insured indicating limits of at least \$300,000/700,000/100,000.

Prior to the actual transportation of students, proof of liability insurance by employees and volunteer parent/guardian or legal custodian drivers shall be submitted annually to the Principal. The Principal shall immediately forward a copy of the same to the Franklin County Finance Office.

Board Policy 3.404

CELL PHONES

Cell phones are provided to a limited number of employees when required for the proper operation of the school system and safety of the students. The Director of Schools/designee shall approve the assignment of the cellular phones. The Board shall be financially responsible for the customary, minimum monthly premiums of pre-approved cellular phones.

Customary, minimum monthly premium shall be defined as that minimum charge which is incurred monthly, regardless of telephone usage. If the monthly bill reflects charges greater than the customary, minimum monthly premium, the excess portion shall become the responsibility of the employee to whom the cellular telephone has been issued. If an employee wishes to dispute the portion of the monthly bill for which he/she is responsible, the employee may request, and become financially responsible for, obtaining a listing of all usage for the disputed period of time. The total charges shall then become reallocated according to the ratio of usage between school-related calls and personal calls.

Assigned cell phones shall be properly maintained. If the telephone is lost or damaged, the incident will be thoroughly investigated.

If the employee is found to be negligent or at fault, the employee may be held financially responsible.

Board Policy 3.3001

USE OF CELL PHONES (PERSONAL)

A personal cell phone may be carried by an employee of Franklin County Schools during regular work hours; no personal business shall be conducted on personal cell phones in the presence of students.

The use of personal cell phones should be limited during the regular work day to ensure that the needs of the students are fulfilled.

Personal cell phones should not be visible since students are not to use cell phones during regular school hours; employees of the school system must serve as appropriate role models.

It is suggested that all employees put their personal cell phone on 'Vibrate' during regular working hours. 'Vibrate' will allow the employee to see message(s) or attempted call(s) without disturbing the school/work environment; this will allow the employee to return the text, or call, outside the presence of students, and obtain coverage for the classroom, if needed. Employees should be extremely careful when using personal cell phones; students should not be left unattended.

INCIDENTS OR ACCIDENTS TO STUDENTS

Any incident or accident to students which occurs on all properties, including individual school sites of the Board of Education and which requires the services of a doctor or which could conceivably have further complications, must be reported on the "Building Incident Form" by the principal and then submitted to the office of the Director of Schools within forty-eight (48) hours.

Serious accidents should be reported immediately by telephone to the Director of Schools and followed up with a copy of the incident report. Any further pertinent developments should be submitted to the office of the Director of Schools in order to complete the file on each case.

The principal shall report to the office of the Director of Schools when injuries are incurred in the athletic program of his/her school.

[Board Policy 6.410](#)

MEDICINES

A school nurse has been employed for every school. All medicine and the dispensing of medicine should be in accordance with [Board Policy 6.405](#).

STAFF GIFTS

Employees are prohibited from accepting things of material value from individuals, companies, or organizations doing business with the school system. Exceptions to this policy are the acceptance of minor items which are generally distributed to all by the companies through public relations programs.

[Board Policy 5.605](#)

USE OF SCHOOL SYSTEM/SCHOOL'S EQUIPMENT AND/OR MATERIAL

Employees of the school system are not to borrow and/or use property, equipment, and/or material of the school system or individual schools thereof for their own personal gain.

EXPENDITURE OF FUNDS

Central Office

All expenditures shall be approved by the Board or the Director of Schools/designee when authorized. No expenditures shall be made except on an approved purchase order or contract. No expenditure may be authorized or made which exceeds the appropriation for any fund of the budget as adopted or amended. Employees of this system will not create, or authorize creation of, a deficit in any fund. Expenditures or encumbrances will not be authorized, made, or incurred in excess of any fund balance.

Individual Schools

Internal activity funds shall not be expended without written approval by the membership of the group. All such expenses shall be in accordance with the *Tennessee Internal School Uniform Accounting Policy Manual*.

Restricted account expenditures require the account sponsor's approval prior to expense. No checks will be written to employees from the internal school activity fund account. Any supplemental compensation owed to the Board for extracurricular activities must be processed through the office of the Director of Schools in the same manner as salary and other payroll payments. Salaries of substitute teachers relating to restricted class and club accounts will be paid by the Board and shall be reimbursed by the school from the appropriate class or club account.

Employees who authorize or contract for any obligation in violation of the policy shall assume personal responsibility for the payment of the obligation shall be subject to dismissal from employment and shall be subject to applicable civil and criminal proceedings. Any obligation, authorization for expenditure, or expenditure made in violation of the law and this policy shall be illegal and void.

Money collected by a staff member as a result of fund raisers or other school related purposes shall be deposited daily with the school bookkeeper. The staff member shall give the student a pre-numbered receipt upon accepting the money and the teacher shall receive a pre-numbered receipt from the bookkeeper as a result of depositing the money in the office.

[Board Policy 2.800](#)

IN-COUNTY SPORTS CAMPS

All receipts and expenditures for sports camps must be administered through the school activity fund at the school hosting the camp. Enrollment fees should be made payable to the school, not the individual coach. When all camp related expenses are paid, the balance can be sent to the Central Office for deposit with the County Trustee. The Finance Department must receive a copy of the camp reconciliation sheet and will then make payment to the coach through the payroll process for the balance in the reserve. Any question regarding this change in procedure should be directed to Jenny Phillips (967-1279).

DEPOSIT OF FUNDS

Central Office

All income payable to the Board will be deposited with the county trustee who will credit it to the appropriate account.

Individual Schools

All money collected at the building level must be cleared through the principal's office. There will be a \$15.00 service charge on all returned checks. No personal checks will be accepted from any household after two (2) returned checks are received that school year.

The principal/designee and cafeteria manager shall deposit funds daily, if possible, but no later than three (3) days after being received. Deposit slips will be filed along with other permanent records. Each deposit slip must show the various receipt number(s). The total amount of deposit shall be shown on the last receipt deposited.

Monies collected at the building level must be deposited to no more than three (3) bank accounts:

1. General School Fund/Restricted Accounts;
2. School Food Service; and
3. Savings.

[Board Policy 2.500](#)

TSSAA HEAT POLICY

The TSSAA Board of Control has established a Heat Policy for all schools. The policy requires schools to measure the heat index at the location of its activities associated with the sanctioned sports. ***No activities will be allowed when the heat index at the location of the activity is in excess of 104 degrees. This includes practices and contests at any level (varsity, junior varsity, 9th grade, middle school, etc.) and at any location (indoor or outdoor). See Administrative Procedure 4.301.1***

DESTRUCTION OF AND TAMPERING WITH GOVERNMENTAL RECORDS

- (a) It is unlawful for any person to:
 - (1) Knowingly make a false entry in, or false alteration of, a governmental record;
 - (2) Make, present, or use any record, document, or thing with knowledge of its falsity and with intent that it will be taken as a genuine governmental record;
 - (3) Intentionally and unlawfully destroy, conceal, remove, or otherwise impair the verity, legibility or availability of a governmental record.
- (b) A violation of this section is a Class A misdemeanor. (Acts 1989, Ch. 591)

[TCA 39-16-504](#)

SECTION V - EMPLOYEE RELATIONSHIPS

NEPOTISM

Whenever a person is considered by the Director of Schools for initial employment in the system and that person is related to a member of the Board, the Director of Schools, an administrator in the system, a county commissioner, or any appointed or elected county official, the relationship shall be publicly made known to the Board prior to the employment of the person.

If a member of the Board has a relative who is an employee in the system, prior to voting on any matter of business that may have an effect upon the employment of the relative, the member shall declare such relationship. In making such a declaration, the member shall certify that his/her vote on the pending matter will be in the best interest of the school system.

The term "related to" and "relative" includes the following relationships: spouse, parent, parent-in-law, child, son-in-law, daughter-in-law, grandparent, grandchild, brother, sister, uncle, aunt, nephew, niece, or any person who resides in the same household.

No person shall supervise or be supervised by an employee if he/she is related to the employee.

Board Policy 1.108

SUPERVISOR-STAFF RELATIONSHIPS

As an extension of the nepotism and harassment policies, romantic relationships between supervisors and anyone whom he or she directly supervises is strongly discouraged. Such relationships may negatively impact other employees and, therefore, lead to complaints, grievances, or other interruptions of the workplace functioning.

STUDENT-STAFF RELATIONSHIPS

Staff members shall use good judgment in their relationships with students beyond their work responsibilities and/or outside the school setting and shall avoid excessive informal and social involvement with individual students. Romantic, amorous or sexual relationships, and romantic, amorous or sexual comments or communications in any form between employees and students are prohibited. This includes unprofessional and inappropriate communication.

Examples of unprofessional and inappropriate communications include, but are not limited to:

1. Employees fraternizing or communicating with students in a peer to peer or unduly familiar manner;
2. Writing personal letters, e-mailing, texting or calling student(s) on cell phones about subject matter that is beyond the scope of professional relationship;
3. Sending suggestive, lewd or indecent pictures or images to students;
4. Discussing or revealing to students, inappropriate aspects of private lives or inviting students to do the same; being overly familiar; and
5. Engaging in unnecessary and/or non-curricular dialogue concerning topics of a sexual nature.

Employees must guard against associations with students that are outside the normal scope of employment and appropriate staff/student relationship. Employees engaging in such inappropriate conduct are subject to disciplinary action, up to and including dismissal. Any extenuating circumstances will be dealt with on an individual basis by the appropriate supervisor or director of schools. Any employee, who has reason to believe that another employee is inappropriately involved with a student, as described, is obligated to report this information to the immediate supervisor.

Board Policy 5.610

SECTION VI - VIOLATIONS OF POLICIES AND REGULATIONS

All employees are required to abide by Franklin County Schools' policies and procedures as well as applicable state and federal laws and regulations. Suspected violations of policy and procedure will be investigated. Failure to abide by applicable policies, laws, and regulations or engaging in actions which discredit Franklin County Schools can result in disciplinary action, up to and including termination.

EMPLOYEE DISCIPLINE

An employee of Franklin County Schools shall not engage in any criminal, dishonest, immoral, or disgraceful conduct or behavior, activity, or association, which discredits the employee and/or the school system. These actions may be considered grounds for dismissal. Each employee is expected to conduct himself/herself, both on and off the job, in such a manner as to reflect credit on himself/herself and the school system.

An employee may be disciplined for such actions as follows (list not inclusive):

- Absent without available leave;
- Absence without timely notification (before the worker is scheduled to begin work);
- Excessive/habitual tardiness;
- Neglect of duty;
- Failure to perform assigned duties;
- Inefficiency in the performance of duties;
- Any act of insubordination or disrespect to a supervisor;
- Use, and/or possession, of illegal drugs or being under the influence of illegal drugs at any time;
- Use, and/or possession of alcohol while on duty or being under the influence of alcohol while on duty or when reporting for duty;
- Use of illegal drugs or alcohol while off duty which reflects discredit upon the employee or the school system;
- Positive test result(s) from alcohol/drug test;
- Violation of any of the rules and regulations of the Board of Education;
- Neglect or disobedience of lawful and reasonable orders of a supervisor;
- Immoral conduct;
- Conviction of a felony or a misdemeanor involving moral turpitude;
- Any breach of discipline;
- Incompetence;
- Discourteous treatment of the public, other employees, and students;
- Dishonesty;
- Harassment/sexual harassment;
- Inappropriate socializing/fraternizing with students;
- Being convicted of a felony while employed by the school system;
- Being convicted of a misdemeanor involving illegal substances;
- Disclosing confidential information to unauthorized persons;
- Mental or physical abuse of a student or staff member;
- Failure to report an arrest;
- Abuse of sick leave;
- Inability, for whatever reason, to perform the duties assigned; and
- Any conduct unbecoming to an employee of the school system.

Disciplinary actions may also be taken for actions other than those listed above.

Walking off the job site will result in a recommendation to the Director of Schools for immediate dismissal. Refusal to accept a transfer to a different work site will result in a recommendation to the Director of Schools for immediate dismissal.

If an employee does not report to work for three (3) days and does not notify the immediate supervisor in a timely manner, the employee's absences will be considered as 'abandonment'; termination of employment will be recommended.

PROGRESSIVE DISCIPLINE

Franklin County Schools follows a progressive discipline model and requires a due process when dealing with issues of unsatisfactory employee performance. As such, employees receive notice of concerns and an opportunity to improve or correct behavior prior to receiving disciplinary action. The typical steps are as follows:

1. **Oral Discussion/Verbal Warning** – This is an informal conference during which there is initial discussion of behavior that does not meet performance standards.
2. **Conference of Concern** – This is a formal conference documented in writing and may be placed in the employee's personnel file. The behavior that is to be corrected is clearly identified during the conference in writing. Follow-up expectations are included in the written document that is signed by the administrator, employee, and witness, if applicable.
3. **Written Reprimand** – this serves as a written sanction and admonishment of the employee and is placed in the employee's personnel file. A written reprimand may be given when the performance issue(s) persists after one or more conferences of concern has been issued and reasonable time to improve has been provided. If a first offense procedure violation is sufficiently severe to warrant it, a written reprimand may be issued.
4. **Written Reprimand with Suspension/Demotion** – Due to an employee's continued disregard of prior notifications or due to the severity of the performance/behavior issue, punitive action may be taken by the Director of Schools. After given due process, the Director of Schools may choose to suspend an employee without pay or demote an employee.
5. **Dismissal** – Termination is the final action and typically taken after other options have been exhausted and the employee has been given due process. Only the Director of Schools may dismiss an employee.

Depending upon the degree and severity of an employee's misconduct or policy violation, the employee may be immediately recommended for punitive action, up to and including dismissal, at the discretion of the Director of Schools.

Report of Arrest/Finding

If an employee is arrested for any reason, the employee is to notify his/her immediate supervisor and Human Resources (at Central Office) within forty-eight (48) hours of the arrest.

The employee shall notify the Director of Schools (within forty-eight hours of receiving such notice) if the *Department of Children's Services* finds the employee to have committed child abuse, severe child abuse, child sexual abuse, or child neglect, or if the department of children's services names the employee as an indicated perpetrator of child abuse.

Appropriate disciplinary action up to, and including, dismissal shall take place if this notice is not provided as noted.

[Board Policy 5.611](#)

NOTIFICATION TO STATE BOARD OF EDUCATION

Regarding Denial and Revocation of License

per MRR 0520-02-03-.09(5)

It is the responsibility of the Director of the employing public or non-public school or school system to inform the State Board of Education of licensed teachers or administrators who have been suspended or dismissed, or who have resigned, following allegations of conduct which, if substantiated, would warrant consideration for license suspension or revocation. The report shall be submitted within thirty (30) days of suspension, dismissal, or resignation. The superintendent shall also report felony convictions of licensed teachers or administrators within thirty (30) days of receiving knowledge of the conviction.

The State Board of Education may revoke, suspend, or refuse to issue a license for the following reasons:

1. Conviction of a felony;
2. Conviction of possession of narcotics;
3. Being on school premises or at a school-related activity involving students while documented as being under the influence of, possessing or consuming alcohol or illegal drugs;
4. Falsification or alteration of a license or documentation required for licensure;
5. Denial, suspension or revocation of a license or certificate in another jurisdiction for reasons which could justify denial, suspension or revocation under this rule; or
6. Other good cause. Other good cause shall be construed to include noncompliance with security guidelines for TCAP or successor tests pursuant to TCA§ 49-1607, default on a student loan per TCA § 49-5-108(d)(2), or failure to report.

For purposes of this part, “conviction” includes entry of a plea of guilty or nolo contendere or entry of an order granting pre-trial or judicial diversion.

A person whose license has been denied, suspended or revoked may not serve as a volunteer or be employed, directly or indirectly, as an educator, educational assistant, substitute teacher or in any other position during the period of the denial, suspension or revocation.

Any person whose license is to be denied, suspended or revoked as stated above or who is refused a license or certificate shall be entitled to written notice and an opportunity for a hearing to be conducted as a contested case under the Tennessee Uniform Administrative Procedures Act.

DEPARTMENT OF CHILDREN’S SERVICES

The employee shall notify the Director of Schools (within forty-eight hours of receiving such notice) if the department of children’s services finds the employee to have committed child abuse, severe child abuse, child sexual abuse, or child neglect, or if the department of children’s services names the employee as an indicated perpetrator of child abuse. The school system cannot employ, or continue to employ, such employee if the department of children’s services finds the employee to have committed child abuse, severe child abuse, child sexual abuse, or child neglect, or if the department of children’s services names the employee as an indicated perpetrator of child abuse.

Per TCA 59-5-413(e)(1) and [Board Policy 5.106](#)

SECTION VII – Compensation

EMPLOYEE TYPES

- **Certified** – These employees must hold a valid license issued by the Tennessee Department of Education and be currently working in a position which requires said license. Certified staff members require a valid professional license based on training that covers the subject or grades taught and/or a specialty service area (e.g. school counselor) in accordance with rules and regulations of the State Board of Education.

It is the responsibility of the certified employee to maintain a valid license for the position for which he/she is employed. Every certified employee must establish an account and utilize the services provided through TNCompass to properly maintain the required license.

Major Change regarding License Renewal –

The *2021 Tennessee Literacy Success Act* requires certain educators to complete a literacy course before license renewal. The Tennessee Literacy Success Act Training and Licensure Requirements document located [here](#), includes details about the requirements, endorsements that are included in these new requirements, and clarification on how to demonstrate completion of the requirement.

The most current information about licensure can be found at [Educator Licensure – State of Tennessee](#)

- **Classified** – These employees work in positions that do not require certification in accordance with the rules and regulations of the Tennessee Department of Education. Classified employees are also referred to as ‘support’ employees. Classified personnel include the following personnel: bookkeepers, secretaries, clerical workers, administrative assistants, maintenance employees, custodians, school nutrition workers and managers, educational assistants (including special education), technology employees, and transportation employees.
- **Substitute** – These employees work ‘as needed’ as a replacement for the regular employee in a teaching assignment. These employees may also work in the place of the regular school nutrition employee, educational assistant or custodian, and possibly other positions when specifically approved to do so.

SALARY SCHEDULES

Annual salary schedules (certified and classified) are posted on the [System web-site](#). Use the ‘Departments’ of ‘Directory’ tab, then click on ‘Human Resources’

The employee’s base wages and/or salary is determined annually by schedule, step (verified experience), and degree, when applicable.

Experience Verification

In most cases, prior teaching experience (in public school) can count for salary purposes. New certified employees are required to provide a *Verification of Experience* form for all school systems upon initial employment; all verified experience must be signed by the authorized person in the former school system.

It is the certified employee’s responsibility to submit the appropriate form(s) for both in-state and out-of-state experience as soon as possible after the applicant accepts an offer of employment. A separate form must be submitted from each school system in which the applicant was previously employed.

A certified employee will only be paid for the verified experience. The burden of proof for experience rests totally with the individual certified employee. Franklin County Schools is responsible for verifying all experience for which are to be paid

Degrees/Endorsements

Upon completion of all requirements (including but not limited to coursework and required national tests) for an additional degree and/or endorsement, the employee must complete the required paperwork with the institute of higher education. The employee must work through TNCompass to have the degree and/or endorsement added to his/her current license.

Employees earning an advanced diploma are required to have an official transcript reflecting the new degree submitted to Human Resources. An employee can only be paid for an advanced degree when it is reflected on the employee's TNCompass account at the state's Office of Licensure.

In the spring of each year, certified employees are asked to inform the office of Human Resources of anticipated new advanced degrees to be earned by January 1 of the following year; this information is needed for budget purposes. Failure to notify as requested can result in the employee not receiving the pay advancement until the following school year.

SUPPLEMENTS

Coaching assignments, cheerleader sponsor, and other similar extra duties/responsibilities are made by the school principal (after being approved by the Director of Schools) on an annual basis. Supplements for most of these activities are included in the annual 'Terms of Employment' and then included in the monthly wages of certified employees. The remaining supplements are paid after the sport season has been completed, only after the coach, athletic director, and school principal submit the appropriate paperwork indicating that the duties and responsibilities were appropriately completed in a satisfactory manner.

An employee does not have the guarantee, or the right, contractual, or otherwise, to anticipate a particular assignment with associated supplement to continue from year-to-year.

DIFFERENTIATED PAY

Differentiated Pay is available based on the needs of the district.

PAYROLL

Regular monthly pay deposits are made on the 15th of the month, or the last working day prior to the 15th. Certified employees and most classified employees are paid on the 15th of each month. Substitutes are paid for their time worked (as reflected on the Timekeeping software) on the following fifteenth of the month

Only a limited number of support employees (maintenance, some custodians, and office employees) working on the fiscal calendar from July 1 through the following June 15th are paid bi-weekly, every other Friday, two weeks in arrears.

Any change required by the employee in regard to payroll deduction should be submitted to Human Resources and then forwarded to the Finance Office.

AUTOMATIC PAYROLL DEPOSIT

All employees of Franklin County Schools are paid via electronic disbursements. Upon initial employment, a blank voided check is required to ensure that the appropriate tracking number is used.

Paystubs are provided electronically by [My Benefits](#). A Password and User ID are required for the employee to use the portal. The electronic paystub includes leave days earned, leave days taken, and the accumulated balance of each (as of the end of the preceding pay period).

PAYROLL DEDUCTIONS

Mandatory deductions from gross pay include Social Security, Medicare, federal income tax withholding, retirement contribution, court-ordered garnishment, and IRS levies.

Employees who are absent without leave or take administrative leave without pay shall have their pay deducted by the amount of daily rate of pay for each day absent. This deduction shall occur at the time the information is processed. If the amount is greater than a month's wages, the deduction will occur monthly until the value of the overdrawn leave is recovered.

PAY ADJUSTMENT

If, and when, an employee (either certified or classified) is absent with no available leave, the employees should expect to see an appropriate pay adjustment (daily rate) in the next pay deposit. Absent without available leave (and tardiness) can lead to disciplinary action, up to, and including, dismissal.

A certified employee's daily rate is calculated by dividing the employee's annual wage by 200. A classified employee's daily rate is calculated by multiplying the hourly rate by the hours by day.

Section VIII - Benefits

HEALTH INSURANCE

The Health Insurance Program is administered by the Benefits Administration, a division of the State of Tennessee. Currently there are two carriers and numerous plans. The carriers are Blue Cross/Blue Shield and CIGNA. There is a Premier PPO, standard plan, limited plan, and a Health Savings plan for each carrier with different options. Employees may choose from the program that best meet his/her needs.

A portion (90% of the Premier PPO) of individual coverage health insurance is paid by Franklin County Schools for qualifying employees who complete the required paperwork in the required window of time. All newly hired full-time employees must either accept or refuse the available medical insurance. If an employee is interested in this benefit, all necessary paperwork must be completed within the first thirty (30) calendar days of actual employment. Contact the Finance Office for more information.

Important facts regarding medical insurance:

- Employees on unpaid leave of absence are responsible for both the employee's portion and the portion of the health care premiums paid by Franklin County Schools.
- If an employee is granted leave which qualifies for/as Family Medical Leave (FML), the employee is only responsible for the employee's portion of the medical insurance while on FML.
- Some employees who retire may continue health insurance coverage if eligibility requirements are met.
- Employees hired after July 1, 2015 are not eligible for continuation coverage (health insurance) at retirement; these same employees shall not be offered Medicare Supplement Insurance upon their retirement. This change does not impact employees in place prior to July 1, 2015.

An increase in insurance premiums of about 5 % is expected to become effective January 2025.

Special Health Insurance Adjustment for Employees hired prior to 06/30/14

In the spring 2014 the Franklin County School Board voted to decrease the percentage paid by the employer for health insurance for full-time certified and the 260-day classified employees from 100% to 90% of the Premier PPO Plan. Additionally, the Board approved to give the same employees that participated in the state health insurance plan prior to 06/30/14 an adjustment for the diminishing 10% of this plan. If you have any questions please do not hesitate to contact the Finance Department at 967-1279.

It is the responsibility of the employee to inform the Finance Office (Michelle Privett or Hannah Gossett) when a new dependent (due to marriage, the birth or adoption of a child) needs to be added to the medical coverage. This must be done within the allowed thirty (30) days of the event for the new dependent to be properly covered. It is also the responsibility of the educator to inform the Finance Office if a dependent loses his/her eligibility for coverage due to a divorce or if a child does not meet the definition of an eligible dependent (reaches the age of 26).

Annual Enrollment Period

Annually in the fall, members can make changes to their health benefit (this does not include life insurance or short/long term disability) selections. Changes for the coverage becomes effective the following January 1; participants must remain enrolled in their current benefit plan until the new calendar year. During this window of time, the employee may make personal changes regarding health coverage as well as for dependents; enroll in, cancel, or transfer dental options; and enroll in, cancel, or transfer vision options. The employee may also have options regarding life insurance and/or short-term and/or long-term disability.

All participants enrolled in health coverage are sent information on available healthcare options, premium data, a listing of benefit changes, service areas, and vendor changes for the coming year.

The options chosen during the enrollment period remain in effect through December 31, unless the employee loses eligibility or has a qualifying event or family status change during the year.

Special Enrollment Provisions

The federal law, Health Insurance Portability Accountability Act (HIPAA), allows employees and dependents to enroll in health coverage under certain conditions as follows. Exceptions can sometimes be made for eligible employees or dependents if they lose their health insurance coverage offered through the employer or the employee's spouse/ex-spouse. Required documentation of the need must be submitted to the Finance Office and coverage applied for within sixty (60) days of loss of health coverage.

Employee Assistance Program (EAP)

The ParTNers EAP provides you and your family with both workplace and personal issues. Your ParTNers EAP provides confidential financial and legal services, assistance finding eldercare or dependent care services, emotional counseling and much more – all at NO COST to members and their dependents.

EAP services are offered at no cost to all state group insurance program providers and their immediate family members.

All services are confidential and available at no cost to the qualifying employee and the dependents.

Services can be accessed by calling 855-437-3486 – available 24 hours a day, 365 days a year.

You may use up to five, no cost, counseling sessions per problem episode.

Preauthorization is required to utilize your EAP. Simply go to Here4TN.com or call 855-437-3486 to obtain your preauthorization. If you prefer to access services over the phone, telephonic counseling is available as well as face-to-face appointments.

The EAP can help with:

- Family and relationship
- Anxiety and depression
- Dealing with addiction
- Legal and financial
- Child and elder care
- Workplace conflicts
- Grief and loss
- Work/life balance

Confidential and anonymous access to a wide variety of information and resources on their web site at Here4TN.com

Behavioral Health

Members enrolled in health coverage also have behavioral health and substance abuse treatment benefits.

Services generally include the following:

- Outpatient assessment and treatment
- Inpatient assessment and treatment
- Alternative care such as partial hospitalization, residential treatment and intensive outpatient treatment
- Treatment follow-up and aftercare

To receive maximum benefit coverage, participants must use a network provider. Preauthorization is required for some outpatient and all inpatient services. Qualifying employees can learn more by visiting Here4TN.com or calling 855-437-3486 any time, day or night, to speak confidentially with a trained professional for a referral or preauthorization.

DENTAL AND VISION INSURANCE

Employees have the opportunity to participate at their own expense in other various insurance options like dental insurance, vision insurance, and life insurance.

Employees should contact the Finance Office (967-1279) – Michelle Privett or Hannah Gossett for specific information.

MEDICAL FLEXIBLE SPENDING ACCOUNT

The Internal Revenue Service authorizes flexible spending accounts. The tax codes allow employees to pay for certain benefits with pre-tax dollars. A Medical Flexible Spending Account is available for eligible employees, spouses, and dependent children. This is not insurance, but rather a way to pay for certain qualified, non-reimbursed medical expenses in a pre-tax salary reduction. The amount which can be placed in a MFSA each year may be limited by the IRS, but may not exceed the annual maximum established by the school system. \$500 dollars can be rolled from one year to the next. Any monies placed in a MFSA against which qualified expenditures cannot be filed above the \$500-dollar amount are forfeited according to federal law. The employee contributes 100% to the MFSA.

Employees should contact the Finance Office (967-1279) for specific information.

TAX DEFERRED INVESTMENTS

Current IRS regulations allow employees to participate in tax deferred investments under Section 403(b) and 457(b) of the Internal Revenue Code if the employee qualifies. All employees of FCS are eligible to participate providing that contributions are made from the employee's wages and they have not applied for a hardship withdrawal during the period set forth by the IRS.

Employees should contact the Finance Office (967-1279) for specific information.

CLAIMS FOR TRAVEL EXPENSES

All claims for the authorized travel expenses must be submitted not later than the last day of the applicable calendar month. The proper form must be used and all required signatures must be included. Supporting documentation (i.e., name tags, copy of the agenda of the meeting attended, receipt from the hotel reflecting a zero-balance owed, parking receipts, etc.) must be included for all out-of-county travel.

RETIREMENT ACCOUNT/PENSION – TCRS

The most current information regarding retirement and retirement benefits can be found at [Tennessee Consolidated Retirement Plan](#).

Every employee is strongly encouraged to set up his/her individual account at the retirement system using this link - [TCRS - Self Service Account](#)

All full-time classified employees (minimum of thirty hours in the work week) hired after July 1, 2024, will have a six (6) month probationary period before being enrolled in a defined benefit plan provided by Tennessee Consolidated Retirement Plan (TCRS).

Full-time certified employees may be enrolled in one of two mandatory plans sponsored by TCRS. The two plans are the Legacy Plan and the Hybrid Plan; an explanation of each follows:

- The Legacy Plan is a defined benefit plan that is only available to teachers that had at least one year of service with a TCRS organization as a teacher prior to July 1, 2014. This plan requires a mandatory 5% pre-tax contribution; it guarantees a monthly benefit which is based on a member's five highest years of consecutive earnings and service to qualifying retirees. The benefit is payable for the life of the member and when applicable, transferable to a member's spouse or beneficiary(ies). This plan relieves members of the burdens of making investment decisions and

assuming the risk associated with those decisions, unlike an IRA or 401K account, a TCRS retirement benefit is not impacted by stock market performance. The State of Tennessee guarantees TCRS members receive retirement income for life.

- The Hybrid Plan is reserved for the teachers hired after July 1, 2014 who do not have at least a year of prior service with a TCRS organization as a teacher. The Hybrid Plan provides a combination of a defined benefit plan and a defined contribution plan. The defined benefit portion of the Hybrid Plan is managed by TCRS. The defined contribution assets are deposited in the state's 401(k) plan where teachers will manage the investments with the 401(k) plan. This plan requires a 5% contribution of salary to the defined benefit portion of the Hybrid Plan.

Independent Companies

Franklin County Schools allows the following four (4) **independent companies** to offer payroll deducted retirement accounts: LSW/Value Teachers, Putnam, Horace Mann and Equitable. As a courtesy, we do allow these companies to have a representative come into the school to assist you with retirement needs. Please be aware that these retirement accounts, as well as the meetings, are totally **voluntary**. With these types of plans there is no open enrollment period as you can make changes whenever you need or want. See US Omni & TSACG; this allows you access to make your own changes to a retirement account that you have through one of these four companies.

POST-RETIREMENT MEDICAL INSURANCE

This benefit is only applicable to full-time qualifying employees (certified and classified) hired before the 2014-15 school year. This benefit allows the continuation of medical insurance benefits after retirement for qualifying employees until the employee is eligible for Medicare. This post-employment medical insurance benefit is to be paid to the qualifying employee at the same rate of payment (county portion) as was paid prior to retirement until the retiree is eligible for Medicare.

A **certified employee** of the Franklin County School System enrolled in the state's insurance plan at the time of retirement is eligible for continuation of medical insurance benefits after retirement if he or she:

1. Has a minimum of thirty (30) years of professional/certified service in Franklin County Schools, or twenty-nine (29) years of service in Franklin County Schools with an accompanying year of accumulated sick leave (minimum of 200 days);
- or**
2. Has reached the age of sixty (60) with a minimum of twenty-five (25) years of professional/certified service in Franklin County Schools, or twenty-four (24) years of service in Franklin County Schools with an accompanying year of accumulated sick leave (minimum of 200 days);

A **classified employee** of the Franklin County School System enrolled in the state's insurance plan at the time of retirement is eligible for continuation of medical insurance benefits after retirement if he or she was employed

1. As a twelve (12) month employee for the past five (5) years, have reached the age of sixty (60) years, and have twenty (20) years of service in the Franklin County School System;
- or**
2. For a minimum of thirty (30) hours a week for a period of at least nine (9) months a year but less than twelve (12) months a year, reached the age of sixty-two (62), and have twenty-five (25) years of service in the Franklin County School System.

TERM LIFE and AD&D Benefits

All full-time employees are provided life insurance through USABLE Life in the amount of \$20,000; however, this amount is reduced 35% at age of 65 and to 50% at age of 70.

The same reduction applies to the AD&D benefit.

The employee has the option to purchase additional coverage, if he/she so desires. In some cases, the employee may even be able to purchase coverage if he/she leaves the employment of Franklin County Schools the employee.

COBRA

In the event of a resignation, early retirement, or termination, each employee shall have the right to continue the same coverage of his/her insurance and dependent coverage under the COBRA Plan. The premiums will include a 2% increase over what the county is charged for individual and dependent coverage. This COBRA insurance may be available for up to:

- Eighteen (18) months after either termination of employment or reduction in hours; or
- Twenty-nine (29) months if currently disabled and entitled to Social Security disability benefits; or
- Thirty-six (36) months after the employee's death, divorce, legal separation, eligibility for Medicare, a dependent child's exceeding the maximum age of eligibility, bankruptcy of the employer on or after July 1, 1986, or certain multiple qualifying events.

ADMISSION TO SYSTEM'S EXTRACURRICULAR EVENTS

Complimentary passes (general admission only) are provided to all full-timed employees to attend at no cost school-sponsored extracurricular activities held in the school system (this does not include tournament games).

This pass is only for the employee; it does not cover family members. Proof of identification as an employee of the school system may be required at the admission gate.

FEE DISCOUNT

The fee discount program is a state program which provides a 25 percent discount on enrollment fees for undergraduate courses, generally referred to as tuition, to the child of a full-time employee of the executive, judicial, or legislative branch of State government – this includes properly licensed full-time teachers.

Rules for Fee Discount

If an employee qualifies for this benefit, a form signed by the Director of Schools is required each semester. This form can be obtained from the Human Resources office.

SICK LEAVE BANK (SLB)

A SLB is maintained for all full-time certified and classified employees who are qualifying members. The SLB provides additional sick leave days to qualifying and approved members who have suffered a major personal illness, or on account of a serious illness of his/her minor child and whose personal leave, sick leave, and vacation leave (when applicable) has been exhausted.

Participation is voluntary.

Section IX – Time Away from Work

SICK LEAVE

Sick leave is earned at the rate of one sick leave day for each twenty (20) days worked by both classified and certified employees.

Full-time classified workers employed for 180 days earn a maximum of nine days in the school year. Full-time certified employees of 200 days can earn a maximum of ten (10) sick leave days in the school year. If unused, these days accumulate for an unlimited number of days.

Sick leave may be used for any of the following: illness of the employee from natural causes or accident, quarantine, or illness or death of a member of the immediate family of the employee, including the employee's wife or husband, parents, grandparents, children, grandchildren, brothers, sisters, mother-in-law, father-in-law, daughter-in-law, son-in-law, brother-in-law, and sister-in-law. Sick leave may also be used for a doctor/dentist appointment.

Verification from the attending physician is required after three (3) consecutive days of absence for certified and classified employees.

[Board Policy 5.302](#)

BEREAVEMENT LEAVE

Full-time employees will be allowed a maximum of three (3) days of bereavement leave with pay (without being charged sick leave) in the event of death of an employee's spouse, significant other, child, stepchild, daughter-in-law, son-in-law, parent, stepparent, brother, sister, father-in-law, mother-in-law, brother-in-law, sister-in-law, grandparents, grandchildren, and any other human member of the family who resides in the employee's household.

Bereavement days are to be used within a seven (7) day period from the date of death and/or date of memorial service. Employees shall be permitted to apply up to three (3) additional days of sick leave for bereavement if the need exceeds the initial three (3) days allotted under this policy.

The employee shall notify the immediate supervisor as soon as possible when bereavement leave is needed. Additionally, upon return to work, the employee is required to submit verification of the cause, or the familial relationship involved, to support the bereavement leave claim; this notice is to be forwarded to Human Resources.

[Board Policy 5.302](#)

PERSONAL AND PROFESSIONAL LEAVE

Personal and professional leaves are granted in accordance with laws of the state of Tennessee and rules and regulations of the state board of education.

Certified employees earn personal and professional leave at the rate of one day for each half-year employed for a maximum of two (2) days per year. Full-time classified (support) employees (minimum of 260 days) earn two (2) personal days per year; other full-time (support) employees earn one (1) day of personal leave per school year.

Personal leave remaining unused at the end of the school year is credited to sick leave, effectively at the end of the fiscal year.

Board policy includes the specifics in regard to the requesting and granting of both personal leave and professional leave.

[Board Policy 5.303](#)

FAMILY AND MEDICAL LEAVE

The federal law, *Family and Medical Leave Act* (FMLA), entitles qualifying employees to take reasonable leave for medical concerns, for the birth or adoption of a child, and for the care of a child, spouse, or parent who has a serious health condition. Anyone who has been employed for at least twelve (12) months by the school system and has worked at least 1,250 hours during the previous twelve-month period is eligible for FMLA. The school system will continue to make the appropriate contribution to the employee's medical health insurance during the approved FML. This leave is limited to a maximum of twelve weeks; the employee is assured the same or similar employment when he or she returns to work at the end of the FML. Extended FMLA offered by the state of Tennessee allows the mother to take four (4) additional weeks of leave but the new mother assumes total (100%) responsibility for the medical premiums.

Board Policy 5.305

PAID PARENTAL LEAVE (new public chapter 399) – *effective May 2023*

Under state law, an additional six (6) work weeks of paid leave is available to eligible employees after a birth, stillbirth, or adoption of a newly placed minor child. An eligible employee taking leave under this provision shall not be required to utilize any other type of accrued leave during this period. Eligible employees include teachers, principals, supervisors, or other individuals required by law to hold a valid license of qualification for employment who have been employed with a school district full time for at least twelve (12) consecutive months.

Employees shall provide notice to the school district thirty (30) days prior to the intended use of the leave. If the employee learns about the need for leave less than thirty (30) days in advance, the employee shall give notice as soon as reasonably possible in order to be eligible for the paid leave. This paid leave does not need to be taken consecutively; however, the paid leave shall be used within twelve (12) months of the qualifying event. The leave shall run concurrently with FMLA leave.

MILITARY LEAVE

Employees who are members of any reserve component of the Armed Forces of the United States shall be granted leave of absence for all periods of military service during which they are engaged in the performance of duty or training in the service of the state or the United States. Reservists who anticipate military duty during the school year must give written notice to the Director of Schools, within thirty (30) days of the beginning of the school year, of the dates of the anticipated duty.

While performing such duty or training, the employee shall be paid his/her regular salary up to a maximum of twenty (20) working days in any one (1) calendar year, plus such additional days as may result from any call to active state duty. An employee called to active duty by the Governor to enforce the laws of the state shall be paid his/her regular salary for such time as he/she is engaged in the performance of his/her duty, and any time spent in active state duty shall not count against the twenty-day period of leave allowed for military service.

Request for leaves and extension of leaves shall conform to state law and board policy governing all leaves of absence. Failure to comply with applicable laws and policies shall constitute grounds for dismissal.

The employee shall supply a copy of the orders for duty, including the dates of departure and return it to the Director of Schools prior to, or simultaneous with, requesting leave.

Board Policy 5.306

JURY DUTY

If an employee is summoned for jury duty, the employee may request a postponement until a time outside the academic year so that disruption to the instructional year may be avoided.

The following procedures shall regulate the leave for jury duty for these employees:

1. The employee shall present written evidence that he or she has been summoned to serve on a jury; and
2. The employee shall be entitled to the usual compensation.

COURT APPEARANCES

If a teacher or other employee appears in court because of a personal interest, whether as a plaintiff, defendant, or voluntarily appears on behalf of family or friends, or when an employee is required to appear in court either as a defendant or plaintiff in a civil case, a victim in a criminal case, or a witness in a civil or criminal case, personal leave or leave without pay shall be granted in accordance with the established board policies on leaves. If a teacher or other employee is required to be in court regarding a case on school business, there shall not be a loss of regular pay.

[Board Policy 5.301](#)

VACATIONS AND HOLIDAYS

Full-time employees (both classified and certified) on twelve-month assignments earn vacations days per board policy. If unused, these days may accumulate up to the amount earned for the employee's last two (2) consecutive years of work.

Full-time employees (both classified and certified) on twelve-month assignments earn holidays as noted in board policy.

[Board Policy 5.310](#)

LEAVE WITHOUT PAY

From time to time, an employee may desire to take leave without pay for a short period of time. This request must be approved by the immediate supervisor and then sent to the Director of Schools for ultimate approval. The request should be submitted at least thirty (30) prior to the first day of requested leave. The employee and immediate supervisor will be notified of the final decision.

If this leave is approved, the requesting employee should expect a pay adjustment to be made the same pay period (reflecting the daily rate of the employee).

LONG-TERM LEAVE OF ABSENCE

Any employee that has requested, and been approved for leave for reasons of military service, legislative service, maternity, adoption, recuperation of health, educational improvements or other sufficient reason shall not lose accumulated leave credits, tenure status, or other fringe benefits.

All leaves shall be requested in writing at least thirty (30) days in advance. The 30-day notice may be waived or reduced by the Director of Schools upon submission of a statement by a physician or when deemed appropriate by the Director of Schools.

[Board Policy 5.304](#)

JOB ABANDONMENT

Employees who do not show up for work, and do not contact the immediate supervisor as required when absent from work, will be considered to have abandoned the employment position. This abandonment (typical after three consecutive work days) will be treated as a resignation and benefits will end in the same manner as if the person had submitted a letter of resignation.

Section X - EMPLOYEE WELFARE

INCLEMENT WEATHER

From time to time it is necessary to delay or cancel classes across the school system due to poor road or school access conditions that have been caused by inclement weather such as rain or snow.

The Director of Schools is the only person who may make the decision to close school for any reason. The intent is to make the decision as early as possible to allow parents time to make appropriate arrangements. In the event that the decision to cancel school or delay school must be made in the early morning hours, this decision should be made prior to 6:00 a.m. if at all possible. As soon as the decision to delay or close school is made, the Director of Schools will use all means available to inform the public including news media, internet, e-mail, text and mass telephone notification.

When school is released early due to weather, the Central Office and all school offices will remain open and operational until it is reasonably confirmed that all students have safely reached their homes or have been picked up by their parents or guardians.

No school will cease operation or decide to close until the principal reports to the Director of Schools' office and receives permission to do so from the Director, or until a system-wide decision has been made and communicated.

The director of schools shall decide whether or not scheduled activities in which students are involved will be postponed or cancelled when school is not in session or is dismissed early.

[Board Policy 1.8011](#)

EMERGENCY/CRISIS MANAGEMENT

The system's Emergency Preparedness Plan contains specific procedures to be used for bomb threats, civil disturbances, armed intruders, earthquakes, fires, tornadoes or other severe weather, and medical emergencies. The school principal shall develop and implement emergency preparedness drills for the school for fire and tornado in compliance with state law; these drills shall be in conjunction with emergency response agencies, when appropriate.

The principal at each school shall also develop a Crisis Management Plan for use in times of crisis, including but not limited to suicides, shootings, and death of a student, parent, or faculty/staff member in conjunction with the system's plan. The Principal shall also appoint a Crisis Team which shall deal with specific situations, make decisions, and disseminate information in the event of a crisis.

In the event of a crisis, the principal shall notify the Director of Schools and the Crisis Team members. Appropriate notification to the available emergency services (police, fire, ambulance, etc.) is critical.

[Board Policy 3.202](#)

[Board Policy 3.203](#)

SAFETY

Safety is a major concern of the Franklin County School System.

By special agreement with the Sheriff of Franklin County, a deputy has been employed, trained and is now currently assigned as a School Resource Officer to every school in Franklin County. The SROs are on duty when school is in session and at many of the school sponsored events. The SROs have been in place for several years to help maintain a safe learning environment for students and a safe workplace for the staff.

Additionally, to encourage safety, all staff members are strongly encouraged to report current and potential hazards to their immediate supervisors. At each school, the principal is to develop procedures for keeping school facilities safe and free from hazards.

[Board Policy 1.501](#)

[Board Policy 1.808](#)

[Board Policy 3.201](#)

[Board Policy 3.205](#)

WORKERS COMPENSATION

The Board maintains adequate workers' compensation coverage according to state statutes; a printed notice of such is posted and maintained in a conspicuous place at each and every work site as prescribed by the commissioner of labor and workforce development.

[Board Policy 3.602](#)

If an employee is injured on the job, the employee must immediately contact the principal or supervisor, and the employee must immediately file a claim at the Finance Office or the claim will be denied. The employee must report as directed for an immediate drug-test after reporting the claim. If the employee does not have the required drug-test, the claim will be denied. The claim must be reported and filed within twenty-four (24) hours of the occurrence of the injury. A panel of three (3) local doctors has been established to treat workers compensation injuries for the school system.

Please call Heather Morgan/designee at the Finance Office (967-1279) for more information prior to actually visiting a physician if it is not an emergency. In case of severe injury or trauma when immediate attention is needed, an ambulance should be called and the injured worker taken to the nearest emergency room.

Return to Work Practices for Work Related Injuries

A doctor's release must be submitted prior to the employee's actual return to work. It is the intent of Franklin County Schools to provide temporary or alternative duty assignments to an employee who has been released to return to work for light or alternative duty by the appropriately assigned and treating physician after the employee sustained work-related injuries in the course and scope of employment with Franklin County Schools.

The state law pertaining to Workers Compensation was revised and became effective July 1, 2014. The most current information is available at the state web-site for [Workers Compensation](#).

The following procedures shall be used as a general guide for the "Return to Work" of an employee that has been released to return to work with noted restrictions by the appropriately assigned and treating physician after the employee sustained verified work-related injuries in the course and scope of his/her employment with Franklin County Schools:

1. It shall be the responsibility of the appropriate school principal or supervisor to make available a temporary "alternative" duty assignment for an injured employee under his/her supervision who is temporarily partially disabled and has been released back to work with written restrictions by his/her appropriately assigned, treating physician. The principal or supervisor may, with the permission of the Director of Schools, find a temporary alternative duty assignment for the injured employee within another school, work site, or department of the school system if the principal or supervisor cannot provide an alternative duty assignment at the regular work site due to a clear unavailability of work; a threat to the health, safety, and welfare of the employee in question; a threat to the health, safety, and welfare of fellow employees; or due to a legal restriction in providing such alternative duty assignment. However, it is first and foremost the responsibility of the immediate supervisor (principal or supervisor) to provide an alternative duty assignment at the employee's regular work site.
2. An employee who is offered a temporary alternative duty assignment is expected to report for duty and to fulfill the responsibilities of his/her alternative duty assignment during the period of time he/she is

deemed to be temporarily disabled by the attending physician just as the employee would in his/her regular position at the regular work site.

3. Temporary alternative duty shall mean all periods of time when the employee's assigned, treating physician has determined that the injured employee may return to some form of restricted duty. Such temporary alternative duty assignment(s) shall continue until terminated by the treating physician, until the employee reaches Maximum Medical Improvement (medical release with no work restrictions), or until all statutory requirements have been exhausted.
4. Such temporary alternative duty shall consider and accommodate those restrictions which have been placed upon the injured employee by his/her assigned, treating physician. As restrictions or limitations may change during the recovery process, the principal or supervisor shall continue to modify the work environment to accommodate the employee and his/her allowed work assignment. Efforts shall be made to return the employee to his/her regular work assignment as soon as possible and as allowed by the assigned, treating physician.
5. During the alternative duty assignment, the employee shall continue to receive his/her normal rate of pay for the hours worked in accordance with the current, appropriate salary index of the school system. Other benefits to which the employee may be entitled shall be paid in accordance with *Tennessee Workers Compensation*.
6. Once the employee has reached *maximum medical improvement*, the employee is responsible for reporting this (written documentation from the assigned, treating physician must be provided) to the appropriate principal or supervisor. Upon reaching *maximum medical improvement*, the employee's medical condition shall be assessed as to his/her permanent medical restrictions and his/her ability to perform the duties of the position to which assigned. If the injured employee cannot return to his/her regular position, the Director of Schools, along with the employee's principal or supervisor, shall attempt to find employment within the school or department. If such employment cannot be accommodated, the Director of Schools shall attempt to find an applicable employment opportunity in another school or department within the school system. Such attempts are not a guarantee that a position will be offered or that future employment is assured.

EXPOSURE CONTROL PLAN

The plan is posted on the [System's web-site](#).

In an effort to reduce occupational exposure to the Hepatitis B virus and other bloodborne pathogens, all employees should consider blood and other body fluids from all individuals to be potentially infectious. Precautionary measures must be taken to protect all employees from health concerns which might develop because of inadvertent contact with blood and/or Other Potentially Infectious Materials (OPIM).

All employees of the school system should be able to answer the following five (5) questions:

1. **What does "Universal Precautions" mean?** *Universal Precautions is an infectious control method that requires an employee to assume all human blood and specified body fluids are infectious.*
2. **What do you do when there is a blood spill?** *Personal protection – use protective equipment, proper hand washing. Clean up and disposal – clean up immediately. Disinfectant – use bleach diluted with water in a 1:10 ratio.*
3. **What do you do with contaminated laundry?** *As soon as possible, change clothes, bag the contaminated laundry, then dispose of it appropriately.*
4. **Have you been offered the Hepatitis B vaccination free of charge?** *Yes.*
5. **Where is the "Exposure Control Plan", has it been explained to you, and have you been trained?** *A copy of the plan is located in the office. Yes, it is explained at annual training.*

Section XI – ENDING EMPLOYMENT PRACTICES

NON-RENEWAL

Classified and non-tenured certified employees

The Director of Schools is under no obligation to re-employ non-tenured teachers or classified employees at the end of the school year. If the director of schools determines not to renew the employment of a non-tenured teacher or classified employee, the following action shall be taken:

1. The Board shall be notified at the next regular board meeting; and
2. Written notice of non-renewal shall be hand delivered and/or sent to the employee by registered mail so that it will be received by the employee not later than five (5) business days following the last instructional day of the school year.

[Board Policy 5.201](#)

DISMISSAL

Classified Employees

All classified employees are ‘at-will’ employees of the Director of Schools with no annual employment agreement. These employees may be terminated for any reason by the Director of Schools. If/when terminated, these employees shall be paid all earnings authorized or due at the end of the next pay period.

[Board Policy 5.202](#)

Non-tenured Teachers

The Director of Schools may dismiss or suspend for more than three days any non-tenured teacher during the contract year for incompetence, inefficiency, insubordination, improper conduct or neglect of duty after giving the non-tenured teacher, in writing, due notice of the charges.

The Director of Schools shall give the non-tenured teacher an opportunity for a full and complete hearing before an impartial hearing officer.

[Board Policy 5.201](#)

TCA 49-2-301(b)(1)(GG)

TCA 49-5-512(d)

Tenured teachers/certified personnel

Tenure means that the properly licensed certified employee will be continually employed (from school year to school year) by the school system. Tenured teachers can be dismissed for cause.

TCA 49-2-301(b)(1)(J)

TCA 49-1-606(a)

TCA 49-2-203(I)

TCA 49-5-504(b)

Tenure is an employment status which is awarded annually by the Franklin County Board of Education to the qualifying certified employees who are recommended by the Director of Schools as noted in [Board Policy 5.117](#).

When charges are made against a tenured teacher, charging the teacher with offenses which may justify dismissal or a suspension greater than three days, the charges shall be made in writing, specifically stating the offenses which are charged and shall be signed by the party or parties making the charges.

If, in the opinion of the Board, the charges are of such nature as to warrant the release or a suspension greater than three days of the teacher, the Director of Schools shall give the teacher a written notice of this decision, a copy of the charges against the teacher, and a copy of a form provided by the Commissioner of Education advising the teacher of his/her legal duties, rights and recourse.

[Board Policy 5.200](#)

RESIGNATION

Classified Employees - Shall give the immediate supervisor written notice of resignation at least two (2) weeks (ten (10) working days) in advance of the effective date of voluntary termination. The ten (10) working days may be waived by the Director of Schools for justifiable reasons. The immediate supervisor shall forward the original copy of the resignation immediately to the Director of Schools' office. The payroll office will prepare final payment for the next appropriate scheduled pay day.

[Board Policy 5.202](#)

Teachers/Certified Employees - Shall give the Director of Schools notice of resignation at least thirty (30) days before the effective date of the resignation. A teacher, who fails to give such notice, in the absence of justifiable extenuating circumstances, shall forfeit all tenure status. The Board may waive the thirty (30) days' notice requirement and permit a teacher to resign in good standing.

The conditions under which it is permissible to break an employment agreement are as follows:

- The incapacity on the part of the teacher to perform the contract as evidenced by the certified statement of a physician approved by the Board; and
- The release by the Board of the teacher from the agreement which the teacher has entered into with the Board.

Any teacher on leave shall notify the Director of Schools in writing at least thirty (30) days prior to the date of return if the teacher does not intend to return to the position from which he/she has taken leave. Failure to render such notice may be considered a breach of contract.

Upon a breach of employment agreement, the Board, upon a motion recorded in its minutes, may file a complaint with the Commissioner and request the suspension of a teacher's certificate. After the Commissioner has provided the teacher an opportunity for defense during a hearing, the Commissioner may suspend the certificate for no less than thirty (30) and no more than three hundred sixty-five (365) days.

[Board Policy 5.201](#)

RETIREMENT

Classified and Certified Employees

Retirement means a termination of services under conditions which shall allow the employee to draw benefits from retirement plans.

Employees eligible for retirement benefits may elect to retire at any age according to the provisions of the retirement system.

Central office personnel are glad to assist employees, when needed to secure retirement benefits. It is the responsibility of the retiring employee to file for benefits.

[Board Policy 5.200](#)

[Board Policy 5.201](#)

[Board Policy 5.202](#)

[*Tennessee Consolidated Retirement System \(TCRS\)*](#)