

# Monticello Community School District



## 2024-2025 Panther Academy Staff Handbook

### *Notice of Nondiscrimination-Policy #102.0E2*

*Students, parents, employees, and others doing business with or performing services for the Monticello Community School District are hereby notified that the District does not discriminate on the basis of race, color, national origin, sex, disability, religion, creed, age, sexual orientation, gender identity, or genetic information (for employment) in any of its education programs, activities, or employment opportunities, pursuant to Title IX of the Education Amendments of 1972, Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act, and other applicable state and federal laws. This prohibition on discrimination applies to admission and employment. The District has adopted grievance procedures for processing and resolving formal and informal Title IX sex discrimination and sexual harassment complaints and other discrimination complaints. Inquiries regarding sex discrimination pursuant to Title IX of the District's nondiscrimination policy may be directed to the District's Title IX Coordinator, Todd Werner, 860 East Oak Street, Monticello, Iowa 52310, 319-465-3000 ex2101, [todd.werner@monticello.k12.ia.us](mailto:todd.werner@monticello.k12.ia.us); other grievances or complaints related to the District's nondiscrimination policy may be directed to the District's Equity Coordinator, Todd Werner, 860 East Oak Street, Monticello, Iowa 52310, 319-465-3000 ex2101, [todd.werner@monticello.k12.ia.us](mailto:todd.werner@monticello.k12.ia.us). Inquiries related to sex discrimination pursuant to Title IX may also be referred to U.S. Department of Education (attn. Assistant Secretary, Office for Civil Rights; 400 Maryland Avenue Southwest, Washington, DC 20202; 800-421-3481; [OCR@ed.gov](mailto:OCR@ed.gov)). Inquires related to other grievances or complaints may be directed to the Director of the Office for Civil Rights U.S. Department of Education, Citigroup Center, 500 W. Madison Street, Suite 1475, Chicago, IL 60661-7204, Telephone: (312) 730-1560 Facsimile: (312) 730-1576, Email: [OCR.Chicago@ed.gov](mailto:OCR.Chicago@ed.gov))*

**Approved: 06/24/2024**

# Monticello Community School District

## Mission Statement:

The Mission of the Monticello Community Schools, a District striving for educational excellence, is to prepare students through challenging experiences, to be caring, productive, creative citizens who will be lifelong learners.

## Vision:

Providing rigorous, authentic personalized learning utilizing the local and global community

## Core Values:

Effective Instruction ~ Technology & 21<sup>st</sup> Century Learning ~ Collaborative Relationships

**2024-2025**

## Monticello Board of Education

Craig Stadtmueller - President

Mandy Norton - Vice President

John Schlarmann

Mark Rieken

Tony Amsler

## Handbook Guidelines

This document is provided as a guideline to Panther Academy staff employees concerning their benefits and related procedures as well as rules and responsibilities related to employment. It is not intended to be, nor should be understood to be, a contract between the district and any of these employees individually or as a group. This handbook cannot anticipate every situation or answer every question about policy or employment. The school board allows the superintendent the discretion to interpret and apply the rules in this handbook. In addition, the school board reserves the right to interpret and apply the rules in this handbook, if necessary. Additional information related to this handbook may be included in Board Policy. All Board policies are on the district website at [www.monticello.k12.ia.us](http://www.monticello.k12.ia.us).

The Panther Academy Staff handbook contains requirements set forth by the Department of Human Services and the Monticello Community School District. Employees will also be provided a Panther Academy Parent Handbook, which contains other important policies and procedures that staff members must be familiarize themselves with.

The District may from time to time adopt and publish changes in these work rules. Such changes shall become effective only after they have been board approved and communicated to employees. All employees shall comply with the work rules.

**This handbook covers the following employees:** Panther Academy Associate, Panther Academy Summer Associate, Panther Academy Supervisor, and Panther Academy Director.

## Table of Contents

Anti-Bullying and Harassment .....	1
Board Policies .....	1
Breaks.....	1
Break In Service.....	1
Cell Phones/Electronic Devices .....	1
Confidentiality Guidelines.....	1-2
Dress Code & Personal Hygiene .....	2
Drug and Alcohol-Free Workplace .....	2
Drug and Alcohol Testing .....	2
Duties.....	2
Email Communication and Iowa’s Open Records Law .....	3
Employee Complaint Procedures .....	3
Employee Dismissal .....	3
Employee Suspension.....	3
Evaluations .....	3
Hiring Process/Job Vacancy/Transfers.....	4
Holidays .....	4
Holiday Pay.....	4
Injury at Work .....	4
Insurance .....	4-5
IPERS.....	5
Keys/FOBS.....	5
Leaves.....	5-8
Longevity Pay .....	8
Overtime Pay .....	8
Pay Periods .....	9
Physicals.....	9
Possession of Weapons.....	9
Probationary Period .....	9
Prohibition of Harassment .....	10-11
Salary .....	11
Smoke and Tobacco-Free Environment .....	11
Substitute Pay.....	11
Tardiness.....	11
Timekeeping Regulations .....	11
Travel Reimbursement & Use of District Vehicle .....	11-12
Use of District Technology, Network Systems and Internet Access.....	12-13
Use of Video Cameras.....	13
Workday .....	13
Department of Human Services Requirements.....	13-23
Appendix A – Personal Leave Payment Request Form .....	24
Appendix B – Family and Medical Leave Act (FMLA) .....	25-26
Family and Medical Leave Request Form.....	27-28

**Anti-Bullying and Harassment (Policy 503.10)** - Harassment and bullying of students or employees are against federal, state, and local policy and are not tolerated by the board. The board is committed to providing all students and employees with a safe and civil school/work environment in which all members of the school community are treated with dignity and respect. To that end, the board has in place policies, procedures, and practices that are designed to reduce and eliminate bullying and harassment as well as processes and procedures to deal with incidents of bullying and harassment. Bullying and harassment of students or employees by students, school employees, or volunteers who have contact with students will not be tolerated in the school or school district.

**Board Policies** - Board policies are established for the success, safety, and protection of all school employees in the performance of their job duties. Board policies are available at the district office and on the district website. Staff is responsible for carrying out the policies established by the board of education and the internal rules and regulations administered by the building principals/superintendent for the operation of the school.

**Breaks** - Employees who are scheduled to work at least four (4) continuous hours in a single day may take one 15-minute break each workday. An employee is required to punch in and out if he/she finds it necessary to leave their place of duty during the workday.

Lunch Breaks:

Employees who work at least five (5) continuous hours per day are required to take a 30-minute lunch/dinner break during their daily work shift. Employees must punch in/out for their lunch/dinner break. Leaving the place of duty during a work shift without permission is cause for discipline, except during unpaid break periods.

**Break in Service** – When an employee voluntarily leaves the school district (employment ends) and comes back to work (is rehired again); they must start over accruing all benefits. Prior years of service for benefit purposes will reset to zero.

**Cell Phones/Electronic Devices** - Personal cell phone use or electronic devices or texting should only be done during sanctioned break periods. District and personal phones and message devices are to be used appropriately at times that do not conflict with the employee's duties. Unless explicitly authorized, texting or cell phone use should not occur while the employee is on duty. Texting or cell phone use is prohibited while operating a school owned vehicle (bus, van, or car) unless otherwise designated by the Superintendent. When using the cell phone in an emergency situation, the school vehicle will be at a complete stop.

**Confidentiality Guidelines for All School Personnel**

1. Do not voluntarily discuss personal information about students except with other professions who need to know the information to help students.
2. Do not repeat rumors or gossip that you hear regarding the personal lives of students, their families, or faculty/staff.
3. If you know a student is experiencing a problem, send or accompany that student to the appropriate district employee (counselor, nurse, and administrator).
4. Do not discuss personal situations regarding students in public areas. Go to a private office.
5. Never give any type of information regarding students to non-school parties. Refer those requesting information to the administrative offices.
6. Avoid personal involvements with students. Refer students who request help with personal problems to those within the district whose jobs are to provide assistance.

7. Limit discussions of students and written statements about them or contents you know to be true or have reason to believe is true. Remember, people outside the school might see what you have written or hear what you have said.
8. Always assume statements made in front of others will be repeated.
9. If you believe a student poses a threat to themselves or others, inform the appropriate administrator immediately.

**Dress Code & Personal Hygiene** – All employees are required to dress in a professional and appropriate manner. Clothing deemed inappropriate will be discussed with the employee. Any clothing which could be deemed unsafe or otherwise inappropriate should not be worn. As role models for students, all staff members are expected to not only to dress appropriately, but to practice exemplary hygiene. The dress code for staff is business casual attire. Days of ‘casual attire’ may be designated by the building administrator.

**Drug and Alcohol Free Workplace (Policy 409.0)** - The board expects the school district and its employees to remain substance free. No employee engaged in work for the district shall unlawfully manufacture, distribute, dispense, possess or use on or in the workplace any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, alcohol or any other controlled substance as defined by federal or state law. “Workplace” is defined as the site for the performance of work done in the capacity as a District employee. This includes a school building or school premises; a school-owned vehicle or a school-approved vehicle used to transport students to and from school or school activities; and off school property during a school sponsored or school-approved activity, event or function, such as a field trip or athletic event, where students are under the jurisdiction of the district or where the employee is engaged in school business.

Employees shall notify their supervisor of the employee's conviction under any criminal drug status for a violation occurring in the workplace as defined above, no later than five (5) days after such conviction.

Employees shall abide by the terms of this policy respecting a drug-free workplace. Failure to abide by this policy may lead to discipline, including termination from employment with the district. An employee who violates the terms of this policy may be required to participate in a drug abuse assistance or rehabilitation program approved by the board. If the employee fails to successfully participate in such a program, the employee may be subject to discipline, including termination. Furthermore, the district may choose not to require participation in a drug abuse assistance or rehabilitation program and move directly to discipline, including termination.

**Drug and Alcohol Testing (Policy 409.1)** - The district may conduct drug and alcohol testing of district employees who drive a vehicle transporting sixteen (16) or more persons, including the driver, and who drive vehicles weighing over 26,001 pounds requiring a commercial driver's license.

Alcohol and drug testing of employees and applicants shall be conducted in accordance with state and federal law.

Refusal by an employee to submit to alcohol or drug tests shall result in immediate suspension and shall be grounds for termination. Any employee of the district who tests positive for alcohol or drug use in violation of district policies and procedures may, on the first offense, be subject to discipline, including termination, or may be referred for substance abuse evaluation and rehabilitation. The employee shall not return to work until released by a licensed substance abuse professional approved by the district and until all other requirements are met. A second offense will result in immediate termination of the employee’s employment with the district.

The district may conduct random drug and/or alcohol testing if suspicious activity is suspected.

**Duties**-An employee work assignment is defined by a job description. Employees will follow the job description in the performance of their work assignment. Other duties may be assigned. Summer duties may differ from school-year duties.

**Email Communication and Iowa's Open Records Law** - Iowa Code Chapter 20 is Iowa's Open Records Law. A public record includes e-mail messages sent and received by a school district employee on a school owned computer. Because e-mails to and from a district employee on a school computer comes under the jurisdiction of the Open Records Law, it is important that school district employees exercise a high level of responsibility when using e-mail as a communication tool.

**Employee Complaint Procedures (Policy 402.0)** - The purpose of these complaint procedures is to resolve, at the lowest possible level, complaints of employees which may arise from time to time regarding their working conditions.

Any employee with a complaint regarding his/her working conditions shall first discuss such complaint with his/her immediate supervisor in an attempt to resolve the matter informally. Please refer to the full policy for more guidance. All Board policies are on the district website at [www.monticello.k12.ia.us](http://www.monticello.k12.ia.us).

**Employee Dismissal** - Potential causes for dismissal but not limited to:

- Unsatisfactory performance during probationary period.
- Any statement, action, or conduct not in the best interest of the district.
- Smoking or the use of any tobacco product on school premises.
- Excessive absenteeism or tardiness.
- Faulty or negligent operation of a school vehicle or equipment.
- Failure to have a physical ordered by the administration.
- To reduce staff due to a loss of students or cancellation of programs.
- Failure to secure and maintain necessary educational training or licensure if required.
- Fighting or causing physical harm to a student or another school employee.
- Threatening, intimidating, or harassing students or other school employees.
- Unauthorized use of school equipment or property.
- Employees found to have committed an act of misconduct, which leads to a recommendation of disciplinary action, will have the recommendation reviewed by the Superintendent or his/her designee.
- Refusal by an employee to submit to alcohol or drug testing.
- An employee who commits a criminal offense, other than a minor traffic violation.
- Employees not reporting a criminal offense, other than a minor traffic violation, to their immediate supervisor within 48 hours of the incident.

**Employee Suspension (Policy 406.4)** - Employees shall perform their assigned job, respect and follow board policy and obey the law. The superintendent is authorized to suspend a classified employee with or without pay pending board action on a discharge or during investigation of charges against the employee or for disciplinary purposes. It shall be within the discretion of the superintendent to suspend an employee with or without pay. In the event of a suspension, appropriate due process shall be followed.

## **Evaluations**

- All employees will be evaluated at least once each year.
- At any point an evaluation can be conducted per employee or supervisor request.
- The standard district evaluation form will be completed by the employee's immediate supervisor.
- The employer's immediate supervisor will meet with the employee to discuss the evaluation.
- The employee's evaluation will be reviewed and filed in the employee's personnel file.

**Hiring Process/Job Vacancy/Transfers** - As required by Iowa law, announcement of all open positions in the district shall be posted on IowaWORKS <https://www.iowaworks.gov/> and will be emailed and posted in each building for a minimum of five (5) calendar days. The district shall consider all applications by staff along with other applications and shall assign to the vacancy the applicant considered by the immediate supervisor to be the most qualified for the position. Employees wishing to transfer to another position shall submit their letter of transfer to the superintendent within 5 days of the posting.

**Assignment/Transfer** - The movement of an employee to a different building, program or assignment shall be considered a transfer.

- Vacancies will be posted in all district buildings, on IowaWORKS & on our website for a minimum of five (5) calendar days. Voluntary transfer—employees desiring to transfer to a different position may file a written request to the superintendent’s office. Administration will determine who may be considered for transfer based on past job performance and a review of comparative quality of evaluation, training and experience.

Involuntary Transfer - When a position is to be filled by means of involuntary transfer, an employee will be notified, confirmed in writing if requested, and shall be entitled to a conference with their supervisor and/or superintendent or his/her designee to discuss the reasons for said transfer.

**Reduction in Force/Resignation** - Two weeks notification from either the board or the employee should be given for reduction in force or resignation. Notification of resignation should be submitted in writing to the board secretary, including desired effective date of the resignation.

**Holidays** – *To be eligible for the following paid holidays you must work 12 months and for a minimum of 30 hours per week, unless otherwise noted.*

*New Year’s Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Eve Day, Christmas Day and New Year’s Eve Day.*

**Holiday Pay** – When a supervisor requests their employee to work on a Holiday, that employee will be paid two times an employee’s regular rate of pay (double time) for hours worked. If a holiday falls on a weekend, the date the holiday will be observed will be determined annually by the Superintendent.

**Injury at Work (Policy 408.6)** - If an employee is injured at work, school personnel may administer minor or emergency first aid. If necessary, a member of the family shall be notified or the employee shall be transported to a district approved medical facility. If an employee is injured at work, notify your supervisor or building secretary **immediately** to make a report. Each employee shall maintain an up-to-date confidential emergency medical form on file in the building office.

## **Insurance**

**Medical Insurance** –*To be eligible for district paid health insurance, you must work for an average of 30 hours per week.* Nine-month employees must qualify for health insurance based on the ACA look-back measurement method. The employee must work an average of 30 hours per week (or 130 hours per month) from May to April to qualify for insurance for the following year (July to June). Breaks of four consecutive weeks (summer break) are not included in the calculation. **Please contact the District Office to see if you qualify for health insurance or if you have any questions.** The open enrollment period for all insurance is in May of each year.

The district will contribute an amount equal to the single premium PPO Plan, with a \$1,000 deductible, per month for the current established group health plan for each full-time employee. Employees may have

additional premiums for family insurance coverage deducted from their salary. The employee may elect to have this salary reduction on a pre-tax basis.

\*Insurance coverage will begin on the first day of the first full month of employment and end with the last day of the last month of employment.

**Long Term Disability Insurance** - The Board of Education will provide a long term disability insurance benefit for employees working a minimum of 20 hours per week. The policy will provide 60% of basic monthly earnings to a maximum benefit of \$4,000 per month.

**Voluntary Insurance/Benefits:** (Offered to those that work for an average of 20 hours per week)  
Dental Insurance, Vision Insurance, Short-Term Disability Insurance, Accident Insurance, Critical Illness w/Cancer Insurance, or Hospital Indemnity Insurance, Flexible Spending Accounts, Voluntary Group Life Insurance, Identity Theft Protection/Legal Guard, 403b Retirement Investment

**Iowa Public Employees' Retirement System (IPERS)** - The district participates in the Iowa Public Employees' Retirement System (IPERS). This defined benefit plan provides a lifetime retirement benefit to you upon retirement in accordance with a formula based on your age, years of service and the average of your highest five years of wages. For additional information, please contact IPERS at 1-800-622-3849 or visit the IPERS website at [www.ipers.org/index.html](http://www.ipers.org/index.html). High school students and temporary employees (less than 6 months) are *excluded* from IPERS coverage.

**Keys/FOBS** – District-issued keys/fobs are used to gain access to district property solely for legitimate, job-related purposes. All school keys must be recorded with the Buildings & Grounds Department. Loss of keys/fobs should be reported immediately to the Buildings & Grounds Department. A replacement cost may be issued. Do not duplicate or lend any keys/fobs to other individuals (including school employees) without the express permission of the Buildings & Grounds Department. Students should NEVER be given keys/fobs to the schools. Keys/FOBS must be turned in at the end of employment to your building secretary.

**Leaves – *To be eligible for any leave, you must work 12 months and at least 20 hours per week.***  
You must request leave each time you plan to be gone. To request leave, the employee must complete an appropriate leave request in the time clock system and contact the appropriate supervisor in advance or as soon as it is practical. If the leave is due to an unexpected illness or an emergency that requires immediate departure from work, please notify your supervisor as soon as possible and have them complete your leave request. Leave may be taken in ¼-hour increments. **Seasonal positions do not qualify for any leave. Probationary employees do not qualify for any leave until after 60 working days.**

We suggest you try to make personal appointments outside of work time when possible.

***The following number of days is based on a full year of employment. During the first year of employment, leaves will be prorated accordingly if employment is not a full year. Leave for part time employees will be based on 4 hours per day.***

**1. Sick Leave:**

1st year employee	10 days
2nd year	11 days
3rd year	12 days
4th year	13 days
5th year	14 days
Subsequent years	15 days



All employee accumulated sick leave days may be used for personal illness or family illness (family defined as the spouse, children or stepchildren, father, or mother of the employee or as approved by the Superintendent). Sick leave days in excess of 10 consecutive days must be approved by the Superintendent.

Unused annual sick leave is cumulative to a maximum of 90 days. The Administration may require a statement from the individual's physician for any absence. **A statement shall be brought from a physician for sick leaves of three days or longer.** Sick leave is accumulated on consecutive years of employment. To request paid sick leave, the employee must complete a sick leave request in the time clock system and contact the appropriate supervisor by phone call in advance or as soon as is practical. In the event that the supervisor cannot be reached the employee should report to the superintendent.

## 2. Personal Leave:

Panther Academy staff shall be granted two (2) days of paid personal leave per year for the purpose of conducting personal business. One (1) personal day may be used before or after a vacation day or holiday if prior approval is secured from the Superintendent of Schools fourteen (14) days in advance of the day of leave. Weekends are not considered vacation days unless they are immediately preceded or followed by summer vacation days or vacation days or holidays which are in the current calendar. The employee must complete a proper leave request in the time clock system and have approved by their supervisor. A Panther Academy employee who has not used their personal leave shall be paid at the *rate of pay* for their position at the end of the contract year or will be allowed to accumulate up to four (4) days. The employee is required to request the reimbursement by submitting the Personal Leave Payment Request form to the superintendent's office prior to May 25. The reimbursement will be included in the regular June payroll check.

\*\*If the employee should leave the school district (end employment) before the end of their contract, any personal days remaining will be paid out at the *rate of pay* for their position on their last paycheck.

The number of employees absent for personal leave on the same day will be limited as follows:

Associates – no more than two

## 3. Bereavement Leave:

In case of death in any employee's immediate family, the employee will be granted up to five (5) days with pay per year. Immediate family shall be defined as the employee's: spouse, children, stepchildren, parents, brother, sister, grandparents, grandchildren, mother-in-law, father-in-law, brother-in-law, sister-in-law, spouse's grandparents and grandchildren. The employee must complete a proper leave request in the time clock system and have it approved by their supervisor. In the event of a death of a significant other person not listed as immediate family, the employee may use bereavement leave, with pay, as approved by the superintendent.

## 4. Unpaid Leaves (Policy 406.3)

*Unpaid leave requests may be requested after personal leave or other applicable leaves have been exhausted.* Leave of absence without pay may be granted by the Superintendent at his/her sole discretion. Please refer to policy 406.3 Unpaid Leaves of Absence for further information.

## 5. Jury Duty/Subpoenas (Policy 406.1)

Employees called for jury service or subpoenaed to testify in a judicial proceeding on a school-related matter, and not a personal matter, shall be permitted to be absent from duties with pay. Pay received for jury service, except travel expense, shall be remitted to the district. In order to receive payment, the employee must give at least one days' prior notice of the summons for service and must furnish satisfactory evidence that such

service was performed on the days for which payment is claimed. An employee not required to perform jury duty all day shall return to work.

**6. Emergency Services Leave** (firefighter, EMT, paramedic, police, etc.)

Paid Emergency Services Leave may be granted to non-certified employees who serve as a volunteer for emergency services in an emergency situation on a case by case basis approved by their Supervisor for up to 40 hours per fiscal year. (Paid emergency leave will not be granted for those who want to attend a meeting or convention related to their volunteer service.) If an employee is paid for their services outside of the school district, they will need to reimburse the school district for their time absent. The employee must complete a proper leave request in the time clock system and have approved by their supervisor.

**7. Leaves of Absence for Military Service (Policy 406.0)**

Leaves of absence are granted for military purposes, but are not to exceed the enlistment or draft period. On completion of the military service, the individual is entitled to reinstatement at the same position and classification he/she would have received had he/she not taken such leave but subject to the following conditions:

- That the position was not abolished;
- That he/she is physically and mentally capable of performing the duties of the position;
- That he/she makes written application for reinstatement to the superintendent/ designee within 90 days after termination of military service; and
- That he/she submits an honorable separation from the military service.

A leave of absence will be granted for reservists for training purposes when ordered by proper authority to active state or federal service, but not for a period exceeding a total of thirty (30) days in any calendar year without loss of pay. Leaves for training purposes are granted without loss of pay, but employees are expected to take such training during times the school is not in session whenever possible.

**8. Professional Leave:**

Professional leave may be granted for the purpose of attending meetings, trainings, and conferences related to their assignments. Employees will be paid for the time that they are in attendance at the specified meeting and their travel time (to and from place of meeting only, no personal stops). Application for the leave must be presented to your immediate supervisor five (5) days prior to the meeting date. We recommend you use a school vehicle, but if one is not available you may be reimbursed at the state approved rate. If required to stay overnight, employees will be paid for the time they are in attendance at the specified meeting and their travel time only.

**9. Family and Medical Leave Act (Policy 405.0)** – The district will grant up to 12 weeks per year in *unpaid* family and medical leave pursuant to state and federal laws. For purposes of this policy, a year is defined to begin on July 1 of each year, and to end on June 30 of each year. Requests for family and medical leave shall be made to the superintendent. See Appendix B.

Who can take FMLA leave?

In order to be eligible to take leave under the FMLA, an employee must:

- work for a covered employer;
- have worked 1,250 hours during the 12 months prior to the start of leave;
- work at a location where the employer has 50 or more employees within 75 miles; and
- have worked for the employer for 12 months. The 12 months of employment are not required to be consecutive in order for the employee to qualify for FMLA leave. In general, only employment within seven years is counted unless the break in service is (1) due to an employee's fulfillment of

military obligations, or (2) governed by a collective bargaining agreement or other written agreement.

Employees may be allowed to substitute paid leave for unpaid family and medical leave by meeting the requirements set out in the family and medical leave administrative rules. Employees eligible for family and medical leave must comply with the family and medical leave administrative rules and the family and medical leave regulations in these policies prior to starting family and medical leave. Please see Board Policy #405.0 for complete policy guidelines.

**10. Vacation Leave – *To be eligible for vacation, you must work 12 months and at least 30 hours per week***

5 days – earned after completion of the 1<sup>st</sup> year through completion of 2<sup>nd</sup> year\*\*

10 days – earned after completion of the 2<sup>nd</sup> year through completion of the 5<sup>th</sup> year

15 days - earned after completion of the 5<sup>th</sup> year through completion of the 10<sup>th</sup> year

20 days – earned after completion of 10<sup>th</sup> year and subsequent years

\*\*Vacation time is accrued during the 1<sup>st</sup> year of employment, but not available for use until the second year. Likewise, for subsequent years of employment. Vacation time may not accrue from one year to the next. Employees entering the system during any fiscal year will have the first year’s vacation entered on the vacation log as a proration from the time of hire to June 30 of the first-year rate.

Vacation time is based upon the July 1 to June 30 calendar.

To request vacation time, the employee must complete a proper leave request in the time clock system and have approved by their supervisor in advance.

Employees leaving the district due to reduction in force, retirement, resignation, or dismissal will be paid out for their remaining vacation time.

Vacation time is based on consecutive years of full time, 12-month employment.

**Longevity Pay** - In recognition of continuous years of employment within the district, hourly employees are rewarded with “longevity pay”. Longevity pay is issued in June. Longevity pay is simply a percentage of the employee’s actual gross earnings paid from July 1-June 30 as listed below. If you transfer to another hourly position within the district, your longevity pay/years of service will be continuous. If you are employed in one or more hourly positions, your longevity pay/years of service will be calculated by each position.

1% after completion of the 5th-9th year

2% after completion of the 10th-14th year

3% after completion of the 15th-19th year

4% after completion of the 20th-24th year

5% after completion of the 25th-29th year

6% after completion of the 30th & each successive year

If the employee should leave the school district (end employment), this will be paid out on their last paycheck and prorated depending on employment end date

**Overtime Pay** – Employees will be paid one and one-half times an employee's regular hourly rate of pay after 40 hours of work in a work week. A work week is Sunday-Saturday. Overtime will not be permitted without prior authorization of their immediate supervisor.

**Pay Periods** - Payment will be made on the 25th of each month for the preceding month's pay period for actual hours worked. When a pay date falls on or during a school holiday or vacation weekend, employees shall receive their paychecks on the last previous working day. Pay periods end on the last Saturday of each month. Payment will be by direct deposit. Notification of a change in your payroll direct deposit must be in the business office by the 25th of the preceding month.

**Physicals (Policy 408.0)** - Employees will be required to submit to an employment physical examination after an offer of employment has been made and before the beginning of service. A written report of the physical examination shall be submitted to the district office. The district will provide the standard examination form to be completed by an appropriately licensed health care provider who performs the physical examination. The date by which any such physical examination report shall be submitted to the district shall be determined the superintendent, but in no case shall be any less than 5 business days prior to the first working day. The District will accept a physical examination if it was completed 3 months prior to employment. The district shall pay up to \$35.00 if insurance does not cover the physical.

Panther Academy staff will need a physical every 3 years as required by the Department of Human Services.

Fitness-for-duty examinations may be required following an absence from work due to illness, if there is a reasonable belief that the employee is unable to perform the essential functions of the job or if there is a reasonable belief that the employee poses a direct threat to the employee or others because of a health condition. A direct threat occurs when an individual poses a significant risk of substantial harm to him/herself or others, and the risk cannot be reduced below the direct threat level through reasonable accommodations.

Employees whose physical or mental health, in the judgement of the administration, may be in doubt will submit to additional examinations to the extent job-related and consistent with business necessity, when requested to do so, at the expense of the school district.

**Possession of Weapons (Policy 503.5)** - The board believes weapons, other dangerous objects and look-a-likes in school district facilities, and at school district-approved events, cause material and substantial disruption to the school environment or present a threat to the health and safety of students, employees and visitors on the school district premises or property within the jurisdiction of the school district.

All weapons, dangerous objects and look-a-likes are prohibited to be carried, possessed, transported or otherwise stored on school district property and at school district-approved events. Exceptions to this policy include weapons carried by the following individuals in performance of their official duties:

- law enforcement;
- military personnel;
- corrections officers;
- individuals approved in writing by the Superintendent, and;
- students and individuals approved in writing by the Superintendent who are actively engaging in a school district approved firearms safety course, hunter education course or shooting sports activity.

**Probationary Period** - Initial Employment Probation Period -Newly hired personnel will be on probationary status for 60 working days. Probationary employees do not qualify for any leave until after 60 working days. Performance Probation- Any employee receiving less than "satisfactory" rating shall be considered on "performance probation." A probationary employee may be automatically terminated if such condition is not corrected. The employer has the right to terminate any employee herein covered at any time if conditions so warrant such action.

**Prohibition of Harassment (Policy 401.2)** - It is the policy of the district to maintain an environment that is free from harassment. The district, therefore, prohibits acts of discrimination or harassment toward employees on the basis of age, race, creed, color, sex, sexual orientation, gender identity, national origin, religion, disability, or genetic information, as required under state and federal laws, rules, and regulations.

All members of the district, including, but not necessarily limited to, the board, the administration, the faculty, the staff, and the students, are expected to conduct themselves at all times so as to provide an atmosphere free from sexual harassment.

Sexual harassment shall consist of unwelcome sexual advances, requests for sexual acts or favors, and other verbal or physical conduct of a harassing nature where:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
2. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting that individual; or
3. Such conduct has the purpose or effect of substantially interfering with an individual's employment or creates an intimidating, hostile, or offensive employment environment.

Sexual harassment may include, but is not limited to the following:

- unwelcome verbal, written, or electronic harassment or abuse;
- unwelcome pressure for sexual activity;
- unwelcome, sexually motivated or inappropriate patting, pinching, or physical contact, other than necessary restraint of students by teachers, administrators or other school personnel to avoid physical harm to persons or property;
- Unwelcome sexual behavior or words, including demands for sexual favors, accompanied by implied or overt threats concerning an individual's employment status or implied or overt promises of preferential treatment with regard to an individual's employment status;
- unwelcome behavior or words directed at an individual because of gender;
- coercing, forcing or attempting to coerce or force the touching of anyone's intimate parts;
- coercing, forcing or attempting to coerce or force sexual intercourse or a sexual act on another;
- threatening to force or coerce sexual acts, including the touching of intimate parts or intercourse, on another;
- graffiti of a sexually offensive nature;
- sexual gestures or jokes; or
- spreading rumors about or rating other individuals as to sexual activity or performance.

Retaliation against any person, because the person has filed a harassment complaint or assisted or participated in a harassment investigation or proceeding, is prohibited. Individuals who knowingly file false harassment complaints and any person who gives false statements in an investigation shall be subject to discipline by appropriate measures, as shall any person who is found to have retaliated against another in violation of this policy. Any student found to have retaliated in violation of this policy shall be subject to measures up to, and including, suspension and expulsion. Any school employee found to have retaliated in violation of this policy shall be subject to measures up to, and including, termination of employment. Any school volunteer found to have retaliated in violation of this policy shall be subject to measures up to, and including, exclusion from school grounds. It shall be the responsibility of the board members, administrators, licensed and classified employees, students and others having business or other contact with the school district to act appropriately under this policy. It shall be the responsibility of the superintendent and investigator to inform and educate employees or students and others involved with the school district about harassment and the school district's policy prohibiting

harassment. *Please refer to the full policy for more guidance. All Board policies are on the district website at [www.monticello.k12.ia.us](http://www.monticello.k12.ia.us).*

**Salary** - The Board of Education establishes salaries for non-certified staff on an annual basis.

**Smoke and Tobacco-Free Environment (Policy 409.2)** - It is the goal of the board to have a smoke and tobacco-free environment in all district-controlled motor vehicles, buildings, and property. All district-controlled motor vehicles, buildings and property shall be off limits for smoking and/or using tobacco products. This ban extends to all employees and all other individuals, including spectators at outdoor school sponsored or school approved events.

Persons violating this policy shall be asked to refrain from smoking and/or using tobacco products. Persons failing to abide by this request shall be required to leave the district-controlled premises/property immediately.

It shall be the responsibility of all school personnel to adhere to and to enforce this policy. It shall be the responsibility of the superintendent/designee to develop administrative regulations in concert with this policy.

**Substitute Pay** – When an employee substitutes in a different position, he/she shall receive *either their rate of pay, or the starting rate of pay for that position, whichever is higher.*

**Tardiness** – An employee is expected to be at the job site and ready to begin work at the appointed starting times unless they have permission from their immediate supervisor. Arriving late for work or leaving the job early without permission is not acceptable. In extreme emergencies notify your immediate supervisor if you need to be late for work. Absence or tardiness because of obligations to another job or outside activity is not acceptable as an excuse. No other income-producing activity takes precedence over your job within the district.

**Timekeeping Regulations** - All Support Staff employees shall use the time clock system to clock in and out. Please do not clock in earlier than seven (7) minutes prior to your scheduled start time and do not clock out more than seven (7) minutes after your scheduled end time. It is important that the employee remember to punch in and out as accurately as they can. All leave should also be requested using the time clock system. Hourly employees should only work the amount of hours designated for their position. Hourly employees should only work the designated schedule for their position unless prior approval has been given.

If an employee takes a break, he or she will remain on the clock as long as he or she remains at their place of duty. If an employee decides to leave on their break, they must clock in and out and notify their building office.

Employees who work at least five (5) continuous hours in one day are required to have a 30-minute lunch or dinner break. Employees must clock in/out for lunch.

**Travel Reimbursement & Use of District Vehicle (Policy 412.0)** - The Board of Directors of the Monticello Community School District shall reimburse employees at the state rate for travel in the employee's personal vehicle which has been approved by the superintendent. Each employee requesting to use his/her personal vehicle on school business shall have a valid Iowa driver's license and shall have personal liability insurance.

Employees and approved volunteers may be authorized to use a school vehicle to conduct business for the district or to attend district-related conferences or activities. The vehicle shall be checked out from the Director of Transportation after completion of an authorization form. The vehicle shall not be used for personal use. Only the person(s) authorized on the form shall be allowed to drive the vehicle. The employee shall record the mileage and

other pertinent information as requested by the Director of Transportation. All authorized drivers must have a valid Iowa driver's license and must be insurable under the district's liability insurance. No tobacco products shall be used in the vehicles, and no alcoholic beverages or illegal substances shall be placed in the vehicle or consumed in the vehicle.

**Overnight Travel:**

- a. Appropriate expenses, that have been authorized by an administrator, will be reimbursed to the individual upon submission of appropriate documentation.
- b. When possible, lodging will be set up on a direct-billed basis by using a purchase order to reserve the room(s). If needed, the employee can use the district credit card to purchase the room.
- c. As of 1/1/22, all in-state lodging must be provided by those that have been certified for Human Trafficking Prevention. They must be certified at the time of your stay. Certified locations are being maintained and updated at <https://stophtiowa.org/certified-locations>. You will need to include a screenshot of the search on this site of the lodging provider with a copy of the invoice to the district office.
- d. Personal expenses will not be charged to the school district. Snacks or refreshment items purchased during the day are considered personal expenses.
- e. Whenever possible, a district vehicle will be assigned to employees traveling on behalf of the district.
- f. Per our auditor's requirements, an **itemized** restaurant receipt must be submitted to receive a meal reimbursement.
  - a. The district will not reimburse for drinks/beverages that contain alcohol.
  - b. It is preferred that only district employees be included on the receipt.
  - c. Tips are allowed up to 15% of the meal expense, before taxes.
  - d. When circumstances dictate that other than approved district employees or officials are included in the receipt total, the names and exact amounts of each meal to be reimbursed are to be identified.
  - e. Meals will be reimbursed up to the following amounts:
    - Breakfast-\$10
    - Lunch-\$15
    - Supper-\$25

**Professional development that does not require overnight travel, is not eligible for meal reimbursement.**

**Use of District Technology, Network Systems and Internet Access (Policy 605.1)** - The board is committed to making available to students and staff members access to a wide range of electronic learning facilities, technology (including, but not limited to, computers, tablets, and hand-held devices), equipment and software, network systems, and the internet. The goal in providing this technology and access is to support the educational objectives and mission of the school district and to promote resource sharing, innovation, problem solving, and communication. The district's technology, network and/or internet connection is not a public access service or a public forum. The district has the right to place reasonable restrictions on the material accessed and/or posted through the use of its technology, network and/or internet connection, including the use of personal technology brought into the district by students and staff and the ability of students and staff to access the district's network systems and internet access using personal technology.

The district's technology, network systems, and internet access shall be available to all students and staff within the district. However, access is a privilege, not a right. Each student and staff member must have a signed acceptable use agreement on file prior to having access to and using the district's technology, network and the

internet. Please refer to the full policy for more information. All Board policies are on the district website at [www.monticello.k12.ia.us](http://www.monticello.k12.ia.us).

**Use of Video Cameras- (Policy 703.1)** - The Monticello Community School District Board of Directors has authorized the use of video cameras in the school district's buildings and on school property. The video cameras will be used to monitor student and employee behavior to maintain a safe, secure, and healthy environment for students and staff. Employees are hereby notified that the content of the video recordings may be used in an employee disciplinary proceeding. The content of the video recordings may be confidential records and, if so, will be retained in the employee's personnel file. Video recordings will only be retained if necessary for use in an employee disciplinary proceeding or other matter as determined necessary by the administration. Employees may request to view video recordings if the video recordings are placed in the employee's personnel file. Any such request shall be processed by the school district in accordance with applicable law. All audio and video recordings will require permission of the building principal.

## **Workday**

### **Associates**

**Work Schedule**-Work hours will be assigned by the Panther Academy Director. All employees who are paid by the hour shall be required to track their time using the school district's approved method of time tracking (timesheet/time clock). It is the employee's responsibility to limit work time to that which has been assigned by the principal/supervisor. All pay will be computed on the basis of one-quarter hour increments.

**Late Start and Early Dismissal** – In general when school is delayed or dismissed early, associates are to consult with their supervisor for hours to be worked.

**School Cancellation** - If school is canceled, associates are to report to work. If Panther Academy is closed; associates are not to report to work. It is the employee's responsibility to verify, from media announcements as to status of school start and Panther Academy status.

## **Department of Human Services Requirements**

### **A. Record Checks 109.6(6)**

Criminal and child abuse record checks are conducted for all staff with direct responsibility for child care or with access to a child when the child is alone.

Prior to official hire, the potential employee will complete the DHS criminal history record check form to authorize the release of records. Checks and evaluations of Iowa child abuse and criminal records, including the sex offender registry, shall be completed before involvement with child care. Iowa record checks shall be repeated at a minimum of every two years.

National criminal history record checks are required and repeated for each staff member every four years. To complete the national record check, staff will arrange to have fingerprints taken with the local police station and will turn in form to Panther Academy no later than 15 days after employment offer.

### **B. Staff Orientation & Professional Development**

- 1) Staff is provided Panther Academy Staff Handbook.
- 2) Staff is provided Family Handbook for Panther Academy.
- 3) Staff is provided a minimum of 1-day observation within the program they will be working.
- 4) Administrative details will be provided and reviewed with new staff:
  - a) New hire forms and information (provided by central office)
  - b) Staff email address (if applicable)



- c) Time Management System website & login information
- d) Employee Self-Service website & login information
- e) Basic Employee Orientation Checklist reviewed (Iowa QRS)
- 5) Staff is advised of DHS requirements for ongoing professional development.
- 6) Director works individually with each staff member to create an individualized professional development plan (reviewed annually), taking into consideration:
  - a) Previous education and experience
  - b) The population of children the staff provides direct care to
  - c) Health and safety considerations
  - d) Concerns cited in their evaluation and supervision
- 7) Staff will be observed by Center Director twice yearly and evaluated at minimum once yearly.
  - a) Evaluation will be conducted at the time that professional development plan is developed, reviewed, and/or revised.

**C. Professional Development Requirements 109.7 (237A)**

<b>Staff employed 20 hours or more per week:</b>	
<b><i>WITHIN FIRST YEAR OF EMPLOYMENT</i></b>	<b><i>ANNUALLY THEREAFTER</i></b>
1 hour of universal precautions (within first six months)	1 hour of universal precautions
Training for mandatory reporting of child abuse (within first six months)	Maintain current certification for mandatory reporting of child abuse
Certification in American Red Cross or American Heart Association infant, child, and adult cardiopulmonary resuscitation (CPR)	Maintain current certification for infant, child, and adult CPR
Certification in infant, child, and adult first aid that uses a nationally recognized curriculum or is received from a nationally recognized training organization (see rule)	Maintain current certification for infant, child, and adult first aid
<p>10 contact hours of training from:</p> <ul style="list-style-type: none"> <li>• Child development</li> <li>• Guidance and discipline</li> <li>• Developmentally appropriate practices</li> <li>• Nutrition</li> <li>• Health and safety</li> <li>• Communication skills</li> <li>• Professionalism, business practices</li> <li>• Cross-cultural competence.</li> </ul> <p>Training received for CPR, first aid, mandatory reporting, and universal precautions doesn't count toward the 10 hours.</p> <p>Staff must receive at least 4 hours of the 10 contact hours in a sponsored group setting. 6 hours may be received in Department-approved self-study.</p> <p>Center directors and on-site supervisors must get all 10 hours of training in a sponsored group setting.</p> <p>Staff that completed a comprehensive training package of at least 10 contact hours offered through a child care resource and referral agency or community college within 6 months before initial employment are waived from first year's 10 contact hours of training.</p>	<p>Staff must receive 6 contact hours of training from the topical areas. At least 2 of the 6 contact hours must be in a sponsored group setting.</p> <p>Center directors and on-site supervisors must receive 8 contact hours of training annually from the topical areas. At least 4 of the 8 contact hours must be in a sponsored group setting.</p>

<b>Staff employed less than 20 hours per week:</b>	
<b><i>WITHIN FIRST YEAR OF EMPLOYMENT</i></b>	<b><i>ANNUALLY THEREAFTER</i></b>
1 hour of universal precautions (within first six months)	1 hour of universal precautions
Training for mandatory reporting of child abuse (within first six months)	Maintain current certification for mandatory reporting of child abuse
<p>5 contact hours of training from:</p> <ul style="list-style-type: none"> <li>• Child development</li> <li>• Guidance and discipline</li> <li>• Developmentally appropriate practices</li> <li>• Nutrition</li> <li>• Health and safety</li> <li>• Communication skills</li> <li>• Professionalism, business practices</li> <li>• Cross-cultural competence.</li> </ul> <p>Training received for mandatory reporting and universal precautions does not count toward the 5 contact hours.</p> <p>Staff must receive at least 2 hours of the 5 contact hours in a sponsored group setting. 3 hours may be received in Department-approved self-study.</p> <p>Staff that completed a comprehensive training package of at least 10 contact hours offered through a child care resource and referral agency or community college within 6 months before initial employment are waived from first year's 5 contact hours of training.</p>	<p>4 contact hours of training from the topical areas</p> <p>At least 2 of the 4 contact hours must be in a sponsored group setting.</p>

**D. Staff Requirements 109.8(1)**

Staff counted as part of the staff ratio will meet the following requirements:

- a) Be at least 16 years of age.
- b) If less than 18 years of age, the staff shall be under the direct supervision of an adult.
- c) Be involved with children in programming activities.
- d) At least one staff person on duty in the center and outdoor play area when children are present and present on field trips shall be over the age of 18 and hold current certification in first aid and CPR.
- e) Every child-occupied program room shall have adult supervision present in the room.

**E. Required Ratios 109.8(2)**

The staff to child ratio requirement is:

- a) 4 years old: 1 adult to every 12 children
- b) 5 to 10 years old: 1 adult to every 15 children
- c) 10 years old and over: 1 adult to every 20 children

#### **F. Staff Hand Washing 109.10(7)**

All staff will wash their hands at the following times:

- a) Upon arrival at the center
- b) Immediately before eating or participating in any food service activity
- c) After diapering a child
- d) Before leaving the restroom either with a child or by themselves
- e) Before and after administering non-emergency first aid to a child if gloves are not worn
- f) After handling animals and cleaning cages

#### **G. Recording Incidents 109.10(10)**

Incidents involving a child, including minor injuries, minor changes in health status, or other minor behavioral concerns, shall be reported to the parents, guardians, and legal custodians on the day of the incident. Incidents resulting in an injury to a child shall be reported to the parent on the day of the incident. Incidents resulting in a serious injury to a child or incidents resulting in a significant change in the health status of a child shall be verbally reported to the parents, guardians, and legal custodians immediately. The parents, guardians, and legal custodians of any child included in incidents involving inappropriate, sexually acting-out behavior shall be notified immediately after the incident. *A written report, fully documenting every incident, shall be provided to the parent or person authorized to remove the child from the center.* The written report shall be prepared by the staff member who observed the incident and a copy shall be retained in the child's file.

#### **H. Director Qualifications 109.6(1)**

Centers that have multiple sites shall have a center director or on-site supervisor in each center. The center director is responsible for the overall functions of the center, including supervising staff, designing curriculum and administering programs.

The director shall ensure services are provided for the children within the framework of the licensing requirements and the center's statement of purpose and objectives. The center director shall have overall responsibility for carrying out the program and ensuring the safety and protection of the children.

The center shall submit information in writing to the child care consultant before the start of employment. The Department shall make the final determination. The information submitted shall be sufficient to determine that the director meets the following minimum qualifications:

- 1) Is at least 21 years of age.
- 2) Has obtained a high school diploma or passed a general education development test.
- 3) Has completed at least one course in business administration or 12 contact hours in administrative-related training related to personnel, supervision, record keeping, or budgeting or has one year of administrative-related experience.
- 4) Has certification in infant, child, and adult cardiopulmonary resuscitation (CPR), first aid, and Iowa's training for the mandatory reporting of child abuse.
- 5) Has achieved a total of 100 points obtained through a combination of education, experience, and child development-related training as outlined in the following chart:

EDUCATION		EXPERIENCE (Points multiplied by years of experience)		CHILD DEVELOPMENT RELATED TRAINING
Bachelor's or higher degree in early childhood, child development, or elementary education	75	Full-time (20 hours or more per week) in a child care center or preschool setting	20	One point per contact hour of training
Associate's degree in child development or bachelor's degree in a child-related field	50	Part-time (less than 20 hours per week) in a child care center or preschool setting	10	
Child development associate (CDA) or one-year diploma in child development from a community college or technical school	40	Full-time (20 hours or more per week) child development-related experience	10	
Bachelor's degree in a non-child-related field	40	Part-time (less than 20 hours per week) child development-related experience	5	
Associate's degree in a non-child-related field or completion of at least two years of a four-year degree	20	Registered child development home provider	10	
		Nonregistered family home provider	5	

- (1) In obtaining the total of 100 points, a minimum of two categories must be used, no more than 75 points may be achieved in any one category, and at least 20 points shall be obtained from the experience category.
- (2) Points obtained in the child development-related training category shall have been taken within the past five years.
- (3) For directors in centers predominantly serving children with special needs, the directors may substitute a disabilities-related or nursing degree for the bachelor's degree in early childhood, child development or elementary education in determining point totals. In addition, experience in working with children with special needs in an administrative or direct care capacity shall be equivalent to full-time experience in a child care center or preschool in determining point totals.
- (4) For directors in centers serving predominantly school-age children, the directors may substitute a degree in secondary education, physical education, recreation or related fields for the bachelor's degree in early childhood, child development or elementary education in determining point totals. In addition, child-related experience working with school-age children shall be equivalent to full-time experience in a child care center or preschool in determining point totals.

*Note:* Parenthood is not considered as "child development-related experience." Internships are not counted as "child development-related experience" if they were required to obtain a degree.

### **I. On-Site Supervisor Qualifications 109.6(2)**

The on-site supervisor is responsible for the daily supervision of the center and must be on site daily either during the hours of operation that children are present or a minimum of eight hours of the center's hours of operation. Information shall be submitted in writing to the child care consultant before the start of employment. Final determination shall be made by the Department. Information

shall be submitted sufficient to determine that the on-site supervisor meets the following minimum qualifications:

- 1) Is an adult.
- 2) Has obtained a high school diploma or passed a general education development test.
- 3) Has certification in infant, child, and adult cardiopulmonary resuscitation (CPR), first aid, and Iowa's mandatory reporting of child abuse.
- 4) Has achieved a total of 75 points obtained through a combination of education, experience, and child development-related training as outlined in the following chart:

EDUCATION		EXPERIENCE (Points multiplied by years of experience)		CHILD DEVELOPMENT RELATED TRAINING
Bachelor's or higher degree in early childhood, child development, or elementary education	75	Full-time (20 hours or more per week) in a child care center or preschool setting	20	One point per contact hour of training
Associate's degree in child development or bachelor's degree in a child-related field	50	Part-time (less than 20 hours per week) in a child care center or preschool setting	10	
Child development associate (CDA) or one-year diploma in child development from a community college or technical school	40	Full-time (20 hours or more per week) child development-related experience	10	
Bachelor's degree in a non-child-related field	40	Part-time (less than 20 hours per week) child development-related experience	5	
Associate's degree in a non-child-related field or completion of at least two years of a four-year degree	20	Registered child development home provider	10	
		Nonregistered family home provider	5	

- (1) In obtaining the total of 75 points, a minimum of two categories must be used, no more than 50 points may be achieved in any one category, and at least 10 points shall be obtained from the experience category.
- (2) Points obtained in the child development-related training category shall have been taken within the past five years.
- (3) For on-site supervisors in centers predominantly serving children with special needs, the on-site supervisor may substitute a disabilities-related or nursing degree for the bachelor's degree in early childhood, child development or elementary education in determining point totals. In addition, experience in working with children with special needs in an administrative or direct care capacity shall be equivalent to full-time experience in a child care center or preschool in determining point totals.
- (4) For on-site supervisors in centers serving predominantly school-age children, the on-site supervisor may substitute a degree in secondary education, physical education, recreation or related fields for the bachelor's degree in early childhood, child development or elementary education in determining point totals. In addition, child-related experience working with school-age children shall be equivalent to full-time experience in a child care center or preschool in determining point totals.

**J. Director and On-Site Supervisor Functions Combined 109.6(3)**

In a center where the functions of the center director and the on-site supervisor are accomplished by the same person, the educational and experience requirements for a center director shall apply.

If the center director is serving in the role of the on-site supervisor, the director shall be on site daily either during the hours of operation or a minimum of at least eight hours of the center’s hours of operation. If the staff person designated as the on-site supervisor is temporarily absent from the center, another responsible adult staff shall be designated as the interim on-site supervisor.

**Director and On-Site Supervisor Duties**

Director	On-Site Supervisor
<ul style="list-style-type: none"> <li>▪ Responsible for overall functions of the center</li> <li>▪ Billing for child attendance               <ul style="list-style-type: none"> <li>○ Tallying hours</li> <li>○ Processing</li> <li>○ Distribution</li> <li>○ Collection of payment</li> </ul> </li> <li>▪ Staff supervision               <ul style="list-style-type: none"> <li>○ Supervision/hiring</li> <li>○ Professional Development</li> <li>○ Scheduling</li> </ul> </li> <li>▪ Ordering supplies</li> <li>▪ Create and maintain budget</li> <li>▪ Curriculum               <ul style="list-style-type: none"> <li>○ Framework</li> <li>○ Lesson plans</li> <li>○ Scheduling field trips</li> </ul> </li> <li>▪ Nutrition               <ul style="list-style-type: none"> <li>○ Ensure nutrition guidelines are followed</li> <li>○ Maintain training and paperwork related to nutrition</li> </ul> </li> <li>▪ Parent communication               <ul style="list-style-type: none"> <li>○ Letters to families, parent concerns</li> </ul> </li> <li>▪ DHS Regulations &amp; Reporting               <ul style="list-style-type: none"> <li>○ Maintain licensure (ensure that licensing requirements are met)</li> <li>○ Provide guidance and professional development to staff regarding regulations</li> </ul> </li> <li>▪ Child Care Assistance               <ul style="list-style-type: none"> <li>○ Ensure regulations are followed</li> <li>○ Ensure payments are being collected</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>▪ Daily supervision of center</li> <li>▪ Daily set-up</li> <li>▪ Tuition/Payments               <ul style="list-style-type: none"> <li>○ Collect payments</li> <li>○ Receipts to families for payment</li> <li>○ Deposit of payment submitted to Central Office</li> </ul> </li> <li>▪ Curriculum               <ul style="list-style-type: none"> <li>○ Complete lesson plans</li> <li>○ Prepare materials for activities</li> </ul> </li> <li>▪ Parent communication               <ul style="list-style-type: none"> <li>○ Primary communication with parents</li> <li>○ Newsletters</li> </ul> </li> <li>▪ DHS Regulations               <ul style="list-style-type: none"> <li>○ Ensure regulations are being followed throughout daily programming</li> </ul> </li> <li>▪ Child Care Assistance               <ul style="list-style-type: none"> <li>○ Record attendance for children approved</li> <li>○ Submit attendance records for payment</li> </ul> </li> </ul>

**K. Volunteers and Substitutes 109.6(5)**

- 1) A volunteer shall be at least 16 years of age.
- 2) All volunteers and substitutes shall:
  - a) Sign a statement indicating whether or not they have one of the following:
    - a. A conviction of any law in any state or any record of founded child abuse or dependent adult abuse in any state.

- b. A communicable disease or other health concern that could pose a threat to the health, safety, or well-being of the children.
- b) Sign a statement indicating the volunteer or substitute has been informed of the volunteer's or substitute's responsibilities as a mandatory reporter.
- c) Undergo the record check process when any of the following criteria are met:
  - a. The volunteer or substitute is included in meeting the required child-to-staff ratio;
  - b. The volunteer or substitute has direct responsibility for a child or children; or
  - c. The volunteer or substitute has access to a child or children with no other staff present.

#### **L. Positive Behavior Interventions and Support**

Positive Behavior Interventions and Supports (PBIS) PBIS is a school-wide approach used in addressing student behavior and creating a positive school climate. Rather than a program or curriculum, PBIS provides systems for schools to design, implement, and evaluate effective school-wide, classroom, non-classroom, and student specific plans. It is supported by the Grant Wood Area Education Agency and the Department of Education.

##### **Key Features**

Common expectations have been created at Carpenter and Shannon Elementary. Our expectations are: 1.) Be Responsible, 2.) Be Respectful, and 3.) Be Safe

These expectations are applied throughout classroom and non-classroom areas (lunchroom, hallways, restrooms, etc.) Signs with expectations are posted throughout the buildings. Students receive direct instruction in expected behaviors. Teachers and staff teach and refer to the school-wide expectations throughout the year. There is an emphasis on acknowledging positive behaviors.

Problem behavior is addressed with consistent consequences that are focused on re-teaching expected behavior. PBIS impacts student achievement by helping to create a positive learning environment.

#### **M. Behavior Management 109.12(2)**

Panther Academy follows a pro-active, positive approach to behavior management. This aligns with the Monticello School District's commitment to Positive Behavior Intervention and Support (PBIS).

The foundation of PBIS is ensuring that all children *know* and *understand* behavior expectations. It is our intent to consistently teach expectations for behavior in a variety of ways (discussion, verbal cues, and visual cues). All of the rules within Panther Academy relate to the PBIS expectations of "Be Responsible, Be Respectful, Be Safe."

When a non-violent inappropriate behavior occurs that requires staff intervention, the following steps are followed:

1. Staff states the expected behavior in the situation ("The safe way to put the crayons away is to set them gently in the tub.")
2. Staff will model the appropriate behavior and reteach the expectation.
3. Staff will redirect the child to a different activity. Staff will provide choices to the child when appropriate.



4. If the behavior continues after staff intervention, the child will be asked to move away from the group to take a break. The child will return to the group when they feel they are ready to participate appropriately.
5. Staff will consistently provide positive reinforcement to children showing appropriate behaviors and following expectations.

When a physically violent/aggressive behavior occurs, the staff will intervene immediately and follow these steps:

1. Address the child or object that is targeted, ensuring their safety. Provide emotional support and treat injury if needed.
2. Address the child displaying the unsafe behavior. Move away from the problem situation, or move others away from that child to ensure safety.
3. State the expected behavior in that situation. Ask the child to explain the situation, and problem solve how that behavior could be handled differently the next time it occurs.
4. The staff may ask the child to move away from the group or take a break. The child will return to the group when they are ready to participate appropriately.
5. Staff will write a behavior report explaining the situation. Notification will be given to the parent of the child displaying the aggressive behavior and to the parent of the child that was targeted.

For ongoing inappropriate behavior, the Director will request a meeting with the child, their parents, and the program Supervisor. The group will work to create a behavior plan that addresses the specific needs of that child.

Per DHS guidelines the center shall not use as a form of discipline:

- a. Corporal punishment including spanking, shaking, and slapping.
- b. Punishment which is humiliating or frightening or which causes pain or discomfort to the child. Children shall never be locked in a room, closet, box or other device. Mechanical restraints shall never be used as a form of discipline. When restraints are part of a treatment plan for a child with a disability authorized by the parent and a psychologist or psychiatrist, staff shall receive training on the safe and appropriate use of the restraint.
- c. Punishment or threat of punishment associated with a child's illness, lack of progress in toilet training, or in connection with food or rest.
- d. No child shall be subjected to verbal abuse, threats, or derogatory remarks about the child or the child's family.

#### **N. Mandatory Reporter 109.4(4)**

Center staff serving in a caretaking role with children are mandatory reporters of abuse. Code section 232.69 requires any director or employee of a licensed child care center to report to the Department of Human Services within 24 hours when, in the course of working with a child, you have reason to believe that the child has suffered sexual abuse, physical abuse, or neglect. The first oral report must be followed within 48 hours with a written report to the Department of Human Services. The person who has witnessed the abuse or the effects of the abuse should make the reports. Staff may report suspected child abuse by calling the county Department of Human Services office or calling the 24 hour, toll-free, Child Abuse Hotline number: 1-800-362-2178.

#### **O. Mandatory Reporting Procedure**

In the event that a staff member witnesses or has suspicions of child abuse, the following procedure should be followed:

1. Staff member will immediately write down observation of event/situation leading to the report.
2. When appropriate, staff member will notify supervisor of the situation, as well as their intent to make a report to the Department of Human Services.  
*Note: It is the responsibility of the staff member that witnessed the event/situation to make the verbal and written reports to DHS. If there is suspicion of abuse, the report MUST be made. That person could be held legally responsible for not reporting their suspicion.*
3. Staff member will contact the Child Abuse Hotline within 24 hours of the incident to make the verbal report. (Child Abuse Hotline 1-800-362-2178)
4. Staff member will complete a written report as required by DHS within 48 hours of the verbal report.

**P. Parental Access Policy 109.5(1)**

Parents have unlimited access to their children while attending Panther Academy. Parents are encouraged to visit at any time. Parents may also call to inquire about their child. If parental contact is prohibited, Panther Academy must have a copy of the court order on file.

**Q. Supervision and Access 109.10(16)**

The center director and on-site supervisor shall ensure that each staff member, substitute, or volunteer knows the number and names of children assigned to that staff member, substitute, or volunteer for care. Assigned staff, substitutes, and volunteers shall provide careful supervision. Any person in the center who is not an owner, staff member, substitute, or volunteer who has a record check and department approval to be involved with child care shall not have unrestricted access to children for whom that person is not the parent, guardian, or custodian.

**R. Personal Belongings**

Staff personal belongings shall be locked in a secure location, out of the reach of children at all times. This space is provided in the Panther Academy office space.

**S. Dress Code**

- Teachers are expected to be well groomed and appropriately dressed at all times. Clothing and shoes should be comfortable and suitable for working with children. Dress appropriately and be prepared to go outside in all weather conditions.
  - Tennis shoes or strapped on athletic sandals are required, you must be able to run and play with the children.
- Teachers are role models and should strive to project a professional image to parents and others who come to the preschool. All program staff are expected to maintain an appearance that reflects positively on the program and is appropriate for working with young children.
- Casual clothing such as t-shirts and jeans are generally appropriate if they are neat and clean.
- The following are examples of clothing that is inappropriate:
  - Exposed undergarments
  - Low-cut tops exposing cleavage
  - Bare midriff or half shirts
  - Bedroom attire, such as pajama bottoms
  - See-through clothing
  - Flip flops
  - Short shorts or mini skirts
  - Attire with messages or illustrations that are obscene, vulgar, violent and/or advertise alcohol or other products which laws prohibit minors from using.

**APPENDIX A  
PERSONAL LEAVE PAYMENT REQUEST FORM**

Date: \_\_\_\_\_

Employee Name: \_\_\_\_\_

I am requesting payment of \_\_\_\_\_ unused personal hours.

\_\_\_\_\_  
Employee Signature

.....  
**COMPUTATION OF UNUSED PERSONAL LEAVE:**

**PAY RATE ON HOURLY BASIS:**

\_\_\_\_\_ hour(s) @ \$\_\_\_\_\_ per hour = \_\_\_\_\_

\_\_\_\_\_  
**Building Secretary or Supervisor**

*(Please submit this completed form to the Superintendent's Office no later than May 25)*

**\*\*If the employee should leave the school district (end employment) before the end of their contract, any personal days remaining will be paid out at the *hourly rate of pay* for their position on their last paycheck.**

# APPENDIX B

## YOUR RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT OF 1993

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

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

### **Military Family Leave Entitlements**

Eligible employees with a spouse, son, daughter, or parent on active duty or call to active duty status in the National Guard or Reserves in support of a contingency operation may use their 12-week leave entitlement to address certain qualifying exigencies.

Qualifying exigencies may include attending certain military events, arranging for alternative childcare, addressing certain financial and legal arrangements, attending certain counseling sessions, and attending post-deployment reintegration briefings.

FMLA also includes a special leave entitlement that permits eligible employees to take up to 26 weeks of leave to care for a covered servicemember during a single 12-month period. A covered servicemember is a current member of the Armed Forces, including a member of the National Guard or Reserves, who has a serious injury or illness incurred in the line of duty on active duty that may render the servicemember medically unfit to perform his or her duties for which the servicemember is undergoing medical treatment, recuperation, or therapy; or is in outpatient status; or is on the temporary disability retired list.

### **Benefits and Protection**

During FMLA leave, the employer must maintain the employee’s health coverage under any “group health plan” on the same terms as if the employee had continued to work. Upon return from FMLA leave, most employees must be restored to their original or

equivalent positions with equivalent pay, benefits, and other employment terms.

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

### **Job Eligibility Requirements**

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

### **Definition of Serious Health Condition**

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

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

conditions may meet the definition of continuing treatment.

eligible, the employer must provide a reason for the ineligibility.

### **Use of Leave**

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

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

### **Substitution of Paid Leave for Unpaid Leave**

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

### **Unlawful Acts by Employers**

FMLA makes it unlawful for any employer to:

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

### **Employee Responsibilities**

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

### **Enforcement**

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

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

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

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

If you have access to the Internet visit FLMA's website: <http://www.dol.gov/esa/whd/fmla>.

To locate your nearest Wage-Hour Office, phone our toll-free information at 1-866-487-9243 or to the Web site at: <http://www.wagehour.dol.gov>.

### **Employer Responsibilities**

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

For a listing of records that must be kept by employers to comply with FMLA visit the U.S. Dept. of Labor's website:

[http://www.dol.gov/dol/allcfr/ESA/Title\\_29/Part\\_825/29CFR825.500.htm](http://www.dol.gov/dol/allcfr/ESA/Title_29/Part_825/29CFR825.500.htm)

U.S. Department of Labor – Revised July 2009

Date: \_\_\_\_\_

I, \_\_\_\_\_, request family and medical leave for the following reason: (check all that apply)

- for the birth of my child;
- for the placement of a child for adoption or foster care;
- to care for my child who has a serious health condition;
- to care for my parent who has a serious health condition;
- to care for my spouse who has a serious health condition; or
- because I am seriously ill and unable to perform the essential functions of my position.
- because of a qualifying exigency arising out of the fact that my \_\_\_ spouse; \_\_\_ son or daughter; \_\_\_ parent is on active duty or call to active duty status in support of a contingency operation as a member of the National Guard or Reserves.
- because I am the \_\_\_ spouse; \_\_\_ son or daughter; \_\_\_ parent; \_\_\_ next of kin of a covered service member with a serious injury or illness.

I acknowledge my obligation to provide medical certification of my serious health condition or that of a family member in order to be eligible for family and medical leave within 15 days of the request for certification.

I acknowledge receipt of information regarding my obligations under the family and medical leave policy of the district.

I request that my family and medical leave begin on \_\_\_\_\_ and I request leave as follows: (check one of the three (3) options)

continuous, and I anticipate that I will be able to return to work on \_\_\_\_\_.

- intermittent leave for the:
  - birth of my child or adoption or foster care placement subject to agreement by the district;
  - serious health condition of myself, parent, or child when medically necessary;
  - because of a qualifying exigency arising out of the fact that my \_\_\_ spouse; \_\_\_ son or daughter; \_\_\_ parent is on active duty or call to active duty status in support of a contingency operation as a member of the National Guard or Reserves.
  - because I am the \_\_\_ spouse; \_\_\_ son or daughter; \_\_\_ parent; \_\_\_ next of kin of a covered service member with a serious injury or illness.

Details of the needed intermittent leave:

---



---



---

I anticipate returning to work at my regular schedule on \_\_\_\_\_.

- reduced work schedule for the:
  - birth of my child or adoption or foster care placement subject to agreement by the district;
  - serious health condition of myself, parent, or child when medically necessary;

\_\_\_\_\_ because of a qualifying exigency arising out of the fact that my \_\_\_ spouse; \_\_\_ son or daughter; \_\_\_\_\_ parent is on active duty or call to active duty status in support of a contingency operation as a member of the National Guard or Reserves.

\_\_\_\_\_ because I am the \_\_\_ spouse; \_\_\_ son or daughter; \_\_\_ parent; \_\_\_ next of kin of a covered service member with a serious injury or illness.

Details of needed reduction in work schedule as follows:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

I anticipate returning to work at my regular schedule on \_\_\_\_\_.

I realize I may be moved to an alternative position during the period of the family and medical intermittent or reduced work schedule leave. I also realize that with foreseeable intermittent or reduced work schedule leave, subject to the requirements of my health care provider, I may be required to schedule the leave to minimize interruptions to district operations.

While on family and medical leave, I agree to pay my regular contributions to employer sponsored benefit plans. My contributions will be deducted from moneys owed me during the leave period. If no monies are owed me, I will reimburse the district by personal check or cash for my contributions. I understand that I may be dropped from the employer-sponsored benefit plans for failure to pay my contribution.

I agree to reimburse the district for any payment of my contributions with deductions from future monies owed to me or the district may seek reimbursement of payments of my contributions in court.

I acknowledge that the above information is true to the best of my knowledge.

**Employee**

**Signature:** \_\_\_\_\_

**Date** \_\_\_\_\_

**Supervisor**

**Signature:** \_\_\_\_\_

**Date** \_\_\_\_\_

**Approval:** \_\_\_\_\_ YES, pending medical approval                      \_\_\_\_\_ NO

**Superintendent**

**Signature:** \_\_\_\_\_

**Date** \_\_\_\_\_