

Handbook for all District Employees



Employee Handbook

For Independent School District #203

Revised August 2017

Hayfield Community Schools • Hayfield, Minnesota



Welcome

Welcome to Hayfield Community Schools. We are pleased you have chosen to work here and hope you will feel a part of the organization at all times. We are committed to offering high quality education to our students.

Whether we are directly teaching, in a supportive role, providing a warm learning atmosphere by providing food, heat, or transportation or keeping track of pay, policies, or a thousand other details, we all provide the best service to students that we possibly can. We encourage you to join with us in this endeavor and are happy to have you with us.

This handbook provides important information relative to your employment with us. Our goal is to support and assist you in a successful experience with Independent School District #203. If at any time you have questions, please feel free to call or stop in to see building principal.

Sincerely,

Gregg Slaathaug

Gregg Slaathaug, Superintendent

The District does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following people handle inquiries regarding the non-discrimination policies:

Principal and Assistant Principal/504 Coordinators
Superintendent/Title IX Coordinator

Hayfield Public Schools
9 Sixth Avenue SE
Hayfield, MN 55940
507-477-3235

Vision

A Caring Community Inspiring Lifelong Learning

Mission

To provide a safe learning environment that engages, challenges, and inspires students for life

District Aims and Goals

Aim 1: Maximize Student Achievement

Goal 1: All students will meet or exceed proficiency levels in reading, writing, mathematics, and science.

Goal 2: All students will earn a high school diploma.

Aim 2: Safe and Respectful Learning Community

Goal 1: All students and staff will learn and work in a safe and healthy environment.

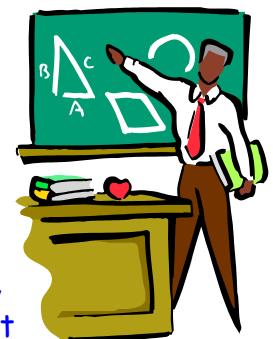
Goal 2: All students and staff will respect all individuals.

Aim 3: Efficient and Effective Operations

Goal 1: The District will hire and retain a high performing workforce.

Goal 2: The District will practice responsible fiscal management.

Goal 3: The District will use continuous improvement and utilize technology.



Hayfield Community Schools believes active parental involvement, consistent communication between school and home, and student engagement in school and community activities are important in inspiring lifelong learners.

Purpose of Handbook

The purpose of this handbook is to acquaint you with general Board of Education policies that govern and affect your employment as an employee of Hayfield Community Schools.

Because this handbook is a general source of information, it is not intended to be, and should not be interpreted as, a contract. It is not an all-encompassing document and may not cover every possible situation or unusual circumstance. If a conflict exists between information in this handbook and Board policy or administrative procedure, the policies and procedures govern. It is the employee's responsibility to refer to the actual policies and/or administrative procedures for further information. Complete copies of those documents are available at the District administration office or in the Principal's office. Any employee is free to review official policies and procedures and is expected to be familiar with those related to his/her job responsibilities.

Located in the back of this handbook is an Acknowledgment Form. Once you review this handbook, please read the Acknowledgment Form, sign and date the form, and return the form to School Administration.

Although every effort will be made to update the handbook on a timely basis, Hayfield Community Schools reserve the right and has the sole discretion to change any policies, procedures, benefits, and terms of employment without notice, consultation, or publication, except as may be required by contractual agreements and law. The District reserves the right and has sole discretion to modify or change any portion of this handbook at any time.

Equal Opportunity Employment

The Hayfield Community Schools System is an Equal Opportunity Employer. The District does not discriminate on the basis of age, color, disability, race, national origin, religion, sex, or veteran status, as required by law.

Reasonable accommodation for individuals with disabilities will be made as required by law.

If considerations of sex, age, or disability have a bona fide relationship to the unique requirements of a particular job or if there are federal or state legal requirements that apply, then sex, age or disability may be taken into account as a bona fide occupational qualification, provided such consideration is consistent with governing law.

If you have questions concerning District compliance with state and federal equal opportunity employment laws, contact Hayfield Community Schools District Office.

School Information

Hayfield Community Schools • www.hayfield.k12.mn.us • (507) 477-3235

.....

Elementary Schools

.....

Hayfield Elementary School

Help Me Grow (ECSE) program, Preschool, and Kindergarten through grade 5 students

9 Sixth Avenue SE

Hayfield, MN 55940

Phone: (507) 477-3236 Fax: (507) 477-3204

.....

High School

.....

Hayfield High School

Students in grades 6-12

9 Sixth Avenue SE

Hayfield, MN 55940

Phone: (507) 477-3235 Fax: (507) 477-3230

.....

Other Service Providers for our District

.....

Food Service Contact: Kim Sorensen Food Service Director, 507-477-3235 ext. 235

Transportation Contact: Hayfield Bus Company - Scott Phoenix, Manager,
507-226-3104

Community Education Contact: Sandy Krekling, Coordinator, 507-477-3235 ext. 277

Zumbro Education District Contact: Patrick Gordon, Director,
801 Frontage Road NW, Byron, MN, 507-671-1612

A

Accidents or Sudden Illness

All student and staff accidents must be reported by completing an injury report. Forms are located in the district office, elementary offices, and the nurse's office. These reports should be turned in within 24 hours to the school nurse or building principal.



Staff is reminded to use universal precautions, wear latex gloves, and follow procedures when coming in contact with body fluids.

Staff should take the appropriate first aid action. The first adult on the scene should stay with the victim. Send for assistance immediately. Emergency procedures:

1. Notify emergency personnel immediately (if necessary)
2. Contact school nurse (less serious)
3. Inform the office immediately (all cases)
4. Contact parents (all cases)
5. Fill out accident report form in office (all cases)

For your protection, document everything (who, what, when, where, why, how).

Announcements

High school student announcements will be posted on our district website and shared with students during homeroom. Some announcements may occur at the beginning or end of the day, to prevent interruptions during instructional time. If you have an announcement that needs to be made, please forward it to the office manager by 9:00 am.

Please check your e-mail for staff announcements prior to leaving for the day.

Assemblies

Assemblies will consist of lyceums, pep fests, plays, and meetings to conduct school matters. Every teacher must attend each assembly unless some specific assignment prevents them from doing so. Teachers must sit with the students.

Attendance of Employees

Providing service to the students of the district and to the people we work with is the reason the school district exists. Any time you are absent or late impacts our ability to deliver these services and also places an extra burden on your co-workers.

Excessive absenteeism or tardiness may result in corrective measures.

Employees are expected to report to their assigned work location on time each scheduled work day.

B

Benefits

Employees should refer to their Master Agreement for more information regarding benefits.

Books-Classroom

Textbooks are expensive. Please remind students to take very good care of the materials loaned to them.



Fine Schedule:	1 year old	.....	6/7 original price
	2 years old	.....	5/7 original price
	3 years old	.....	4/7 original price
	4 years old	.....	3/7 original price
	5 years old	.....	2/7 original price
	6 years old	.....	1/7 original price
	7 years old	.....	no fine - replacement needed

The cost and age of textbooks can be obtained from a building principal.

Books-Library

Library materials are expensive. Please remind students to take very good care of the materials loaned to them. Fine Schedule: See the Media Specialist

Building Schedules



The following is the schedule for school hours:

	Hayfield Elementary	Hayfield High School
Teachers Arrive	7:30 A.M.	7:30 A.M.
Office Opens		
Doors Open	7:50 A.M.	7:30 A.M.
Breakfast Served	7:40-8:05 A.M.	7:40-8:00 A.M.
School Begins	8:05 A.M.	8:05 A.M.
School Dismissed	2:50 P.M.	2:57 P.M.
Teachers Leave	3:30 P.M.	3:30 P.M.
Building Office Hours	7:30 A.M. to 3:30 P.M.	7:30 A.M. to 3:30 P.M.

Summer HHS/Business Office Hours (start approximately the 2 nd Monday of June through the 2 nd week of August)	Monday-Thursday: 7:30 A.M. to 4:00 P.M.
Summer Building Hours (start approximately the 2 nd Monday of June through the 2 nd week of August)	Monday-Thursday: 6:00 A.M. to 4:30 P.M. NO BUILDING USAGE IS ALLOWED ON FRIDAYS

Building Security

It is the responsibility of every employee to ensure building security. At no time should exterior doors be propped open. Students are not allowed in the building without adult supervision. All windows should be closed and locked at the end of each day.

The following doors are left unlocked during school hours: Door #23 by the Hayfield Elementary office, and Door #1 by the high school office. Doors #2, 9, 14, 21, and 22 are opened with the use of a Fob Key. This key allows the computer to track who entered the building and when. It provides another layer of safety for our building.

Buses & Bus Safety

Please remind students of bus safety rules on a regular basis. The bus safety unit must be taught in the first three weeks of school and all students must pass the bus safety test.

High School: Teachers will be notified by their building principal if they need to teach bus safety.

Elementary Schools: When elementary students are dismissed for buses, they are to go **directly to the buses and remain on the buses**. Under no circumstances are they to enter the high school without teacher permission. Bus students should not be allowed to go home by a different method unless you have written or verbal permission from the parent/guardian.

All guests riding the bus must follow the procedures outlined:

1. The guest must have a note signed by his/her parents to show the teacher or office personnel and the bus driver. The note must include the date and the place the child is going to visit.
2. The hosting child or parent must contact the bus driver to make sure the number of guests will not cause a problem. The parent must then write a note to show the teacher and the bus driver. This note must include a list of the guests and the date they will be riding the bus.



C

Calendar & Event Planning

The official school calendar and events are posted on the school web page. If you would like events posted on the school web page, send (via email) the event information to the system administrator. It is recommended that information be submitted at least one week prior to the event.

Facility Reservations:

- ❖ To reserve facilities for sporting events (gyms) and all other facilities, contact ext. 311 (Activities Assistant).

Elementary: We ask that you notify the elementary office manager to have your event posted on the elementary schools activity calendar within our email system.

High School: The principal keeps a HS planning calendar, please submit field trips and/or special activities to him.

Cell Phone

Employees who need to use their cell phone for personal business during work hours are expected to do this during their prep time, break time, or lunch break.

Class Lists

Teachers are provided with class lists at the beginning of the school year or a course. Should errors be found, please notify the office and provide a copy of the corrections.

Classroom Maintenance

It is the responsibility of the teacher and students to maintain a clean and orderly classroom. Students are responsible for care of assigned desks as well as general property including bathrooms, halls, gym, and lunchroom.



At the end of each day, students should:

- Pick up paper, staples, paper clips, etc... in their classroom,
- Put all trash in the waste baskets,
- Stack all chairs or put chairs on desks or tables, and
- Pick up all books and materials off the floor.

At the end of each day, teachers should:

- Check the room so it is ready for the custodian to complete his/her work.
- Shut the windows.
- Turn off lights.
- Lock the door.
- If something needs repair, leave a voice mail message or an email with your building custodian.
- Report any abuse of property to the office.

The custodians sweep or vacuum the classrooms, empty trash, and perform other cleaning duties on a regular (daily or on an every other day or every other two days) basis.

Code of Ethics for Minnesota Teachers

Each teacher upon entering the teaching profession assumes a number of obligations, one of which is to adhere to a set of principles, which defines professional conduct. These principles are reflected in the following code of ethics, which sets forth to the education profession and the public it serves, standards of professional conduct and procedures for implementation.

This code shall apply to all persons licensed according to rules established by the Board of Teaching.

Standards of Professional Conduct

The standards of professional conduct are as follows:

- A. A teacher shall provide professional education services in a nondiscriminatory manner.
- B. A teacher shall make reasonable effort to protect the student from conditions harmful to health and safety.
- C. In accordance with state and federal laws, a teacher shall disclose confidential information about individuals only when a compelling professional purpose is served or when required by law.
- D. A teacher shall take reasonable disciplinary action in exercising the authority to provide an atmosphere conducive to learning.
- E. A teacher shall not use professional relationships with students, parents, and colleagues to private advantage.
- F. A teacher shall delegate authority for teaching responsibilities only to licensed personnel.
- G. A teacher shall not deliberately suppress or distort subject matter.
- H. A teacher shall not knowingly falsify or misrepresent records or facts relating to that teacher's own qualifications or to other teachers' qualifications.
- I. A teacher shall not knowingly make false or malicious statements about students or colleagues.
- J. A teacher shall accept a contract for a teaching position that requires licensing only if properly or provisionally licensed for that position.

The enforcement of the provisions of the code of ethics for Minnesota teachers shall be in accord with Minnesota Statutes, section 214.10.

Code of Ethics for Minnesota School Administrators

The Code of Ethics applies to all persons licensed as school administrators.

Standards of Professional Conduct

The standards of professional conduct are as follows:

- A. A school administrator shall provide professional educational services in a nondiscriminatory manner.
- B. A school administrator shall take reasonable action to protect students and staff from conditions harmful to health and safety.
- C. A school administrator shall take reasonable action to provide an atmosphere conducive to learning.
- D. A school administrator shall not misuse professional relationships with students, parents and caregivers, staff, or colleagues to private advantage.
- E. A school administrator shall disclose confidential information about individuals only when a compelling professional purpose is served in accordance with state and federal laws, and school district policies.
- F. A school administrator shall not knowingly falsify or misrepresent records or facts relating to the administrator's qualifications, or to the qualifications of other staff or personnel.

- G. A school administrator shall not knowingly make false or malicious statements about students, students' families, staff, or colleagues.
- H. A school administrator shall not accept gratuities, gifts, or favors that impair professional judgment, nor offer any favor, service, or item of value to obtain special advantage.
- I. A school administrator shall only accept a contract for a position when licensed for the position or when a school district is granted a variance by the commissioner of the Minnesota Department of Education under Minnesota Statutes, section 121.11, subdivision 7b.
- J. A school administrator, in filling positions requiring licensure, shall employ, recommend for employment, and assign only appropriately licensed personnel, or persons for whom the school district has been granted a variance by the appropriate state board or agency, unless, after making reasonable efforts to obtain a variance, an appropriately licensed person cannot be assigned and the position must be filled to meet a legitimate emergency educational need.
- K. A school administrator shall not engage in conduct involving dishonesty, fraud, or misrepresentation in the performance of professional duties.

Code of Ethics for Hayfield Support Staff

The Code of Ethics applies to all persons who are part of the support staff.

Standards of Professional Conduct

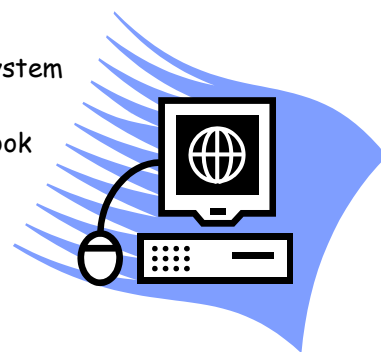
The standards of professional conduct are as follows:

- A. Support staff shall provide professional services in a nondiscriminatory manner.
- B. Support staff shall take reasonable action to provide an atmosphere conducive to learning.
- C. Support staff shall take reasonable action to protect students and staff from conditions harmful to health and safety.
- D. In accordance with state and federal laws, support staff shall disclose confidential information about individuals only when a compelling professional purpose is served or when required by law.
- E. Support staff shall not use professional relationships with students, parents and colleagues to private advantage.
- F. Support staff shall not knowingly falsify or misrepresent records or facts relating to that support staff's qualifications or to other support staffs' qualifications.
- G. Support staff shall not knowingly make false or malicious statements about students or colleagues.

Computers

All employees must have a signed Computer Usage Agreement on file with the System administrator.

- ❖ Staff should be familiar with the School Board approved Computer Handbook and enforce the policy.
- ❖ No food or beverage in the computer areas, including gum.
- ❖ Report any misuse of the policy to the system administrator so the proper procedure of discipline can be enforced.
- ❖ Unauthorized software cannot be loaded.
- ❖ Computers are property of the school district and should be used for educational purpose.
- ❖ Mass emails containing jokes, stories, or other forwarded material are highly discouraged.
- ❖ Employees are encouraged to clean out their email cabinets and sent items each quarter.



- ❖ Refrain from sending emails to colleagues that address personal or professional concerns. It is best to handle these concerns in person.
- ❖ You can send an email to a group of employees, the following groups are available:
 - HESStaff@hayfield.k12.mn.us: Emails will go to all Hayfield Elem. staff
 - HESTeachers@hayfield.k12.mn.us: Emails will go to all Hayfield Elem. Teachers
 - HHSStaff@hayfield.k12.mn.us: Emails will go to all High School Staff
 - HHSTeachers@hayfield.k12.mn.us: Emails will go to all High School Teachers
 - Staff@hayfield.k12.mn.us: Emails will go to all Staff in the whole district

Conferences

Parent-teacher conferences are scheduled throughout the school year; refer to the school calendar for the dates.

Teachers are encouraged to conference with parents at other times as needed and to establish positive communication routines.



Elementary: You are to conference with every parent at the fall conferences and with every parent as needed at the winter conferences.

Confidentiality

In certain circumstances employees may receive confidential information regarding students' or employees' medical, discipline, or court records. Employees are required to keep student and personnel information in the strictest confidence and are legally prohibited from sharing confidential information with any unauthorized individual.

Copyright

It is the intent of the Hayfield Community School District, its school board, staff and students to adhere to the provisions of current copyright laws and Congressional guidelines. Employees and students are to adhere to federal and state copyright laws and publisher licensing agreements related to duplication, retention and use of copyrighted materials.

Criminal Background Check and Testing

Applicants, employees, student teachers, substitutes, and coaches must undergo records checks and testing as required by law prior to employment. The employee must pay the background check fee.

Crisis Plans

Employees are expected to be familiar with emergency procedures. "Brief" sheets are to be posted in view so any adult in the room can follow the outlined steps. Emergency plans and sub folders are to be kept in the Emergency Folder bin by the classroom door.

D

Daily Schedules

A copy of each teacher's and paraprofessional's daily schedule should be placed in their substitute folder. Elementary staff should also submit a copy to the office and to their building principal.

Data Privacy

Laws and regulations, both federal and state, have been developed to protect individual privacy and ensure that personal information is disclosed only when and where necessary. All school employees are subject to criminal and civil penalties for violations.

Data privacy is nothing more than common sense. Reduce your chances of violations by adhering to the following tips:

- All paperwork regarding students must be handled discretely. When you no longer need the papers, return to the appropriate party or shred.
- Do not display or publish student scores where others may observe.
- Use good judgment when students exchange papers for correcting.
- Discussions regarding students should only take place in school and in the appropriate situations with high regard for privacy. Please be cognizant of persons not involved in the situation, especially students, being present during the discussion.

The following is a list of examples which could put you and the school district at risk for liability:

- A. Parent-teacher conferences which can be overheard by others or in which parents see grades of other students.
- B. Conversations about students and families which are overheard by others (i.e. hallways, office areas, teacher's lounge, public places, etc.)
- C. Information which is left unprotected and is found by others (i.e. letters, paperwork, grade books, etc.).
- D. Information that is disclosed at school board meetings or public gatherings where students, parents, media, and others may hear information which is considered "private" or "confidential" by statute.
- E. Student aides or parent volunteers who haven't been informed of the Minnesota Data Privacy Act, and specifically the consequences to them if they release "private" information.
- F. Allowing school personnel to review cum files/grades where there is no direct "educational interest."
- G. Releasing the names and circumstances of other students when dealing with another student/parent (family).
- H. E-mails sent to the wrong person(s) due to automatic address fill-ins.

Directory Information

Hayfield Community Schools designate directory information to include the following:

Student's Name	Dates of Attendance
Date and Place of Birth	Enrollment Status
Address	Email Address
Phone Listing	Photographs
Grade Levels Completed	Honors & awards received
Name, Address, & Phone number of student's parents	
Participation in Officially Recognized Activities	
Height and Weight for Sports Participation	

Directory Information may be released to the public without prior parent or student consent unless the parent or student has objected in writing to the release of any or all such information. Parents may refuse to let the school designate any or all data about the student as directory.

Discipline

The smooth working order of any organization requires high standards of discipline by all members. All staff are responsible for the enforcement of rules and for ensuring a safe and respectful learning environment.

For your protection, be sure to document problems of a serious nature. Write down the specifics (who, what, when, where, why, and how). Documentation not only protects you legally, but also assists you when designing effective interventions. See your building principal for the school board policy regarding discipline.

District Accommodation Plan

The purpose of a district accommodation plan is to provide a student with challenges that impact their learning (i.e. ADHD, anxiety, concussion, etc.) that need additional accommodations. See your building principal to discuss any student you feel is in need of this support.

Dress Code-Student

Policy No. 506 addresses clothing found to be inappropriate within the school setting. Refer to your student handbook for specifics.

Dress Code-Staff



As Hayfield Community School District employees, we are judged not only by our service but by our appearance. Our expectation is that your appearance is consistent with the high standards we set for ourselves as a district. You are expected to present a well-groomed, business-like appearance and to practice good personal hygiene. Remember, to our students, parents, and the public, you are the Hayfield Community School District. Any variation to professional dress (for example, shorts in hot weather) must be pre-approved by the building principal.

Drugs and Alcohol

It is a violation of the policy of Hayfield School District for any employee to distribute, dispense, possess, use or be under the influence of any alcoholic beverage, malt beverage, or fortified wine or other intoxicating liquor or to unlawfully manufacture, distribute, possess or use or be under the influence of any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, anabolic steroid or any other controlled substance, as defined in schedules I-V of section 202 of the Controlled Substances Act (21 U.S.C. 812) and as further defined by regulation at 21 C.F.R. 1300.11 through 1300.15, before, during or after school hours at school or in any other school district location as defined below.

"School district location" means any school building and on school premises; on any school owned vehicle or in any other school-approved vehicles used to transport students to and from school activities; off school property at any 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 school district; or during any period of time such employee is supervising students on behalf of the school district or otherwise engaged in school district business.

If you are engaged either directly or indirectly in work on a federal grant, it is a condition of your continued employment on any such federal grant that you shall abide by the terms of the school district policy on alcohol and drugs and will notify your supervisor in writing of your conviction of any criminal drug statute for a violation occurring in any of the places listed above on which work on a school district federal grant is performed, no later than five (5) calendar days after such conviction.

Any employee who violates the terms of this policy is subject to disciplinary action, including non-renewal, suspension or termination as deemed appropriate by the school board.

In addition, any employee who violates the terms of this policy may be required to satisfactorily participate in a drug and/or alcohol abuse assistance or rehabilitation program approved by the school district. Any employee who violates the terms of this policy may be required to satisfactorily participate in and complete such a program is subject to non-renewal, suspension or termination as deemed appropriate by the school board.

Sanctions against employees, including non-renewal, suspension and termination shall be pursuant to and in accordance with applicable statutory authority, collective bargaining agreements and school district policies. Each employee shall be provided a copy of this policy. Federal law mandates that all employees be informed of School District policy on use of drugs and alcohol.

E

Emergencies

Please refer to your Crisis Management Action Plan for any other emergencies not explained below. Each classroom has an "Emergency Folders" bin posted by the classroom door. This bin contains the Crisis Management Action Plan, emergency procedures, and substitute teacher information.

TEACHERS: Post the routes and procedures for emergencies in your room.



Individual student evacuation plans- If a student on an IEP or 504 plan has an emergency evacuation plan, the case manager will notify you of the necessary requirements to make the evacuation go as smoothly and safely as possible. Training and/or practice will be required at least annually. Each teacher will receive a copy of the evacuation plan. This plan is to be kept confidential and with papers accessible to a substitute teacher or paraprofessional.

Fire drills: The State Fire Marshal requires schools to schedule fire drills throughout the school year (five or more). Carefully review the emergency handbook to familiarize yourself with the routes and procedures.

Tornado drills: The State of Minnesota conducts a statewide tornado drill in the spring of the year. Carefully review the emergency handbook to familiarize yourself with the routes and procedures.

Lockdown drills: The State of Minnesota requires schools to conduct lockdown drills throughout the school year (five or more). Carefully review the emergency handbook to familiarize yourself with the procedures.

Employee Directory

Employees are required to keep their contact information and emergency contact information updated in the business office. This includes mailing address, cell phone numbers, home phone numbers, etc.

ESS - Employee Self-Serve

In an effort to go paperless, Hayfield Schools encourages all employees to view their payroll information on ESS.

- Go to the Hayfield Schools website at www.hayfield.k12.mn.us
- Under Staff Resources, choose ESS.
- Enter your User ID (your Employee ID number) and your password (the last four digits of your social security number unless you have changed it). If you need assistance, call the business office at x227.
- Choose Employee Self Service.
- To view your paycheck, choose Pay Summary and click on the amount by the payroll date that you want to view.
- To view information on sick days, personal days or vacation choose Time-off. Click on the item that you would like to view and it will show what you have used and what you have left for the year.

F

Field Trips

Teachers are responsible for planning and organizing field trips. Teachers must ensure that parents are notified well in advance. For any field trips outside of the district, each child must have a permission slip signed by his/her parent/guardian and returned prior to the field trip. Be sure to clearly communicate fees and transportation.



REMINDER: The district no longer funds field trips. Students and alternative funds will need to cover all costs including transportation.

Supervision is the number one priority when planning a field trip. You, the classroom teacher, are liable if problems arise due to the lack of proper supervision. If parent chaperones are used, they must comply with the district field trip chaperone procedures that may require a background check is completed prior to the field trip.

Field trip requests must be made through the building principal for approval. The necessary forms must be completed and turned in to the building principal before any transportation arrangements are made.

If transportation is needed, the teacher must complete the online Field Trip/Transportation Request Form (found on the district webpage under staff resources) and submit it to their building principal. The building principal will then submit the request to the transportation provider to schedule the transportation.

Fire Drills (see Emergencies)

504's

Section 504 of The Rehabilitation Act of 1973 falls under the responsibility of the regular education program. The school staff and parents need to work in collaboration to help guarantee that the student is provided with the necessary accommodations and/or services. The staff and resources of the regular education program should serve a student who is found disabled under Section 504. Your building principal is the Section 504 Coordinator. Please contact the coordinator if you have any questions or concerns.

Food

All treats/food used in the classroom and served to students must be commercially prepared and packaged. No food or drink is allowed in high school classrooms unless pre-approved by the teacher.

Fundraising

The district realizes that fund raising is vital. The administration and school board must give prior approval of all fund raising activities. All requests must be submitted in writing/email to the superintendent.

G

Grade Books



These records must be kept neat and legible. At the end of the year, they are kept on file in the office for reference.

Teachers of Grades 4-12: All teachers are required to maintain accurate and up-to-date grading records using JMC. Grades must be updated at least once a week.

H

Harassment and Violence Issues

It is the policy of Hayfield Community Schools to maintain a learning and working environment that is free from religious, disability, racial or sexual harassment and violence. The school district prohibits any form of religious, disability, racial or sexual harassment and violence.

It shall be a violation of this policy for any pupil, teacher, administrator, or other school personnel of the School District to inflict, threaten to inflict, or attempt to inflict religious, disability, racial, or sexual harassment or violence upon any pupil, teacher, administrator, or other school personnel.

Please refer to Policy 413-Harassment and Violence for more detailed information or contact your building principal.

Hiring

All employees, including regular full-time and part-time employees, are required to complete all employee payroll documentation, prior to employment.

I

Identification Badges

Photo identification badges are provided to employees as the first steps in increasing the safety and security of our buildings. This will also enhance customer services and relationships with our constituents. **It is expected that staff will wear these badges at all times during the school hours.**

Inventory

Inventory files are provided at the end of the school year. Staff members need to record all materials and equipment. It is vital for insurance purposes to have an accurate, up-to-date inventory. Inventory must be completed on the computer before checking out for the summer with your building principal.

K

Keys and Fobs

The keys and fobs that are issued to you are school property and it is your responsibility to maintain control of your keys and fob at all times. This means you are not to allow any students or non-employees to use your keys or fob.

Any requests for a key or fob must be referred to the system administrator for approval and processing. The issue of door keys and fobs shall be kept to a minimum in the interest of security and control.

It is not permitted to transfer or loan a door key or fob from one employee to another without the authorization of the system administrator.

For lost or stolen keys and fobs, a report must be made **immediately** to the system administrator and building principal. The system administrator will determine if there is a breach of security that needs to be addressed.

There may be a charge to the employee or non-employee to recover any costs that may be incurred due to the loss of a key or fob.

L

Leaves

Sick leave: Staff members who are unable to work due to illness must call their building principal during non-school hours at the times listed below. During school hours, you must contact your building office manager.

Certified Staff-Grant Klennert: the night before by 9:30 P.M. or the morning of after 5:30 A.M

Support Staff-John Howe: the night before by 9:30 P.M. or the morning of after 5:30 A.M

Personal leave: Personal leave requests must be submitted at least three (3) days prior to the leave being requested. Please check with the building office manager and your building principal before applying for personal leave. Certified and non-certified employees may not take personal leave days during the last five student contact days of the school year. If you have a change of plans and will not be taking the personal leave, you must notify your building principal and building office manager immediately.

Professional leave: Professional leave must be applied for through the site staff development committee.

Leaving the School Building during the Day

Classes: Teachers taking their class outside of the building during the day must notify the office when and where you are taking your class. Plus, you must have a means of communication with you. If you will be using your cell phone, the office will need your cell phone number.

Elementary students: Elementary students are to wait in the office until a parent arrives. If a student sends a note to get out early, please send it to the office so the secretaries know the student is to be released.

Employees: Any employee leaving the job site during working hours must make arrangements with the building office. Non-certified staff must clock out and in. Certified staff must sign out and sign back in at their building office.

Lesson Plans

Teachers are expected to complete lesson plans. The plans may be done one day in advance or one week in advance. The lesson plans must be left in a place where a substitute will find them easily. Non-tenured teachers must share their lesson plans with their building principal on a weekly basis.

You may be asked to share your lesson plans with your building principal throughout the year. All lesson plans will be collected at the year-end checkout.

Liability

Supervision is key. **Do not leave your students unsupervised at any time.** Liability results when an employee is proved negligent in his/her responsibility toward the student. This could come from not supervising students in the classroom or other activities that could allow for harm, failure to instruct students in safety measures, participation in hazardous activities, or lack of appropriate responsibility in situations. Any questionable activity or unsafe condition within the building should be reported to the building principal.

Lunch

All employees are given a lunch account with an ID number assigned by the building office of employment. Please keep your personal lunch accounts up-to-date. Employees will be charged according to current adult prices for meals and extra entrees. Delinquent lunch accounts, as determined by the superintendent, must be paid or the employee will not be allowed to eat school lunch.

M

Mail

Staff mail delivered to the school will be put in your respective mailboxes. Staff members are asked to check their mailboxes daily. If you are mailing personal items from school, it is your responsibility to ensure the correct postage is used.



Mandated Reporting

School employees are required by law to make a report to county Human Services if they suspect child abuse or neglect. When you make a report, you should let your building counselor/social worker know you are doing so; principals would also like to be informed. Do not rely on someone else to make the report for you. Building principals, counselors and our social worker have the reporting forms.

Any school employee suspected of abuse or neglect must be reported to the Minnesota Department of Education.

Medication

For the students' protection and care, we ask your cooperation in the matter of administering medications. Only the school nurse and approved health office personnel may administer medications, including over-the-counter medication.

Before any kind of medication can be given, a physician's signed authorization and written parental authorization must be given to the school nurse. Not even aspirin can be given to a child by the school nurse without parent's and doctor's consent. **All medications must be in original pharmacy containers.** Medications should be brought in and/or picked up by a parent or other adult. If you have any questions or concerns, please talk with the nurse in your building.

N

Newspaper

The Hayfield Community Schools uses the Star Herald newspaper as the official paper. Teachers, coaches, and advisors are strongly encouraged to submit articles for publication. The email address for submitting articles and photos is: cneditor@kmtel.com.

O

Observations & Evaluation

A minimum of three formal observations will be made of all probationary teachers. All tenured teachers will be formally observed once a year. All non-certified employees will have job performance evaluations completed each year by their supervisor (either the special education coordinator, building principal or superintendent). The district reserves the right to conduct informal, unannounced observations in accordance with district policy.

Open House

The open house for high school students is prior to the start of the school year and is a very important mechanism to reach parents/guardians and students. Clearly outline your expectations for both student and parent. Build the bridge to strong home-school communication.



P

Parking

Staff has designated areas within the school parking areas to park their vehicles while at work. All staff must have their parking pass visible in their car. Please check with your building principal for your assigned area.

Parties

Arrangements for the parties are at the individual teacher's discretion. All treats/food must be commercially prepared and packaged.

Payroll

Payday for all employees is the 20th of each month. If the 20th falls on a weekend or holiday, checks will be issued/deposited on the last workday before. Employees are encouraged to go paperless and check their payroll information online through the district webpage under staff resources.



Direct deposit is mandatory for all employees of ISD #203 (MN Statute 177.23 subd 4). Please contact the business office at extension 227 to request a form or with any questions you may have.

Timecards: All hourly employees are required to punch in and out each day on a timecard. Employees should punch in and out as close to their regular start and stop time as possible. When leaving the building for lunch or other errands not work-related, the employee should punch out and punch back in when he/she comes back in the building.

Overtime hours need to be pre-approved by an administrator. The overtime hours should be labeled on the timecard and initialed by the administrator who approved the hours.

Personal Property

The Hayfield Community School District does not assume any responsibility for loss, theft or damages to personal property. In order to minimize risk, we advise you to not carry unnecessary amounts of cash or other valuables. If you bring personal items to work, you are expected to exercise reasonable care to safeguard them. Personal appliances such as refrigerators, microwaves, etc. must also meet safety codes.

Personal Use of Laminator, Fax Machines, Copiers, and Color Printers

Charges will be applied for personal use of the following district resources:

Laminator: \$0.05 per linear inch

Fax Machine: \$1.00 for the first page and \$0.20 for each page after in the same fax.

Copiers: \$0.10 per copy

Personnel Files

Information placed in an employee's personnel file is at the sole discretion of the School Board or its designee. You may review your file during regular school business hours. No materials from your file may be removed from the District Office.

Phone

Teachers are encouraged to check their voice mail throughout the day. Do not give out your personal identification number (PIN) to anyone and cover up this portion of the dial window to prevent other people from seeing your code.

Students should not be allowed to use classroom telephones. Any high school student needing to make a phone call should be sent to the office. Elementary students needing to call parents must do so through the individual classroom teacher. Keep student phone calls to a minimum.

In the elementary schools, teachers need to check their messages for any changes in individual student departures each day until 2:00 P.M. After 2:00 P.M., the office manager will contact you personally.

Public Relations

Each employee is a vital member of this District's PR team. Remember, your actions and dialogue in school, as well as in the community, reflect upon the school district's image. Articles in the Hayfield Herald, and the district and teacher web pages are excellent avenues to promote and improve community understanding of our schools.

Teachers: regular, positive communication with parents is encouraged via notes, phone calls, personal contacts, or mail. This eliminates the perception that the school calls only with problems. It produces a more positive image of education and strengthens the home-school partnership. As a professional courtesy, you are expected to reply to parent communications (phone calls, emails, etc.) within 24 hours. If you have specific concerns regarding parent communications, please contact your building administrator.

Purchase Orders and Expense Reimbursement Forms

If you wish to order any supplies, complete an online requisition form within your ESS account. Fill it out completely and submit it.



If you are picking up items at a store, you will need to get a local purchase order pre-approved and signed by the principal before shopping. Employees who do not follow this process may risk not being reimbursed for their purchases.

Expense Reimbursement forms must be signed by the principal before submitting for payment. If you submit an expense reimbursement without pre-approval by your building principal, you may not be reimbursed. In all cases, sales tax will not be reimbursed.

R

Report Cards

Report cards are issued four times a year (9-week grading periods). Report cards for kindergarten - grade 3 are checklists of areas covered. Report cards for grades 4-12 are managed through the school wide computer management program (JMC). Check with your building principal or office manager for the dates grades need to be turned in.

S

School Closings and Late Starts Due to Weather

School closings will be announced through JMC and the school district website home page. In addition, the following television stations will broadcast closing information on Hayfield Community Schools: KTTC (TV) - Channel 10 and KAAL (TV) - Channel 6.

School District Policies

The School District Policy Manual can be accessed on the district's website.

School Messenger

The School District uses the JMC emergency notification system to notify all staff and parents through the phone system. If the school district is experiencing an emergency (threats, school closings, etc.), the district will be able to send out a message by phone to all phone numbers listed in our school database (home, work, and cell).

School Vehicle Use

School vehicles are available for use by the staff on school-related business. The use of school vehicles is requested by contacting the district office administrative assistant. When school vehicles are used, they are to be returned to the garage immediately after use.

Many times the vehicles are signed out for as early as 5:00 A.M., and they must be in the garage to be available for use. When a vehicle is returned to the garage, be sure to shut the windows and lock the doors. Arrangements are to be made before hand as to how and where keys are to be returned if you

return after office hours. Do not leave the keys in the vehicle. Others may have the vehicles signed up the same day and must be able to obtain the keys. If no one is scheduled to use the vehicles and if the office is closed upon return from the trip, the keys must be returned to the district office by 8:00 A.M. the following morning. Do not put the keys in a school office mailbox nor give them to someone else to return.

All van users must fill the tank before returning the vehicle to school. All users of school vehicles must adhere to the following guidelines:

1. Sign up for the vehicles by contacting the district office.

On the day you take the vehicle:

2. Sign the log book in the vehicle and fill in the information indicated on the log page (time of day/AM-PM, starting odometer miles, your name, destination, and inside condition of vehicle).
3. Enjoy the privilege of using the vehicle.
4. The driver and all passengers must follow state laws regarding seat belt usage.

When you return the vehicle:

5. Make sure the tank is full.
6. Clean up any trash left in the vehicle.
7. Fill in the log book (time you returned, ending odometer miles, and any problems with the vehicle).
8. Contact the district office if there were any problems, repairs or maintenance issues.

What happens if these guidelines have not been followed? You will be given a warning. You may lose the privilege of using the school vehicle, which could affect whether you are able to attend other workshops.

Sick Leave (see Leaves)

Social and Educational Networking Guidelines

Social networks like Facebook and Twitter are rapidly growing in use and popularity by all ages in society. The most popular social networks are web-based, commercial, and not purposely designed for educational use. For individuals, social networking sites provide tremendous opportunities for staying in touch with friends and family.

Educational networking sites are also growing in use. These sites are used by educators for both professional development and as a teaching tool, and are usually restricted to selected users and not available to the general public. These include networking tools such as Moodle, educational wikis, blogs, or district adoptions of online applications such as Live@edu.

As educators, we have a professional image to uphold and how we conduct ourselves online impacts this image. As reported by the media, there have been instances of educators demonstrating professional misconduct by engaging in inappropriate dialogue about their schools and/or students; posting questionable pictures; and by posting videos of themselves engaged in inappropriate activities. An educator's online identity is very public and can cause serious repercussions for careless behavior.

One of the hallmarks of online networks, both social and educational, is the ability to "friend" others - creating a group of others that share interests and personal news. **The district strongly discourages teachers from accepting invitations to *friend* students within personal social networking sites.** When

students gain access into a teacher's network of friends and acquaintances and are able to view, download, and share personal photos and communications, the student-teacher dynamic is altered. By friending students, teachers provide more information than one should share in an educational setting. It is important to maintain a professional relationship with students.

The district does recognize the value of student/teacher interaction on educational networking sites. Collaboration, resource sharing, and student/teacher and student/student dialog can all be facilitated by the judicious use of educational networking tools. Such interactivity is a critical component of any online class and can greatly enhance face-to-face classes. Yet since this is a new means of communication, some guidelines are in order for educational networking as well.

For the protection of your professional reputation, the district recommends the following practices:

Guidelines for the use of social networking sites by professional staff:

- Do not accept students as friends on personal social networking sites. Decline any student-initiated friend requests.
- Do not initiate friendships with students
- Post only what you want the world to see. What you publish is widely accessible and will be around for a long time, so consider the content carefully.
- Do not discuss students or coworkers. Do not publicly criticize school policies or personnel.
- Visit your profile's security and privacy settings frequently.

Guidelines for the use of educational networking sites by professional staff:

- Let your administrator, students and their parents know about your educational network.
- Do not say or do anything that you would not say or do in the workplace.
- Post the district code of conduct on all educational networking sites.
- Do not post images that include students without checking for appropriate parental release forms on file.

Guidelines for all networking sites by professional staff:

- Do not use commentary deemed to be defamatory, obscene, proprietary, or libelous. Exercise caution with regards to exaggeration, colorful language, guesswork, obscenity, copyrighted materials, legal conclusions, and derogatory remarks or characterizations.
- Weigh whether a particular posting puts your effectiveness as a teacher at risk.
- If a staff member learns of information on the social networking site, which falls under the mandatory reporting guidelines, he or she must report it as required by law.

ISD #203 Code of Conduct for Educational Networking Sites:

- Post only what you want the world to see. What you publish is widely accessible and will be around for a long time, so consider the content carefully.
- Do not discuss students or staff members.
- Do not publicly criticize school policies or personnel.
- Do not use commentary deemed to be defamatory, obscene, proprietary, or libelous.

- Exercise caution with regards to exaggeration, colorful language, guesswork, obscenity, copyrighted materials, legal conclusions, and derogatory remarks or characterizations.

If you choose not to follow these guidelines, you take full responsibility for your actions which may put you at risk for consequences over which we have no control.

Special Education

The District provides special education services to students with disabilities as identified in IDEIA 2004 (Individuals with Disabilities Education Improvement Act).

As a part of special education reform, the District has moved to an RtI (Response to Instruction) process as one way to identify which students will require special education services. The problem solving process will be as the referral process.

If you have concerns about a student, make sure interventions have been implemented by the classroom teacher. If the student does not respond to the interventions, the teacher will make a referral to the building problem solving team. Documented research-based interventions are required in the area of concern before an evaluation can take place. The goal of Response to Intervention/Instruction is to prevent the need for special education.

Student Attendance

Attendance will be done through the school wide computer management program (JMC). School Messenger may be utilized to contact parents regarding their child's absence.

Elementary Attendance: Teachers are required to report classroom attendance once at the start of the school day. Attendance should be recorded no later than 9:00 A.M.

High School Attendance: Teachers are required to report classroom attendance at the beginning of each class period. Lunch count should be completed during the agreed upon class period. The lunch count is for the next day.



Any students arriving late or departing early must check in the office before going to classroom. Parent/guardian should send a note with the student or call the office explaining the absence or tardy. The office manager will call parents who have not contacted the school informing us of their child's absence.

If a student in your room has been absent or tardy frequently and/or you are concerned about the student's attendance, please contact/talk with your building principal. The principal will investigate for possible referral for truancy.

Student Handbooks

All employees with regular direct contact with students are responsible for knowing the contents of the student handbook. You are also responsible for enforcing these policies and procedures.

Sub Folder

Each teacher must maintain a sub folder throughout the school year. It should contain three days of emergency lesson plans, seating charts, class lists, classroom discipline plans, daily schedule and any other information that is necessary for the substitute to have in order to be an effective teacher for you. The sub folder must be located in the Emergency Folder bin.

Supervision (see Liability)

Supplies

Supply requisitions for the next school year can be submitted in the spring and the orders will be placed during the summer. Requests for supplies during the school year need to be approved by your building principal. All supplies must be requisitioned by April 1st of the current school year with the exceptions of perishables.

T

Testing-Minnesota Statewide Assessments

Students in our schools take standardized assessments during the school year. Minnesota Comprehensive Assessments (MCAs) are a part of the state and district's accountability system. MCAs will be administered to grades 3-11 during the state's testing window that occurs in April-May. Student attendance on test days is extremely important. If a student should be absent on a testing day, every effort must be made to have the student complete the testing he/she missed while they were absent. Classroom teachers will be responsible for administering the tests. All test materials are considered highly confidential and must be secure at all times. The District will be conducting mandatory training sessions for all test monitors. Dates for the trainings will be announced later in the school year. If you have any questions regarding the tests and testing procedures, please contact your building principal.

Students with significant cognitive disabilities may be eligible for alternate assessments. This determination will be made by the student's IEP team.

All children with a home language other than English in grades 3-12 will participate in mandatory testing for identified ELL students. The ELL teacher will be responsible for administering these tests. Classroom teachers may be called upon to complete a portion of these tests.

Time Cards (See Payroll)

Transportation (Also see School Vehicle Use)

Driver's License-All employees who use a vehicle for work-related purposes are required to have a valid driver's license.

Mileage-Employees who use their own car for business will be reimbursed at the rate determined by the School District. Employees will be reimbursed for miles driven in excess of their normal commute to the primary place of work. School vehicles should be used if available and may be reserved by contacting the district administrative assistant, ext. 246. When school vehicles are used, employees must follow the "no smoking" policy. Also, students are not authorized to operate school vehicles.

Seat Belt Use-All employees are required to use seat belts when operating or riding in a motor vehicle on School District business. Employees (driver) must make sure all passengers use seat belts while a passenger in the school vehicle.

Vehicle Insurance-All employees who use a vehicle for work related purposes must carry insurance on their vehicle as required by the State of Minnesota. You may not use your vehicle for work related purposes if your vehicle is not covered by the required insurance. You may be required to show proof of current vehicle insurance.

Transporting Students-If you are using your own vehicle or a school vehicle you are required to have a Type III license. See the superintendent for details.

V

Video and DVD Use Guidelines for the Classroom

There are many opportunities each school year to have a class or grade level use videos and/or DVDs for curricular enhancement. These videos can be a positive learning experience for students; however, difficulties can arise when administrators and parents/guardians have not been properly notified prior to use of the video or when fair use provisions of the copyright law are violated. In order to support teachers in making decisions about the use of videos (particularly non-curricular videos or DVDs) and to promote stronger communication with administration as well as parents/guardians, the following guidelines are provided.

1. Teachers are expected to use sound professional judgment in selecting videos which support District curriculum. When selecting videos/DVDs for classroom instruction, consideration should be given to:
 - a. relevancy to curriculum;
 - b. age level, maturity, and interest of the students;
 - c. effective use of instructional time;
 - d. any pertinent copyright issues; and
 - e. avoiding duplication by being aware of the use of the video in other grades or subject areas.
2. When using a video/DVD as an instructional resource, best practices include:
 - a. linking video/DVD information to course objectives;
 - b. clearly cueing students to important information/concepts;
 - c. building in time for processing and debriefing; and
 - d. assessment of student learning as a result of the viewing experience.
3. Video/DVD use that is planned as an integral part of a unit of study is allowed under the fair use provisions of the copyright law. However, using videos for reward, entertainment, "filler," inclement weather day activity, etc., becomes a "public performance" and permission rights must be obtained from the video producer.
4. The following guidelines pertain to the rating of films;

- a. Elementary: PG videos/DVDs may be shown with parent/guardian permission at elementary schools.
 - b. Junior High: R-rated videos/DVDs are not appropriate for use at the junior high level. If a PG or PG-13 video/DVD is shown at this level, parent/guardian permission is required. An alternative learning experience will be provided for students who do not have permission to view the video/DVD.
 - c. High School: If an R-rated video/DVD is shown at the high school level, parent/guardian permission is required. An alternative learning experience will be provided for students who do not have permission to view the video/DVD.
5. Teachers are encouraged to discuss any videos/DVD that they use with their building principal if they have questions or concerns.

Visitors

All visitors must report to the office upon arrival and obtain a "Visitor's Pass." Student visitors are not allowed during the school day.

W

Web Pages

Teachers are expected to develop and maintain a web page within our District web site. If a teacher elects to maintain an outside website/page, this will be in addition to the district web page. You will be expected to provide a link to your outside web page that will provide easy access for parents and students.

Your web page must include a syllabus (grades 7-12) or learning expectations (grades K-6), classroom rules, and announcements or classroom newsletters. Optional areas are the calendar, photo gallery (remember-no student names) and the parent links section. Teachers are expected to update their web page at least once every two weeks.

ACKNOWLEDGMENT FORM

I, _____, have received a copy of the
Employee's Name

Employee Handbook issued by Hayfield Community Schools Board of Education and understand and agree that I am to review this handbook in detail and to consult District and school policies and procedures with my principal/supervisor if I have any questions concerning its contents.

I understand and agree:

That this handbook is intended as a general guide to District personnel policies and that it is not intended to create any sort of contract between the District and any one or all of its employees;

That the District may modify any or all of these policies, in whole or in part, at any time, with or without prior notice; and

That in the event the District modifies any of the policies contained in the handbook, the changes will become binding on me immediately upon issuance of the new policy by the District.

I understand that as an employee of Hayfield Community Schools, I am required to review and follow the policies set forth in this Employee Handbook.

Employee's Signature _____

Date _____

Return this signed form to your building principal.