

# TARKIO R-I School District

## CERTIFIED FACULTY HANDBOOK 2026-2027

Welcome to the Tarkio R-I School District! This handbook is provided to answer general questions about school policy and procedure. There will be differences between buildings, as dictated by the differing needs of the students. If you have questions not covered in this handbook, please see the building principal. Policies and procedures referenced here are intended to complement Board Policy. Many board policies are referenced and included in the back of the handbook for your convenience. You are responsible for reading, understanding, and following all Board Policies and Regulations. Any potential conflict between this Handbook and Board Policy will be resolved by relying on Board Policy. For an in-depth look, please refer to the School Board Policies in the Superintendent's Office or on the school website – [www.tarkio.k12.mo.us](http://www.tarkio.k12.mo.us).

### **Notice of Non-Discrimination**

The Tarkio R-I School District is committed to an academic and work environment in which all students and employees are treated with dignity and respect. The District does not unlawfully discriminate on the basis of race, color, sex, age, national origin, ethnicity, disability or perceived sexual orientation in its programs and activities. Discrimination and harassment of students and employees, whether committed by supervisors, employees or students, and regardless of whether the victim is an employee or student, will not be tolerated.

Inquiries, complaints or grievances from students and their parents and employees regarding discrimination and harassment may be directed to:

#### **Superintendent**

312 South 11th Street  
Tarkio, MO 64491  
660-736-4161

#### **High School Principal**

312 South 11th Street  
Tarkio, MO 64491  
660-736-4118

#### **Elementary School Principal**

312 South 11th Street  
Tarkio, MO 64491  
660-736-4177

#### ***Other offices dealing with these complaints:***

##### **U.S. Department of Education**

Office of Civil Rights  
Customer Service Team  
Mary E. Switzer Building  
330 C Street, SW  
Washington, DC 20202  
(800) 421-3481

##### **Equal Employment Opportunity Comm.**

Robert A. Young Federal Building  
1222 Spruce Street  
Room 8.100  
St. Louis, MO 63103  
(314) 539-7800 or (800) 669-4000  
[www.eeoc.gov](http://www.eeoc.gov)

##### **U.S. Department of Justice**

950 Pennsylvania Ave., NW  
Washington, DC 20530-0001  
(202) 514-2000  
[ASKDOJ@usdoj.gov](mailto:ASKDOJ@usdoj.gov)

**Board Policy 1300, Prohibition Against Harassment, Discrimination and Retaliation**

The District is committed to maintaining a workplace and educational environment that is free from discrimination, harassment, and retaliation in admission or access to, or treatment or employment in, its programs, services, activities and facilities. The District is committed to providing equal opportunity in all areas of education, recruiting, hiring, retention, promotion and contracted service. In its programs and activities, the District does not discriminate on the basis of race, color, national origin, ancestry, religion, sex, disability, age, genetic information, or any other characteristic protected by law and as required by Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975 and Title II of the Americans with Disabilities Act of 1990, and state law. In addition, the District provides equal access to the Boy Scouts of America and other designated youth groups. Further, no person shall be excluded from participation in, be denied the benefits of, or otherwise be subject to discrimination based on the above listed characteristics under a school nutrition program for which the District receives federal financial assistance from the U.S. Department of Agriculture (USDA Food and Nutrition Service).

This Policy governs the District's compliance with the laws identified above, outside of Title IX. The following person has been designated as the District's Compliance Officer to handle inquiries or complaints regarding the District's non-discrimination policies:

Title: Mr. Bob Hedding, Superintendent of Schools  
 Address: 312 South 11th Street  
 Telephone Number: 660-736-4118  
 hedbob@tarkio.k12.mo.us

For information regarding how to report a claim of discrimination, harassment, or retaliation, see Board of Education Regulation 1300. Policy and Regulation 1300 shall govern all complaints and concerns by parents, patrons, employees, or students of the District related to discrimination, harassment, or retaliation on the basis of race, color, national origin, ancestry, religion, sex, disability, age, genetic information, or any other characteristic protected by law.

A complaint by students, employees, parents, and patrons of the District alleging harassment, discrimination, or related retaliation based on a protected classification under the laws identified above (outside of Title IX) should be filed in accordance with the procedures outlined in Regulation 1300. A complaint regarding sexual harassment or related retaliation of a student or employee under Title IX and that is alleged to have occurred on or after August 14, 2020, should be filed in accordance with the procedures outlined in Regulation 1301. A complaint regarding the identification, evaluation, educational program, or placement of a child with a disability under Section 504 should be filed in accordance with the procedures outlined in Regulation 2110.

As required by Missouri law, the District will treat harassment of or discrimination against students or employees, or harassment or discrimination resulting from institutional policies or programs on campus that is motivated by or including antisemitism in an identical manner to discrimination motivated by race. Antisemitism is defined as "a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities." Conduct at the District is prohibited if such conduct creates an atmosphere or circumstance in which individuals working at, visiting, or attending the educational institution and the educational institution's services and facilities either by physically impeding such activity or by creating an atmosphere of fear or intimidation. Penalties for antisemitism will comply with Board Policy and Regulation 1300.

**Board Policy 1301, Prohibition Against Sexual Harassment and Retaliation under Title IX**

Sexual harassment as protected by law is prohibited in this District. The District also prohibits retaliation against a person who files a complaint of sexual harassment or who participates in an investigation of allegations of sexual harassment under this Regulation.

This Policy governs the District's compliance with Title IX of the Education Amendments of 1972. The following person is designated and authorized as the District's Title IX Coordinator, with the responsibility to identify, prevent, and remedy unlawful harassment and retaliation under Title IX in the District:

Mr. Bob Hedding, Superintendent of Schools  
 312 South 11th Street  
 660-736-4118  
 hedbob@tarkio.k12.mo.us

A complaint regarding sexual harassment or related retaliation of a student or employee under Title IX and that is alleged to have occurred on or after August 14, 2020, should be filed in accordance with the procedures outlined in Regulation 1301. A complaint by students, employees, parents, and patrons of the District alleging harassment, discrimination, or related retaliation based on a

protected classification under the laws identified above (outside of Title IX) should be filed in accordance with the procedures outlined in Regulation 1300. A complaint regarding the identification, evaluation, educational program, or placement of a child with a disability under Section 504 should be filed in accordance with the procedures outlined in Regulation 2110.

### **Special Education**

It is the policy of the Board of Education to provide a free and appropriate education for students with disabilities. Students with disabilities are defined as those students who have one of the categorical disabilities as enumerated in the Missouri State Plan for Part B of the Individuals with Disabilities Education Act (IDEA) and who are in need of special education services or who have a mental or physical impairment that substantially limits one or more major life activities as defined by Section 504 of the Rehabilitation Act of 1973 or the Americans with Disabilities Act.

The District will provide special education and/or other services to students with disabilities in accordance with applicable law, including the IDEA, and its amendments, Section 504 of Rehabilitation Act of 1973, 162.670-.995, RSMo., and Missouri's State Plan for Part B of the IDEA. For appeal procedures and information as to where to obtain a copy of the District's 504 Procedural Safeguards regarding identification, evaluation or educational placement of a student under Section 504, refer to Regulation 2110 - Equal Education Opportunity. (See Policy and Regulation 6250 - Instruction for Students with Disabilities.)

The Tarkio R-I School District assures that personally identifiable information collected, used, or maintained by the agency for the purposes of identification, evaluation, placement or provision of FAPE of children with disabilities may be inspected and/or reviewed by their parents/guardians. Parents/guardians may request amendment to the educational record if the parent/guardian believes the record is inaccurate, misleading, or violates the privacy or other rights of their child. Parents have the right to file complaints with the U.S. Department of Education or the Missouri Department of Elementary and Secondary Education concerning alleged failures by the district to meet the requirements of the Family Educational Rights and Privacy Act (FERPA).

The Tarkio R-I School District has developed a Local Compliance Plan for the implementation of State Regulations for the Individuals with Disabilities Education Act (IDEA). This plan contains the agency's policies and procedures regarding storage, disclosure to third parties, retention and destruction of personally identifiable information and the agency's assurances that services are provided in compliance with the General Education Provision Act (GEPA). This plan may be reviewed at the local school district administrative office or by contacting the Tarkio R-1 School District Special Education Director, Mrs. Kari Taylor.

This notice will be provided in native languages as appropriate.

### **Section 504**

The Tarkio R-I School District, as a recipient of federal financial assistance from the United States Department of Education and operates a public elementary or secondary education program and/or activity, is required to undertake to identify and locate every qualified person residing in the District who is not receiving a public education; and take appropriate steps to notify disabled persons and their parent or guardians of the District's duty.

The Tarkio R-I School District assures it will provide a free appropriate public education (FAPE) to each qualified disabled person in the District's jurisdiction regardless of the nature or severity of the person's disability. For purposes of Section 504 of the Rehabilitation Act of 1973, the provision of an appropriate education is the provision of regular or special and related aids and services that are designed to meet individual educational needs of disabled persons as adequately as the needs of nondisabled persons are met and (ii) are based on adherence to procedures that satisfy the requirements of the Section 504 federal regulations.

The Tarkio R-I School District has developed a 504 Procedures Manual for the implementation of federal regulations for Section 504 of the Rehabilitation Act, Subpart D. This Procedures Manual may be reviewed by contacting your student's school or the school's 504 coordinator. The Tarkio R-1 School District 504 coordinator is the JH/HS principal, Terry Petersen.

This notice will be provided in native languages as appropriate.

### **CONFIDENTIALITY REQUIRED BY ALL EMPLOYEES, SUBSTITUTES, STUDENT TEACHERS, STUDENT TUTORS, AND VOLUNTEERS**

Personally identifiable student information is protected by the **Family Educational Rights and Privacy Act** (known more commonly as "FERPA").

Parents, friends, or community members may in good faith ask you questions about a particular student. However, you must refer all such questions to an authorized school district employee. You may not share information about a student even with members of your own family or the student's family.

\*Before you speak, always remember that violating a student's confidentiality isn't just disrespectful, it is against the law.

A student's personally identifiable information may only be disclosed without prior written consent to the extent that federal and state law authorize disclosure without such consent. Please see Board Policy and Regulation 2400.

### **PROFESSIONALISM AND CHAIN OF COMMAND**

The smooth operation of our school district requires a high level of professionalism at all times. Discussion of school problems with outside sources does not help resolve problems. Never discuss personal school problems with students.

Chain of command is as follows and works in **both** directions:

**Students/Parents –Teachers/Staff—Building Principal—Superintendent—Board of Education**

Communication and problem resolution benefit from following the chain of command. Skipping links in the chain may create friction and delay the resolution.

All communication or reports to the Board from staff members should be submitted through the Building Principal to the Superintendent, all communication to the staff from the Board should be handled through the Superintendent to the Building Principal. This is not to deny communication, but rather to ensure that chain of command is respected and issues are resolved by the closest links in the chain.

### **EMPLOYMENT MATTERS**

#### **Certified Staff Duties, Schedules and Working Hours -Policy/Regulation 4220**

All teachers are required to be at school and on duty in the assigned area (classroom, hallway, etc.) by 7:30 AM. All teachers are to remain at school and on duty until 3:30 PM on regular school days. On days of **planned early dismissal**, other than **professional development**, teachers are expected to remain at school for twenty minutes after students are dismissed. Teachers who leave early will be docked personal time. Teachers will be assigned morning supervision in student areas on a rotating weekly basis. Morning supervision begins at 7:40 AM and ends when the bell rings at 7:55 AM grades 6-12 and 7:55 AM for grades PK-5.

Efforts will be made to provide duty free lunch for teachers, but there will be times when teachers are assigned duties during their lunch time. The scheduling of lunch periods shall be determined by the building administrator or supervisor. Staff members may leave the school building during such periods; however, clearance must be made through the building principal/designee and a prompt return to assigned duties is mandatory. On professional development early outs, lunch may be provided for staff; in this case staff is expected to remain at school between student dismissal and the start of the professional development activity. Staff should always be on time for professional development activities.

**Planning periods** are part of the school day for which teachers are contracted and paid. This is not personal time. Planning periods are to be used for lesson prep, teacher collaboration, student evaluation, parental contacts, and other educational or instructional activities. Teachers may occasionally leave the building during their planning period to take care of business that cannot be taken care of outside of school time. Leaving during the day must be approved by the building principal ahead of time. Teachers are required to sign in and out in the office.

Faculty meetings will be held on an as needed basis. Faculty meetings will be publicized and planned so that all faculty have advanced notice and the opportunity to attend. All teachers are expected to attend scheduled faculty meetings unless prior arrangements have been made with the administrator who scheduled the meeting.

Team meetings involve a smaller group of teachers and will be held at different points in time throughout the school day/year. Discussion from team meetings should be documented and turned in to the building principal.

### **Staff Absences-Policies/Regulations 4310 and 4320**

Refer to Board Policy for the specific policies on leave for certified staff and support staff leave. For Paid Sick Leave, Bereavement Leave, Leave for Jury Duty, Military, Personal Leave, or Leave of Absence, see Policy and Regulation 4320. For Domestic or Sexual Violence Victim Leave, see Policy and Regulation 4322.

Following are general guidelines for planned Personal and Professional Leave.

**Planned Absences:** Planned absences include personal leave, professional leave, and other planned absences. Do not expect to use professional development time for planned, non-protected absences. Such requests are likely to be denied. Forms to be completed are available in the offices or online.

- **Personal Leave:** When reasonably foreseeable, you must request personal leave from your building principal at least one (1) week in advance. All effort will be made to honor personal requests; however, sometimes it is impossible to grant personal leave time. Do not make definite plans until your request has been granted. For more information on Personal Leave, see Policy and Regulation 4320.
- **Professional Leave:** You must request professional leave from your principal at least one (1) month in advance. For more information on Professional Leave, see Policy and Regulations 4411 and 4420.
- **Other Planned Absences:** Make an effort to keep other planned absences to a minimum.
- **Unplanned Absences:** Notify your building principal as soon as you know you will be unable to report to work, either the night before or between 6:00 and 6:30 AM the day of the absence. Failure to report absences as required may result in disciplinary action.

Failure to report absences as required may result in disciplinary action.

### **Teacher Dress**

There is a correlation between a business-like dress as educators and a business-like approach to learning by students. Set yourself apart from the students. Teachers are expected to dress in a professional manner. In addition, rules for student dress, covered by Policy 2651, apply to teachers.

## **COMMUNICATION**

### **Telephone/Cellphone Use-Policy 4873**

The telephone in your classroom is provided for school use. In order to promote the educational interests of students and to provide a safe and effective working environment for school employees and volunteers, the use, display, or possession of all electronic personal communication devices, including but not limited to cellular phones or smart watches, are not permitted to be used during instructional time for non-educational or non-instructional purposes. "Electronic personal communications device" means any portable device that is used to initiate, receive, store, or view communication, information, images, or data electronically. Students are prohibited from taking photos, videos, or utilizing social media on their personal communication devices during the school day for non-educational purposes. .

Staff may use their Personal Communication Device or Cellphone during instructional time for the following permissible purposes:

1. When such display or use is necessary pursuant to: IDEA and an individualized education program (IEP); Section 504 Plan; Individualized Emergency Health Care Plan; Americans with Disabilities Act; The Rehabilitation Act; Civil Rights Act of 1964; or Equal Educational Opportunities Act;
2. In an emergency, including but not limited to a fire, tornado, earthquake, active shooter, evaluation of school grounds, medical emergency, or any other emergency (defined as a serious, unexpected, and dangerous situation requiring immediate action); or
3. When directed to use such device for an educational purpose with authorization as directed by established board policies.

Staffs' personal cell phones for purposes not listed above may only be checked at lunch and during plan time.

### **Mail and Email**

Each teacher has a mailbox. Check mail and email on a regular basis throughout the day as time allows. If you receive an email from an administrator, please check and respond ASAP.

**Daily Announcements**

**Junior High/ High School:** Information for daily announcements must be submitted to Mrs. Brought by 9:00 AM for inclusion. Announcements will be emailed and a hard copy will be brought to your room during the third period. This is important information, treat it as such. Teachers should ensure that students are quiet so announcements can be heard.

**Elementary School:** Information should be submitted to Mrs. Bruns or Mrs. Rolf at least one day in advance to allow appropriate time for preparation and completion. Please show TES-TV during your morning opening.

**No Surprises**

Building administration should be informed of what is going on in the building. Almost all things that happen in our school building and community can be a reflection of the building principal and staff. Keep administration informed and we will do likewise. The calendar is a “big deal”. Instructional time is the most important thing we have and we want to maximize it. Don’t expect approval to activities/trips to be given on last minute notice. Everything on the calendar must be done two weeks in advance, if not more – circumstances arise – but not often.

**TEACHING/GRADING MATTERS****Lesson Plans**

Effective lesson plans include a specific learning objective, instructional/learning activity, closure or student assignment. In addition, curriculum guides at all levels will include a philosophy statement and sections defining behavioral goals and objectives reflecting content standards, teaching resources, and evaluation criteria reflecting performance standards. Each Guide will include strategies for interdisciplinary studies and cooperative classroom implementation.

**Planning for Substitutes**

At the minimum, a substitute teacher needs your class schedule, class rosters, seating charts, and lesson plans for each subject. Technology in the classroom is sometimes difficult, because the substitute may or may not know how to run all the equipment. Please be very specific when creating lesson plans for substitutes. Students should be held accountable for any poor behavior exhibited while a substitute is in the building. In addition, substitute teachers need to know emergency procedures and the location of the emergency backpack. Substitute teacher plans should also include copies of students’ Individualized Education Program (IEPs) or Section 504 Plans.

**Homework/Assessments**

Different varieties of assignments and assessments should be used in your classroom. Make sure there are enough grades in a grading period to justify a percentage/letter grade. Evaluate your students work quickly and return it to them with proper feedback. Grades should be updated on the parent portal of **Lumen on a weekly basis**. Each teacher may create their own standards for earning a grade in their classroom. Be prepared to communicate and justify your standards for a grade to parents and students.

**Cheating**

Any student caught cheating on an assignment or assessment will receive a zero for the assignment/assessment. Plagiarism is cheating.

**Grade Scale JH/HS**

**A** 96-100, **A-** 90-95, **B+** 87-89, **B** 83-86, **B-** 80-82, **C+** 77-79, **C** 73-76, **C-** 70-72, **D+** 67-69, **D** 63-66, **D-** 60-62, **F** 0-59

**Progress Reports**

Parents and students need to know how they are progressing in class. **Teachers must update their gradebook with grades weekly on Lumen.** Grades must be entered into Lumen for information to be accurate; develop a system and don’t get behind in data entry. Teachers are encouraged to contact parents and notify them of progress in the classroom. Don’t underestimate the value of a phone call to inform parents how their student is doing. Progress reports will be distributed at midterm and the end of each quarter/semester.

**Grade Books**

A hard copy of grades should be kept as well as your grades in Lumen. Your hard copy may simply be your Lumen grades printed out and kept in a folder. It is always possible for the data to be lost in the computer system; you don’t want to be the one that has not kept a hard copy of grades. A hard copy for the entire school year will be needed for the end of year check out.

**Special Education Placement**

Special education is governed by federal and state laws and regulations. Simplified, after referral and evaluation, if a student is diagnosed with a categorical disability, they are placed in the least restrictive environment and are educated based upon their Individual Education Program (IEP) or Section 504 Plan. The IEP may call for accommodations in the classroom. Accommodations must be followed in the IEP or Section 504 Plan. Accommodations, IEP's, records, and conversations must be kept confidential. If you believe a student may qualify as a child with a disability that needs special education services, or has a mental or physical impairment that substantially impacts a major life activity, you should contact your building administrator.

**Textbooks and Equipment**

The classroom teacher is responsible for the equipment and textbooks in their room and involved with their program. Talk to students often about proper care of school property. Be an example to students about care of school property. Students should never sit on chair backs or tables – this demonstrates poor care of equipment and is a potential safety hazard. New textbooks should be stamped with a school stamp. Each text should have a number and the number recorded for each student in class. Each teacher is responsible for an inventory of classroom materials. End of year inventory will be necessary for teacher check out.

**Classroom Management**

Classroom management is an integral part of an effective teacher's teaching ability. The administration recognizes this and will support you in any way possible. However, most of the time quality teachers handle most of the discipline in their classroom. Students respect a teacher that has procedures in place to deal with disruptive behavior. Both Tarkio Elementary and Tarkio JH/HS have created consistent behavior matrix within the buildings and classrooms. Follow the behavior matrix and student discipline protocols within your specified building.

Be consistent when dealing with behavior issues and expect nothing more from a student than you would expect from yourself.

Corporal punishment is never an option. If there is a fight in your room or in the hallway, immediately call the office or send someone to get help. Try to separate students to the best of your ability.

**OTHER****Professional Development-Policy and Regulation 4411**

Please ensure that any professional development opportunity you attend is directly tied to student achievement. It is preferred that the school vehicle be used for transportation. You will need to check to see if a school van is available before driving your own vehicle and requesting reimbursement. Each teacher should keep track of their professional development dates and times for certification purposes.

**Keys/School Equipment**

Don not loan keys to anyone. Do not make copies of keys. Only an administrator may loan out school equipment and keys .

**Food Service**

Accounts must be paid in full for the end of year check out. Lunch prices are approved each June. See the food service director for details.

**Crisis Plans**

Staff will need to familiarize themselves with the district crisis management plans and be prepared to implement them for the sake of practice and use in case of emergency. The Crisis Management Plan is located in the Supt. Office. Signs and/or maps should be posted in each room regarding the signal for and plan for fire and tornado. Announced and unannounced drills will be held. Tarkio R-1 will utilize the CRISIS GO APP For announcements to staff regarding crisis situations. Teachers will need to add the CRISIS GO APP added to their phone.

**Internet Use- Policy 6320**

It is the policy of the District to: (a) prevent user access over its computer network to, or transmission of, inappropriate material via Internet, electronic mail, or other forms of direct electronic communications; (b) prevent unauthorized access and other unlawful online activity; (c) prevent unauthorized online disclosure, use, or dissemination of personal identification information of minors;

and (d) comply with the Children's Internet Protection Act [Pub. L. No. 106-554 and 47 USC 254(h)]. Staff members and students must sign an acceptable use policy before using the internet. (See Regulation 6320, for more information).

### **Supervision and Monitoring**

It shall be the responsibility of all District employees to supervise and monitor usage of the online computer network and access to the Internet in accordance with this policy and the Children's Internet protection Act. Procedures for the disabling or otherwise modifying any technology protection measures shall be the responsibility of Mr. Bob Hedding or designated representatives.

### **Copyright Law-Policy 6243**

District personnel must abide by the provisions of current copyright laws and regulations. Employees who willfully disregard the District's copyright position are in violation of Board policy; they do so at their own risk and assume all liability.

### **Appliances in Classrooms**

Appliances such as coffeemakers, microwaves, toaster ovens, mini refrigerators, etc. are not allowed in individual classrooms. Such appliances are located in common areas such as staff workrooms. If a staff member needs appliances for medical purposes, please talk to your administrator.

### **Classroom Maintenance**

Custodians are here to clean the building, not to pick up after teachers or students. Keep your room free of clutter so the custodians can do their job. You may be asked to have students put chairs on top of desks at the end of a certain class to facilitate cleaning. If you feel your room is in need of additional maintenance or cleaning notify the principal. Repair requests can be obtained from either office and submitted to the building principal for approval.

### **Assemblies, Pep Rallies, etc. (Grades 6-12)**

Staff is expected to attend all student assemblies, pep rallies, etc. held during school hours. Staff should sit among the students to monitor behavior. Class sponsors should sit with the classes they sponsor.

## **STUDENT MATTERS**

### **Mandatory Reporting Child Abuse and Neglect- Policy 2710**

The Board of Education believes that school staff members, school volunteers and school contractors, are in unique positions to assist children, families, and the community in dealing with the issue of child abuse and neglect. Child abuse is defined as any physical injury, sexual abuse or emotional abuse inflicted on a child other than by accidental means. Neglect is defined as the failure to provide the proper or necessary support, education, nutrition or medical, surgical or other care necessary for the child's well-being. Employees, volunteers and school contractors making reports of allegations of sexual abuse of a student will be provided immediate unrestricted use of communication technology and will be temporarily released from their work duties to make an immediate report.

If a school employee, volunteer or school contractor has a reasonable belief that a student has been or maybe subjected to abuse or neglect, such employee, volunteer or school contractor and the Superintendent shall immediately report the information to the Children's Division. Thereafter, the Superintendent will investigate the allegation for the purpose of making decisions about the accused person's employment. Depending upon the specific facts, the District may place the alleged abuser on paid leave of absence; place the employee in a non-student contact position; initiate dismissal proceedings; or continue the employee in their present position pending outcome of the investigation.

Any school district employee, volunteer or school contractor acting in good faith, who reports alleged sexual misconduct on the part of a school employee will not be disciplined or discriminated against because of such reporting.

The District will annually provide employee and volunteer training, which will include but not be limited to current information concerning identification of the signs of sexual abuse in children as well as the identification of the danger signals of potentially abusive relationships between children and adults. This training will emphasize the importance of mandatory child abuse reporting, including the obligation to report suspected abuse by other mandated reporters. Employees and volunteers will receive training on the need for and methods to create an atmosphere of trust so that students believe their school and school employees are available to discuss matters concerning abusive behavior.

The District will post in each student restroom and in a clearly visible location in each school office, the toll-free child abuse and neglect hotline number established by the Children's Division. These signs will be published in both English and Spanish. Such child abuse and neglect hotline numbers shall be depicted in large print on posters 11 inches by 17 inches and will be placed at eye level for easy viewing. The hotline number will be shown in bold print. The signs shall also contain instructions to call 911 for emergencies and contain directions for accessing the Children's Division's website for more information on reporting abuse and neglect. (See Regulation 2710, for more information).

Reports of child abuse or neglect shall be made to the Children's Division by telephoning the Abuse Hotline at 1-800-392-3738. Such reports shall include the following information: The names and addresses of the child and his parents or other persons responsible for his care, if known; the child's age, sex, and race; the nature and extent of the child's injuries, abuse, or neglect, including any evidence of previous injuries, abuse, or neglect to the child or his siblings; the name, age and address of the person responsible for the injuries, abuse or neglect, if known; family composition, the source of the report; the name and address of the person making the report, his occupation, and where he can be reached; the actions taken by the reporting source, and other information that the person making the report believes may be helpful. Evidence of sexual abuse or sexual molestation of any child under eighteen years of age shall be turned over to the division within twenty-four hours by those mandated to report.

### **Reporting Educational Neglect**

If an investigation conducted by the Division of Family Services reveals a violation of the compulsory attendance law, then the Division of Family Services will send the report to the school district in which the child resides. The school district shall immediately refer all private, parochial, parish or home school matters to the prosecuting attorney of the county wherein the child legally resides. The school district may refer public school violations of the compulsory attendance law to the prosecuting attorney.

### **Interviews with Students- Regulation 2710**

1. If notice of alleged child abuse or neglect is received, a report will be made to the Children's Division (CD) by telephoning the Abuse Hotline at 1-800-392-3738. The call will be logged with the date, time and nature of the report, if the Children's Division declines to accept the report, the name of the CD representative; the date and report made must be documented.
2. When CD representatives interview students on District property, a school staff member will be present. CD representatives may not meet with a child at any school or childcare facility where abuse of the child is alleged to have occurred.
3. When CD receives a report of suspected abuse involving a school employee, other than reports made under subsection (1), the CD is required to notify the Superintendent. If the alleged perpetrator is the Superintendent, CD will notify the Board President. However, if the report relates to spanking or the use of reasonable force to protect persons or property pursuant to Board policy, a report will be made to county law enforcement officials. The investigation into such report will be made by a law enforcement official in the county.
4. When the District and student involved request mediation of the child abuse situation in a school setting, the matter will be referred to the Office of Child Advocate.

### **Reporting Animal Abuse**

Any school counselor, teacher, or other school professional that has reasonable cause to suspect that an animal has been or may be subjected to abuse or neglect or observes an animal being subjected to conditions or circumstances that would reasonably result in abuse or neglect, that person shall make a report to the hotline established and operated by the Missouri Animal Control Association (MACA).

### **Mutual Respect**

Teachers should model appropriate behavior. When dealing with negative behavior, staff should remain in control and model respectful behavior. Student matters should be dealt with according to the Student Handbook whenever appropriate. Teachers should know building policies and follow them in the classrooms.

### **Relationships with Students**

Teachers must develop appropriate relationships with students. Students may want to share personal concerns or frustrations with teachers; however, it is not appropriate for teachers to share concerns or frustrations with students. Teachers should never discuss another teacher with a student; and should instead direct the student to an administrator or counselor. Teachers should not provide a forum for students to air grievances about other teachers.

**Communication with Students by Electronic Media-Policy 4650**

Employee personal communication with students, in all forms including oral and nonverbal shall be appropriate and consistent with Board policy. Personal communication shall be deemed to be inappropriate if such communication is sexual in nature; is sexually suggestive; suggests romantic activity with student or students; or is otherwise inconsistent with Board policy. Violation of this provision will result in disciplinary action up to and including dismissal.

Communications between employees and students will be primarily direct, oral or written in nature. Employees may not communicate with district students via electronic media regardless of whether created or maintained by the employee or students. As restricted in this policy the phrase "electronic media" includes but is not limited to social networks, texting, and emails. This policy does not preclude electronic communication between teachers and their siblings and children who may be district students.

The District will provide official electronic media which may be utilized by employees for communication with students for dissemination of school-related information (i.e. homework, practice schedules, supplemental instructional material.)

**Student Supervision**

Never leave a class unattended. Call the office for help if you need to attend to something. Staff are responsible to supervise hallways between classes. Staff are assigned specific supervision before school at 7:30 AM. Be on time.

**Hall Traffic (JH/HS)**

It is the responsibility of each teacher to keep track of students assigned to them during that period. Students should not be in the hallways. Cadets/Student Assistants should not roam the hallways. The best policy regarding student traffic is to simply say "No" when they ask to leave the room unless necessary for a medical, IEP, or 504 Plan accommodation. In emergencies, a student should always have a hall pass from the teacher that sent them. Certain students will always want to travel if they feel they can get away with it.

**Students/Accident Reports**

Students who are ill should be sent directly to the nurse. If a student believes they are going to get sick, get them to the nearest restroom or trash can. If an accident has taken place in your classroom or supervision area, fill out an accident report ASAP and turn in to the principal.

**Attendance/Tardies**

Use the Lumen system to keep attendance. Attendance and lunch count will be taken no later than 8:30 a.m. Make sure students know your procedure for finding their assignments they missed if absent. Use the make-up policy found in the Student Handbook for students that have been absent and turn in work from that absence. Attendance must be taken each hour for grades 6-12.

**Tardies**

JH/HS-tardies should be kept in Lumen. Communicate to students that you have marked them tardy. If you detain a student long enough to make that student tardy to the next class be sure to give that student a pass to the next class. If a student is tardy to first hour, they should check-in at the office first, while the teacher should track the tardy in SIS for any other hour.

**Errands**

Students should not be sent off school grounds for errands during the school day.

**Food in Classrooms**

Students will be allowed drink/food in the classroom based on teacher discretion.

**FINANCIAL MATTERS****Purchasing**

**All purchases must follow proper procedures.**

**Making a purchase requires:**

1. **Filling out a Purchase Order-** Purchase Orders are available in each principal's office. Purchase orders are considered a form of payment, so they must be completed with all pertinent information. A completed PO includes: Vendor Name, Address,

Phone, Fax, Web address, date PO is completed, if PO needs faxed, quantity, description and amount of purchase, including shipping and handling.

2. **Getting a Purchase Order Signed**-Purchase Orders must be approved by your building principal with a signature, **FOLLOWED** by a signature from the district superintendent **BEFORE** purchases are made.
3. **Process the Purchase Order**- Once the PO has both signatures, it is processed in the superintendent's office by the bookkeeper. Do not make purchases without a signed, numbered PO! If it is a credit card purchase, this is when you are allowed to check out a credit card.
4. **Invoice for Payment**-Once the purchase is made, it is expected that an invoice will be sent by the vendor matching the PO. Once POs are matched up with invoices, the actual payment can be made. If an invoice is received and there is no PO to match, payment cannot be made. If a credit card purchase is made, a receipt must be turned in, signed and dated, with an explanation of purchase, so it can be matched up to a PO.

#### **Credit Card Purchases:**

Credit cards are a method of payment and require the same process as a regular purchase order.

Credit card purchases are not allowed without a PO #.

Credit card purchases are not allowed unless a vendor absolutely does not take a PO.

Items charged **without prior approval** from the principal and superintendent will be paid by the person making the charge, not the school district.

#### **Reimbursements**

Reimbursements are purchases made out of the staff members own funds to be paid back. Receipts are **REQUIRED** for any type of reimbursement. Forms for reimbursement are available in the superintendent's office. Fill out the form and attach receipts for reimbursement. Reimbursements for mileage (.73) and meals (\$25 allowance per day) require a PO for an approved activity. Do not plan on being reimbursed for something purchased without prior approval. If you take a school van and use personal funds to purchase gas, you need a receipt and it must be signed and dated with an explanation.

#### **Money Handling-Policy 3610**

School activity funds are used to finance a program of student activities which supplement but do not take the place of the instructional programs provided by the Board of Education. Whether funds are collected from student contributions, club dues, special activities, or result from admission to events or from other fund-raising activities, all funds will be under the jurisdiction of the Superintendent and building principals. The funds will be expended to benefit students currently enrolled in school. The management of the funds will be in accordance with good business practices, including sound budgetary and accounting procedures, and will be audited in the same manner as District funds. There shall be full disclosure of the sources and expenditures.

- Collection of money for any reason shall be approved by a designated administrator. (Field trips, organizational purchases such as t-shirts, bake-sales, etc.)
- Two options for money collection:
  1. After approval for collection from the designated administrator, request a money bag from Mrs. Hogue in the superintendent's office. A count sheet will be issued and you will turn the money in once it all has been collected. Receipts are to be issued to students/staff for payment received. EACH DAY THE MONEY MUST BE GIVEN TO AN ADMINISTRATOR AND/ OR MRS. HOGUE TO BE SECURED IN THE SAFE. MONEY IS TO NEVER STAY IN YOUR ROOM OVERNIGHT. This requirement is non-negotiable and you will be contacted the next day if money bags were not placed in the safe. THIS INCLUDES ORGANIZATIONS SUCH AS YEARBOOK, FCCLA, FFA, CAFETERIA, etc.
  2. Inform Mrs. Hogue of the activity you will be collecting money for. It is imperative this happens. Students/staff will pay Mrs. Hogue or Mrs. Navin and a receipt will be issued. \*\*On elementary side, a parent/guardian is welcome to come to the superintendent's office and pay, otherwise, Mrs. Hogue will make arrangements with a staff member to come across the street to prevent the students from having to come across the street.

### **STUDENT ACTIVITIES**

#### **School Calendar**

The District's master calendar is located in google docs. All dates for school/activities should be cleared with the principal or secretary, who will check the master calendar for conflicts. If the date is clear, the event will be added to the master calendar. Information will then be shared with the other school offices to avoid conflict. **Do not plan activities without clearing them with the principal.**

**Activity Meetings and Practices (\*\*JH/HS)**

Sponsors and coaches must get approval from the principal in advance for all scheduled meetings and/or practices. . Keep parents informed of the dates and times of practices and meetings. Do not assume student participants will relay the information. NEVER leave students unsupervised (not even one who says their ride is on the way). Sponsors/coaches should be the last to leave!

**Activities or Field Trips**

Teachers, sponsors, and/or coaches may wish to take a class or group on a trip. **Trips will not be approved during the end of the year testing window. Please see the building principal with any questions regarding this.**

\*Trips must be approved by administration well in advance and are subject to bus service availability.

\*Purchase orders should be used for expenses related to trips (see Purchasing above).

\*Permission slips are to be used for all academic trips. Establish a deadline for permission slips and money for tickets, entry fees, etc. Once the deadline has passed, order tickets for the students who have paid.

\*If the event is on a school day, a list of students attending the trip should be communicated to the building principal and all other staff.

\*Students are never to drive unless pre-arranged with the parent and approved by the building principal.

\*Activity sponsors/teachers must accompany and supervise the trip. One trip/teacher is a good rule of thumb.

\*Upon return, there should be supervision until the last student leaves.

**Activity Funds**

Money collected for student activities is to be taken to the superintendent's office daily for deposits. PO's should be completed for items to be purchased from activity account funds. (See Purchasing above)

**Fundraising**

All fundraising must be approved in advance by the principal. Do not make arrangements for any fundraiser without prior approval. Money collected should be turned into Marla Swaby or Lanette Hogue (Refer to Board Policy 3610). Get a receipt. **Do not hold checks or keep cash in your classroom.**

**Transportation**

All requests for transportation should be approved by the building principal. Once approved by the building principal, a request for transportation, buses and vans, should be turned into the transportation director. Transportation requests are available in the superintendent's office. Always double check transportation requests. Signing up for a school van or a bus is not a guarantee!

**Overnight Trips**

Administrators will decide on the need to stay overnight on school sponsored trips. The administrator will also decide where the group will stay. Do not assume that a particular trip will be an overnight trip and do not make room reservations on your own. All overnight trips are to follow proper purchasing procedures.

**Religious Expression- Policy 1110**

The District is committed to provide educational services and to maintain a learning environment, which does not limit or deny participation in constitutionally protected prayer or other protected religious expression. Consistent with the provisions of the First Amendment, the District and its employees, while engaged in official duties, will not sponsor any religious activity or expression. Conversely, the District and its employees, while engaged in official duties, will not discourage or preclude religious expression that is privately initiated, consistent with this policy and regulation. (For Board policy regarding instruction and religious or controversial issues, refer to Policy 6242 - Religious or Controversial Issues.)

**Religious or Controversial Issues**

The espousal by any teacher or staff member of any particular religious' denomination or faith is strictly forbidden; however, teachers may teach about religion with information being presented at an appropriate maturity level for students and within the curriculum for instructional purposes.

No partisan political views may be espoused by any teacher or staff member; however, teachers may teach about political parties and politics as related to the governmental systems of the nation or world and within the curriculum.

**Visitors to Schools-Policy 1430**

Principals and teachers shall welcome and encourage visits by parents/guardians, Board members, volunteers and patrons of the schools. All visitors shall report to the principal's office on entering the building so that the office will be aware of their presence.

When a patron of the school has a need for a conference with a teacher or counselor, an appointment should be made so the staff member may proceed with their assigned duties without undue interruption.

Groups of visitors wishing to visit the school or facilities shall notify the Superintendent as far in advance as possible.

Students dismissed earlier in one school than others are not permitted to be on the grounds of any other school in the District.

Persons who do not obtain permission from the principal's office to visit the school, or visitors who create substantial disruptions to the learning environment in the building or on the premises, shall be considered trespassers and subject to arrest and prosecution.

Persons listed on the Sex Offenders Registry may not be present in any school building, or on district property, in any district vehicle utilized to transport students, or be present at school activities without the prior written permission of the Superintendent. If prior written permission is granted for a specific event or events, the Superintendent will notify the principal, where the sex offender will be present.

#### **Student Educational Records- Policy 2400**

A cumulative educational record shall be maintained for each student from their entrance into school through the last date of attendance or through graduation, whichever occurs first.

Each student's educational record will include information required by state and federal statutes, regulations or agencies and shall include other information considered necessary by school officials.

The District will comply with the mandates of the Family Educational Rights and Privacy Act (FERPA) and the Safe Schools Act regarding confidentiality of student records and disclosure of personally identifiable information.

The parents/guardians of students who are attending or have attended the District's schools have the right to inspect and review the educational records of their students and to request amendment of their students' educational records. The District has adopted procedures (Regulation 2400) for the granting of parental requests for access to the educational records of their students within a reasonable period of time, but in no case more than forty-five (45) days after the request is made.

All information contained in a student's educational record, except information designated as directory information by the District, shall be confidential and shall be directly accessible only to school officials who demonstrate a legitimate educational interest in the student's records and to parents/guardians or eligible students.

Upon request, the District will provide students' directory information, which is defined as students' names, addresses and telephone listings, date and place of birth, major field of study, participation in officially recognized activities and sports, weight and height of members of athletic teams, dates of attendance, degrees and awards received, the most recent previous school attended, and photographs.. Parents will be notified annually of their right to individually request that such information not be released without prior parental consent. Military recruiters will be provided the same access to students as is given to institutions of higher learning.

#### **Observations by Parents, Advocates, or Others**

If a parent, advocate or other person wishes to conduct an observation of any child, activity, teacher, or classroom, he or she must submit a written request to the building principal, within five school days of the date he or she wishes to observe, with the following information:

1. The name and position of the individual(s) who will be observing;
2. The date and time he or she wishes to observe;
3. The amount of time he or she wishes to observe;
4. The specific purpose for which he or she wishes to observe.

The building principal must then grant written permission for the observation to occur. The District reserves the right to deny any observation that it believes will disrupt the educational environment or may lead to a direct or indirect release of personally identifiable information about a student or students. The building principal or other administrator will provide a written or verbal explanation of its decision prior to the requested observation date.

**Bullying-Policy 2655**

The District is committed to maintaining a learning and working environment free of any form of bullying or intimidation. Bullying is strictly prohibited on school grounds, or school time, at a school sponsored activity or in a school-related context. Bullying is the intentional action by an individual or group of individuals to inflict intimidation, unwanted aggressive behavior, or harassment that is repetitive or is substantially likely to be repeated and causes a reasonable student to fear for his or her physical safety or property; substantially interferes with the educational performance, opportunities, or benefits of any student without exception; or substantially disrupts the orderly operation of the school. Bullying may consist of physical actions, including gestures, or oral, cyberbullying, electronic, or written communication, and any threat of retaliation for reporting acts of bullying.

Cyberbullying means bullying as defined above through the transmission of a communication including, but not limited to, a message, text, sound, or image by means of an electronic device including, but not limited to, a telephone, wireless telephone, or other wireless communication device, computer, or pager. The District may prohibit and discipline for cyberbullying that originates on any District campus or at a District activity if the electronic communication was made using the school's technological resources, if there is a sufficient nexus to the educational environment, or if the electronic communication was made on the District's campus or at a District activity using the student's own personal technological resources. Further, students who engage in significant acts of misconduct off campus which materially and adversely impact the education of District students will be subject to discipline.

Bullying, as defined in this policy, is strictly prohibited. Students are encouraged to report any incident of bullying which they have witnessed or incurred by contacting their building principal. District employees are required to report any instance of bullying of which the employee has witnessed within two (2) school days of the occurrence. Employees shall report the occurrence to the building principal, who is the person the District designates to receive reports of incidents of bullying. A principal who receives a report of an incident of bullying shall initiate an investigation into the allegations within two (2) school days of receipt of the report. The principal may assign other employees to assist in the investigation, or request that the superintendent assign an outside investigator. The investigation shall be completed within ten school days from the date of the written report of bullying unless good cause exists to extend the investigation. No employee or student who reports an act of bullying shall be subject to reprisal or retaliation for making such a report. Any person who engages in reprisal or retaliation against an employee or student who reports an act of bullying shall be subject to disciplinary action.

Students who are found to have violated this policy will be subject to consequences depending on factors such as: age of student(s), degree of harm, severity of behavior, number of incidences, etc. Possible consequences to a student for a violation of this policy include: loss of privileges, classroom detention, conference with teacher, parents contacted, conference with principal, in-school suspension, out-of-school suspension, expulsion and law enforcement contacted.

The District shall give annual notice of the policy to students, parents or guardians, and staff. This policy shall be included in all student handbooks. This policy shall also be posted on the District's web page (as a Board policy) and a copy shall be placed in the District Administrative Office.

The District shall provide information and appropriate training to District staff who have significant contact with students regarding the policy. All staff with significant student contact shall be trained on the requirements of this policy on an annual basis. The District shall provide education and information to students regarding bullying, including information regarding this policy prohibiting bullying, the harmful effects of bullying, and other applicable initiatives to address bullying, including student peer-to-peer initiatives to provide accountability and policy enforcement for those found to have engaged in bullying, reprisal, or retaliation against any person who reports an act of bullying. The District shall instruct its school counselors, school social workers, licensed social workers, mental health professionals, and school psychologists to educate students who are victims of bullying on techniques for students to overcome bullying's negative effects. Such techniques include but are not limited to, cultivating the student's self-worth and self-esteem; teaching the student to defend himself or herself assertively and effectively; helping the student develop social skills or encouraging the student to develop an internal locus of control. District administrators will implement programs and other initiatives to address bullying, to respond to such conduct in a manner that does not stigmatize the victim, and to make resources or referrals available to victims of bullying.

The District requires staff and students to complete a Bullying Incident Report if bullying is suspected or believed to have occurred. Parents/Guardians are also encouraged to use the Form. (A copy of the form may be found at the end of the handbook).

**Corporal Punishment: Prohibited-Policy 2670**

No person employed by or volunteering for the School District shall administer or cause to be administered corporal punishment upon a student attending District schools.

**Seclusion and Restraint- Policy 2770**

Seclusion or restraint must be used only where there is imminent danger of physical harm to the student or others and in accordance with Board Policy 2770.

**Student Suicide Awareness-Regulation 2785**

**The district will address suicide awareness and prevention through the following policy components<sup>1</sup>:**

1. Crisis response team
2. Crisis response procedures
3. Procedures for parent involvement
4. Community resources available to students, parents, patrons and employees
5. Responding to suicidal behavior or death by suicide in the school community
6. Suicide prevention and response protocol education for staff
7. Suicide prevention education for students
8. Publication of policy
9. Teacher Assistance Programs
10. Student Identification Cards

**1. Crisis Response Team**

The district will include suicide awareness and prevention in already established district or building crisis response teams or will establish such team(s) if not already in existence. Crisis response team members will include administrators, counselors and the school nurse, and may also include school social workers, school resource officers, teachers and/or community resources as appropriate. The crisis response team will be responsible for implementation of crisis response procedures.

The district will adopt an evidence based/informed tool for assessing suicide risk. The crisis response team, the building administrator, or his/her designee will receive training and coaching in using this tool to collect and document student suicidal behaviors and safety planning strategies.

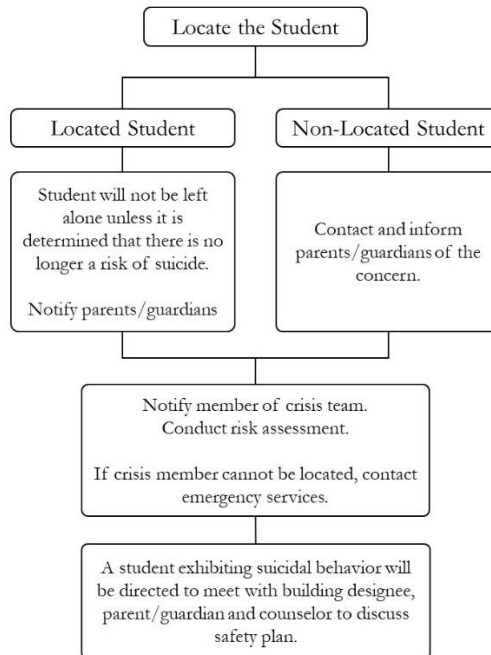
**2. Crisis Response Procedures**

Student suicidal behaviors are not confidential and may be revealed to the student's parents, guardians, school personnel or other appropriate authority when the health, welfare or safety of the student is at risk.

Any school employee who has a reasonable belief that a student may be at risk for suicide or witnesses any attempt towards self-injury will notify a member of the crisis response team, the building administrator or his/her designee.

If a student suicide behavior is made known to any school employee and a member of the crisis response team, the building administrator or his/her designee is not available, the employee will notify the student's parent/guardian, the National Suicide Prevention Lifeline (800-273-8255) or local law enforcement in an emergency situation. As soon as practical, the employee will notify the building designee or principal.

The following steps will be employed in response to any risk of student suicide:



### 3. Procedures for Parent Involvement

A member of the crisis response team, the building administrator or his/her designee shall reach out to the parents/guardians of a student identified as being at risk of suicide to consult with them about the risk assessment of their student, to make them aware of community resources, and to discuss how to best support the student's mental well-being and safety.

If the parent refuses to cooperate or if there is any doubt regarding the student's safety, local mental service providers and/or law enforcement may need to be engaged, and a report may need to be made to the Child Abuse and Neglect Hotline.

Contact with a parent concerning risk of suicide will be documented in writing.

### 4. School and Community Resources

A student exhibiting suicidal behavior will be directed to meet with the building designee, their parent/guardian and counselor to discuss support and safety systems, available resources, coping skills and a safety plan as necessary.

The district will, in collaboration with local organizations and the Missouri Department of Mental Health, identify local, state and national resources and organizations that can provide information or support to students and families. A basic list of resources can be found on the Department of Mental Health website and the district will strive to develop its own list of local resources to be made readily available.

<https://dmh.mo.gov/behavioral-health/suicide-prevention>

### 5. Responding to Suicidal Behavior or Death by Suicide in the School Community

When the school community is impacted by suicidal behavior or a death by suicide, the district will confer with their crisis response teams and, when appropriate, confer with local community resources and professionals to identify and make available supports that may help the school community understand and process the behavior and/or death.

The crisis response team, the building administrator or his/her designee will determine appropriate procedures for informing the school community of a death by suicide and the supports that will be offered. Staff and students who need immediate attention following a death by suicide will be provided support and resources as determined necessary.

### 6. Suicide Prevention and Response Protocol Education for Staff

All district employees will receive information annually regarding this policy and the district's protocol for suicide awareness, prevention and response. The importance of suicide prevention, recognition of suicide protective and risk factors, strategies to strengthen school connectedness and building specific response procedures will be highlighted.

Such information shall include the following:

1. Current trends in youth mental health, well-being and suicide prevention and awareness
2. Strategies to encourage students to seek help for themselves and other students
3. Warning signs that indicate a student may be at risk of suicide
4. The impact of mental health issues and substance abuse

5. Communication to students regarding concerns about safety and that asking for help can save a life
6. Understanding limitations and boundaries for giving help and techniques to practice self-care
7. Identification of key school personnel who are comfortable, confident and competent to help students at risk of escalated distress and suicide

All district staff will participate in professional development regarding suicide awareness and prevention.

### **7. Suicide Prevention Education for Students**

Starting no later than fifth grade, students will receive age-appropriate information and instruction on suicide awareness and prevention. Information and instruction may be offered in health education, by the counseling staff or in other curricula as may be appropriate.

Student education will include the following:

1. Information about mental health, well-being and suicide prevention and awareness
2. Promotion of a climate that encourages peer referral and which emphasizes school connectedness
3. Recognition of the signs that they or peers are at risk for suicide
4. Identification of issues that may lead to suicide including depression, anxiety, anger, and drug/alcohol dependency
5. Directive to not make promises of confidence when they are concerned about peer suicide
6. Identification of a trusted adult on campus with whom students can discuss concerns about suicide

### **8. Publication of Policy**

The district will notify employees, students and parents of this policy by posting the policy and related procedures and documents on the district's website and discussing this policy during employee training as detailed herein.

### **9. Teacher Assistance Programs**

All District teachers, principals, and certified educators may attend a teacher assistance program regarding suicide prevention or self-review of suicide prevention materials. Completion of either of these options will count as two contact hours of professional development under Missouri Revised Statute §168.021.

### **Purchases By and/or Solicitation of School Staff- Policy 3170**

#### **Conflict of Interest**

The School District will not purchase supplies or materials from a staff member of the School District, nor from a member of the household of the staff member, except in emergency situations as determined by the Superintendent of Schools. Neither will the District purchase supplies, materials or services from a member of the Board of Education or from a member of his/her household, or from a firm in which he/she holds a major interest.

#### **Endorsements**

Employees of the District will not endorse products or services in such a manner that will identify the employee as an employee of the School District.

#### **Procurement Activities**

In any purchasing activities all employees shall refrain from soliciting, discourage the offer of, and decline gifts if offered by any vendor wishing to do business with, or who is doing business with the School District. Instead of making an offer of gifts, the vendor should be encouraged to discount the price of the goods to the school.

#### **Solicitation/Distribution**

The advertising of sale or distribution of any goods or service on school property, for any school activity, shall have prior approval from the building principal or Superintendent. This includes but is not limited to school personnel, students, parents/guardians, relatives, general public and commercial businesses.

#### **Solicitations of School Staff**

Agents, solicitors, and salespersons will be denied the privilege of seeing the school staff during the school day except with permission of the administration.

### **Travel and Reimbursement- Policy 3440**

It is the policy of the Board to pay reasonable travel expenses for those who travel on District business and whose trip has been approved in advance by the Superintendent/designee. These expenses include registration, transportation, meals, lodging, tolls, and

parking charges. Expenses are reimbursed only when properly accounted for by an individual and approved by the Superintendent/designee.

#### **Federal Award Programs**

Travel costs, include transportation, lodging, meals, subsistence and related expenses incurred by employees who are in travel status on official business of the District. When District employees are traveling on Federal program business, automobile travel will be reimbursed at the then existing IRS mileage rate. The reasonable costs of lodging, meals and related costs will be fully reimbursed. However, such costs will be allowable only to the extent such costs do not exceed charges normally allowable by the District in its regular operations. With prior approval, commercial air travel is a covered expense, provided the air travel utilizes the least expensive, unrestricted accommodation class.

In addition, the District's Policy and Regulation 3440 are applicable except where District policies conflict with specific Federal Award Program guidelines set out herein. In such cases, Federal Award Program guidelines control.

#### **Management- Policy 3610**

School activity funds are used to finance a program of student activities which supplement but do not take the place of the instructional programs provided by the Board of Education. Whether funds are collected from student contributions, club dues, special activities, or result from admissions to events or from other fund-raising activities, all funds will be under the jurisdiction of the Superintendent and building principals. The funds will be expended to benefit students currently enrolled in school. The management of the funds will be in accordance with good business practices, including sound budgetary and accounting procedures, and will be audited in the same manner as District funds. There shall be full disclosure of the sources and expenditures of all funds.

#### **Equal Opportunity Employment-Policy 4110**

The Board of Education of the School District is an equal opportunity employer. The Board is committed to providing equal opportunity for all individuals in all areas of recruitment, selection, placement, training, assignment, transfer, compensation, benefits, discipline, retention, and promotion. The Board commits itself to the policy that there shall be no unlawful discrimination or harassment against any person because of race, color, religion, age, sex, national origin, ethnicity, disability, sex orientation or perceived sex orientation. All decisions with regard to employment shall be in compliance with applicable state and federal laws.

The Board is required by the Immigration Reform and Control Act to employ only American citizens and aliens who are authorized to work in the United States. The purpose of this law is to preserve jobs for those individuals who are legally entitled to them.

#### **Employment Procedures-Policy 4120**

The Board of Education, upon recommendation of the Superintendent, votes on the employment of all staff members. In approving applicants, the Board will be guided by the desire to obtain individuals committed to providing the highest quality education for the District's students. For Title I staff qualifications and hiring, refer to Policy and Regulation 1621 – Title I.

No person will be employed by the Board until the District obtains a clear criminal records check and a clear check of the Child Abuse/Neglect Registry maintained by the Missouri Department of Social Services. Additionally, and prior to offering employment to any teacher who had previously been employed by a Missouri school district or charter school, the Superintendent/designee shall obtain from the Department of Elementary and Secondary Education the identity of the school district or charter school that had previously employed the applicant. The District will contact the former employer to determine if such applicant had been terminated or resigned in lieu of termination; or against whom allegations of sexual misconduct had been substantiated by the Children's Division.

All persons employed by outside vendors/contractors who will have contact with students will be required to successfully undergo a criminal records and a clear check of the Child Abuse/Neglect Registry prior to contact with students. Such background checks will be performed at the vendors/contractors' expense and will, upon request, be shared with the District. All finalists for an

employment position will be required to sign a release of liability authorizing prior employers, including school districts, to furnish any information about the applicant and the applicant's work performance, including but not limited to discipline records and performance evaluations. The administration may also conduct random background checks after employment. Failure to check references and prior employment for new hires prior to their start date may result in disciplinary action up to and including suspension without pay.

As part of the criminal records check, any person employed after January 1, 2005, shall submit two sets of fingerprints to be used by the Missouri Highway Patrol and the Federal Bureau of Investigation. The fingerprints shall be collected pursuant to standards

determined by the Missouri Highway Patrol. All District employees who are authorized to access the Missouri Automated Criminal History Site (MACHS) will only use such criminal history information for purposes of verifying qualifications for employment. The District will not create copies of the criminal record for employment record purposes and will not disseminate the record, except as permitted by law.

The District will designate a full-time employee, who will be fully trained in the Missouri Highway Patrol's automated criminal history site (MACHS), to serve as the District Local Agency Security Officer (LASO). The District's LASO Security Officer will be responsible for implementation and oversight of the District's Use of MACHS for all applicants. Any employee who attempts to access MACHS without authorization, improperly disseminates an applicant's criminal history record or facilitates unauthorized access to MACHS, will be subject to disciplinary action up to and including termination.

All vacancies should be posted for a minimum of ten (10) school days before the Superintendent may recommend a qualified applicant to the Board for employment. In an emergency situation the Superintendent may temporarily employ an applicant prior to the expiration of the posting. The temporary applicant may be considered along with other applicants for the position after the ten days. However, in order to hire a Board member's spouse, the position must have been advertised. (Refer to Policy 0342 – Nepotism, Conflict of Interest and Financial Disclosure.)

The Superintendent or his designee is the person who shall respond to requests from potential employers for information regarding a former District employee. The information the District should provide is title, position, length of employment, whether the employee was terminated or resigned, and whether the District would re-hire the employee.

Additionally, when requests for information from any public school regarding a former employee against whom allegations of sexual misconduct involving a student have resulted in a determination by the Board of an actual violation of sexual misconduct pursuant to Board Policy; a resignation in lieu of termination; or allegations of sexual misconduct that have been substantiated by Children's Division, the Superintendent or his designee shall disclose to the requesting school the allegations of sexual misconduct and the findings of a Children's Division investigation.

Any school district employee who is permitted to respond to requests for information, acting in good faith, who reports authorized information, as provided in this policy or, who, in good faith, reports alleged sexual misconduct on the part of a District employee, will not be disciplined or discriminated against because of such report.

This foregoing policy is intended to comply with the Amy Hestir Student Protection Act, Senate Bill 54, including section 162.068 RSMo. The District shall provide notice of this policy to all current employees and to all potential employers who contact the District regarding the possible employment of a District employee.

#### **Certificated Staff Duties, Schedules and Working Hours-Policy 4220**

The school year will be set annually by the Board of Education. The start date, end date, and number of contracted days will be contained in staff contracts. The length of the teaching day will also be set by the Board. Certificated staff are required to be on duty during the teaching day. In addition to the teaching day, certificated staff are required to attend scheduled staff meetings, parent conference days, IEP meetings, and other meetings and duties as may be determined by the administration and Board of Education.

#### **General Attendance-Policy 4310**

Regular attendance is essential in providing District students with a high quality of instruction and operation of the schools. Eligible certificated staff and support employees will be given sick and personal leave days each school year. See Regulation 4320 for specific details.

When employees are absent more than 10 days in any semester or more than 20 days per school year, their absence is considered excessive. The Superintendent/designee will review each incident of excessive absence and may require the employee to provide medical documentation or may consider disciplinary actions up to and including termination.

#### **Personnel Leave-Policy 4320**

The Board of Education has adopted policies and regulations for the following types of leave for District employees:

1. Sick Leave
2. Personal Leave
3. Bereavement Leave
4. Leave for Jury Duty

5. Military Leave
6. Leave of Absence
7. Family and Medical Care Leave (See Policy and Regulation 4321.)
8. Domestic/Sexual Violence Victim Leave

Specific provisions of the various types of District leave are described in Policy and Regulation 4320, 4310 and 4321.

#### **Family and Medical Leave-Policy 4321**

The Board of Education recognizes that leaves of absence are occasionally necessary due to family or medical reasons or in certain circumstances associated with service members' service in the Armed Forces. The District has adopted detailed procedures to ensure compliance with the Family and Medical Leave Act of 1993 (FMLA). As provided by District regulations, eligible employees are entitled to use up to twelve (12) workweeks of unpaid leave for family and medical reasons (up to 26 workweeks for covered events related to those serving in the Armed Forces). The Board of Education has designated a District administrator to act as FMLA Compliance Officer. As part of its compliance program, the District will notify each employee of the name, address and telephone number of the District's FMLA Compliance Officer and will provide a statement of commitment to adhere to FMLA regulations. The FMLA Compliance Officer will regularly evaluate the District's FMLA compliance to ensure fair and equitable opportunities for all eligible employees. (See Regulation 4321 on the District website for more information).

Compliance Officer:

Superintendent of Schools Mr. Bob Hedding  
 312 South 11th Street  
 660-736-4118  
[hedbob@tarkio.k12.mo.us](mailto:hedbob@tarkio.k12.mo.us)

#### **Benefits-Policy 4510**

The Board of Education provides fringe benefits to full-time staff members. The extent and nature of fringe benefits provided may vary by employee group and work schedule. Insurance coverage for staff members includes:

1. Liability Insurance
2. Workers' Compensation Insurance
3. Unemployment Compensation Insurance
4. Medicare Coverage
5. Medical Insurance

#### **Workers' Compensation Benefits-Policy 4530**

Employees who suffer an injury caused by an accident or occupational disease arising out of and in the course of employment ("work-related injury") will receive benefits paid by the District according to the Workers' Compensation Law of the State of Missouri ("the Law"). Employees driving District owned or subsidized vehicles are not covered by this policy when driving such District owned vehicles to or from the home or to or from the workstation. Absence from duty resulting from a work-related injury will be compensated according to the Law. Employees who receive workers' compensation benefits for lost time from work due to a work-related injury are not eligible for additional sick leave or vacation benefits under this policy, except with respect to those employees whose average weekly wage as defined by the Law ("average weekly wage") exceeds the actual wage necessary to obtain the maximum total disability rate as defined by the Law ("maximum wage").

In addition to the benefits for temporary total disability allowed under the Law, an employee whose average weekly wage at the time of the work-related injury exceeds the maximum wage at the time of the work-related injury will receive in wages the difference between the employee's average weekly wage and the maximum wage during the time period such employee is entitled to temporary total disability benefits under the Law. This additional benefit provided herein does not affect an employee's wage rate for purposes of permanent disability benefits.

#### **Group Insurance Benefits-Policy 4540**

The Board of Education directs that medical group insurance coverage for staff members will be provided. The Superintendent/designee will solicit proposals and make recommendations to the Board of Education for approval of the insurance provider.

Employees shall be given information regarding COBRA benefits at the times of employment and separation.

The contract for medical insurance will be submitted for competitive bidding at least once every three (3) years.

For purposes of this policy competitive bidding means public notice of the request for medical insurance bids and the provision of information about district participants, claims history, and the details of the District's existing health insurance policy and proposed modifications.

#### **Development or Physical Disabilities**

The District's medical group insurance for staff members, after January 1, 2020, will provide coverage for the diagnosis and treatment of autism spectrum disorders and for the diagnosis and treatment of developmental or physical disabilities to the extent that such diagnosis and treatment is not already covered by the District's health plan.

#### **Certificated Personnel Performance Evaluation-Policy 4610**

The Board of Education's ultimate goal in education is to provide the highest quality educational experience to all District students. The District's performance-based evaluation system contributes to that goal by promoting the professional improvement of each staff member and, when necessary, by providing data to remove an employee whose employment is detrimental to students.

Performance-based evaluation is a process endorsed by the Board of Education for performance improvement that includes identification of performance expectations, documentation of performance, discussion of performance, development of improvement plans, and making personnel decisions based upon performance. The evaluation process for every employee is an on-going process that takes place every day. Formal, summative evaluations will be prepared and reviewed with each tenured teacher at least every other year. All other District employees will receive summative evaluations annually.

The District's performance evaluation system incorporates the seven "Essential Principles of Effective Evaluation" adopted by the State Board of Education and set out as follows:

1. Uses research-based and proven practices to measure educator performance;
2. Establishes performance indicators for educators based on their level of performance;
3. Aligns the evaluation process with an educator's probationary period to provide for an appropriate accumulation of performance data;
4. Uses student learning, based on a variety of performance measures, in the evaluation process;
5. Assesses educator performance on a regular basis and provides feedback to teachers and administrators that they can use to improve their performance through their careers;
6. Ensures evaluators are highly trained so that evaluation ratings are fair, accurate and reliable; and
7. Uses the evaluation process to guide school district policies that impact the development of educators and student learning.

Notwithstanding the State's essential principles, the major focus on the District's evaluation system is on positive learning outcomes, cognitive and affective, for District students. Educators are responsible for the positive learning outcomes for their students.

The Board recognizes the fundamental experience differences between tenured and probationary teachers. Accordingly, District evaluators will focus their attention, non-exclusively, on probationary teachers and on tenured teachers whose practices adversely affect student learning.

District evaluators will be trained and assessed on their ability to consistently evaluate educators under their discretion.

#### **Staff Conduct-Policy 4630**

The Board of Education requires all staff members to serve as positive role models for District students. District schools exist to provide quality, cognitive, and affective education for District students in a safe and appropriate setting. In achieving these objectives, staff are required to meet certain performance criteria including, but not limited to:

1. Review and comply with Board policies, regulations, and procedures as well as related building rules and practices.
2. Properly prepare for student instruction.
3. Fully utilize instructional time for learning activities.
4. Maintain students under active supervision at all times.
5. Assess student performance in a regular and accurate manner.
6. Modify instructional goals to meet the needs of each student.
7. Comply with administrative directives.
8. Communicate with students in a professional and respectful manner.

9. Communicate with colleagues, parents and District citizens in a professional manner.
10. Properly operate and maintain district property.
11. Utilize district technology solely for school district business.
12. Maintain required records and submit requested reports in a timely manner.
13. Comply with all safety guidelines and directives.
14. Refrain from the use of profane and obscene language.
15. Dress in a professional manner.
16. Attend to all duties in a punctual manner.
17. Maintain student confidentiality pursuant to state and federal law.
18. Follow and implement student Individual Education Programs (IEP) under the Individuals with Disabilities Education Act (IDEA) or plans under Section 504 of the Rehabilitation Act.
19. Maintain and account for District funds in the staff member's possession and control.
20. Maintain professional relationships with students. With the exception of students who are immediate family with the staff member, this requirement also includes avoiding situations that could lead to allegations of inappropriate relationships with students, including, but not limited to:
  - a. Being present in any setting where students are provided or are consuming alcohol or illegal drugs.
  - b. Inviting students to be alone with a staff member at a staff member's residence, on staff member's private property, or in a staff member's motor vehicle without the prior consent of the building principal.
  - c. Communicating with students, electronically or in person, about the student's sexual activity or concerning the staff member's sexual or romantic conduct.
  - d. Being present on District premises alone with a student in a room where the door is closed, the door is locked, or the lights are off, unless required temporarily due to emergency circumstances. Counselors and administrators are exempted from this prohibition in performance of professional duties.
  - e. Covering the interior window(s) of instructional space and offices with any material that blocks or obscures outside vision into the space, unless required temporarily due to emergency circumstances.
  - f. Communicating with students about sexual topics outside approved District curriculum, unless done as part of a District investigation into sexual abuse or harassment.
  - g. Utilizing students to attend to personal errands for the staff member.
  - h. Allowing students to drive a staff member's vehicle.
  - i. Provision to a student of any pictorial, three-dimensional or visual depiction of sexual acts of any sort as well as human genitals. However, works of art, when taken as a whole, have serious significance or materials used in science class are not considered to be violations of this subparagraph. Questions regarding the applicability of the subparagraph must be directed to the teacher's building administrator.

#### **Teaching Standards-Policy 4640**

District teaching standards include, but are not limited to:

- Ensuring that students are actively participating and are successful in the learning process.
- Teacher will monitor and manage student learning by specific assessment vehicles.
- Student and teacher will be prepared and knowledgeable of the curricular content.
- Teacher will maintain students' on task behavior.
- Teacher will use professional communications and interactions with the school community.
- Teacher will remain current on instructional knowledge.
- Teacher will seek and explore changes in teaching behaviors that will enhance student learning.
- Teacher will act responsibly in the overall mission of the school.
- Teacher creates learning experiences that make the subject matter meaningful.
- Teacher demonstrates knowledge of the subject matter by implementing instruction pertinent to the subject matter.
- Teacher provides learning opportunities that support the intellectual, social and personal development of all students.
- Teacher cultivates the unique skills and talents of every student.

- Teacher will use a variety of instructional activities of critical thinking, problem solving, and performance skills.
- Teacher creates a positive learning environment that encourages active engagement in learning, positive social interactions and self-motivation.
- Teacher models effective verbal, nonverbal and media communication techniques with students and parents to foster active inquiry, collaboration and supportive interaction in the classroom.
- Teacher will use formal and informal strategies to assess learners' progress.
- Teacher will actively seek out opportunities to grow professionally in order to improve learning for all students.
- Teacher will maintain effective working relationships with students, parents, colleagues and community members.

#### **Conflict of Interest-Policy 4840**

District employees are prohibited from engaging in any activity that would conflict, or raise a reasonable question of conflict, with their responsibilities in the District. If an employee is in doubt concerning whether certain acts violate this policy, the employee must seek an opinion from the superintendent and regulations of this policy.

#### **Staff Dispute Resolution-Policy 4850**

The Board of Education recognizes that in any workplace misunderstandings and disputes arise. If left unresolved, these disputes could undermine staff morale and can interfere with the educational mission of the District. The Board has adopted a formal process for dispute resolution that encourages specified employees to resolve concerns quickly and at the most immediate administrative level. This policy does not limit the right of any employee to file a complaint under Policy and Regulation 1300 based on harassment or discrimination because of an individual's race, color, national origin, ancestry, religion, sex, disability, age, genetic information, or any characteristic provided by law. For more information concerning dispute resolution see Regulation 4850 in the District's board policies and regulations.

#### **Drug Free Workplace-Policy 4870**

The unlawful possession, use or distribution of illicit drugs and alcohol on school premises or as a part of school activities is strictly prohibited.

Employees under the influence of alcohol, drugs, or controlled substances while on duty are a serious risk to themselves, to students and to other employees. Employees who display physical manifestations of drug or alcohol use while on duty, may be subject to drug testing. Any employee who violates this policy will be subject to disciplinary action up to and including termination and referral for prosecution. Employees may also be required to satisfactorily participate in rehabilitation programs.

As a condition of employment, all employees must abide by the terms of this policy. Employees who are convicted of a drug offense which occurred on school premises or while on duty must notify the Superintendent of their conviction. Notification must be made by the employee to the Superintendent within five (5) days of the conviction. Within ten (10) days, the Superintendent will provide notice of such violation to the Impact Aid Program, United States Department of Education, or other appropriate government agency.

The District will institute a drug-free awareness program to inform employees of:

1. The dangers of drug and alcohol abuse in the workplace.
2. This policy of maintaining a drug-free workplace.
3. Available counseling and rehabilitation.
4. The penalties that may be imposed upon employees for drug abuse violations occurring in the workplace.

On the basis of medical certification, employees with the illness of chemical dependency shall qualify for the employee benefits and group insurance coverages that are provided for under group health and medical insurance policies. The confidential nature of the medical records of employees with chemical dependency shall be preserved in the same manner as for all other medical records.

The District's responsibility for chemical dependency is limited to its effects on the employee's job performance. If the employee violates this policy, refuses to accept diagnosis and treatment, or fails to respond to treatment, and performance is adversely affected, the employee will be subject to employment action in proportion to the performance problem. Implementation of this policy will not require or result in any special regulations, privileges or exemptions from the standard administrative practice applicable to job performance requirements.

Upon the request of the Department of Elementary and Secondary Education or an agency of the United States, the District shall certify that it has adopted and implemented the drug prevention program described in this policy, in the form required by such agency. The District shall conduct a biennial review of this policy to determine its effectiveness, implement necessary changes, and to ensure that the disciplinary sanctions are consistently enforced.

It shall be a violation of this policy for any employee to possess, use, manufacture, distribute, or be under the influence of medical marijuana in any manner inconsistent with Missouri state law and applicable regulations. Additionally, employees may not be under the influence of marijuana while they are (i) acting in the scope of their employment, whether on District property or off, or (ii) present at any school or District-sponsored or sanctioned event such as athletic events or conferences. Employees may seek reasonable accommodations related to medical marijuana under the District's policies and procedures addressing the Americans with Disabilities Act.

### **Transportation Employees**

District employees who are subject to the Transportation Employee Testing Act may not use medical marijuana on workdays and may not use marijuana while on District transportation nor be under the influence of marijuana. Transportation employees who test positive for any controlled substance including marijuana are subject to dismissal. Transportation employees who cannot, for medical reasons, comply with this policy may request a transfer to a non-safety sensitive position.

The information in this policy will be distributed to all present and future employees.

### **Opioid Antagonists**

The District will maintain NARCAN or other opioid antagonists to be admitted in emergency situations by a trained school nurse. (See Policy 2874 – Administering Opioid Antagonists).

### **Driver Drug Testing-Policy 4871**

The District recognizes that it shares the responsibility to prevent accidents and injuries resulting from the misuse of alcohol or the use of controlled substances by its employees who operate commercial motor vehicles. The District complies with the provisions of the Omnibus Transportation Employee Testing Act of 1991, which mandates that the District test its drivers who are required to hold commercial driver's licenses under specified conditions. The District fully complies with the provisions of the "Commercial Driver's License Drug and Alcohol Clearinghouse." The District will regularly evaluate its policies and procedures to ensure that it remains in compliance with federal regulations.

### **Alcohol and Illicit Drugs-Policy 4872**

The District prohibits all employees from the possession, distribution, or presence under the influence of alcohol and non-prescribed controlled substances while on school premises. This prohibition is exemplified by Policy 4870 Drug-Free Workplace and Policy/Regulation 4871 Driver Drug Testing. Violation of this policy as well as Policies 4870 and 4871 will result in disciplinary action up to and including termination. In addition, such violation may result in substantially reduced or forfeiture of workers compensation benefits where the use of substances prohibited by this policy was in conjunction with or related to a workplace injury.

### **Post Accident Drug / Alcohol Testing**

Employees under the influence of alcohol, drugs, or controlled substances while on duty are a serious risk to themselves, to students, to other employees, and to District property. Where an employee holding a safety sensitive position is involved in an accident producing injury, the District will require the employee to submit to post injury alcohol/drug testing.

Post accident testing will be utilized after any accident

- involving the loss of life;
- resulting from a violation of Board Policy or Regulations, or municipal, state, or federal law;
- which results in an injury to a person who receives medical treatment;
- resulting in disabling damage to any motor vehicle or piece of District equipment;
- resulting from a violation of a safety regulation or safety directive.

Refusal to submit to post injury testing will result in disciplinary action up to, and including termination, and may result in forfeiture of Workers Compensation benefits for injuries related to the request for testing.

Employees holding a non-safety sensitive position will be subject to post accident drug testing where a District administrator has sufficient cause to suspect the employee's use of alcohol or non-prescribed controlled substance producing accident, in conjunction with or related to a workplace testing. Such post-accident testing will be utilized in the instance of the occurrence of any of the five instances set forth in this policy.

#### **Safety Sensitive Positions:**

The following list of positions are hereby classified as "safety sensitive" due to the serious risk of harm that can result from performing said job duties while impaired by drugs or alcohol; therefore, employees occupying such positions are subject to drug testing in accordance with published Board Policies and Regulations:

- Food service employees.
- Transportation employees.
- Custodial employees.
- Maintenance employees (HVAC, Electrical, Plumbing).
- Any district employee whose job duties involve the performance of supervising children, including, but not limited to teachers, teachers' aides, lunchroom/playground monitors, etc.

#### **Internet Usage-Regulation 6320**

##### **Personal Responsibility**

Access to electronic research requires students and employees to maintain consistently high levels of personal responsibility. The existing rules found in the District's Behavioral Expectations policy (Board Policy/Regulation 2610) as well as employee handbooks clearly apply to students and employees conducting electronic research or communication.

One fundamental need for acceptable student and employee use of District electronic resources is respect for, and protection of, password/account code security, as well as restricted databases files, and information banks. Personal passwords/account codes may be created to protect students and employees utilizing electronic resources to conduct research or complete work.

These passwords/account codes shall not be shared with others; nor shall students or employees use another party's password except in the authorized maintenance and monitoring of the network. The maintenance of strict control of passwords/account codes protects employees and students from wrongful accusation of misuse of electronic resources or violation of District policy, state or federal law. Students or employees who misuse electronic resources or who violate laws will be disciplined at a level appropriate to the seriousness of the misuse.

##### **Acceptable Use**

The use of the District technology and electronic resources is a privilege, which may be revoked at any time. Staff and students are only allowed to conduct electronic network-based activities which are classroom or workplace related. Behaviors which shall result in revocation of access shall include, but will not be limited to: damage to or theft of system hardware or software; alteration of system hardware or software; placement of unlawful information, computer viruses or harmful programs on, or through the computer system; entry into restricted information on systems or network files in violation of password/account code restrictions; violation of other users' rights to privacy; unauthorized disclosure, use or dissemination of personal information regarding minors; using another person's name/password/account to send or receive messages on the network; sending or receiving personal messages on the network; and use of the network for personal gain, commercial purposes, or to engage in political activity.

Students and employees may not claim personal copyright privileges over files, data or materials developed in the scope of their employment, nor may students or employees use copyrighted materials without the permission of the copyright holder. The Internet allows access to a wide variety of media. Even though it is possible to download most of these materials, students and staff shall not create or maintain archival copies of these materials unless the source indicates that the materials are in the public domain.

Access to electronic mail (E-mail) is a privilege and designed to assist students and employees in the acquisition of knowledge and in efficiently communicating with others. The District E-mail system is designed solely for educational and work-related purposes. *E-*

**mail files are subject to review by District and school personnel.** Chain letters, "chat rooms" or Multiple User Dimensions (MUDs) are not allowed, with the exception of those bulletin boards or "chat" groups that are created by teachers for specific instructional purposes or employees for specific work-related communication.

Students or employees who engage in "hacking" are subject to loss of privileges and District discipline, as well as the enforcement of any District policy, state and/or federal laws that may have been violated. Hacking may be described as the unauthorized review, duplication, dissemination, removal, damage, or alteration of files, passwords, computer systems, or programs, or other property of the District, a business, or any other governmental agency obtained through unauthorized means.

To the maximum extent permitted by law, students and employees are not permitted to obtain, download, view or otherwise gain access to "inappropriate matter" which includes materials that may be deemed inappropriate to minors, unlawful, abusive, obscene, pornographic, descriptive of destructive devices, or otherwise objectionable under current District policy or legal definitions. Similarly, the use of any District computer to access sites which allow the user to conceal their objective of accessing inappropriate material is not permitted.

The District and school administration reserve the right to remove files, limit or deny access, and refer staff or students violating the Board policy to appropriate authorities or for other disciplinary action.

### **Internet Access**

In compliance with the Children's Internet Protection Act ("CIPA"), 47 U.S.C. § 254, the District uses technological devices designed to filter and block the use of any District computer with Internet access to retrieve or transmit any visual depictions that are obscene, child pornography, or "harmful to minors" as defined by CIPA and material which is otherwise inappropriate for District students.

Due to the dynamic nature of the Internet, sometimes Internet websites and web material that do not fall into these categories are blocked by the filter. In the event that a District student or employee feels that a website or web content has been improperly blocked by the District's filter and this website or web content is appropriate for access by District students, the process described below should be followed:

Follow the process prompted by the District's filtering software (or to remain anonymous, log in under log in name: 123anonymous) and submit an electronic request for access to a website, or:

1. Submit a request, whether anonymous or otherwise, to the District's Superintendent/the Superintendent's designee.
2. Requests for access shall be granted or denied within three days. If a request was submitted anonymously, persons should either attempt to access the website requested after three days or log back in at 123anonymous to see the status of the request.
3. Appeal of the decision to grant or deny access to a website may be made in writing to the Board of Education. Persons who wish to remain anonymous may mail an anonymous request for review to the Board of Education at the School District's Central Office, stating the website that they would like to access and providing any additional detail the person wishes to disclose.
4. In case of an appeal, the Board of Education will review the contested material and make a determination.
5. Material subject to the complaint will not be unblocked pending this review process.

In the event that a District student or employee feels that a website or web content that is available to District students through District Internet access is obscene, child pornography, or "harmful to minors" as defined by CIPA or material which is otherwise inappropriate for District students, the process described set forth in Regulation 6241 should be followed.

Adult users of a District computer with Internet access may request that the "technology protection measures" be temporarily disabled by the chief building administrator of the building in which the computer is located for lawful purposes not otherwise inconsistent with this Policy.

### **Privileges**

The use of District technology and electronic resources is a privilege, not a right, and inappropriate use will result in the cancellation of those privileges. All staff members and students who receive a password/account code will participate in an orientation or training course regarding proper behavior and use of the network. The password/account code may be suspended or closed upon the finding of user misuse of the technology system or its resources.

### **Network Etiquette and Privacy**

Students and employees are expected to abide by the generally accepted rules of electronic network etiquette. These include, but are not limited to, the following:

1. System users are expected to be polite. They may not send abusive, insulting, harassing, or threatening messages to others.
2. System users are expected to use appropriate language; language that uses vulgarities or obscenities, libels others, or uses other inappropriate references is prohibited.
3. System users may not reveal their personal addresses, their telephone numbers or the addresses or telephone numbers of students, employees, or other individuals during E-mail transmissions.
4. System users may not use the District's electronic network in such a manner that would damage, disrupt, or prohibit the use of the network by other users.
5. System users should assume that all communications and information is public when transmitted via the network and may be viewed by other users. The system administrators may access and read E-mail on a random basis.
6. Use of the District's electronic network for unlawful purposes will not be tolerated and is prohibited.

### **Services**

While the District is providing access to electronic resources, it makes no warranties, whether expressed or implied, for these services. The District may not be held responsible for any damages including loss of data as a result of delays, non-delivery or service interruptions caused by the information system or the user's errors or omissions. The use or distribution of any information that is obtained through the information system is at the user's own risk. The District specifically denies any responsibility for the accuracy of information obtained through Internet services.

### **Security**

The Board recognizes that security on the District's electronic network is an extremely high priority. Security poses challenges for collective and individual users. Any intrusion into secure areas by those did not permit such privileges creates a risk for all users of the information system.

The account codes/passwords provided to each user are intended for the exclusive use of that person. Any problems, which arise from the user sharing his/her account code/password, are the responsibility of the account holder. Any misuse may result in the suspension or revocation of account privileges. The use of an account by someone other than the registered holder will be grounds for loss of access privileges to the information system.

Users are required to report immediately any abnormality in the system as soon as they observe it. Abnormalities should be reported to the classroom teacher or system administrator.

The District shall use filtering, blocking or other technology to protect students and staff from accessing internet sites that contain visual depictions that are obscene, child pornography or harmful to minors. The District shall comply with the applicable provisions of the Children's Internet Protection Act (CIPA), and the Neighborhood Internet Protection Act (NCIPA).

### **Vandalism of the Electronic Network or Technology System**

Vandalism is defined as any malicious attempt to alter, harm, or destroy equipment or data of another user, the District information service, or the other networks that are connected to the Internet. This includes, but is not limited to the uploading or the creation of computer viruses, the alteration of data, or the theft of restricted information. Any vandalism of the District electronic network or technology system will result in the immediate loss of computer service, disciplinary action and, if appropriate, referral to law enforcement officials.

### **Consequences**

The consequences for violating the District's Acceptable Use Policy include, but are not limited to, one or more of the following:

1. Suspension of District Network privileges;
2. Revocation of Network privileges;
3. Suspension of Internet access;
4. Revocation of Internet access;
5. Suspension of computer access;
6. Revocation of computer access;
7. School suspension;
8. Expulsion; or

9. Employee disciplinary action up to and including dismissal.

### **Safe Schools Act of 1996 (selected excerpts and summaries)**

Several areas have been addressed by the Safe Schools Act of 1996. Amendments were added in 1997 and 2000. Items discussed below pertain to classroom and staff issues, in particular.

#### **1. School Discipline Policies**

- School districts must establish a written discipline policy. The District prohibits corporal punishment.
- Provide copy to parents and students (school handbook, district calendar, etc.).
- All employees will receive instruction in the contents and use.

#### **2. Reporting requirements**

Administrators are required to report acts of violence. These include, but are not limited to, felony acts such as murder, kidnapping, assault, forcible rape and sodomy, burglary, robbery, distribution of drugs, arson, manslaughter, felonious restraint, property damage, and possession of a weapon. The administrator must report such infractions to the superintendent and a law enforcement agency if the act, if committed by an adult, would be an assault or possession of a controlled substance or weapon.

A teacher or school employee must immediately report an assault to the principal. The employee must also report the finding of a weapon or controlled substance. (The good faith reporter will not be civilly liable for providing such information to the police.) To not report (willful neglect or refusal to report) is a crime.

#### **3. Definition of a weapon**

These items include, but are not limited to, firearms, blackjacks, explosives, firearm silencer, gas gun, knife, knuckles, machine gun, projectile weapon, rifle, shotgun, spring gun and/or switchblade knife.

#### **4. Penalties for possession of a weapon**

The discipline policy shall provide for a suspension for a period of not less than one year, or expulsion, for a student who is determined to have brought a weapon to school in violation of district policy, except that: the superintendent may modify each suspension on a case-by-case basis; and this shall not prevent the district from providing educational services in an alternative setting to a student suspended under the provisions of this section.

#### **5. Removal of students**

Immediate removal may be taken by principal, superintendent, or school board that the student poses a threat of harm to others as evidenced by poor conduct, past actions, criminal court records, or juvenile records.

#### **6. Miscellaneous**

Assault while on school property is defined and classified as a Class D felony. Drug-free school zones are within 2000 feet of public school property. **Crime of Making a Terroristic Threat, 574.115 RSMo.(2017):** A person commits the crime of making a terroristic threat in the first degree if such person, with the purpose of frightening ten or more people or causing the evacuation, quarantine or closure of any portion of a building, inhabitable structure, place of assembly or facility of transportation, knowingly:

1. Communicates an express or implied threat to cause an incident or condition involving danger to life; or
2. Communicates a false report of an incident or condition involving danger to life; or
3. Causes a false belief or fear that an incident has occurred or that a condition exists involving danger to life.
4. The offense of making a terrorist threat in the first degree is a class D felony.
5. No offense is committed under this section by a person acting in good faith with the purpose to prevent harm.



BULLYING INCIDENT REPORT FORM

If you have been the target of bullying or have witnessed the bullying of a District student, complete this form and submit to the building principal. Complaints against building principals should be submitted to the Superintendent. Complaints against the Superintendent should be submitted to the Board of Education. Reports of bullying will be investigated and disciplinary action will be taken as warranted.

Date Filed: \_\_\_\_\_ Time: \_\_\_\_\_

Name\*: \_\_\_\_\_

Phone Number(s): \_\_\_\_\_

Indicate the appropriate response to the following with a check mark(s):

- You are a: \_\_\_\_\_ Student \_\_\_\_\_ Parent \_\_\_\_\_ Employee \_\_\_\_\_ Volunteer

Date(s) of alleged bullying: \_\_\_\_\_

Name of student(s) subjected to bullying: \_\_\_\_\_

Person(s) alleged to have committed the bullying or harassment: \_\_\_\_\_  
\_\_\_\_\_

Summarize the incident(s) or occurrence(s) of bullying as accurately as possible. Attach additional sheets or use back side of the form, if necessary.

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

Names of Witnesses: \_\_\_\_\_

Have you reported this to anyone else: \_\_\_\_\_ Yes \_\_\_\_\_ No. If so, who? \_\_\_\_\_

\_\_\_\_\_

\*Signature of Complainant \_\_\_\_\_

**\*Students have the right to complete this form anonymously. However, it will be easier for the District to investigate this matter if as much information as possible is provided. Submission of a good faith complaint or report of bullying or harassment will not affect the complainant or reporter's future employment, grades, learning, or working environment. A complainant that falsely accuses someone will be subject to disciplinary action.**

*This Section is for use of District Administration*

Date Received by Principal: \_\_\_\_\_

Investigative Action taken: \_\_\_\_\_

\_\_\_\_\_

Result of Investigation/Action taken: \_\_\_\_\_

\_\_\_\_\_

Signature of Principal: \_\_\_\_\_

**TECHNOLOGY USAGE**  
***(Employee Technology Agreement)***

I have read the Tarkio R-I Technology Usage policy and procedure and agree to abide by their provisions. I understand that violation of these provisions may result in disciplinary action taken against me including, but not limited to, suspension or revocation of my access to district technology and termination of my employment with the district.

I understand that my use of the district's technology resources is not private and that the school district may monitor my electronic communications and all other use of district technology resources. I consent to district interception of or access to all of my electronic communications using district technology resources as well as downloaded material and all data I store on the district's technology resources, including deleted files, pursuant to state and federal law, even if the district's technology resources are accessed remotely.

I understand I am responsible for any unauthorized costs arising from my use of the district's technology resources. I understand that I am responsible for any damages to district technology due to my negligent or intentional misuse of the district's technology resources. I understand that this form will be effective for the duration of my employment with the district unless changed or revoked by the district or me.

Signature of Employee: \_\_\_\_\_ Date: \_\_\_\_\_

**Note: The reader is encouraged to review policies and/or procedures for related information in this administrative area.**

**Tarkio R-I School District  
Acknowledgement of the Tarkio School District’s Faculty Handbook for 2025-2026 School Year**

I acknowledge I have received and reviewed a copy of the Employee Handbook, and that I have been made aware there is also an electronic version of the handbook available on the district’s website. I agree that if there is any policy or provision of the Handbook that I do not understand, I will seek clarification from the building principal or direct supervisor. I acknowledge that this Handbook is not a contract, either express or implied. I understand the District is an “at-will” employer, and as such, employment is not for a fixed term or definite period and may be terminated at the will of either party, with or without cause, at any time, and without prior notice, unless otherwise agreed to by the Board and me in a writing signed by both the Board President and me. I understand that the policies, procedures and benefits described in this Employee Handbook are periodically reviewed by the administration and the Board, and may be amended, modified, or deleted unilaterally by the Board at any time. I further acknowledge that the provisions in this Handbook are for informational purposes only and to the extent they differ from Board of Education policy, rules, regulations, or plan documents, the Board of Education policy, rules, regulations or plan documents are controlling.

I have read through the Tarkio School District’s Faculty Handbook and understand my roles and responsibilities of being a Tarkio R-I School District faculty member. As well, I have received copies of the Employee Technology User Agreement and the Drug-Free Workforce Policy.

Print Name: \_\_\_\_\_

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

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