



OUR COMMUNITY. OUR SCHOOLS.  
OUR COMMITMENT.

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# Substitute Employee Handbook

Campbell County Schools

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As required by law, the Board of Education does not discriminate on the basis of race, color, national or ethnic origin, age, religion, sex, genetic information, disability, or limitations related to pregnancy, childbirth, or related medical conditions in its programs and activities and provides equal access to its facilities to the Boy Scouts and other designated youth groups.

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# Introduction

## Welcome

Thank you for filling the important role of substitute employee in the Campbell County Schools. We welcome you as an important instructional partner.

Being a substitute is a challenging task. From frequent early morning calls, to spending your working day in new and different situations with very little time to prepare, your resourcefulness and organizational skills will be tested. Our community expects the best for the students, including a chance to work with caring and skilled adults, and you have been chosen as one of those individuals.

The purpose of this handbook is to acquaint you with policies and procedures of the Campbell County Schools that govern and affect your employment as a substitute employee and give you some basic information that will better allow you to serve in a skilled, professional manner.

This handbook is not intended to be, and should not be interpreted as, a contract or a source of any claim or expectation to employment as a substitute. It is not an all-encompassing document and may not cover every possible situation or unusual circumstance. If a conflict exists between information in this handbook and Board policy or administrative procedures, the policies and procedures govern.

Some policies may be associated with specific forms. It is the substitute employee's responsibility to refer to the actual policies and/or administrative procedures for further information.

Copies of specific documents are available at the Central Office. Employees and students who fail to comply with Board policies may be subject to disciplinary action. Policies and procedures also are available online via the District's web site or through this Internet address:

[www.campbellcountyschools.org](http://www.campbellcountyschools.org)

Substitutes are expected to be familiar with policies related to his/her job responsibilities.

### **01.5**

School council policies, which are also available from the Principal, may also apply in some instances. **02.4241**

In this handbook, **bolded numerical codes** refer to the Board policy or administrative procedure that addresses a particular item. Substitute employees with questions should contact the school Principal or designee.

## District Mission

The mission of the Campbell County School District, in partnership with students, staff, parents, and community, is to do “whatever it takes” to ensure our students’ success in college, career, and life.

## Future Policy Changes

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

## Central Office Personnel and School Administrators

Person/Address	Telephone/E-mail	Fax
<b>Superintendent</b> Dr. David A. Rust 101 Orchard Lane Alexandria, Ky. 41001	859-635-2173 david.rust@campbell.kyschools.us	859-448-2439
<b>Associate Superintendent</b> Dr. Shelli Wilson 101 Orchard Lane Alexandria, Ky. 41001	859-635-2173 shelli.wilson@campbell.kyschools.us	859-448-2439
<b>Assistant Superintendent of Operations</b> Mark Krummen 101 Orchard Lane Alexandria, Ky. 41001	859-635-2173 mark.krummen@campbell.kyschools.us	859-448-2439
<b>Student Services Director</b> Sam Jones 101 Orchard Lane Alexandria, Ky. 41001	859-635-2173 sam.jones@campbell.kyschools.us	859-448-2439
<b>Director of Special Education/504/Preschool</b> Marinell Kephart 101 Orchard Lane Alexandria, Ky. 41001	859-635-2173 marinell.kephart@campbell.kyschools.us	859-448-2439

<b>Person/Address</b>	<b>Telephone/E-mail</b>	<b>FAX</b>
<b>Director of School Improvement and Community Education</b> Connie Pohlgeers 101 Orchard Lane Alexandria, Ky. 41001	859-635-2173 connie.pohlgeers@campbell.kyschools.us	859-448-2439
<b>District Personnel</b> Diana Heidelberg 101 Orchard Lane Alexandria, Ky. 41001	859-635-2173 diana.heidelberg@campbell.kyschools.us	859-448-2439
<b>Chief Information Officer</b> Christopher Walsh 101 Orchard Lane Alexandria, Ky. 41001	859-635-2173 chris.walsh@campbell.kyschools.us	859-448-2439
<b>Administrative Assistant to Superintendent/Office Manager</b> Susan Prather 101 Orchard Lane Alexandria, Ky. 41001	859-635-2173 susan.prather@campbell.kyschools.us	859-448-2439
<b>Facilities</b> Sharon Alexander 101 Orchard Lane Alexandria, Ky. 41001	859-635-2173 sharon.alexander@campbell.kyschools.us	859-448-2431
<b>Finance and Business</b> Tracey Jolly 101 Orchard Lane Alexandria, Ky. 41001	859-635-2173 tracey.jolly@campbell.kyschools.us	859-448-2439
<b>Food Service and Nutrition</b> Steven Abbott 101 Orchard Lane Alexandria, Ky. 41001	859-635-2173 steve.abbott@campbell.kyschools.us	859-448-2439
<b>Pupil Transportation</b> Kerry Hill 101 Orchard Lane Alexandria, Ky. 41001	859-635-2161 kerry.hill@campbell.kyschools.us	859-448-2791
<b>School Health</b> Diana Taylor 51 Orchard Lane, Building #1 Alexandria, Ky. 41001	859-635-4161 diana.taylor@campbell.kyschools.us	859-448-2439

<b>Person/Address</b>	<b>Telephone/E-mail</b>	<b>FAX</b>
<b>Alexandria Educational Center</b> <b>Principal-Alvin Elsbernd</b> 51 Orchard Lane Alexandria, Ky. 41001	859-635-9113 alvin.elsbernd@campbell.kyschools.us	859-442-2781
<b>Campbell Co. High School</b> <b>Principal-Adam Ritter</b> 909 Camel Crossing Alexandria, Ky. 41001	859-635-4161 adam.ritter@campbell.kyschools.us	859-448-4886
<b>Campbell Co. Middle School</b> <b>Principal-Matthew Moore</b> 8000 Alexandria Pk. Alexandria, Ky. 41001	859-635-6077 matt.moore@campbell.kyschools.us	859-448-4863
<b>Cline Elementary School</b> <b>Principal-Connie Ryle</b> 5586 E. Alexandria Pk. Cold Spring, Ky. 41076	859-781-4544 connie.ryle@campbell.kyschools.us	859-442-3592
<b>Crossroads Elementary School</b> <b>Principal-Kim Visse</b> 475 Crossroads Blvd. Cold Spring, Ky. 41076	859-441-9174 kim.visse@campbell.kyschools.us	859-442-3581
<b>Campbell Ridge Elementary School</b> <b>Principal-Anthony Mazzei</b> 3500 Grandview Rd. Alexandria, Ky. 41001	859-448-4780 anthony.mazzei@campbell.kyschools.us	859-448-4788
<b>Grant's Lick Elementary School</b> <b>Principal-Alex Fangman</b> 170 W. Clay Ridge Rd. Alexandria, Ky. 41001	859-635-2129 alex.fangman@campbell.kyschools.us	859-448-4871
<b>Reiley Elementary School</b> <b>Principal- Susan Rath</b> 10631 Alexandria Pike Alexandria, Ky. 41001	859-635-2118 susan.rath@campbell.kyschools.us	859-448-4852



**Section**

**1**

**Terms of Employment**

**Equal Opportunity Employment**

As required by Title IX, the District does not discriminate on the basis of sex regarding admission to the District or in the educational programs or activities operated by the District. Inquiries regarding Title IX Sexual Harassment may be referred to the District Title IX Coordinator (TIXC), the Assistant Secretary for Civil Rights, or both.

Our school system is an Equal Opportunity Employer. The District does not discriminate on the basis of race, color, religion, sex, genetic information, national or ethnic origin, political affiliation, age, disabling condition, or limitations related to pregnancy, childbirth, or related medical conditions.

Reasonable accommodation for individuals with disabilities or limitations related to pregnancy, childbirth, or related medical conditions will be provided as required by law.

If you have questions concerning District compliance with state and federal equal opportunity employment laws, contact Diana Heidelberg, Human Resources Supervisor, at the Board of Education's Central Office. **03.113/03.212**

**Harassment/Discrimination/Title IX Sexual Harassment**

The District intends that employees have a safe and orderly work environment in which to do their jobs. Therefore, the Board does not condone and will not tolerate harassment of or discrimination against employees, students, or visitors to the school or District, or any act prohibited by Board policy that disrupts the work place or the educational process and/or keeps employees from doing their jobs.

Employees who believe that they, another employee, a student, or a visitor to the school or District, is being or has been subjected to harassment or discrimination shall bring the matter to the attention of his/her Principal/immediate supervisor or the District's Title IX Coordinator as required by Board policy. The District will investigate any such concerns promptly and confidentially.

The Board is an Equal Opportunity Employer.

Harassment or discrimination of employees will not be tolerated.

## TERMS OF EMPLOYMENT

No employee will be subject to any form of reprisal or retaliation for having made a good-faith complaint under this policy. For complete information concerning the District's position prohibiting harassment/discrimination, assistance in reporting and responding to alleged incidents, and examples of prohibited behaviors, employees should refer to the District's policies and related procedures. **03.162/03.262/09.42811**

The following have been designated to handle inquiries regarding nondiscrimination under Title IX and Section 504 of the Rehabilitation Act of 1973 and Title IX Sexual Harassment/Discrimination:

*Title IX Coordinator (TIXC):*

*Office Address:*

*Office Email:*

*Office Phone:*

Mark Krummen

101 Orchard Lane, Alexandria KY 41001

mark.krummen@campbell.kyschools.us

859-635-2173

*504 Coordinator:*

*Office Address:*

*Office Email:*

*Office Phone:*

Marinell Kephart

101 Orchard Lane, Alexandria KY 41001

marinell@kephart@campbell.kyschools.us

859-635-2173

Any person may report sex discrimination, including sexual harassment (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute sex discrimination or sexual harassment), in person, by mail, by telephone, or by electronic mail, using the contact information listed for the TIXC, or by any other means that results in the TIXC receiving the person's verbal or written report. Such a report may be made at any time (including during non-business hours) by using the telephone number or electronic mail address, or by mail to the office address, listed for the TIXC. **09.428111**

Title IX Sexual Harassment Grievance Procedures are located on the District Website.

Employees wishing to initiate a complaint concerning discrimination in the delivery of benefits or services in the District's school nutrition program should go to the link below or mail a written complaint to the U.S. Department of Agriculture, Director, Office of Adjudication, 1400 Independence Avenue, S.W., Washington D.C. 20250-9410, or email, [program.intake@usda.gov](mailto:program.intake@usda.gov).

[http://www.ascr.usda.gov/complaint\\_filing\\_cust.html](http://www.ascr.usda.gov/complaint_filing_cust.html)

07.1

### Criminal Background Checks

All substitute teachers hired by the District must have both a state and a federal criminal history background check and a letter (CA/N check) from the Cabinet for Health and Family Services provided by the individual documenting the individual does not have an administrative finding of child abuse or neglect in records maintained by the Cabinet. **03.11/03.21/03.4**

## TERMS OF EMPLOYMENT

An employee shall report to the Superintendent if the employee has been found by the Cabinet for Health and Family Services to have abused or neglected a child, and if the employee has waived the right to appeal such a substantiated finding or the finding has been upheld upon appeal. **3.11**

Link to DPP-156 Central Registry Check and more information on the required CA/N check:

<http://manuals.sp.chfs.ky.gov/chapter30/33/Pages/3013RequestfromthePublicforCANChecksandCentralRegistryChecks.aspx>

### Medical Examinations

Except for bus drivers, all newly employed personnel, including substitutes, shall present documentation of a medical examination performed by a licensed physician, physician assistant (PA), or Advanced Practice Registered Nurse (APRN) or by a licensed medical practitioner of the employee's choice. Medical examinations performed within a ninety (90)-day period prior to initial employment will be accepted. Substitute bus drivers must pass a medical examination on initial employment and each year thereafter in accordance with 702 KAR 5:080.

With the exception of substitute bus drivers, the Board will reimburse substitute employees for the cost of medical exams performed by the health department or a medical practitioner with whom the Board has contracted. Substitute bus drivers will be reimbursed for the cost of medical exams performed by the health department or a medical practitioner with whom the Board has contracted after they have completed ninety (90) days of successful employment in the District.

The initial medical examination shall include a risk assessment for tuberculosis and shall be documented as required by Kentucky Administrative Regulation. **03.111/03.211**

### Performance of Duties

Substitute employees are expected to use sound judgment in the performance of their duties and take reasonable and commonly accepted measures to protect the health, safety, and well-being of others, as well as District property. In addition, substitute employees shall cooperate fully with all investigations conducted by the District as authorized by policy or law. **03.133/03.233**

### Supervision of Students

Each teacher and administrator shall hold pupils to a strict account for their conduct on school premises, on the way to and from school, and on school-sponsored trips and activities.

While at school or during school-related or school-sponsored activities, students must be under the supervision of a qualified adult at all times. As is the case with all District employees, you are required to assist in providing appropriate supervision and correction of students. **09.221**

## TERMS OF EMPLOYMENT

Employees are expected to take reasonable and prudent action in situations involving student welfare and safety, including following District policy requirements for intervening and reporting to the Principal or to their immediate supervisor those situations that threaten, harass, or endanger the safety of students, other staff members, or visitors to the school or District. Such instances shall include, but are not limited to, bullying or hazing of students and harassment/discrimination of staff, students or visitors by any party.

The Student Discipline Code shall specify to whom reports of alleged instances of bullying or hazing shall be made. **03.162/03.262/09.422/09.42811**

### **Bullying**

"Bullying" is defined as any unwanted verbal, physical, or social behavior among students that involves a real or perceived power imbalance and is repeated or has the potential to be repeated:

1. That occurs on school premises, on school-sponsored transportation, or at a school-sponsored event; or
2. That disrupts the education process. **09.422**

### **Confidentiality**

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

Employees with whom juvenile court information is shared as permitted by law shall be asked to sign a statement indicating they understand the information is to be held in strictest confidence.

#### *Access to be Limited*

Employees may only access student record information in which they have a legitimate educational interest. **03.111/03.211/09.14/09.213/09.43**

Both federal law and Board policy prohibit employees from making unauthorized disclosure of, using, or disseminating personal information regarding minors over the Internet. **08.2323**

### **Information Security Breach**

Information security breaches shall be handled in accordance with KRS 61.931, KRS 61.932, and KRS 61.933 including, but not limited to, investigations and notifications.

Within seventy-two (72) hours of the discovery or notification of a security breach, the District shall notify the Commissioner of the Kentucky State Police, the Auditor of Public Accounts, the Attorney General, and the Education Commissioner. **01.61**

## **TERMS OF EMPLOYMENT**

### **Reasonable Assurance**

Substitute employees shall be notified in writing by the last day of school each year as to whether they have reasonable assurance of continued employment for the following school year. **03.21/03.4**

### **Salaries**

Substitute teachers are paid on a per diem basis according to a schedule approved annually by the Board. The salary schedule may reflect adjustments for long-term/continuous assignments **03.4**

Classified substitutes are paid on an hourly basis as determined by the Board. **03.221**

Paychecks shall be issued according to a schedule approved by the Board of Education. **03.121/03.221**

It is recommended that substitute employees maintain a personal record of days and/or hours worked by location and date to enable them to confirm that they are paid correctly. If you have any questions concerning your pay, please call the Central Office.

### **Payroll Deductions**

Substitute employees are subject to payroll deductions required by law. Mandatory deductions include state and federal taxes, deductions required by the Teachers' Retirement System of the State of Kentucky or by CERS, as applicable, deductions required as a result of judicial process, and Medicare (FICA).

Deductions for membership dues of an employee organization, association, or union shall only be made upon the express written consent of the employee. This consent may be revoked by the employee at any time by written notice to the employer. **03.1211/03.2211**

## Section

# 2

## General Information

### School Calendar

August 10-12, 2020	District Plan – no school
August 17-19, 2020	District Plan – no school
August 21, 2020	Professional Development
August 24-25, 2020	District Plan – no school
September 7, 2020	Labor Day – No School
September 10, 2020	Opening Day – Staff only
September 14, 2020	First Day for Students
September 21, 2020	First Day for Preschool
October 14-16, 2020	Fall Break
October 15-16, 2020	Professional Development
November 3, 2020	Election Day – no school
November 25-27, 2020	No School
November 26, 2020	Holiday – no school
November 27, 2020	Professional Development
December 23 – January 1, 2021	Winter Break – no school
December 25, 2020	Holiday – no school
January 1, 2021	Holiday – no school
January 18, 2021	MLK – no school
February 15, 2021	No School
April 5-7, 2021	Spring Break – no school
May 31, 2021	Memorial Day – no school
June 4, 2020	Last Day for ALL students
June 7, 2021	Closing Day – Staff Only
June 28 – July 9, 2021	District Shut Down

## **Length of Assignment**

Substitutes are called to serve for a certain time frame. A substitute employee is expected to follow the same hours of duty and fulfill the same assignments as the regular employee.

## **Emergency Closings**

In case of inclement weather or other emergencies that cause school to be called off or delayed, information will be broadcast on designated radio and TV stations and posted on the District web page and the electronic substitute request system. All substitutes are responsible for checking for these announcements. **06.21/08.33**

## **Delay Procedures for Substitutes**

One (1) Hour Delay – A one (1) hour delay means we will most likely have school. The delay gives conditions time to improve. All Certified and Classified substitutes report to their assignment at the regular scheduled time.

Two (2) Hour Delay – A (2) hour delay means the District staff is still evaluating the situation to determine if we can safely have school. Certified and Classified subs report to their assignment two (2) hours later than normally scheduled. Please monitor our web page and local media closely.

## Section

# 3

## Employee Conduct

### Political Activities

Employees shall not promote, organize, or engage in political activities while performing their duties or during the work day. Promoting or engaging in political activities shall include, but not be limited to, the following:

- Encouraging students to adopt or support a particular political position, party, or candidate;
- Using school property or materials to advance the support of a particular political position, party, or candidate. **03.1324/03.2324**

In addition, KRS 161.164 prohibits employees from taking part in the management of any political campaign for school board.

### Disrupting the Educational Process

Any employee who participates in or encourages activities that disrupt the orderly administration of activities or operations may be subject to disciplinary action, including termination.

Behavior that disrupts the educational process includes, but is not limited to:

- Conduct that threatens the health, safety or welfare of others;
- Conduct that may damage public or private property (including the property of staff or visitors);
- Illegal activity;
- Conduct that interferes with a student's access to educational opportunities or programs, including ability to attend, participate in, and benefit from instructional and extracurricular activities; or



- Conduct that disrupts delivery of services, completion of work responsibilities or interferes with the orderly administration of District activities or operations.  
**03.1325/03.2325**

## **Dress and Appearance**

"One of the reasons we have schools is for students to learn what is appropriate. Young people learn what is appropriate in society by looking at their adult role models. Your dress and your behavior are what young people will take to be appropriate." Harry K. Wong

For complete information, please refer to District policy. **03.1326/03.2326**

## **Use of Personal Cell Phones/Telecommunication Devices**

Board authorizes Directors, Principals, and their designees to implement rules concerning use of personal cell phones during the work day. To minimize disruptions, all employees are requested to direct friends and family members to contact the main office of the school or other work assigned location to communicate urgent or emergency information. Non-emergency contacts during work hours are discouraged.

Due to privacy concerns, and except for emergency situations, personally owned recording devices are not to be used to create video or audio recordings or to take pictures while on duty or working with students except with prior permission from the Principal/designee or immediate supervisor. Such devices include, but are not limited to, personal cell phones and tablets.

For exceptions, see Board Policy **03.13214**.

## **Drug-Free/Alcohol-Free Schools**

Employees must not manufacture, distribute, dispense, be under the influence of, purchase, possess, use, or attempt to obtain, sell or transfer any of the following in the workplace or in the performance of duties:

1. Alcoholic beverages;
2. Controlled substances, prohibited drugs and substances, and drug paraphernalia; and or any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana or any other controlled substance as defined by federal regulation.
3. Substances that "look like" a controlled substance. In instances involving look-alike substances, there must be evidence of the employee's intent to pass off the item as a controlled substance.

## **EMPLOYEE CONDUCT**

In addition, employees shall not possess prescription drugs for the purpose of sale or distribution.

Any employee who violates the terms of the District's drug-free/alcohol-free policies may be suspended, nonrenewed or terminated. Violations may result in notification of appropriate legal officials.

Any employee convicted of any criminal drug statute involving use of alcohol, illicit drugs, prescription drugs, or over-the-counter drugs shall, within five (5) working days after receiving notice of a conviction, provide notification of the conviction to the Superintendent.

Teachers are subject to random or periodic drug testing following reprimand or discipline for misconduct involving illegal use of controlled substances. **03.13251/03.23251**

Employees who know or believe that the District's alcohol-free/drug-free policies have been violated must promptly make a report to the local police department, sheriff, or Kentucky State Police. **09.423**

### **Weapons**

Except where expressly and specifically permitted by Kentucky Revised Statute, carrying, bringing, using or possessing any weapon or dangerous instrument in any school building, on school grounds, in any school vehicle, or at any school-sponsored activity is prohibited. Except for School Resource Officers (SROs) as provided in KRS 158.4414, and authorized law enforcement officials, including peace officers and police as provided in KRS 527.070 and KRS 527.020, the Board prohibits carrying concealed weapons on school property. Staff members who violate this policy are subject to disciplinary action, including termination.

Employees who know or believe that this policy has been violated must promptly make a report to the local police department, sheriff, or Kentucky State Police. **05.48**

### **Use of School Property**

Employees are responsible for school equipment, supplies, books, furniture, and apparatus under their care and use. Employees shall immediately report to their immediate supervisor any property that is damaged, lost, stolen, or vandalized.

No employee shall perform personal services for themselves or for others for pay or profit during work time and/or using District property or facilities.

Employees may not use any District facility, vehicle, electronic communication system, equipment, or materials to perform outside work. These items (including security codes and electronic records such as e-mail) are District property.

## EMPLOYEE CONDUCT

Employees may not use a code, access a file, or retrieve any stored communication unless they have been given authorization to do so. Employees cannot expect confidentiality or privacy of the information in their e-mail accounts. Authorized District personnel may monitor the use of electronic equipment from time to time. **03.1321/03.2321**

### Health, Safety and Security

It is the intent of the Board to provide a safe and healthful working environment for all employees. Employees should report any security hazard or conditions they believe to be unsafe to their immediate supervisor.

In addition, employees are required to notify their supervisor immediately after sustaining a work-related injury or accident. A report should be made within 24 to 48 hours of the occurrence and prior to leaving the work premises, UNLESS the injury is a medical emergency, in which case the report can be filed following receipt of emergency medical care.

For information on the District's plans for Hazard Communication, Bloodborne Pathogen Control, Lockout/Tagout, Personal Protective Equipment (PPE), and Asbestos Management, contact your immediate supervisor or see the District's *Policy Manual* and related procedures.

Employees should use their school/worksite two-way communication system to notify the Principal, supervisor or other administrator of an existing emergency. **03.14/05.4**

### Assaults and Threats of Violence

Employees should immediately report any threats they receive (oral, written or electronic) to their immediate supervisor. A "threat" shall refer to a communication made by any means, including, but not limited to, electronic and/or online methods. **09.425**

Substitute employees should consult with the Principal/designee when serious incidents occur to make sure that students are disciplined consistent with the School Code of Acceptable Behavior and Discipline and related policy and procedures.

### Civility

Employees should be polite and helpful while interacting with parents, visitors and members of the public. Individuals who come onto District property or contact employees on school business are expected to behave accordingly. Employees who fail to observe appropriate standards of behavior are subject to disciplinary measures, including dismissal.

## **EMPLOYEE CONDUCT**

In cases involving physical attack of an employee or immediate threat of harm, employees should take immediate action to protect themselves and others. In the absence of an immediate threat, employees should attempt to calmly and politely inform the individual of the provisions of Policy **10.21** or provide him/her with a copy. If the individual continues to be discourteous, the employee may respond as needed, including, but not limited to: hanging up on the caller; ending a meeting; asking the individual to leave the school; calling the site administrator/designee for assistance; and/or calling the police.

As soon as possible after any such incident, employees should submit a written incident report to their immediate supervisor. **10.21**

### **Tobacco, Alternative Nicotine Product, or Vapor Product**

The use of any tobacco product, alternative nicotine product, or vapor product as defined in KRS 438.305 is prohibited for all persons and at all times on or in all property, including any vehicle, that is owned, operated, leased, or contracted for use by the Board and while attending or participating in any school-related student trip or student activity and is in the presence of a student or students.

School employees shall enforce the policy. A person in violation of this policy shall be subject to discipline or penalties as set forth by Board. **03.1327**

### **Acceptable Use of Technology**

The Board supports reasonable access to various information formats for students, employees and the community and believes it is incumbent upon users to utilize this privilege in an appropriate and responsible manner as required by policy and related procedures, which apply to all parties who use District technology. Certified employees are required to follow Board policy and administrative procedures and guidelines designed to provide guidance for access to electronic media.

If you have questions about what constitutes acceptable use, please check with the Principal/designee. **08.2323**

## **Search and Seizure**

Unless otherwise permitted by policy 09.436, only those certified personnel directly responsible for the conduct of the pupil or the Principal of the school the student attends are authorized to search the student's person or his or her personal effects. Before a student's outer clothing, pockets, or personal effects (e.g., handbags, backpacks, etc.) are searched, there must be reasonable grounds to believe the search will reveal evidence that the student has violated or is violating either a school rule or the law or possesses an item harmful to the school and its students. Search of a pupil's person shall be conducted only with the express authority of the Principal.

Unless otherwise permitted by policy 09.436, no search of a pupil shall be conducted in the presence of other students. No strip searches of students shall be permitted. **09.436**

## **Child Abuse**

Any school personnel who knows or has reasonable cause to believe that a child under eighteen (18) is dependent, abused or neglected, or a victim of human trafficking, or is a victim of female genital mutilation shall **immediately** make a report to a local law enforcement agency, the Cabinet for Health and Family Services or its designated representative, the Commonwealth's Attorney or the County Attorney, and to the Principal (who shall also make a report to the proper authorities) and Superintendent.

Teachers shall complete Board selected training on child abuse and neglect prevention, recognition and reporting by January 31, 2017 and every two (2) years thereafter. Teachers hired after January 31, 2017 shall complete the training within ninety (90) days of being hired, and every two (2) years thereafter. **09.227**

Reporting telephone numbers:

Social Services	859-292-6550
Police	859-292-3622
State Police	859-428-1212
County Attorney	859-581-8015

## **Corporal Punishment**

Employees shall not utilize corporal punishment as a penalty or punishment for student misbehavior. Corporal punishment shall refer to the deliberate infliction of physical pain on a student by any means. **09.433**

## **Use of Physical Restraint and Seclusion**

Use of physical restraint and seclusion shall be in accordance with Board policy and procedure. **09.2212**

## **Retention of Recordings**

Employees shall comply with the statutory requirement that school officials are to retain any digital, video, or audio recording as required by law. **01.61**

## **Required Reports**

Although you may be directed to make additional reports, the following reports are required by law and/or Board policy:

- Within seventy-two (72) hours of the discovery or notification of a security breach, the District shall notify the Commissioner of the Kentucky State Police, the Auditor of Public Accounts, the Attorney General, and the Education Commissioner. **01.61**
- An employee shall report to the Superintendent if the employee has been found by the Cabinet for Health and Family Services to have abused or neglected a child, and if the employee has waived the right to appeal such a substantiated finding or the finding has been upheld upon appeal. **03.11**
- Report to the immediate supervisor damaged, lost, stolen, or vandalized school property or if District property has been used for unauthorized purposes. **03.1321**
- If you know or believe that the District's alcohol-free/drug-free policies have been violated, promptly make a report to the local police department, sheriff, or Kentucky State Police. This is required if you know or have reasonable cause to believe that conduct has occurred which constitutes the use, possession, or sale of controlled substances on the school premises or within one thousand (1,000) feet of school premises, on a school bus, or at a school sponsored or sanctioned event. **03.13251/09.423**
- Upon the request of a victim, school personnel shall report an act of domestic violence and abuse or dating violence and abuse to a law enforcement officer. School personnel shall discuss the report with the victim prior to contacting a law enforcement officer.

## EMPLOYEE CONDUCT

School personnel shall report to a law enforcement officer when s/he has a belief that the death of a victim with whom s/he has had a professional interaction is related to domestic violence and abuse or dating violence and abuse. **03.13253/09.425**

- Immediately report to Principal after sustaining a work-related injury or accident and also report potential safety or security hazards to the Principal. **03.14/ 05.4**
- Report to the Principal/immediate supervisor or the District's Title IX Coordinator if you, another employee, a student, or a visitor to the school or District is being or has been subjected to harassment or discrimination. **03.162/09.42811**
- Employees who believe or have been made aware that they or any other employee, student, or visitor has been subject to Title IX Sexual Harassment shall report it to the TIXC. Failure to make such a report shall be grounds for discipline up to and including termination. If the knowledge of the reporting party gives rise to reasonable cause to believe that the reported conduct constitutes child abuse Policy 09.227 or a reportable criminal offense Policy 09.221, notification of state officials shall be made as required by law. **03.1621/03.2621/09.428111**
- If you suspect that financial fraud, impropriety or irregularity has occurred, immediately report those suspicions to Principal or the Superintendent. If the Superintendent is the alleged party, employees should address the complaint to the Board chairperson. **04.41**
- Report to the Principal any student who is missing during or after a fire/tornado/severe weather/bomb threat drill or evacuation. **05.41 AP.1/05.42 AP.1/05.43 AP.1**
- When notified of a bomb threat, scan the area noting any items that appear to be out of place, and report same to Principal/designee. **05.43 AP.1**
- If you know or believe that the District's weapon policy has been violated, promptly make a report to the local police department, sheriff, or Kentucky State Police. This is required when you know or have reasonable cause to believe that conduct has occurred which constitutes the carrying, possession, or use of a deadly weapon on the school premises or within one thousand (1,000) feet of school premises, on a school bus, or at a school sponsored or sanctioned event. **05.48**
- District employees who know or have reasonable cause to believe that a student has been the victim of a violation of any felony offense specified in KRS Chapter 508 (assault and related offenses) committed by another student while on school premises, on school-sponsored transportation, or at a school-sponsored event shall immediately cause an oral or written report to be made to the Principal of the school attended by the victim.

The Principal shall notify the parents, legal guardians, or other persons exercising custodial control or supervision of the student when the student is involved in such an incident.

## EMPLOYEE CONDUCT

Within forty-eight (48) hours of the original report of the incident, the Principal also shall file with the Board and the local law enforcement agency or the Department of Kentucky State Police or the County Attorney a written report containing the statutorily required information. **09.2211**

- If you have been authorized to use such measures, notify the Principal as soon as possible when you use seclusion or physical restraint with a student, but no later than the end of the school day on which it occurs, and document in writing the incident by the end of the next school day. **09.2212**
- If you know or have reasonable cause to believe that a child under eighteen (18) is dependent, abused or neglected, or a victim of human trafficking, or is a victim of female genital mutilation, you shall **immediately** make a report to a local law enforcement agency, the Cabinet for Health and Family Services or its designated representative, the Commonwealth's Attorney or the County Attorney, and to the Principal (who shall also make a report to the proper authorities). (See **Child Abuse** section.) **09.227**
- District employees shall report to the Principal or to their immediate supervisor those situations that threaten, harass, or endanger the safety of students, other staff members, or visitors to the school or District. Such instances shall include, but are not limited to, bullying or hazing of students and harassment/discrimination of staff, students or visitors by any party. In serious instances of peer-to-peer bullying/hazing/harassment, employees must report to the alleged victim's Principal, as directed by Board Policy **09.42811**.

In certain cases, employees must do the following:

1. Report bullying and hazing to appropriate law enforcement authorities as required by policy **09.2211**; and
  2. Investigate and complete documentation as required by policy 09.42811 covering federally protected areas. **09.422**
- Report to the Principal any threats you receive (oral, written or electronic). **09.425**



## Section

# 4

## Substitute Teachers

The preceding information applies to all substitute employees. This section applies specifically to those employees serving as substitute teachers.

### Substitute List

Approved substitute teachers will be placed on a call list. When possible, substitutes are called to teach in fields for which they are most qualified.

When a substitute is needed, either the electronic substitute request system or building administrator/designee will make the contact.

### School Day

Students		Substitute Teachers	
Elementary	8:30 a.m. – 3:20 p.m.	Elementary	8:00 a.m. - 3:35 p.m.
Middle	7:25 a.m. - 2:15 p.m.	Middle	7:00 a.m. - 2:30 p.m.
High	7:25 a.m. - 2:15 p.m.	High	7:00 a.m. - 2:30 p.m.

Substitute teachers are not allowed to leave their job assignments during duty hours without the express permission of the Principal/designee.

When possible, substitute teachers shall be on duty no later than thirty (30) minutes before students are scheduled to arrive and shall remain in the building at least fifteen (15) minutes after the dismissal time for students. **03.1332**

Substitute teachers working on an extended assignment shall attend meetings called by the Superintendent, building Principals, Supervisors or their designees. Absence from staff meetings must have approval of the administrator who called the meeting. **03.1335**

## **Lesson Plans**

Substitute teachers shall follow daily lesson plans as outlined by the regular teacher and shall leave a written record of the work completed during their length of duty.

If no lesson plan has been left, the substitute shall confer with the Principal or a fellow teacher as to how to proceed. If the assignment is to span more than one (1) day, the substitute should request from the Principal the basic format s/he is required to follow in developing a plan for the second and subsequent days.

## **Materials Used with Students**

Teachers shall review and be fully aware of the content of all films, videotapes, movies and other media used in classroom instruction prior to their being viewed by students. Exceptions shall be current events programs and programs provided by Kentucky Educational Television.

Once a teacher has previewed a video, he shall submit a request to use the video to the Building Principal.

Films, videotapes, and movies must relate to class unit of instruction and pertinent clips of videos, in lieu of entire videos, should be shown if instructional objectives can be met by doing so. The teacher may not show a videotape for entertainment purposes only.

**08.234**

## **Controversial Issues**

Teachers are expected to exercise reasonable and prudent judgment in the selection and use of materials and discussion of issues in their classrooms. All classroom materials shall be current, relevant, and significant to the instructional program. Materials shall be appropriate for and within the range of the knowledge, understanding, age and maturity of students.

Neither issues nor materials that have a potentially disruptive effect on the educational process shall be discussed or chosen. Teachers who suspect that materials or a given issue may be inconsistent with this policy shall confer with the Principal prior to the classroom use of the materials or discussion of the issue. If the Principal is in doubt, s/he shall confer with the Superintendent. **08.1353**

## Classroom Management

Although the following general classroom management guidelines are not intended to be all-encompassing, substitutes are expected to follow them unless otherwise directed by the school administrator:

- Be prepared to make adjustments for any unusual changes in school schedules such as fire drills, altered class schedules or activities for the day. Each room in the school has emergency procedures posted or otherwise made available in case of fire, earthquake, tornado, lockdown or other potentially dangerous situations. Look for this information and review it prior to the beginning of the school day.
- It is the responsibility of the substitute teacher to check with the Principal/designee to determine if any of the day's assigned students have accommodations under an Individual Education Plan (IEP) or 504 plan and implement plan provided.
- Implement drill/evacuation plans.
- Display your name where it can easily be seen by all students. Take time before beginning lessons to tell the class briefly about yourself.
- Let the class know that you will try to follow the normal classroom routine, but also let them know that everyone does things somewhat differently.
- Ask the students questions: their names, classroom rules/procedures. The time spent getting oriented and becoming familiar with the class may make a difference later in the school day.
- Keep a positive attitude. Be positive in your remarks to students. When you are circulating around the room (a proven and effective management technique) comment to students on task.
- Try to be sensitive to differences.
- Any unusual requests from parents or students should be handled by the Principal/designee.
- Correct the day's work when possible. Organize any student papers and label them clearly.
- Write a complete, succinct review of the day's activities. Be sure to indicate portions of the lesson plan that may not have been completed. Mention individual students who may have been particularly helpful; list any problems that may have arisen.
- Leave the classroom in good order.
- Substitutes teachers shall not do the following:
  - ☒ Make/take personal phone calls during class time;
  - ☒ Use the internet for personal use; or
  - ☒ Engage in personal tasks such as reading, knitting, etc.

## **Evaluation of Substitutes**

The Principal or regular teacher may provide feedback regarding a substitute through the electronic substitute request system.

### **What if . . .**

Unexpected activities can be experienced during a school day and substitute teachers need to be prepared to handle all situations. Following is information about the District's procedures for several drills, lockdowns, and other emergencies. It is the responsibility of the substitute to identify the specific directions that apply to the room/area in which s/he is teaching.

#### **FIRE**

Faculty/staff shall:

1. Post in each room and discuss with each class rules for fire evacuation, including student responsibilities. These will include directions on the exits, alternative exits, and the outdoor evacuation area(s).
2. Close all classroom windows and doors before leaving.
3. Turn off all lights and gas jets in the room.
4. Maintain order during the evacuation and arrange assistance for students with disabilities.
5. Take roll book and check roll when the class is in its evacuation area. No person is to remain in the building during a fire drill.
6. Report to the Principal any student who is missing. **05.41 AP.1**

**BOMB THREAT**

The faculty and staff shall:

1. Post in each room and discuss with each class rules for bomb threat evacuation, including student responsibilities. These will include directions on the designated exits, alternative exits, assigned evacuation area(s), and designated safety precautions such as a ban on cell phone or radio use during a bomb threat drill or evacuation.
2. If a written bomb threat is received, the employee receiving it should preserve it for investigation by the police for possible fingerprints by handling it as little as possible while placing it in a protective envelope.
3. Maintain order during the evacuation and arrange for the assistance of students with disabilities. Leave doors and windows open.
4. Scan the area noting any items that appear to be out of place, and report same to Principal/designee. Do not touch or move any unusual items, but notify the head of the search team.
5. Take roll book and check roll when the class is in its evacuation area. Other than adults authorized to check the premises, no person is to remain in the building during a bomb threat or bomb threat drill.
6. Report to the Principal any student who is missing. **05.43 AP.1**

**TORNADO/SEVERE WEATHER**

The faculty and staff shall:

1. Utilize designated safe areas during a tornado/severe weather drill or warning.
2. Instruct students in the procedures to be used during a tornado/severe weather drill, watch, or warning.
3. Maintain order during the drill, watch, or warning and arrange assistance for students with disabilities.
4. Require students to use one of the following positions, as appropriate:
  - a. Rest on knees, lean forward, cover face by crossing arms above face.
  - b. Sit on floor, cross legs, cover face with folded arms.
  - c. If space does not permit use of the first or second suggested position, stand and cover face with crossed arms. Wraps or coats, when readily available, should be used as a covering.
5. Remain in the assigned safety area with students until the all-clear signal or recall signal is given.
6. Report to the Principal any student who is missing. **05.42 AP.1**

## **Code of Ethics**

The District requires that certified staff, including substitute teachers, adhere to the following Code of Ethics (SOURCE: 16 KAR 1:020):

Section 1. Certified personnel in the Commonwealth:

- (1) Shall strive toward excellence, recognize the importance of the pursuit of truth, nurture democratic citizenship, and safeguard the freedom to learn and to teach;
- (2) Shall believe in the worth and dignity of each human being and in educational opportunities for all;
- (3) Shall strive to uphold the responsibilities of the education profession, including the following obligations to students, to parents, and to the education profession:
  - (a) To students:
    1. Shall provide students with professional education services in a nondiscriminatory manner and in consonance with accepted best practice known to the educator;
    2. Shall respect the constitutional rights of all students;
    3. Shall take reasonable measures to protect the health, safety, and emotional well-being of students;
    4. Shall not use professional relationships or authority with students for personal advantage;
    5. Shall keep in confidence information about students which has been obtained in the course of professional service, unless disclosure serves professional purposes or is required by law;
    6. Shall not knowingly make false or malicious statements about students or colleagues;
    7. Shall refrain from subjecting students to embarrassment or disparagement; and
    8. Shall not engage in any sexually related behavior with a student with or without consent, but shall maintain a professional approach with students. Sexually related behavior shall include such behaviors as sexual jokes; sexual remarks; sexual kidding or teasing; sexual innuendo; pressure for dates or sexual favors; inappropriate physical touching, kissing, or grabbing; rape; threats of physical harm; and sexual assault.

## **SUBSTITUTE TEACHERS**

(b) To parents:

1. Shall make reasonable effort to communicate to parents information which should be revealed in the interest of the student;
2. Shall endeavor to understand community cultures and diverse home environments of students;
3. Shall not knowingly distort or misrepresent facts concerning educational issues;
4. Shall distinguish between personal views and the views of the employing educational agency;
5. Shall not interfere in the exercise of political and citizenship rights and responsibilities of others;
6. Shall not use institutional privileges for private gain, for the promotion of political candidates, or for partisan political activities; and
7. Shall not accept gratuities, gifts, or favors that might impair or appear to impair professional judgment, and shall not offer any of these to obtain special advantage.

(c) To the education profession:

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

Section 2. Violation of this administrative regulation may result in cause to initiate proceedings for revocation or suspension of Kentucky certification as provided in KRS 161.120 and 704 KAR 20:585.

## **Professional Guidelines for School Employees, Coaches and Volunteers**

Below are some guidelines for school employees, coaches, and volunteers highlighted in local policy, state regulations or Professional Code of Ethics.

1. To protect Campbell County School staff, volunteers, and program participants, at no time during a Campbell County sponsored event may a staff person or volunteer be alone with a student where the staff person or volunteer cannot be observed by others, unless it is to ensure the safety and well-being of the student. (Ex: An employee can wait alone with a student until a parent/guardian arrives to pick up the student). (Ex: A teacher can meet alone with a student in a classroom as long as the classroom door is open and both the teacher and student are meeting near the opened door entrance and are in clear sight of those walking the hallways).
2. Staff shall never leave a child unsupervised.
3. Staff and volunteers will monitor student behavior as required by the school administration between class periods or during school sponsored events or as directed by school officials. Employees are to seek administrative assistance as necessary when addressing student behaviors.
4. Staff shall not abuse children or use corporal punishment of any kind. This includes physical abuse, verbal abuse, sexual abuse, mental abuse, or neglect. Any type of abuse will not be tolerated and is cause for dismissal.
5. Staff and volunteers will use appropriate touch including pats on the back or shoulder, side hugs, handshakes, and high fives. Staff and volunteers will refrain from full frontal hugging, touching of personal areas, sitting in the laps, or patting of the buttocks.
6. Staff and volunteers will use positive techniques of guidance, including redirection, positive reinforcement, and encouragement rather than criticism, yelling, bullying, and intimidation.
7. Staff and volunteers will not give gifts or special favors to individual children, or show preferential treatment to a child or group of children to the exclusion of others.
8. Staff and volunteers will respond to students with respect and consideration and treat all students equally regardless of gender, socio-economic status, race, religion, sexual identity, or culture.
9. Staff and volunteers will refrain from intimate displays of affection toward others.
10. Using, possessing, or being under the influence of alcohol or illegal drugs during working hours or when supervising students on school related trips is prohibited.
11. Smoking or use of tobacco products in the presence of students or parents during working hours is prohibited. This includes athletic practices, etc.
12. Profanity, inappropriate jokes, sharing intimate details of one's personal life, and any kind of harassment is prohibited.



**Professional Guidelines for School Employees,  
Coaches and Volunteers – (Continued)**

13. Staff and volunteers shall not transport students in their own vehicles.
14. Staff shall not date or engage in personal relationship with students.
15. Staff and volunteers shall not record video or audio in student locker rooms or restrooms
16. Under no circumstance should staff release students to anyone other than the authorized parent, guardian, or other adult authorized by the parent or guardian (written parent authorization on file with Campbell County Schools). There may be an extreme situation such as an emergency in which the parent wishes to release their child to someone not listed on the emergency card. Under such situation, a phone call may be acceptable as long as the school logs the call, time, parent/guardian, and instructions. The log is to be maintained by the school administration for the remainder of the school year.
17. Staff and volunteers are required by State Regulations to report any suspicion of child abuse to the proper authorities and are required to read and sign all policies relating to identifying, documenting and reporting child abuse.

## **SUBSTITUTE TEACHERS**

### Professional Substitute Teacher Checklist

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#### ARRIVAL

- Report to Principal/school office.
- Ask about IEP/504 plans and extra duties assigned to the regular teacher.
- Obtain keys, daily schedule, lesson plans and teacher's grade book.
- Ask how to report tardy or absent students and how to refer a student to the office.
- Check the teacher's mailbox.
- Locate teachers' restrooms and work room/lounge.
- Introduce yourself to teachers adjacent to your classroom.

#### BEFORE CLASS

- Write your name on the board.
- Scan lesson plans and locate materials to be used.
- Locate and review building evacuation directions.
- Check for posted fire drill, bomb threat, lock-down, tornado and other safety related instructions.
- Review class rules as posted or listed in the teacher's lesson plans.
- When the bell rings, stand in the doorway and greet students as they enter.
- Use the seating chart, if provided, to take attendance.

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#### THE REST OF YOUR DAY

- Greet students at the door and involve them in a learning activity right away.
- Review the schedule and routine with the class.
- Carry out the lesson plans and assigned duties to the best of your abilities.
- Improvise if needed by extending practice, elaborating on activities, or supplementing lesson plans.
- Use planning time to grade work and prepare for the remainder of the day or the next, if you will be returning.
- Check the teacher's mailbox during the day.
- Be fair, flexible and consistent in dealing with students.
- Be positive and respectful in your interactions with students and staff.

#### DEPARTURE

- Instruct students to straighten and clean their work areas.
- Remind students of homework.
- Complete any forms the teacher/Principal directed you to prepare.
- Leave the teacher a note of what was or was not accomplished; attach any documents received that day.
- Organize and label work turned in by students.
- Close windows, turn off equipment and lights, and leave the room in good order before you lock the door, if directed to do so.
- Turn in keys, grade book, and any money collected to the office, listing who turned in the money and for what purpose.
- Confirm if you will be needed again the next day.

# Acknowledgement Form

2020-2021 School Year

I, \_\_\_\_\_, have received a copy of the Substitute Employee Handbook issued by the District understand and agree that I am to review this handbook in detail, consult District and school policies and procedures, and direct any questions concerning the contents of this material with my Principal/supervisor if I have any questions.

I understand and agree:

1. that this handbook is intended as a general guide to District personnel policies and procedures and that it is not intended to create any sort of contract between the District and any one or all of its employees;
2. that the District may modify any or all of the referenced policies and procedures, in whole or in part, at any time, with or without prior notice; and
3. that in the event the District modifies any of the information contained in this handbook, the changes will become binding on me immediately upon issuance of the new or revised policy or procedure by the District.

*I understand that as an employee of the District I am required to review and follow the information set forth in this Employee Handbook and I agree to do so.*

\_\_\_\_\_  
*Employee Name (please print)*

\_\_\_\_\_  
*Signature of Employee*

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

Return this signed form to the Central Office.