

Classified Employee Manual



**Smoky Valley Public Schools
USD #400
2015-16**

FORWARD

The Board of Education and administration recognize the valuable work accomplished by classified staff members who serve important roles in carrying out the mission of the school. This manual is dedicated to the better understanding of employee benefits for classified employees and is not an employee contract.

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Superintendent
Smoky Valley Public Schools U.S.D. #400

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**CLASSIFIED EMPLOYEE BENEFITS
2015-16**

EMPLOY. CLASSIF.	Annual Leave	Emergency Leave	Health Benefit	KPERS	SS	Unemployment	Workers' Comp.
Technology Coordinator	per contract	1.67 X M-90*	Single Plan, Option #1	yes	yes	yes	yes
Bus Drivers-1/2 time or more	none	1.67 X M-90	Single Plan, Option #1	yes	yes	yes	yes
Transportation Supervisor	pro-rated	1.67 X M-90	Single Plan, Option #1	yes	yes	yes	yes
Mechanic	pro-rated	1.67 X M-90	Single Plan, Option #1	yes	yes	yes	yes
Cooks - 1/2 time or more	none	1.67 X M-90	Single Plan, Option #1	yes	yes	yes	yes
Cooks (Aides) less than 4 hrs.	none	none	none	***	yes	yes	yes
Custodians - 12 months	10 days**	1.67 X M-90	Single Plan, Option #1	yes	yes	yes	yes
1/2 time or more	pro-rated	1.67 X M-90	Single Plan, Option #1	yes	yes	yes	yes
Less than 4 hrs.	none	none	none	***	yes	yes	yes
(seasonal)	none	none	none	no	yes	yes	yes
Secretaries - 12 months	10 days**	1.67 X M-90	Single Plan, Option #1	yes	yes	yes	yes
1/2 time or more (more than 10 months)	pro-rated	1.67 X M-90	Single Plan, Option #1	yes	yes	yes	yes
Less than 4 hrs.	none	none	none	***	yes	yes	yes
(seasonal)	none	none	none	no	yes	yes	yes
Teaching Aides/Paras-1/2 time	none	1.67 X M-90	Single Plan, Option #1	yes	yes	yes	yes
Aides (less than 4 hrs.)	none	none	none	***	yes	yes	yes

HOLIDAYS-Classified employees working two (2) hours or more per day, except seasonal workers, are granted the following paid holidays, if these holidays fall within their regular work year: Labor Day, Thanksgiving, Christmas, New Year's, Good Friday, Memorial Day and 4th of July. (This applies to employees working during and after these holidays.)

*1.67 X M-90 means 1.67 days per month times months worked accumulative to 90 days

**See Annual Leave for further explanation

***School employees who work 630 hours per year or 3.5 hours per day for at least 180 days are eligible for KPERS membership

CLASSIFIED EMPLOYEES

Terminology

The term “year”, as used in this handbook, is defined to mean that period of time commencing with the first day of July and ending June 30. Unless otherwise specified, “days” refers to “work days” and “employee” refers to classified employee and “immediate family” refers to the employee’s spouse, children, parents, sibling, and grandparents (including relatives by marriage such as “step” and “in-laws”).

PAID LEAVE

Annual Leave

Employees who work halftime or more (20 hours each week) and who are employed more than ten (10) consecutive months at their primary duty (not summer school, seasonal work, etc.) during a year shall receive annual leave at the pro-rated amount of .834 days per month worked. Annual leave for full-time school building personnel must be taken during the summer or during other periods when school is not in session.

QUALIFYING EMPLOYEES MAY USE ANNUAL LEAVE DURING THANKSGIVING, CHRISTMAS, AND SPRING BREAKS. Other qualified employees must take vacation during their regular working term. Exceptions may be granted by the superintendent if enough advance notice is given. Annual leave may accumulate up to two years accrual or 25 days, whichever is less. When the maximum is reached, further accumulation will stop until annual leave time is used. If an employee is terminated or terminates voluntarily without appropriate notice, vacation pay will not be paid.

Employees working 4 or more hours per day on a 12-month basis will earn annual leave according to the following schedule of employment years:

0 - 5 years	.834 days/month	10 days/year
6 years	.917 days/month	11 days/year
7 years	1.000 days/month	12 days/year
8 years	1.084 days/month	13 days/year
9 years	1.167 days/month	14 days/year
10 years	1.250 days/month	15 days/year
11 years	1.334 days/month	16 days/year
12 years	1.417 days/month	17 days/year
13 years	1.500 days/month	18 days/year
14 years	1.584 days/month	19 days/year
15 years +	1.667 days/month	20 days/year

LEAVE

Certain classified employees are granted the availability of 1.67 days of emergency leave per month (available immediately after entering actual work service under contractual conditions); during continuous contracted service an employee may accumulate a total availability of 90 days at a rate of 1.67 additional days of leave per month. **“Leave” in all categories is subject to hours accumulated in employee’s own leave bank.**

Sick Leave

Sick leave is to be used for an employee’s own illness or disability. Disability is defined as a condition which prevents the employee from efficiently performing duties normally required under the contract of employment. Disability leave includes incapacity contributed to by pregnancy, miscarriage, abortion, childbirth and recovery there from. A long term illness (more than 5 days) requires a doctor’s release to return to work. (See FMLA page 5).

Maternity Leave

An employee may use up to thirty (30) days of paid leave immediately after giving birth for the care of her newborn. If an employee gives birth during the summer (non-contracted time), the 30-days will begin immediately following the birth; not at the start of the contract year. If an employee does not have thirty (30) days paid leave accrued, then additional days may be granted by the superintendent in consultation with the Board of Education. If all of the employee’s paid leave is depleted by use pursuant to this category, two additional days shall be granted to the employee on the first contract day she reports for service following this leave. (See FMLA page 5).

Family Illness

An employee may take a maximum of fifteen (15) days paid leave per school year for essential attention to cases of illness among members of the employee’s immediate family. “Immediate family” refers to the employee’s spouse, children, parents, sibling(s), and grandparents (including relatives by marriage such as “step” and “in-laws”). Family illness may not be taken due to the lack of child care. (See FMLA page 5).

Parental Leave

An employee may take up to fifteen (15) days accrued paid leave following the birth of his child (father), the adoption of the employee’s child, or the placement of the employee’s foster child. If leave is requested during the summer (non-contracted time), the 15-days will begin immediately following the birth, adoption or foster placement; not at the start of the contract year. If an employee does not have fifteen (15) days of accrued paid leave, then additional paid days may be granted by the superintendent in consultation with the Board of Education. (See FMLA page 5).

Personal Business Leave

Three (3) normal working days, with pay, may be used at the employee's own discretion to conduct personal business. The employee must file written notification of the date and time of the absence with the building principal prior to use. The one exception to this rule: Classified personnel who are not required to work when school is canceled due to inclement weather, may utilize personal leave for the canceled day. Request to take advantage of this privilege must be submitted within one week following the inclement weather day. All requests will be approved, provided the employee has additional personal leave available. These hours are chargeable against leave accumulation.

The Board of Education shall compensate eligible employees for two (2) unused personal days before June 30 following each school year at the rate of \$50.00 per day on the basis of their full-time equivalency per year or the employee may choose to have the unused personal leave count towards accumulated leave totals.

Bereavement Leave

The employee may take up to ten (10) days paid leave in conjunction with, and related to, the death of someone in the employee's immediate family.

One (1) normal working day or a maximum of eight (8) hours per year with pay may be used for funerals. Advance notice for bereavement leave must be given to the building principal. Additional bereavement leave may be granted by the Superintendent when deemed appropriate.

Jury Duty

1. Each employee shall be paid his or her regular salary for days missed because of serving on jury duty.
2. For absence of the employee due to being called for jury duty, the employee shall be paid their regular salary and shall endorse all jury pay (except that allowed for actual expenses) over to the school district.
3. This leave shall not be charged against the employee's leave.

Family Medical Leave

Pursuant to the Family and Medical Leave Act (FMLA), federal law entitles eligible employees to take up to twelve (12) weeks unpaid leave each year for specified family and medical reasons. If the employee has accumulated sick leave, this must be used first and will be counted toward the annual Family Medical Leave. Family and Medical Leave will be granted under conditions provided by the federal law and the USD 400 Family Medical Leave Plan. For more information, please contact the district office.

UNPAID LEAVE

Leave of Absence

An employee may be granted a leave of absence when deemed appropriate by the Board of Education.

Depleted Leave

Classified employees may be absent from duties only under the leave provisions outlined above. A leave under the arrangement of “no work, no pay” is not allowable except by special permission from the superintendent. If leave totals are depleted and an employee needs to be absent for a reason covered under one of the categories listed above, special leave may be granted by the superintendent.

PROFESSIONAL LEAVE

Professional leave shall be granted at the discretion of the building principal and superintendent. A request for leave (USD #400 form 44) must be completed and approved in advance of the leave.

CLASSIFIED STAFF MAKE-UP POLICY (INCLEMENT WEATHER)

Days and/or hours missed by classified employees when school is canceled during inclement weather will not be paid unless time is made up which will benefit the district. Arrangements to make up the time must be made with the immediate supervisor and reported to the building principal. Employees who request personal leave for these days will be paid their regular daily salary (see “Personal Leave” page 5).

FRINGE BENEFITS

Fringe benefits, to include health insurance, KPERS participation, annual leave, emergency leave and professional leave are provided to eligible employees of U.S.D. 400. All regular employees who work halftime or more (20 hours each week) during the school year receive health insurance, KPERS benefits and emergency and professional leave days with accumulation. Summer positions are considered temporary work and are not eligible for fringe benefit accrual.

INSURANCE AND ANNUITIES

The district provides for an approved health insurance program. Annuities are available at the choice of the employee.

HEALTH INSURANCE

The district pays a single plan, option #1, which can only be applied to health insurance for all employees working 20 hours or more per week. Other employees may qualify based on provisions of the Affordable Care Act. Additional policy and enrollment information is available at the District Office.

ANNUITIES

Classified personnel may defer a portion of their earnings through an annuity program. Employees are responsible for their portion of FICA taxes on annuities. Annuities are exempt from federal and state withholding taxes until annuities are withdrawn. More information is available at the District Office.

KPERS

All employees who are in a covered position employed 630 hours per year or more or 3.5 hours per day for at least 180 days will be enrolled in Kansas Public Employees Retirement System (KPERS). The state contributes to KPERS depending on the financial needs to provide adequate benefits.

The purpose of KPERS is not only to provide an orderly means for retirement but to extend life insurance coverage, long-term disability and service-connected death benefits to members and their beneficiaries.

Contributions plus interest may be withdrawn after termination of employment; however the employee forfeits any rights or benefits they may have accrued prior to the date of withdrawal. Please contact the District Office for additional information.

SOCIAL SECURITY

Employees are covered by Social Security (FICA). The employer makes an equal contribution. Social Security provides retirement benefits as well as long-term disability and death benefits.

UNEMPLOYMENT INSURANCE

USD #400 contributes to unemployment insurance. Employees who leave the employment of USD #400 may or may not be eligible for benefits. Benefits are determined on an individual basis and applicants should inquire at their nearest unemployment office.

The law, K.S.A.a 44-706, provides in part that benefits shall not be payable, based on wage credits earned while in the service of an educational institution, for the period between two successive academic years if an individual had a contract or reasonable assurance during the recently completed school term and has a contract or reasonable assurance for work in a similar capacity next term.

WORKERS COMPENSATION

Workers compensation insurance coverage is provided for all employees. Any work related injury must be reported to the building principal or central office administrator immediately. If the employee does not report the injury within ten (10) days, the claim may be denied. The district has designated the Family Health Care Clinic, Lindsborg, as our medical provider. The district is required to furnish all necessary medical treatment and has the right to designate the treating physician. The district is only liable up to \$500 if the employee seeks treatment from a doctor not authorized by the district.

Workers compensation benefits are paid to an employee while he/she is losing time from work as a result of a work related injury or illness, which arises out of and in the course of their employment. Injured employees are not entitled to compensation for the first week they are off work unless they lose three consecutive weeks. The amount paid is based on 66 2/3% of the employee's average weekly wage up to a maximum of 75% of the state's average weekly wage. These benefits are subject to legislative changes.

MEDICAL REIMBURSEMENT PLAN **(under Section 125)**

An employee leaving the district before the end of the plan year will be responsible to the district for payment through the end of the plan year.

EMPLOYEE WORK SCHEDULE

Sunday work in or on district facilities shall be only what is emergency or unavoidable.

TIME SHEETS

Time sheets shall be used as you would a time clock. Enter the time whenever beginning or ending the duty time. Time should be put on the time sheet to the nearest five (5) minute increment. Anytime there is a variance to your scheduled work day, the reason should be noted on your time sheet. Any overtime must be approved by an administrator in advance except for emergencies. All extra duty hours **MUST** be turned in during the pay period worked.

MEALS

Classified employees will be reimbursed for meals if the employee is required to be at meetings or away on school business during meal time. When a meal break is not observed, regular wages may be paid with approval or as directed by the superintendent. Normal reimbursement will not usually exceed \$8.00 per meal.

MINIMUM MEAL BREAKS

All classified employees, except bus drivers, will take a minimum of thirty (30) minutes for meal break when working a regular shift more than six hours. When a meal break is not observed, the employee will be paid regular wages while on duty. Any exception may be made only when scheduling does not permit, with approval by or as directed by the superintendent.

Bus drivers will be covered under the section "MEALS" because of varied schedules.

MILEAGE REIMBURSEMENT

Classified employees will be paid the district mileage reimbursement rate from their assigned attendance center for out-of-district use of personal vehicles. When more than one person is attending a meeting, car pooling is required. When the employee must travel to a point within the district to meet a district owned vehicle to go to an out-of-district meeting, no mileage will be paid.

HOURS PAID FOR MEETINGS

Classified employees will be paid the normal salary rate for travel and meeting time. When more than one person is attending the meeting, car pooling is required. Bus drivers will be paid their regular driving rate for meeting time.

COMPLIMENTARY TICKETS

Complimentary tickets are provided for all regular employees to attend all home extra-curricular events, excluding K.S.H.S.A.A. events. Tickets are provided for the married employee and spouse or single employee.

TOBACCO POLICY

The use of tobacco products is prohibited in any form in any school building owned, leased or rented by the school district that is used for attendance purposes. School personnel who must use tobacco products will do so in a designated area outside school buildings and away from student traffic.

DRUG FREE SCHOOLS POLICY

The unlawful possession, use, or distribution of illicit drugs and alcohol by school employees on school premises or as a part of any school activity is prohibited. This policy is required by the 1989 amendments to the Drug Free Schools and Communities Act. P.L. 102-226. This policy shall be evaluated at least every other year using criteria developed by the superintendent and approved by the board.

EMPLOYEE CONDUCT

As a condition of continued employment in the district, all employees shall abide by the terms of this policy. Employees shall not unlawfully manufacture, distribute, dispense, possess or use illicit drugs, controlled substances, or alcoholic beverages on district property or at any school activity. Compliance with the terms of this policy is mandatory. Employees who are found violating the terms of this policy will be reported to the appropriate law enforcement officers. Additionally, an employee who violates the terms of this policy may be subject to the following sanctions:

- (1) Short term suspension with pay;
- (2) Short term suspension without pay;
- (3) Long term suspension without pay;
- (4) Required participation in a drug and alcohol education treatment, counseling, or rehabilitation program;
- (5) Termination or dismissal from employment.

Prior to applying sanctions under this policy, employees will be afforded all due process rights to which they are entitled under their contracts or the provisions of Kansas law. Nothing in this policy is intended to diminish the right of the district to take any other disciplinary action which is provided for in district policies.

If it is agreed that an employee shall enter into and complete a drug education or rehabilitation program, the cost of such programs will be borne by the employee. Drug and alcohol counseling and rehabilitation programs along with names and addresses of contact persons for the program may be provided by the district.

GENERAL STATEMENT OF NONDISCRIMINATION

Applicants for admission and employment, student, parents of elementary and secondary school students, employees, sources of referral of applicants for admission and employment and all unions or professional organizations holding collective bargaining or professional agreements with Smoky Valley Public Schools #400 are hereby notified that this institution does not discriminate on the basis of race, color, national origin, sex, age, or handicap in admission or access to, or treatment or employment in, its programs and activities. Smoky Valley Public Schools #400 has procedures regarding the referral, evaluation and placement of individuals with disabilities who are eligible for services under federal law. Grievance and appeals procedures have been adopted by the Board of Education to provide for the expeditious resolution of complaints regarding individual civil rights. Any person having inquiries concerning Smoky Valley Public Schools #400 compliance with, or complaints under the regulations implementing Title VI, Title IX, Section 504 and the Americans with Disabilities Act is directed to contact: Mr. Glen Suppes, 126 South Main, Lindsborg, KS 67456, phone 227-2981, who has been designated by Smoky Valley Public Schools #400 to coordinate the institution's efforts to comply with the above mentioned regulations. The coordinator may also be contracted for the existence and location of services, activities and facilities that are accessible to the disabled. Any person may also contact the Region 7 Office for Civil Rights, One Petticoat Lane, 1010 Walnut St., Suite 320, Kansas City, MO 64106, (telephone 1-816-268-0550, regarding the institution's compliance with regulations implementing Title IX, Title VI, Section 504 and the Americans with Disabilities Act). Note: As a means of serving those with a disability, the district will provide an audio or large print version of official district publications. For Additional information, contact the Kansas Relay Center 1-800-766-3777.

SEXUAL HARASSMENT

USD #400 strongly disapproves of sexual harassment. All employees are responsible for assuring that the workplace is free from sexual harassment. Sexual harassment in any form will not be tolerated. Because of the school district's strong disapproval of offensive or inappropriate sexual behavior at work, all employees must avoid any action or conduct which could be viewed as sexual harassment, including:

- (1) Unwelcome sexual advances;
- (2) Requests for sexual acts or favors;
- (3) Such conduct that has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment. This includes verbal or physical conduct of harassing nature, including unwanted letters, phone calls, looks, gestures, touching, teasing, jokes, remarks or questions of a sexual nature.

Any employee who has a complaint of sexual harassment at work by anyone, including supervisors, co-workers, or visitors, must bring the problem to the attention of responsible officials. All employees will notify the administration of such allegations. Employees may bring their complaint to their building principal, supervisor or superintendent of schools. If the complaint involves someone in the employee's direct line of command, then the employee may go to another supervisor. The superintendent of schools will be notified of any allegation of any improper employer-employee relationship.

Smoky Valley USD 400 2015-16 School Calendar

126 S Main, Lindsborg KS 67456
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August 2015						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

S 13 / T 16

September 2015						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

S 20 / T 21

October 2015						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

S 18 / T 21
S 9 (42 total 1st qtr.) / S 9 - 2nd qtr.

November 2015						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

S 17 / T 18

December 2015						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

S 13 / T 14
39 total - 2nd qtr.

August

5-7.....New Teacher Orientation
10.....First Day for All Teachers
13 (1:30 Dismissal).....First Day of School
K-8 & Orientation for SVHS Freshmen & New Students
Kindergarten Begins - Half Days August 13 - 21
Pre-K Scheduled Testing Times August 13 - 21
14.....First Day of School for Grades 10-12
24.....Kindergarten - Start All Day Classes
Pre-K Start Classes

September

7.....NO SCHOOL - Labor Day
8.....NO SCHOOL - Teacher Inservice

October

5.....NO SCHOOL - Teacher Inservice
9.....NO SCHOOL - Hyllningsfest
15.....End of First Quarter (42 student days)
16.....NO SCHOOL Teacher Workday
23.....NO SCHOOL - P/T Comp. Day

November

2.....NO SCHOOL - Teacher Inservice
25-27.....NO SCHOOL - Thanksgiving Break

December

17.....End of First Semester (39 student days)
18.....NO SCHOOL - Teacher Workday
21-31.....NO SCHOOL - Christmas Break

January

1.....NO SCHOOL - Christmas Break
4.....Classes Resume
18.....NO SCHOOL - Teacher Inservice

February

26.....NO SCHOOL - P/T Comp. Day

March

3.....End of Third Quarter (42 student days)
4.....NO SCHOOL - Teacher Workday
7.....NO SCHOOL - Teacher Inservice
14-18.....NO SCHOOL - Spring Break
25.....NO SCHOOL - Good Friday
28.....NO SCHOOL - Easter Break

April

4.....NO SCHOOL - Teacher Inservice

May

2.....NO SCHOOL - Teacher Inservice
13.....NO SCHOOL - All Schools Day
18.....Last Day for Students (42 student days)
19.....Last Day for Teachers - All Day Workday

1:30 Dismissal	New Teachers	No School	Staff Only	End of Quarter

January 2016						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

S 19 / T 20

February 2016						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29					

S 20 / T 21

March 2016						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

S 14 / T 16
3 days - 3rd qtr. (36 total)- 3rd qtr. / 11 days - 4th qtr.

April 2016						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

S 20 / T 21

May 2016						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

S 11 / T 13
48 total - 4th qtr.

Teacher Contract Days 181 (includes 9 Inservice Days, 5 Workdays & 2 PT Comp. Days); New Teacher Contract Days 184; Student Days - 165

Adopted by Board of Education: February 9, 2015

Adopted by Negotiations: August 17, 2015