

2019-2020

# South Eastern Special Education Employee Handbook



SOUTH EASTERN SPECIAL EDUCATION

**SESE Employee Handbook  
2019-2020  
Table of Contents**

[Administration](#)

[Administrative Assistant Assistance](#)

[Absences, Sick Leave Personal Leave, Student Absences](#)

[Absences, IEP](#)

[Abuse](#)

[Accident Reporting and Investigation](#)

[Accidents](#)

[Add/Drop Procedure](#)

[Ancillary Insurance Coverage](#)

[Beginning of Year Information](#)

[Bloodborne Pathogens](#)

[Bully Prevention](#)

[Calendars](#)

[Child Bereavement Leave](#)

[Close of School Year](#)

[COBRA Insurance](#)

[Communicable and Chronic Infectious Disease](#)

[Court Duty](#)

[Dental Insurance](#)

[Discipline](#)

[Dress Standards](#)

[Drug- and Alcohol-Free Workplace](#)

[Duties and Qualifications](#)

[Education of Homeless Children](#)

[Educator Licensure Information System \(ELIS\)](#)

[Electronic Networks Policy](#)

[Email Retention](#)

[Emergency Forms](#)

[Employment At Will](#)

[Employment Record/Employee Status Change](#)

[End of Month Activities](#)

[Equal Employment Opportunity and Minority Recruitment](#)

[Ethics and Gift Ban Policy](#)

[Family and Medical Leave](#)

[Field Trips](#)

[Fingerprinting and Criminal Background Checking Policy](#)

[Flexible Spending Accounts](#)

[Fundraisers](#)

[Grading - Report Cards](#)

[Grievance Procedure](#)  
[Harassment](#)  
[Head Lice](#)  
[Health Insurance](#)  
[Illinois Municipal Retirement Fund](#)  
[Individual Education Plans, Records](#)  
[Institute Days](#)  
[Inventory Change](#)  
[Itinerant Caseload](#)  
[Late Stay Procedures](#)  
[Leave of Absence](#)  
[Lesson Plans](#)  
[Life Insurance](#)  
[Lunches - Students](#)  
[Meal and Break Periods](#)  
[Medication](#)  
[Medication Administration Policy](#)  
[Mileage](#)  
[Nursing Services](#)  
[Parent Communication / Involvement](#)  
[Parent/Teacher Conferences](#)  
[Parking](#)  
[Passports](#)  
[Payroll](#)  
[Performance Evaluation](#)  
[Personal Technology and Social Media; Usage and Conduct](#)  
[Phone Calls/Text Messaging](#)  
[Photographing, Videotaping](#)  
[Printer Cartridges](#)  
[Professional Leave](#)  
[Public Information Process](#)  
[Public Relations and Telephone Calls](#)  
[Purchase Requisitions](#)  
[Release During School Hours](#)  
[Religious Holidays](#)  
[Responsibilities Concerning Internal Information](#)  
[Retirement](#)  
[Schedules](#)  
[School Improvement Days](#)  
[Seizure Care](#)  
[Sexual Harassment](#)  
[Solicitation and Distribution](#)  
[Student Records](#)

[Substitutes](#)

[Suicide and Crisis Intervention](#)

[Time Sheets](#)

[Tobacco](#)

[Tools and Equipment](#)

[Transportation](#)

[Victims' Economic Security and Safety Act](#)

[Visitors to and Conduct on School Property](#)

[Volunteers](#)

[Walmart Card Purchase Verification](#)

[Warehouse Order Procedures](#)

## **2019-2020 SESE HANDBOOK**

*The following information is provided to help make your 2019-2020 school year a successful one. Each employee is responsible for the contents of this packet. After reading the handbook, complete the handbook verification form provided on the SESE website, [www.sese.org](http://www.sese.org)*

### **ADMINISTRATION**

Jill Keller-Weems, Director  
Kim Kessler, Assistant Director  
Morgan Fehrenbacher, Technical Assistance Supervisor  
Beth Leggitt, Technical Assistance Supervisor  
Katelyn Lidy, Technical Assistance Supervisor  
Lisa McMorris, Technical Assistance Supervisor  
Robyn Payne, Technical Assistance Supervisor  
Tracey Seesengood, Technical Assistance Supervisor

### **ADMINISTRATIVE ASSISTANT ASSISTANCE**

#### Questions Regarding:

Payroll, Bookkeeping, Retirement, Mileage, Insurance, Personnel Records, STEP	Renee	225
Computer Tech	Gail	224
Classlists, Add/Drops, Library, Student Files, Student Attendance, Late Stay, Purchase Orders, Inventory	Joyce	254
FACTS, Professional Leave, Report Cards, Teacher Roster	Tiffany	226
Teacher/Para Substitutes, Personnel Attendance, Worker Comp., Play-based Assessments	Cindy	222

### **ABSENCES**

Employees must complete the *Absence Request Form* prior to any type of absence. This is the method that ensures that a substitute will be secured.

#### ***Sick Leave***

For purposes of claiming sick leave pay in full or half-day increments, the statement "personal illness" shall be sufficient but with the further understanding that this administrative procedure does not limit or impede the SESE Board's

right to require a physician's certificate as a basis of pay for "personal illness". This is in accordance with Section 5/24-6 of the Illinois School Code which includes parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brother-in-law, sister-in-law, and legal guardians. The definition of immediate family shall be expanded to also include aunt, uncle, niece, nephew, grandparents-in-law, children-in-law, son-in-law, and daughter-in-law.

### ***Bereavement Leave***

An employee is entitled to a paid leave/absence from SESE, not to exceed three days, on account of death of a member of the employee's immediate family if acceptable proof of death and relationship is provided and the leave/absence commences within ten calendar days of the death.

This is in accordance with Section 5/24-6 of the Illinois School Code which includes parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brother-in-law, sister-in-law, and legal guardians. The definition of immediate family shall be expanded to also include aunt, uncle, niece, nephew, grandparents-in-law, children-in-law, son-in-law, and daughter-in-law.

### ***Personal Business Leave***

At the beginning of each school year, each employee shall be credited with three (3) days to be used for personal business in full or half-day increments. Personal business days may be used for any purpose at the discretion of the employee, except they shall not be used immediately before or after a school holiday or vacation except in emergencies or, as approved by the Director. **Any use of more than two (2) consecutive personal days shall require the prior approval of the SESE Board or Director.** No more than four (4) employees may use a personal day on any given day, except in an emergency as determined by the Director. An employee planning to use a personal business leave day shall notify the Director at least twenty-four (24) hours in advance, except in cases of emergency. Unused personal business leave days shall accumulate up to four (4) days before rolling into sick leave/days.

**\*Any dock time must be submitted to the Executive Board for prior approval.**

**\*\*Failure to follow this policy may result in a pay reduction.**

### ***Educational Conference Leave (Employee's Children)***

All employees must complete the *Absence Request form* in advance of the educational conference/meeting date for employee's children in order to receive permission to attend. Attempts should be made to schedule meetings when students are not in session. In addition, licensed staff will need to follow the absence procedures outlined in the following section if they will be absent from a scheduled meeting.

### ***Student Absences***

If a student is absent without prior authorization by the parent(s)/guardian(s), the classroom teacher or designee shall make a reasonable effort to notify the parent(s)/guardian(s) of the child's absence within 2 hours after the first class by telephoning the numbers given. Calls are to be logged on the *Student Absence Phone Log Form*. **If a student has three absences, a Technical Assistance Supervisor and the Special Education Coordinator of the resident school district should be notified.**

### **ABSENCES: IEP, Eligibility, Annual Review Meetings**

In the case of an advanced absence, you are required to have the following paperwork prepared and provided directly to the district coordinator for distribution to the appropriate personnel:

1. Prior telephone contact to district coordinator and parent.
2. Written summary of services
3. Present level page statement
4. Progress report for old IEP – be specific with the number of goals and objectives as well as if the goals/objectives have been met at what criteria level.
5. New proposed IEP goal page
6. Proposed minutes of service delivery and location if revising or developing IEP and/or
7. SDS report or raw data
8. ESY statement

In the case of an emergency absence (less than 24 hours) you must contact your supervisor and provide the information.

**If you have completed an evaluation, you are not eligible for excusal and the meeting will have to be rescheduled.** Phone conferences are encouraged.

### **ABUSE**

All SESE Employees are **MANDATED REPORTERS**. Anytime you suspect a student may be the victim of child abuse, the following steps shall immediately take place:

1. Contact the Division of Children and Family Services (DCFS) hotline at **1/800-252-2873. DO NOT question the child as it could contaminate the case.**
2. Contact the Director or a Technical Assistance Supervisor so he/she can contact a SESE social worker. If the above personnel are not available, **Do not leave a voice message**, ask the Secretary to contact a supervisor and social worker.
3. Email the resident district coordinator with details.
4. Contact the building principal and school nurse if the call is accepted.

5. Complete the *DCFS Hotline Documentation Form* and the *CANTS 5 Form*.
6. Mail the CANTS 5 Form to the Illinois Department of Children and Family Services in your school area within 24 hours.

DCFS Effingham (Jasper) DCFS Olney (Richland, Lawrence, Crawford)  
401 West Industrial Ave 1408 Martin  
Effingham, IL 62401 Olney, IL 62450

DCFS Mt. Vernon (Clay)  
321 A Withers Dr.  
Mt. Vernon, IL 62864

Staff involved shall keep the SESE Director and a Technical Assistance Supervisor fully informed of all cases involving child abuse.

### **ACCIDENT REPORTING AND INVESTIGATION**

**Employees must report any accident or injury to their TAS immediately following the accident or injury.** Employees will assist in completing an accident/injury report and update administration regarding recovery from accidents or injuries following doctor visits. The Administration will investigate all accidents and injuries and report to the Director efforts to prevent any further accidents and injuries.

### **ACCIDENTS (Student/Staff)**

Each classroom teacher shall keep a written, dated record of all accidents, no matter how minor, using *Accident Report Form*. Call your supervisor and notify them of the accident. DO NOT leave a message. If the supervisor is not in, ask a SESE secretary to connect you to another available supervisor.

If the accident involves SESE personnel or substitute staff, the injured party should call their supervisor (Do not leave a message if your supervisor is not available. Ask a secretary for another available supervisor) and complete all three *Workers' Compensation Forms* that are located at [www.sese.org](http://www.sese.org).

### **ADD/DROP (Classroom)**

An *Add/Drop Form (Classroom Only)* should be completed and submitted electronically to Joyce Reis the **same day** of any change in your class list. Please reference [www.sese.org](http://www.sese.org) for the form. When a new student enters your class or a student leaves your class, immediately notify appropriate personnel in your host school.

### **ANCILLARY INSURANCE COVERAGE**

Employees interested in disability, cancer, or intensive care insurance may purchase this on their own running the premiums through the SESE's payroll deduction program. SESE offers this as an administrative service only to the employee. Inquiries relating to any ancillary insurance should be directed to the



insurance agent. SESE makes no representations with respect to any ancillary insurance coverage and any administrative assistance provided shall not be construed as endorsing such insurance coverage. For more information, employees should contact the office.

### **BEGINNING OF YEAR INFORMATION**

It is the employee's responsibility to be familiar with the rules and regulations that govern SESE. Copies of the policy manual and the current contract are available in the central office and on the SESE website.

1. SESE teachers are to follow the school calendar of the district in which your classroom is located. Itinerant staff will be assigned a school calendar to follow.
2. Special staff meetings for SESE personnel will be held as needed, but most contacts will be conducted on an individual basis.
3. Furnish your building principal a list of all students in your room, including name, address, phone number, and home district.
4. Each employee is asked to contribute \$4.00 to the flower fund. Submit your donation to the SESE office @ Attn: Renee.
5. Probationary employees who have not returned their signed contracts should do so immediately @ Attn: Renee.
6. If you change your address, telephone number or name anytime during the school year, please inform Renee Barthelme (Ext. 225) at the SESE office.
7. No employee shall be entitled to horizontal movement on the salary schedule or the application of hours toward horizontal movement except as provided below:
  - Having an official grade report and transcript from the university demonstrating successful completion of the course on file in the SESE's administrative office by September 1 of the school year in which the credit is to be claimed. Successful completion shall be defined as a grade of at least "B" or better.
  - The coursework must be approved in advance by the Director and/or designee if movement on the salary schedule is desired. Courses will be approved on the following basis:
    - a. If the course is in a prescribed course of study leading to an advanced degree; or
    - b. If the course is pertinent to the employee's area of education or if the course directly relates to the employee's area of expertise and/or job assignment and is a graduate-level class; or
    - c. If a district requests that a course is taken by the employee.
  - No horizontal movement will be allowed on the salary schedule until the individual has received enough semester credits to advance to the next salary column.
8. If you want your pay distributed over a 10-month period rather than 12 months, it will be necessary to submit that request immediately to the Director

in writing. **This must be done each year.** Notification must occur within one week after school starts if you want only 20 payments. If at any time you request changes in your paycheck, such as number of dependents, more taxes withheld, insurance premiums, annuities, direct deposit, etc., this must be done **in writing** prior to the 10th of each month.

9. The SESE council will pay \$609.00 toward any health plan offered through SESE for the 2019-2020 school year.

### **BLOODBORNE PATHOGENS**

SESE recognizes the potential risk its staff has to accidental occupational exposure to bloodborne pathogens and desires to educate and protect employees to minimize the possibility of exposure. The Bloodborne Pathogens Exposure Control Plan contains specific information regarding the SESE's policies and procedures.

All employees of SESE are instructed as to the correct handling of body fluids and tissue. All positions in SESE have been categorized into classifications to determine the likelihood of occupational exposure to blood, body fluids or tissue from other people. Classification I employees hold positions in which required tasks routinely involve a potential for that exposure. These employees and all others who are involved in an exposure incident are entitled to receive vaccinations for Hepatitis B at SESE's expense.

### **BULLY PREVENTION POLICY**

**7:180**

#### **7:180 Prevention of and Response to Bullying, Intimidation, and Harassment**

Bullying, intimidation, and harassment diminish a student's ability to learn and a school's ability to educate. Preventing students from engaging in these disruptive behaviors and providing all students equal access to a safe, non-hostile learning environment are important District goals.

Bullying on the basis of actual or perceived race, color, national origin, military status, unfavorable discharge status from the military service, sex, sexual orientation, gender identity, gender-related identity or expression, ancestry, age, religion, physical or mental disability, order of protection status, status of being homeless, or actual or potential marital or parental status, including pregnancy, association with a person or group with one or more of the aforementioned actual or perceived characteristics, or any other distinguishing characteristic is prohibited in each of the following situations:

1. During any school sponsored education program or activity.
2. While in school, on school property, on school buses or other school vehicles, at designated school bus stops waiting for the school bus, or at school sponsored or school sanctioned events or activities.
3. Through the transmission of information from a school computer, a school computer network, or other similar electronic school equipment.
4. Through the transmission of information from a computer that is accessed at a nonschool-related location, activity, function, or program or from the use of

technology or an electronic device that is not owned, leased, or used by a school District or school if the bullying causes a substantial disruption to the educational process or orderly operation of a school. This item (4) applies only in cases in which a school administrator or teacher receives a report that bullying through this means has occurred and it does not require a District or school to staff or monitor any nonschool-related activity, function, or program. Definitions from Section 27-23.7 of the School Code (105 ILCS 5/27-23.7)

*Bullying* includes *cyberbullying* and means any severe or pervasive physical or verbal act or conduct, including communications made in writing or electronically, directed toward a student or students that has or can be reasonably predicted to have the effect of one or more of the following:

1. Placing the student or students in reasonable fear of harm to the student's or students' person or property;
2. Causing a substantially detrimental effect on the student's or students' physical or mental health;
3. Substantially interfering with the student's or students' academic performance;  
or
4. Substantially interfering with the student's or students' ability to participate in or benefit from the services, activities, or privileges provided by a school.

*Cyberbullying* means bullying through the use of technology or any electronic communication, including without limitation any transfer of signs, signals, writing, images, sounds, data or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic, photo-electronic system, or photo-optical system, including without limitation electronic mail, Internet communications, instant messages, or facsimile communications. *Cyberbullying* includes the creation of a webpage or weblog in which the creator assumes the identity of another person or the knowing impersonation of another person as the author of posted content or messages if the creation or impersonation creates any of the effects enumerated in the definition of *bullying*. *Cyberbullying* also include the distribution by electronic means of a communication to more than one person or the posting of material on an electronic medium that may be accessed by one or more persons if the distribution or posting creates any of the effects enumerated in the definition of *bullying*.

*Restorative measures* means a continuum of school-based alternatives to exclusionary discipline, such as suspensions and expulsions, that: (i) are adapted to the particular needs of the school and community, (ii) contribute to maintaining school safety, (iii) protect the integrity of a positive and productive learning climate, (iv) teach students the personal and interpersonal skills they will need to be successful in school and society, (v) serve to build and restore relationships among students, families, schools, and communities, and (vi) reduce the likelihood of future disruption by balancing accountability with an understanding of students' behavioral health needs in order to keep students in school.

*School personnel* means persons employed by, on contract with, or who volunteer in a school District, including without limitation school and school District administrators, teachers, school guidance counselors, school social workers, school counselors, school psychologists, school nurses, cafeteria workers, custodians, bus drivers, school resource officers, and security guards.

## Bullying Prevention and Response Plan

The Director or designee shall develop and maintain a bullying prevention and response plan that advances the District's goal of providing all students with a safe learning environment free of bullying and harassment. This plan must be consistent with the following requirements:

1. The District uses the definition of *bullying* as provided in this policy.
2. Bullying is contrary to State law and the policy of this District. However, nothing in the District's bullying prevention and response plan is intended to infringe upon any right to exercise free expression or the free exercise of religion or religiously based views protected under the First Amendment to the U.S. Constitution or under Section 3 of Article I of the Illinois Constitution.
3. Students are encouraged to immediately report bullying. A report may be made orally or in writing to the Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, a Complaint Manager, or any staff member with whom the student is comfortable speaking. Anyone, including staff members and parents/guardians, who has information about actual or threatened bullying is encouraged to report it to the District named officials or any staff member. The District named officials and all staff members are available for help with a bully or to make a report about bullying. Anonymous reports are also accepted.

Nondiscrimination Coordinator:

Robyn Payne

P.O. Box 185, Ste. Marie, IL 62459

[rpayne@sese.org](mailto:rpayne@sese.org)

618/455-3396

Complaint Managers:

Robyn Payne

P.O. Box 185, Ste. Marie, IL 62459

[rpayne@sese.org](mailto:rpayne@sese.org)

618/455-3396

4. Consistent with federal and State laws and rules governing student privacy rights, the Director or designee shall promptly inform parent(s)/guardian(s) of all students involved in an alleged incident of bullying and discuss, as appropriate, the availability of social work services, counseling, school psychological services, other interventions, and restorative measures.
5. The Director or designee shall promptly investigate and address reports of bullying, by, among other things:
  - a. Making all reasonable efforts to complete the investigation within 10 school days after the date the report of the incident of bullying was received and taking into consideration additional relevant information

received during the course of the investigation about the reported incident of bullying.

- b. Involving appropriate school support personnel and other staff persons with knowledge, experience, and training on bullying prevention, as deemed appropriate, in the investigation process.
- c. Notifying the Technical Assistance Supervisor or school administrator or designee of the report of the incident of bullying as soon as possible after the report is received.
- d. Consistent with federal and State laws and rules governing student privacy rights, providing parents and guardians of the students who are parties to the investigation information about the investigation and an opportunity to meet with the Technical Assistance Supervisor, school administrator or his or her designee to discuss the investigation, the findings of the investigation, and the actions taken to address the reported incident of bullying.

The Director or designee shall investigate whether a reported act of bullying is within the permissible scope of the District's jurisdiction and shall require that the District provide the victim with information regarding services that are available within the District and the community, such as counseling, support services, and other programs.

6. The Director or designee shall use interventions to address bullying, which may include, but are not limited to, school social work services, restorative measures, social-emotional skill building, counseling, school psychological services, and community-based services.
7. Reprisal or retaliation against any person who reports an act of bullying is prohibited. A student's act of reprisal or retaliation will be treated as *bullying* for purposes of determining any consequences or other appropriate remedial actions.
8. A student will not be punished for reporting bullying or supplying information, even if the District's investigation concludes that no bullying occurred. However, knowingly making a false accusation or providing knowingly false information will be treated as *bullying* for purposes of determining any consequences or other appropriate remedial actions.
9. The District's bullying prevention and response plan must be based on the engagement of a range of school stakeholders, including students and parents/guardians.
10. The Director or designee shall post this policy on the District's website, if any, and include it in the student handbook, and, where applicable, post it where other policies, rules, and standards of conduct are currently posted. The policy must be distributed annually to parents/guardians, students, and school personnel (including new employees when hired), and must also be provided periodically throughout the school year to students and faculty.
11. The Director or designee shall assist the Board with its evaluation and assessment of this policy's outcomes and effectiveness. This process shall include, without limitation:
  - a. The frequency of victimization;
  - b. Student, staff, and family observations of safety at a school;
  - c. Identification of areas of a school where bullying occurs;

- d. The types of bullying utilized; and
- e. Bystander intervention or participation.

The evaluation process may use relevant data and information that the District already collects for other purposes. The Director or designee must post the information developed as a result of the policy evaluation on the District's website, or if a website is not available, the information must be provided to school administrators, Board members, school personnel, parents/guardians, and students.

12. The Director or designee shall fully implement the Board policies, including without limitation, the following:

- a. 2:260, *Uniform Grievance Procedure*. A student may use this policy to complain about bullying.
- b. 6:60, *Curriculum Content*. Bullying prevention and character instruction is provided in all grades in accordance with State law.
- c. 6:65, *Student Social and Emotional Development*. Student social and emotional development is incorporated into the District's educational program as required by State law.
- d. 6:235, *Access to Electronic Networks*. This policy states that the use of the District's electronic networks is limited to: (1) support of education and/or research, or (2) a legitimate business use.
- e. 7:20, *Harassment of Students Prohibited*. This policy prohibits any person from harassing, intimidating, or bullying a student based on an identified actual or perceived characteristic (the list of characteristics in 7:20 is the same as the list in this policy).
- f. 7:185, *Teen Dating Violence Prohibited*. This policy prohibits teen dating violence on school property, at school sponsored activities, and in vehicles used for school-provided transportation.
- g. 7:190, *Student Behavior*. This policy prohibits, and provides consequences for, hazing, bullying, or other aggressive behaviors, or urging other students to engage in such conduct.
- h. 7:310, *Restrictions on Publications; Elementary Schools*. This policy prohibits students from and provides consequences for: (1) accessing and/or distributing at school any written, printed, or electronic material, including material from the Internet, that will cause substantial disruption of the proper and orderly operation and discipline of the school or school activities, and (2) creating and/or distributing written, printed, or electronic material, including photographic material and blogs, that causes substantial disruption to school operations or interferes with the rights of other students or staff members.

Adopted: 03/14/2018

SESE classrooms will participate in the Illinois PBIS Bullying Program, "Bully Prevention in Positive Behavior Support", in the ECE, elementary and junior high classrooms and "Bullying and Harassment Prevention in Positive Behavior Support", in the high school classrooms. SESE fully supports the Illinois PBIS system that is being utilized in the cooperative. Teachers are expected to incorporate the lessons provided into the yearly classroom schedule.

## **CALENDARS**

The links to each district's school calendar are available at [www.sese.org](http://www.sese.org). SESE classroom teachers should provide each student a copy of the calendar of the district where their class is housed. By July 1, the Director will notify each itinerant employee of the school calendar he/she is to follow for the coming school year.

## **CHILD BEREAVEMENT LEAVE**

State law allows a maximum of 10 unpaid work days for eligible employees (Family and Medical Leave Act of 1993, 20 U.S.C. §2601 et seq.) to take child bereavement leave. The purpose, requirements, scheduling, and all other terms of the leave are governed by the Child Bereavement Leave Act. Child bereavement leave allows for: (1) attendance by the bereaved staff member at the funeral or alternative to a funeral of his or her child, (2) making arrangements necessitated by the death of the staff member's child, or (3) grieving the death of the staff member's child, without any adverse employment action.

The leave must be completed within 60 days after the date on which the employee received notice of the death of his or her child. However, in the event of the death of more than one child in a 12-month period, an employee is entitled to up to a total of six weeks of bereavement leave during the 12-month period, subject to certain restrictions under State and federal law. Other existing forms of leave may be substituted for the leave provided in the Child Bereavement Leave Act. This policy does not create any right for an employee to take child bereavement leave that is inconsistent with the Child Bereavement Leave Act.

## **CLOSE OF SCHOOL YEAR**

All updated classroom inventories, items from the assistive technology, sensory and gross motor libraries that are on your inventory, teacher rosters, grade books, attendance records (sent to Joyce), tracking sheets emailed to appropriate email address, grade cards emailed to Director (ED, MSI, and Autism classrooms), Walmart card and keys shall be turned in at the end of the school year. Building keys should be returned to the district, cabinet and desk keys should be given to the classroom supervisor. Each classroom teacher and itinerant service provider will be checked out by a Technical Assistance Supervisor per individual requirements. Fourth Quarter progress reports and passports (classroom only) will be completed **prior** to the end of the school year for each student. All employees will turn in their laptop computers, iPads, and chargers for the summer. Student files for students that have graduated or who have moved away need to be shredded either by teacher or returned to TAS to be shredded at SESE.

## **COBRA INSURANCE**

The Consolidated Omnibus Budget Reconciliation Act (COBRA) gives employees and their dependents (qualified beneficiaries) the opportunity to continue health insurance coverage under SESE's health plan when a "qualifying event" would normally result in the loss of eligibility. Some common qualifying events are

resignation, termination of employment, or death of an employee; a reduction in an employee's hours or a leave of absence; an employee's divorce or legal separation; or a dependent child who no longer meets eligibility requirements.

Under COBRA, the employee or beneficiary pays the full cost of coverage of the group rates plus an administration fee.

SESE provides each eligible employee with a written notice describing rights granted under COBRA when the employee becomes eligible for coverage under the health insurance plan. The notice contains important information about the employee's rights and obligations.

It is the employee's responsibility to inform the Plan Administrator of the following events for eligibility purposes:

- The participant becomes entitled to Medicare benefits

- The participant and spouse become divorced

- The participant and spouse become legally separated

- A participant's child ceases to be a dependent under the plan

### **COMMUNICABLE AND CHRONIC INFECTIOUS DISEASE**

The Director shall develop and implement procedures for managing known or suspected cases of a communicable and chronic infectious disease involving SESE employees that are consistent with state and federal law, Illinois Department of Public Health rules, and Board of Education policies.

An employee with a communicable or chronic infectious disease is encouraged to inform the Director immediately and grant consent to being monitored by SESE's Communicable and Chronic Infectious Disease Review Team. The Review Team, if used, provides information and recommendations to the Director concerning the employee's conditions of employment and necessary accommodations. The Review Team shall hold the employee's medical condition and records in strictest confidence, except to the extent allowed by law.

An employee with a communicable or chronic infectious disease will be permitted to retain his or her position whenever, after reasonable accommodations and without undue hardship, there is no substantial risk of transmission of the disease to others, provided an employee is able to continue to perform the position's essential functions. An employee with a communicable and chronic infectious disease remains subject to the Board's employment policies including sick and/or other leave, physical examinations, temporary and permanent disability, and termination.

### **COURT DUTY**

SESE will pay full salary during the time an employee is absent due to court duty or, pursuant to a subpoena, serves as a witness or has a deposition taken in any school-related matter pending in court.



SESE will deduct any fees that an employee receives for such duties, less mileage and meal expenses, from the employee's compensation, or make arrangements for the employee to endorse the fee check to SESE.

An employee should give at least 5 days' prior notice of pending court duty to SESE.

### **DENTAL INSURANCE**

SESE provides a group dental insurance plan for all eligible full-time employees. SESE may pay a portion of dental insurance premiums for each eligible full-time employee. Employees may purchase dependent coverage at an additional cost. **See official plan documents or Insurance administrator for complete details.**

### **DISCIPLINE**

Discipline is to be consistent with the policy of the district in which the class is housed. Teachers are responsible for knowing the district policy in which their classroom is housed. Please contact your building principal for details.

### ***Corporal Punishment***

According to State and SESE policies, corporal punishment shall not be used. Corporal punishment is defined as slapping, paddling, prolonged maintenance of students in physically painful positions, or intentional infliction of bodily harm. It does not include reasonable force and physical restraint as needed to maintain safety for other students, school personnel or persons, or for the purpose of self-defense or the defense of school property.

### ***Handling Drugs/Alcohol/Weapons***

Upon finding or suspecting a student has drugs, alcohol, or a weapon, we must provide a safe secure environment by:

1. If there is an imminent risk of danger – CALL 911. Do not attempt to remove a weapon in an unsafe situation. If not start with #2.
2. If it is in plain sight secure the drugs/alcohol/weapon from the student and place in a locked cabinet. You are not allowed to search their person or property if you just suspect it.
3. Immediately notify licensed personnel.
4. Immediately call a Technical Assistance Supervisor or Director. **Do Not Leave A Message.**

### ***Handling Physical Aggression***

Classroom teachers and other South Eastern Special Education staff may use reasonable and graduated force and physical restraint to remove students from a classroom for disruptive behavior that poses a threat of safety to self, others or property. An Individualized Crisis Management Plan should be completed for each student that demonstrates physical aggression. South Eastern Special Education utilizes the Therapeutic Crisis Intervention System for Schools or Safety-Care for handling physical aggression. All employees are required to complete training on a yearly basis. Physical restraints should only be employed

after other less intrusive approaches have been attempted unsuccessfully. Physical restraints should only be used as a safety response when there is imminent risk of harm to the student, other students, or staff members. Physical restraints should never be used as punishment, consequences, for “demonstrating who is in charge,” or for classroom maintenance. All incidents of physical intervention must be recorded on the restrictive intervention form.

### ***Physical Restraint***

1. Two or more staff members should be involved in any physical restraint.
2. If the restraint lasts 30 minutes, staff must contact administration in order to receive permission to continue restraint. After the first 30 minutes, administration must be contacted every 15 minutes.
3. Once the restraint has ended, a use of restrictive intervention form must be completed at [www.sese.org](http://www.sese.org) and sent home to the parent within 24 hours. To adequately complete the form, each staff member involved in the incident must complete the summary of the event. The student should also be examined by a neutral third party.
4. Any injuries to staff or students should be documented on the Accident Report Form.

Never deny a child their lunch, milk, or snack for any reason. You may require the child to eat alone, with supervision.

If a student demonstrates behavior which interferes significantly with student learning or the learning of others an FBA must be completed and a BIP should be developed. Consent must be obtained prior to beginning data collection. The Functional Behavior Assessment Consent form is available at [www.sese.org](http://www.sese.org).

### ***Exclusionary Time-Out***

1. Exclusionary time-out procedures shall be attached to and made a part of each student’s IEP, as recommended by a consensus of IEP participants.
2. Only Time-out rooms that have been designed and constructed in compliance with II State regulations and approved by the Director or designee shall be used.
3. Time-out procedures are not to be utilized as a form of punishment, but as a procedure, which will allow a student to regain composure and control. Once a student is no longer disruptive, he/she may return to the classroom.
4. Students placed in time-out shall be monitored and supervised at all times. Anytime a restrictive intervention, such as time-out is used, Use of Restrictive Interventions Form and Life Space Interview Form shall be utilized and completed.

### **DRESS STANDARDS**

SESE’s image is reflected in employees’ dress and appearance which must not disrupt the educational process, interfere with the maintenance of a positive teaching/learning climate, or compromise reasonable standards of health, safety, or decency. Good grooming and tasteful attire is essential.

All District workplaces are drug- and alcohol-free workplaces. All employees shall be prohibited from engaging in any of the following activities while on District premises or while performing work for the District:

1. Unlawful manufacture, dispensing, distribution, possession, or use of an illegal or controlled substance or being under the influence of any illegal substance or any detectable use of any illegal substance regardless of when or where the use occurred.
2. Distribution, consumption, use, possession, or being under the influence of alcoholic beverage; being present on District premises or while performing work for the District when alcohol consumption is detectable, regardless of when and/or where the use occurred.
3. Possession or use of medical cannabis.  
For purposes of this policy a controlled substance means a substance that is:
  - a. Not legally obtainable,
  - b. Being used in a manner different than prescribed,
  - c. Legally obtainable, but has not been legally obtained, or
  - d. Referenced in federal or State controlled substance acts.

As a condition of employment, each employee shall:

1. Abide by the terms of the District policy respecting a drug- and alcohol-free workplace; and
2. Notify his or her supervisor of his or her conviction under any criminal drug statute for a violation occurring on the District premises or while performing work for the District, no later than 5 calendar days after such a conviction.

Unless otherwise prohibited by this policy, prescription and over-the-counter medications are not prohibited when taken in standard dosages and/or according to prescriptions from the employee's licensed health care provider, provided that an employee's work performance is not impaired.

To make employees aware of the dangers of drug and alcohol abuse, the Director or designee shall perform each of the following:

1. Provide each employee with a copy of this policy.
2. Post notice of this policy in a place where other information for employees is posted.
3. Make available materials from local, State, and national anti-drug and alcohol-abuse organizations.
4. Enlist the aid of community and State agencies with drug and alcohol informational and rehabilitation programs to provide information to District employees.
5. Establish a drug-free awareness program to inform employees about:
  - a. The dangers of drug abuse in the workplace,
  - b. Available drug and alcohol counseling, rehabilitation, re-entry, and any employee assistance programs, and
  - c. The penalties that the District may impose upon employees for violations of this policy.

### ***Tobacco Prohibition***

All employees are covered by the conduct prohibitions contained in the policy 8:30, *Visitors to and Conduct on School Property*. The prohibition on the use of tobacco products applies both (1) when an employee is on school property, and (2) while an employee is performing work for the District at a school event regardless of the event's location. *Tobacco* shall have the meaning provided in section 10-20.5b of the School Code.

### ***District Action Upon Violation of Policy***

An employee who violates this policy may be subject to disciplinary action, including termination. Alternatively, the Board may require an employee to successfully complete an appropriate drug- or alcohol-abuse rehabilitation program. The Board shall take disciplinary action with respect to an employee convicted of a drug offense in the workplace within 30 days after receiving notice of the conviction. Should District employees be engaged in the performance of work under a federal contract or grant, or under a State contract or grant of \$5,000 or more, the Director shall notify the appropriate State or federal agency from which the District receives contract or grant monies of the employee's conviction within 10 days after receiving notice of the conviction.

ADOPTED: December 9, 2015

### **DUTIES & QUALIFICATIONS**

All support staff: (1) must meet the qualifications specified in job descriptions, (2) must be able to perform the essential tasks listed and/or assigned, and (3) are subject to School Board policies as they may be changed from time-to-time at the Board's sole discretion.

#### **Paraprofessionals and Teacher Aides**

"Paraprofessionals" and "teacher aides" are educational support personnel with instructional duties. Service as a teacher aide requires a "statement of approval" issued by the Illinois State Board of Education (ISBE). Service as a paraprofessional requires an approved application for a paraprofessional ISBE Form 73-95. A paraprofessional or teacher aide first employed in a program for students with disabilities on or before June 30, 2005, shall be subject to this requirement as of July 1, 2007.

A paraprofessional in a targeted assistance program that is paid with federal funds under Title I, Part A, or in a school-wide program that is supported with such funds, shall hold a "statement of approval," issued by the ISBE, for this purpose.

Individuals with only non-instructional duties (e.g., providing technical support for computers, providing personal care services, or performing clerical duties) are not paraprofessionals or teacher aides and the requirements in this section do not apply. In addition, individuals who are completing their clinical experiences and/or student teaching do not need to comply with this section, provided they otherwise qualify for instructional duties under ISBE rules.

## Educational Support Personnel Working with Students Performing Non-Instructional Duties

Educational support personnel performing non-instructional duties may be used:

1. For supervising study halls, long distance teaching reception areas used incident to instructional programs transmitted by electronic media, e.g., computers, video, and audio, detention and discipline areas, and school-sponsored extracurricular activities;
2. As supervisors, chaperones, or sponsors for non-academic school activities; or
3. For non-teaching duties not requiring instructional judgment or student evaluation.

Nothing in this policy prevents an educational support person from serving as a guest lecturer or resource person under a certificated teacher's direction and with the administration's approval.

## **EDUCATION OF HOMELESS CHILDREN**

Each child of a homeless individual and each homeless youth has equal access to the same free, appropriate public education, as provided to other children and youths, including a public pre-school education. A "homeless child" is defined as provided in the McKinney Homeless Assistance Act and State Law. SESE personnel will notify the classroom supervisor of any student that may meet the qualifications of homeless.

## **EDUCATOR LICENSURE INFORMATION SYSTEM (ELIS)**

All licenses must be registered in the county in which you are working. Licenses must be renewed for \$10 per year to prevent them from lapsing. Educators can pay renewal fees by logging in to ELIS, and renewal fees must be paid for the entire cycle of the license. **It is your responsibility to remember your license needs to be renewed.** If a license is not renewed by August 31, it lapses, and the educator will have to pay a \$500 penalty fee OR complete nine semester hours of appropriate college coursework. If you are working on a professional educator license with a teaching endorsement, you must continue to engage in professional development activities for renewal. **Maintain evidence of completion for six years in case you are audited. Log in to ELIS after each professional development activity to enter data and verify completion.** Educators must take care to choose an approved professional development provider [www.isbe.net/documents/prof-dev-provider-list.pdf](http://www.isbe.net/documents/prof-dev-provider-list.pdf)

Paraprofessionals and substitutes must also renew their licenses at the end of their five year renewal cycle and pay the fees using ELIS.

Below are the fees to renew each license at this time

### **Renew License**

PEL – Professional Educator License    \$50.00 - \$10.00 per year of cycle

Substitute Teacher License \$60.00	\$50.00 - \$10.00 per year of cycle + year currently in
Short-Term Substitute	Non-renewable
Paraprofessional License \$60.00	\$50.00 - \$10.00 per year of cycle + year currently in
CTE	\$50.00 - \$10.00 per year of cycle

## **ELECTRONIC NETWORKS**

### **ACCESS TO ELECTRONIC NETWORKS POLICY**

**6:235**

Electronic networks, including the Internet, are a part of the District's instructional program in order to promote educational excellence by facilitating resource sharing, innovation, and communication. The Director or designee shall develop an implementation plan for this policy and appoint a system administrator.

The District is not responsible for any information that may be lost, damaged, or unavailable when using the network, or for any information that is retrieved or transmitted via the Internet. Furthermore, the District will not be responsible for any unauthorized charges or fees resulting from access to the Internet.

#### ***Curriculum***

The use of the District's electronic networks shall (1) be consistent with the curriculum adopted by the District as well as the varied instructional needs, learning styles, abilities, and developmental levels of the students, and (2) comply with the selection criteria for instructional materials and library-media center materials. Staff members may, consistent with the Director's implementation plan, use the Internet throughout the curriculum.

The District's electronic network is part of the curriculum and is not a public forum for general use.

#### ***Acceptable Use***

All use of the District's electronic network must be (1) in support of education and/or research, and be in furtherance of the Board's stated goal, or (2) for a legitimate school business purpose. Use is a privilege, not a right. Students and staff members have no expectation of privacy in any material that is stored, transmitted, or received via the District's electronic network or District computers. General rules for behavior and communications apply when using electronic networks. The District's *Authorization for Electronic Network Access* contains the appropriate uses, ethics, and protocol. Electronic communications and downloaded material, including files deleted from a user's account but not erased, may be monitored or read by school officials.

#### ***Internet Safety***

Each District computer with Internet access shall have a filtering device that blocks entry to visual depictions that are (1) obscene, (2) pornographic, or (3) harmful or inappropriate for students, as defined by the Children's Internet Protection Act and as determined by the Director or designee. The Director or designee shall enforce the use of such filtering devices.

The Director or designee shall include measures in this policy's implementation plan to address the following:

1. Ensure staff supervision of student access to online electronic networks,

2. Restrict student access to inappropriate matter as well as restricting access to harmful materials,
3. Ensure student and staff privacy, safety, and security when using electronic communications,
4. Restrict unauthorized access, including “hacking” and other unlawful activities, and
5. Restrict unauthorized disclosure, use, and dissemination of personal identification information, such as names and addresses.

### ***Authorization for Electronic Network Access***

Each staff member must sign the District's *Authorization for Electronic Network Access* as a condition for using the District's electronic network. Each student and his or her parent(s)/guardian(s) must sign the *Authorization* before being granted unsupervised use.

All users of the District's computers to access the Internet access shall maintain the confidentiality of student records. Reasonable measures to protect against unreasonable access shall be taken before confidential student information is loaded onto the network.

**The failure of any student or staff member to follow the terms of the *Authorization for Electronic Network Access*, or this policy, will result in the loss of privileges, disciplinary action, and/or appropriate legal action. (Your supervisor will give you a copy of this document during institute. Please read, sign, and return.)**

ADOPTED: August 8, 2012

### **EMAIL RETENTION ADMINISTRATIVE PROCEDURE**

**5:130 AP**

Emails, including the attachments, sent or received by the District or District employees may be, depending on their content, subject to disclosure under the Freedom of Information Act and/or discovery in litigation as evidence in support of a claim. Employees must use the same standards of judgment, propriety, and ethics with email as they do with other forms of school business related communications.

Accordingly, employees have the same responsibilities for email messages as they do for any other communication and must distinguish between record and non-record messages. This allows for the proper storage or disposal of email. However, no District record, no matter its form, may be destroyed if it is subject to a litigation hold. See administrative procedure 2:250-AP2, *Protocols for Record Preservation and Development of Retention Schedules*. For guidance on School Board member use and retention of email, see 2:140-E, *Guidance for Board Member Communications, Including Email Use*. For help with these responsibilities, please contact the District's FOIA Officer.

#### **Non-Record Messages**

Email messages are *non-record messages* if they do not evidence the District's organization, function, policies, procedures, or activities; or contain informational data appropriate for preservation. These are generally informal or preliminary drafts, notes, recommendations, or memoranda that do not contain official action. Examples include:

1. Personal correspondence not received or created in the course of District or school business, such as, "What's for dinner?" or "I'll be glad to drive to the meeting."
2. Notices concerning meetings or workshops, dates, discussion topics, or material to prepare for or to be discussed during a meeting.
3. Publications or promotional materials from vendors and similar materials that are available to anyone.
4. Correspondence containing recommendations or opinions that are preliminary to a decision.
5. Informal correspondence to parents/guardians concerning school activities or an individual student's progress or assignments provided the messages do not contain notice of final or official action.
6. Draft material.

If the email is a *non-record message*, the employee should delete it as soon as its purpose is fulfilled unless the email is subject to a litigation hold. The goal is to control excessive accumulation of material.

#### Official Record Messages

Email messages are *official record messages* if they are evidence of the District's organization, function, policies, procedures, or activities or contain informational data appropriate for preservation. Examples include:

1. Policy documents or contract-related documents.
2. Correspondence, e.g., letters, memos, or emails from individuals, companies, or organizations requesting information about the District or school policies or practices and the responses to these requests.
3. Project reports.
4. Correspondence dealing with significant aspects of District administration or a school executive office, including messages containing information concerning policies, programs, fiscal and personnel matters, and contracts.

Official record messages should routinely be transferred to the records maintenance location identified by the Records Custodian or Head of Information Technology (IT). Before transferring the message, the employee should identify it as belonging in one of the categories of records established by the Records Custodian or Head of IT. Once transferred, it becomes the official copy and the original electronic version may be deleted according to the District's approved record preservation and retention schedule. See administrative procedure 2:250-AP2, *Protocols for Record Preservation and Development of Retention Schedules*.

Adopted: March 2017

#### **EMERGENCY FORMS**

Parents will be notified regarding enrollment forms by mail. Enrollment forms are located on [www.sese.org](http://www.sese.org). Classroom teachers should contact parents and complete student forms on [www.sese.org](http://www.sese.org) (forms - student forms) who fail to submit their forms. *Emergency Forms* should be completed for any new student enrolling in SESE classrooms throughout the school year by providing the parent with the link to [www.sese.org](http://www.sese.org). A copy of the completed emergency



form should be kept in the classroom Emergency Bag and a copy sent to the child's home district coordinator. If difficulty arises in obtaining completed emergency forms, contact a Technical Assistance Supervisor immediately.

### **EMPLOYMENT AT WILL**

Unless otherwise specifically provided, SESE employment is at-will, meaning that employment may be terminated by SESE or employee at any time for any reason, other than a reason prohibited by law, or no reason at all. Nothing in Board of Education policy is intended or should be construed as altering the employment at-will relationship.

Exceptions to employment at-will may include employees who are employed annually, have an employment contract, or are otherwise granted a legitimate interest in continued employment. The Director is authorized to make exceptions to employing non-certificated employees at-will but shall maintain a record of positions or employees who are not at-will and the reason for the exception.

### **EMPLOYMENT RECORD/EMPLOYEE STATUS CHANGES**

Any changes in name, address, phone numbers, marital status, and persons to be contacted in case of an emergency must be turned into the Central Office as soon as possible in order to keep employment records current.

### **END OF THE MONTH ACTIVITIES**

All personnel shall submit a monthly *Time Sheet - Licensed* or *Time Sheet - Educational Support Personnel* online by the third working day of each new month.

Itinerant personnel should electronically submit a *Contact Summary* (correct form is loaded in your Google Drive) documenting the amount of time spent with each child during the month and medicaid information. Include direct service minutes as well as consultative minutes.

Itinerants must also complete *Monthly Log Forms* on a **bi-yearly** basis only to track additional meetings during the school day. This form is to be completed in October and February for a time sample. Submit these to your supervisor by the third working day following the end of each month.

A monthly Student Attendance Summary Form will be e-mailed to all SESE classrooms. All classroom teachers should complete and email the Monthly Student Attendance Summary Form to Joyce Reis [jreis@sese.org](mailto:jreis@sese.org) on the **last student attendance day of each month**. **DO NOT provide an unofficial attendance to the district employees.** Please list all students' formal names in alphabetical order, write the exact number of days present and exact number of days absent, and the exact date(s) the student is absent, following the district calendar where the classroom is located.

## **EQUAL EMPLOYMENT OPPORTUNITY AND MINORITY RECRUITMENT 5:10**

The District shall provide equal employment opportunities to all persons regardless of their race, color, religion, creed, national origin, sex, sexual orientation, age, ancestry, marital status, arrest record, military status, order of protection status, unfavorable military discharge, citizenship status provided the individual is authorized to work in the United States, use of lawful products while not at work, being a victim of domestic or sexual violence, genetic information, physical or mental handicap or disability, if otherwise able to perform the essential functions of the job with reasonable accommodation, pregnancy, childbirth, or related medical conditions; credit history, unless a satisfactory credit history is an established bona fide occupational requirement of a particular position, or other legally protected categories. No one will be penalized solely for his or her status as a registered qualifying patient or a registered designated caregiver for purposes of the Compassionate Use of Medical Cannabis Pilot Program Act, 410 ILCS 130/. Persons who believe they have not received equal employment opportunities should report their claims to the Nondiscrimination Coordinator and/or a Complaint Manager for the Uniform Grievance Procedure. These individuals are listed below. No employee or applicant will be discriminated or retaliated against because he or she: (1) requested, attempted to request, used, or attempted to use a reasonable accommodation as allowed by the Illinois Human Rights Act, or (2) initiated a complaint, was a witness, supplied information, or otherwise participated in an investigation or proceeding involving an alleged violation of this policy or State or federal laws, rules or regulations, provided the employee or applicant did not make a knowingly false accusation nor provide knowingly false information.

### **Administrative Implementation**

The Director shall appoint a Nondiscrimination Coordinator for personnel who shall be responsible for coordinating the District's nondiscrimination efforts. The Nondiscrimination Coordinator may be the Director or a Complaint Manager for the Uniform Grievance Procedure. The Director shall insert into this policy the names, addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers.

### **Nondiscrimination Coordinator:**

Robyn Payne

P.O. Box 185, Ste. Marie, IL  
62459

rpayne@sese.org

618/455-3396

### **Complaint Managers:**

Robyn Payne

Sherri Murrell

P.O. Box 185, Ste. Marie, IL 62459

P.O. Box 185, Ste. Marie, IL 62459

rpayne@sese.org

smurrell@sese.org

618/455-3396

618/455-3396

The Director shall also use reasonable measures to inform staff members and applicants that the District is an equal opportunity employer, such as by posting required notices and including this policy in the appropriate handbooks.

#### Minority Recruitment

The District will attempt to recruit and hire minority employees. The implementation of this policy may include advertising openings in minority publications, participating in minority job fairs, and recruiting at colleges and universities with significant minority enrollments. This policy, however, does not require or permit the District to give preferential treatment or special rights based on a protected status without evidence of past discrimination.

ADOPTED: February 22, 2017

### **ETHICS AND GIFT BAN POLICY**

**2:105**

#### Prohibited Political Activity

The following precepts govern political activities being conducted by District employees and Board members:

1. No employee shall intentionally perform any "political activity" during any "compensated time", as those terms are defined herein.
2. No Board Member or employee shall intentionally use any District property or resources in connection with any political activity.
3. At no time shall any Board member or employee intentionally require any other Board member or employee to perform any political activity: (a) as part of that Board member's or employee's duties, (b) as a condition of employment, or (c) during any compensated time off, such as holidays, vacation, or personal time off.
4. No Board member or employee shall be required at any time to participate in any political activity in consideration for that Board member or employee being awarded additional compensation or any benefit, whether in the form of a salary adjustment, bonus, compensatory time off, continued employment or otherwise; nor shall any Board member or employee be awarded additional compensation or any benefit in consideration for his or her participation in any political activity.

A Board member or employee may engage in activities that: (1) are otherwise appropriate as part of his or her official duties, or (2) are undertaken by the individual on a voluntary basis that are not prohibited by this policy.

#### Limitations on Receiving Gifts

Except as permitted by this policy, no Board member or employee, and no spouse of or immediate family member living with any Board member or employee shall intentionally solicit or accept any "gift" from any "prohibited source," as those terms are defined herein, or that is otherwise prohibited by law or policy. No prohibited source shall intentionally offer or make a

gift that violates this policy.

The following are exceptions to the ban on accepting gifts from a prohibited source:

1. Opportunities, benefits, and services that are available on the same conditions as for the general public.
2. Anything for which the Board Member or employee, or his or her spouse or immediate family member, pays the fair market value.
3. Any: (a) contribution that is lawfully made under the Election Code, or (b) activities associated with a fund-raising event in support of a political organization or candidate.
4. Educational materials and missions.
5. Travel expenses for a meeting to discuss business.
6. A gift from a relative, meaning those people related to the individual as father, mother, son, daughter, brother, sister, uncle, aunt, great aunt, great uncle, first cousin, nephew, niece, husband, wife, grandfather, grandmother, grandson, granddaughter, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half brother, half sister, and including the father, mother, grandfather, or grandmother of the individual's spouse and the individual's fiancé or fiancée.
7. Anything provided by an individual on the basis of a personal friendship unless the recipient has reason to believe that, under the circumstances, the gift was provided because of the official position or employment of the recipient or his or her spouse or immediate family member and not because of the personal friendship. In determining whether a gift is provided on the basis of personal friendship, the recipient shall consider the circumstances under which the gift was offered, such as: (a) the history of the relationship between the individual giving the gift and the recipient of the gift, including any previous exchange of gifts between those individuals; (b) whether to the actual knowledge of the recipient the individual who gave the gift personally paid for the gift or sought a tax deduction or business reimbursement for the gift; and (c) whether to the actual knowledge of the recipient the individual who gave the gift also at the same time gave the same or similar gifts to other Board members or employees, or their spouses or immediate family members.
8. Food or refreshments not exceeding \$75 per person in value on a single calendar day; provided that the food or refreshments are: (a) consumed on the premises from which they were purchased or prepared; or (b) catered. "Catered," means food or refreshments that are purchased ready to consume which are delivered by any means.
9. Food, refreshments, lodging, transportation, and other benefits resulting from outside business or employment activities (or outside activities that are not connected to the official duties of a Board member or employee), if the benefits have not been offered or enhanced because of the official position or employment of the Board member or employee, and are customarily provided to others in similar

circumstances.

10. Intra-governmental and intergovernmental gifts. "Intra-governmental gift" means any gift given to a Board member or employee from another Board member or employee, and "inter-governmental gift" means any gift given to a Board member or employee by an officer or employee of another governmental entity.
11. Bequests, inheritances, and other transfers at death.
12. Any item or items from any one prohibited source during any calendar year having a cumulative total value of less than \$100. Each of the listed exceptions is mutually exclusive and independent of every other.

A Board member or employee, his or her spouse or an immediate family members living with the Board member or employee, does not violate this policy if the recipient promptly takes reasonable action to return a gift from a prohibited source to its source or gives the gift or an amount equal to its value to an appropriate charity that is exempt from income taxation under Section 501 (c) (3) of the Internal Revenue Code.

#### Enforcement

The Board President and Director shall seek guidance from the Board attorney concerning compliance with and enforcement of this policy and State ethics laws. The Board may, as necessary or prudent, appoint an Ethics Advisor for this task. Written complaints alleging a violation of this policy shall be filed with the Director or Board President. If attempts to correct any misunderstanding or problem do not resolve the matter, the Director or Board President shall, after consulting with the Board attorney, either place the alleged violation on the Board meeting agenda for the Board's disposition or refer the complainant to Board Policy 2:260, *Uniform Grievance Procedure*. A Board member, whom is related, either by blood or by marriage, up to the degree of first cousin, to the person who is the subject of the complaint, shall not participate in any decision-making capacity for the Board. If the Board finds it more likely than not that the allegations in the complaint are true, it shall notify the State's Attorney and/or consider disciplinary action for the employee.

#### Definitions

Unless otherwise stated, all terms used in this policy have the definitions given in the State Officials and Employees Ethics Act, 5 ILCS 430/1-5.

"Political Activity" means:

1. Preparing for, organizing, or participating in any political meeting, political rally, political demonstration, or other political event.
2. Soliciting contributions, including but not limited to the purchase of, selling, distributing, or receiving payment for tickets for any political fundraiser, political meeting, or other political event.
3. Soliciting, planning the solicitation of, or preparing any document or report regarding anything of value intended as a campaign contribution.
4. Planning, conducting, or participating in a public opinion poll in connection with a campaign for elective office or on behalf of a political organization for political purposes or for or against any referendum question.

5. Surveying or gathering information from potential or actual voters in an election to determine probable vote outcome in connection with a campaign for elective office or on behalf of a political organization for political purposes or for or against any referendum question.
6. Assisting at the polls on Election Day on behalf of any political organization or candidate for elective office or for or against any referendum question.
7. Soliciting votes on behalf of a candidate for elective office or a political organization or for or against any referendum question or helping in an effort to get voters to the polls.
8. Initiating for circulation, preparing, circulating, reviewing, or filing any petition on behalf of a candidate for elective office or for or against any referendum question.
9. Making contributions on behalf of any candidate for elective office in that capacity or in connection with a campaign for elective office.
10. Preparing or reviewing responses to candidate questionnaires.
11. Distributing, preparing for distribution, or mailing campaign literature, campaign signs, or other campaign material on behalf of any candidate for elective office or for or against any referendum question.
12. Campaigning for any elective office or for or against any referendum question.
13. Managing or working on a campaign for elective office or for or against any referendum question.
14. Serving as a delegate, alternate, or proxy to a political party convention.
15. Participating in any recount or challenge to the outcome of any election.

With respect to an employee whose hours are not fixed, "compensated time" includes any period of time when the employee is on premises under the control of the District and any other time when the employee is executing his or her official duties, regardless of location.

"Prohibited source" means any person or entity who;

1. Is seeking official action by: (a) a Board member, or (b) an employee, or by the Board Member or another employee directing that employee;
2. Does business or seeks to do business with: (a) a Board member, or (b) an employee, or with the Board member or another employee directing that employee;
3. Conducts activities regulated by: (a) the Board member, or (b) by an employee or by the Board member or another employee directing that employee; or
4. Has an interest that may be substantially affected by the performance or nonperformance of the official duties of a Board Member or employee;
5. Is registered or required to be registered with the Secretary of State under the Lobbyist Registration Act, except that an entity does not become a

prohibited source merely because a registered lobbyist is one of its members or serves on its board of directors; or  
6. Is an agent of , a spouse of, or an immediate family member living with a prohibited source.

“Gift” means any gratuity, discount, entertainment, hospitality, loan, forbearance, or other tangible or intangible item having monetary value including, but not limited to, cash, food and drink, and honoraria for speaking engagements relate to or attributable to government employment or the official position of a Board member or employee.

ADOPTED: December 18, 2013

## **FAMILY AND MEDICAL LEAVE - LICENSED STAFF**

### Leave Description

Eligible employees may use unpaid family and medical leave (FMLA leave), guaranteed by the federal Family and Medical Leave Act, for up to a combined total of 12 work weeks per rolling year.

The 12-month period will be measured backward from the date an employee uses any leave under this policy. Each time an employee takes leave, SESE will compute the amount of leave the employee has taken under this policy in the last 12 months and subtract it from the 12 weeks of available leave, and the balance remaining is the amount the employee is entitled to take at that time

During a single 12-month period, an eligible employee’s FMLA leave entitlement may be extended to a total of 26 weeks of unpaid leave to care for a covered service member (defined herein) with a serious injury or illness. The “single 12-month period” is measured forward from the date the employee’s first FMLA leave to care for the covered service member begins.

While FMLA leave is normally unpaid, SESE will substitute an employee’s accrued compensatory time-off and/or paid leave for unpaid FMLA leave. All policies and rules regarding the use of paid leave apply when paid leave is substituted for unpaid FMLA leave. Any substitution of paid leave for unpaid FMLA leave will count against the employee’s FMLA leave entitlement. Use of family and medical leave shall not preclude the use of other applicable unpaid leave that will extend the employee's leave beyond 12 weeks, provided that the use of family and medical leave shall not serve to extend such other unpaid leave. Any full workweek period during which the employee would not have been required to work, including summer break, winter break and spring break, is not counted against the employee’s FMLA leave entitlement.

FMLA leave is available in one or more of the following instances:

1. The birth and first-year care of a son or daughter.
2. The adoption or foster placement of a child, including absences from work that are necessary for the adoption or foster care to proceed and expiring at the end of the 12-month period beginning on the placement date.

3. The serious health condition of an employee's spouse, parent, or child. (see definition below)
4. The employee's own serious health condition that makes the employee unable to perform the functions of his or her job.
5. The existence of a qualifying exigency arising out of the fact that the employee's spouse, child, or parent is a covered military member on active duty (or has been notified of an impending call or order to active duty) in support of a contingency operation. A "covered military member" must be either a member of a Reserve component or a retired member of the regular Armed Forces or Reserve. "Qualifying exigencies" exist in the following categories: short-notice deployment, military events and related activities, childcare and school activities, financial and legal arrangements, rest and recuperation, post-deployment activities, and additional activities as provided in the FMLA regulations.
6. To care for the employee's spouse, child, parent, or next of kin who is a covered servicemember with a serious injury or illness. A "covered servicemember" is a member of the Armed Forces, including a member of the National Guard or Reserves, who has a serious injury or illness incurred in the line of duty for which he or she is undergoing medical treatment, recuperation, or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list.

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

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

Employees may take an intermittent or reduced-hour family and medical leave when the reason for the leave is 3 or 4, above, with certain limitations provided by law.

Within 15 calendar days after the Director makes a request, an employee must support a request for a family and medical leave when the reason for the leave is 3 or 4, above, with a certificate completed by the employee's or family member's health care provider. Failure to provide the completed certificate may result in a denial of the leave request.

If both spouses are employed by SESE, they may together take only 12-weeks for family and medical leave when the reason for the leave is 1 or 2, above, or to care



for a sick parent with a serious health condition, or a combined total of 26 weeks for item 6 above.

### Eligibility

To be eligible for family and medical leave, an employee must have been employed by SESE for at least 12 months (the 12 months need not be consecutive) and have been employed for at least 1,250 hours of service during the 12-month period immediately before the beginning of the leave.

### Notice

If possible, employees must provide at least 30 days' notice to SESE of the date when the leave is to begin. If 30 days' notice is not practicable, the notice must be given within 2 business days of when the need becomes known to the employee. Employees shall provide at least verbal notice sufficient to make SESE aware that he or she needs a family and medical leave, and the anticipated timing and duration of the leave. Failure to give the required notice may result in a delay in granting the requested leave until at least 30 days after the date the employee provides notice.

### Continuation of Health Benefits

During a family and medical leave, employees are entitled to continuation of health benefits that would have been provided if they were working.

### Conditions of Family and Medical Leave of Absence

The following conditions apply to a leave of absence pursuant to this policy:

1. In its discretion, SESE may require an employee taking an approved leave of absence to periodically report on his or her status and intention to return to work.
2. An employee taking a leave of absence may not engage in other work or employment during the leave of absence. If an employee engages in other work or employment during the leave of absence, the employee will be considered to have violated the terms of the leave of absence, and to have voluntarily terminated his or her employment with SESE.
3. If an employee is granted a leave of absence on an intermittent basis or on a reduced schedule basis, the district may require the employee to temporarily transfer to an alternative position that accommodates the employee's recurring absences or part-time schedule.
4. When applicable, spouses that are both employed by SESE are entitled to 12 work weeks of leave in total if the leave is for the birth, adoption, or for the care of or placement of a child, or to care for a parent with a serious health condition; and
5. If at the time of applying for a leave of absence or during the leave of absence the employee intends not to return to work or decides not to return to work after the completion of the leave of absence, the employee will be liable and required to reimburse the district for the cost of payments made to maintain

the employee's benefits during the leave of absence.

### Return to Work

An employee returning from a family and medical leave will be given an equivalent position to his or her position before the leave, subject to SESE's reassignment policies and practices.

Classroom teachers may be required to wait to return to work until the next semester in certain situations as provided by law.

Upon returning from an approved leave of absence granted as a result of an employee's own serious health condition, an employee must present written medical certification from his or her medical care provider stating that he or she is able to perform the essential functions of his or her job with or without reasonable accommodation. At that time, SESE will place the employee in his or her former position. If the former position is not available, the employee will be placed in an equivalent position with equivalent compensation and benefits.

### Implementing Procedures

The Director shall develop procedures to implement this policy consistent with the federal Family and Medical Leave Act.

### **FIELD TRIPS/COMMUNITY-BASED INSTRUCTION TRIPS**

All requests for field trips must have prior approval by the classroom Supervisor and be submitted on a *Field Trip Request Form* on [www.sese.org](http://www.sese.org) **two weeks** in advance. Information, which must be provided on this form includes:

1. Date of field trip
2. Location/destination of field trip
3. Distance from SESE classroom
4. Number of students attending\*
5. Number of staff and other adults attending
6. Pick up time, return time and locations
7. Written verification of parental permission for each field trip
8. Any special needs.
9. The trips' educational value
10. The alternative experience that will be provided non-participating students

Please check IEP to confirm if student requires a car-seat.

**\*ECE – if taking both AM and PM class on an all-day field trip, please indicate to Renee what districts send children to your classroom. More than one bus may need to be obtained.**

- A *Field Trip Permission Form* must be sent home and signed by the parent/guardian of every student each time a field trip or classroom community-based trip is planned that requires leaving school property. Permission slips are to be kept on file until the end of the school term.
- Field trips will be approved based on funding availability.
- Classroom Community-based instruction trips are limited to one per quarter for

MSI III & IV.

- If paraprofessionals are unable to take a duty free lunch during a field trip/CBI trip, be sure to allow duty free time before or after the trip. SESE will not purchase lunches for employees. Every effort should be made to give staff a duty-free lunch on field trip days. If this cannot be accomplished, please contact your Technical Assistance Supervisor. **All community-based trips and field trips are pending district transportation availability.**

### **FINGERPRINTING AND CRIMINAL BACKGROUND CHECKING POLICY**

The Director or designee shall ensure that a fingerprint-based criminal history records check and a check of the Statewide Sex Offender Database and Statewide Child Murderer and Violent Offender Against Youth Database are performed on each employee as required by School Code. A copy of the record of convictions obtained from the Illinois State Police may be provided by SESE to the applicant and the Director or designee shall notify the applicant if the applicant is identified in either database. Any information concerning the record of convictions obtained by SESE shall be confidential and may only be transmitted or shared with the President of the Executive Board, Director or her designee, Regional Superintendent, State Superintendent, State Teacher Certification Board, or any other person necessary to the hiring decision.

SESE retains the right to not employ or to discharge any employee who makes any false or misleading statement on, or omits facts from, his or her employment application or documents, if there is any criminal history records check, Statewide Sex Offender Database check, Statewide Child Murderer and Violent Offender Against Youth Database check, or background investigation, or if SESE is prohibited from employing the employee under Section 10-21.9 of the Illinois School Code.

### **FLEXIBLE SPENDING ACCOUNTS (SECTION 125)**

Employees can save tax dollars by enrolling in this multi-option plan. This account allows employees to withhold pre-tax dollars from their paycheck to pay:

1. Group Health Insurance Premiums
2. Medical Reimbursement, including dental and optical expenses, out-of-pocket expenses such as meeting deductibles, etc.
3. Child or dependent care expenses
4. Premiums for any qualified individual ancillary insurance (disability coverage may not be deducted pre-tax) the employee may have purchased.

The benefits eligibility date must have been reached for this benefit to become effective. Elections may only be changed during the annual election period, which is from November to December of each year. Allowable expenses include only those that were incurred during the plan year. Expenses may be submitted up to 60 days following the end of the plan year. Contributions not used will be forfeited in accordance with federal law.

## **FUNDRAISERS**

All fundraising projects for SESE classes are discouraged. No project is to be initiated without prior approval by the Director. Any request should be in writing and a description included.

## **GRADING - REPORT CARDS**

Classroom teachers are required to inform students about the grading system at the beginning of each school year. All teachers are responsible for completing grades for each quarter, each semester, and an end of the year final grade. To ensure that courses are correct for the report card, teachers need to communicate with their TAS regarding each student's needed subject/credit areas. **All teachers must complete the mainstream add/drop form each time when adding or dropping a student from a mainstream class with the date of transfer.** This ensures that your report card is correct for each student. The class qualifies as mainstream if the grade is being given by a teacher outside the SESE classroom. Divorced or separated parents will both be informed of the grades unless a court order requires otherwise. If using an electronic grading system, please provide your site and password to your classroom supervisor.

## **(UNIFORM) GRIEVANCE PROCEDURE**

**2:260**

Students, parents/guardians, employees, or community members should notify any District Complaint Manager if they believe that the Board, its employees, or its agents have violated their rights guaranteed by the State or federal Constitution, State or federal statute, or Board policy, or have a complaint regarding any one of the following:

1. Title II of the Americans with Disabilities Act
2. Title IX of the Education Amendments of 1972
3. Section 504 of the Rehabilitation Act of 1973
4. Title VI of the Civil Rights Act, 42 U.S.C. § 2000d et seq.
5. Equal Employment Opportunities Act (Title VII of the Civil Rights Act), 42 U.S.C. § 2000e et seq.
6. Sexual harassment (Illinois Human Rights Act, Title VII of the Civil Rights Act of 1964, and Title IX of the Education Amendments of 1972)
7. Breastfeeding accommodations for students, 105 ILCS 5/10-20.60 (P.A. 100-29, final citation pending)
8. Bullying, 105 ILCS 5/27-23.7
9. The misuse of funds received for services to improve educational opportunities for educationally disadvantaged or deprived children
10. Curriculum, instructional materials, programs
11. Victims' Economic Security and Safety Act, 820 ILCS 180
12. Illinois Equal Pay Act of 2003, 820 ILCS 112
13. Provision of services to homeless students
14. Illinois Whistleblower Act, 740 ILCS 174/
15. Misuse of genetic information (Illinois Genetic Information Privacy Act (GIPA), 410 ILCS 513/ and Titles I and II of the Genetic Information Nondiscrimination Act (GINA), 42 U.S.C. §2000ff et seq.

The Complaint Manager will first attempt to resolve complaints without resorting to this grievance procedure. If a formal complaint is filed under this policy, the Complaint Manager will address the complaint promptly and equitably. A student and/or parent/guardian filing a complaint under this policy may forego any informal suggestions and/or attempts to resolve it and may proceed directly to the grievance procedure. The Complaint Manager will not require a student or parent/guardian complaining of any form of harassment to attempt to resolve allegations directly with the accused (or the accused's parents/guardians); this includes mediation.

#### Right to Pursue Other Remedies Not Impaired

The right of a person to prompt and equitable resolution of a complaint filed hereunder shall not be impaired by the person's pursuit of other remedies, e.g., criminal complaints, civil actions, etc. Use of this grievance procedure is not a prerequisite to the pursuit of other remedies and use of this grievance procedure does not extend any filing deadline related to the pursuit of other remedies. If a person is pursuing another remedy subject to a complaint under this policy, the District will continue with a simultaneous investigation under this policy.

#### Deadlines

All deadlines under this policy may be extended by the Complaint Manager as he or she deems appropriate. As used in this policy, *school business days* means days on which the District's main office is open.

#### Filing a Complaint

A person (hereinafter Complainant) who wishes to avail him or herself of this grievance procedure may do so by filing a complaint with any District Complaint Manager. The Complainant shall not be required to file a complaint with a particular Complaint Manager and may request a Complaint Manager of the same sex. The Complaint Manager may request the Complainant to provide a written statement regarding the nature of the complaint or require a meeting with the parent(s)/guardian(s) of a student. The Complaint Manager shall assist the Complainant as needed.

For bullying and cyber-bullying, the Complaint Manager shall process and review the complaint according to Board policy 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*, in addition to any response required by this policy.

#### Investigation

The Complaint Manager will investigate the complaint or appoint a qualified person to undertake the investigation on his or her behalf. The Complaint Manager shall ensure both parties have an equal opportunity to present evidence during an investigation. If the Complainant is a student, under 18 years of age, the Complaint Manager will notify his or her parent(s)/guardian(s) that they may attend any investigatory meetings in which their child is involved. The complaint and the identity of the Complainant will not be disclosed except: (1) as required by law or this policy, (2) as necessary to fully investigate the complaint, or (3) as authorized by the Complainant.

The identity of any student witnesses will not be disclosed except: (1) as required by law or any collective bargaining agreement, (2) as necessary to fully investigate

the complaint, or (3) as authorized by the parent/guardian of the student witness, or by the student if the student is 18 years or age or older.

The Complaint Manager will inform, at regular intervals, the person(s) filing a complaint under this policy about the status of the investigation. Within 30 school business days of the date the complaint was filed, the Complaint Manager shall file a written report of his or her findings with the Director. The Complaint Manager may request an extension of time. If a complaint of sexual harassment contains allegations involving the Director, the written report shall be filed with the Board, which will make a decision in accordance with the following section of this policy. The Director will keep the Board informed of all complaints.

#### Decision and Appeal

Within five school business days after receiving the Complaint Manager's report, the Director shall mail his or her written decision to the Complainant and the accused by first class U.S. mail as well as to the Complaint Manager. All decisions shall be based upon the *preponderance of evidence* standard.

Within 10 school business days after receiving the Director's decision, the Complainant or the accused may appeal the decision to the Executive Board by making a written request to the Complaint Manager. The Complaint Manager shall promptly forward all materials relative to the complaint and appeal to the Executive Board. Within 30 school business days, the Board shall affirm, reverse, or amend the Director's decision or direct the Director to gather additional information for the Board. Within five school business days of the Board's decision, the Director shall inform the Complainant and the accused of the Board's action.

This policy shall not be construed to create an independent right to a hearing before the Director or Board. The failure to strictly follow the timelines in this grievance procedure shall not prejudice any party.

#### Appointing a Nondiscrimination Coordinator and Complaint Managers

The Director shall appoint a Nondiscrimination Coordinator to manage the District's efforts to provide equal opportunity employment and educational opportunities and prohibit the harassment of employees, students, and others. The Nondiscrimination Coordinator also serves as the District's Title IX Coordinator.

The Director shall appoint at least one Complaint Manager to administer the complaint process in this policy. If possible, the Director will appoint two Complaint Managers, one of each gender. The District's Nondiscrimination Coordinator may be appointed as one of the Complaint Managers.

The Director shall insert into this policy and keep current the names, addresses, and telephone numbers of the Nondiscrimination Coordinator and the Complaint Managers.

#### **Nondiscrimination Coordinator:**

Robyn Payne

P.O. Box 185, Ste. Marie, IL 62459

rpayne@sese.org

618/455-3396

## **Complaint Managers:**

Robyn Payne

Sherri Murrell

P.O. Box 185, Ste. Marie, IL 62459

P.O. Box 185, Ste. Marie, IL 62459

rpayne@sese.org

smurrell@sese.org

618/455-3396

618/455-3396

ADOPTED: May 16, 2018

## **HARASSMENT OF STUDENTS**

A copy of Policy 7:20 Harassment of Students Prohibited shall be sent home with all new students enrolled in a SESE classroom.

## **HARASSMENT OF STUDENTS PROHIBITED POLICY**

**7:20**

### **Bullying, Intimidation, and Harassment Prohibited**

No person, including a District employee or agent, or student, shall harass, intimidate, or bully a student on the basis of actual or perceived: race; color; national origin; military status; unfavorable discharge status from military service;; sex; sexual orientation; gender identity; gender-related identity or expression; ancestry; age; religion; physical or mental disability; order of protection status; status of being homeless; actual or potential marital or parental status, including pregnancy; association with a person or group with one or more of the aforementioned actual or perceived characteristics; or any other distinguishing characteristic. The District will not tolerate harassing, intimidating conduct, or bullying whether verbal, physical, sexual, or visual, that affect the tangible benefits of education, that unreasonably interferes with a student's educational performance, or that creates an intimidating, hostile, or offensive educational environment. Examples of prohibited conduct include name-calling, using derogatory slurs, stalking, sexual violence, causing psychological harm, threatening or causing physical harm, threatened or actual destruction of property, or wearing or possessing items depicting or implying hatred or prejudice of one of the characteristics stated above.

### **Sexual Harassment Prohibited**

Sexual harassment of students is prohibited. Any person, including a district employee or agent, or student, engages in sexual harassment whenever he or she makes sexual advances, requests sexual favors, and/or engages in other verbal or physical conduct, including sexual violence, of a sexual or sex-based nature, imposed on the basis of sex, that:

1. Denies or limits the provision of educational aid, benefits, services, or treatment; or that makes such conduct a condition of a student's academic status; or
2. Has the purpose or effect of:
  - a. Substantially interfering with a student's educational environment;
  - b. Creating an intimidating, hostile, or offensive educational environment;

- c. Depriving a student of educational aid, benefits, services, or treatment; or
- d. Making submission to or rejection of such conduct the basis for academic decisions affecting a student.

The terms “intimidating,” “hostile,” and “offensive” include conduct that has the effect of humiliation, embarrassment, or discomfort. Examples of sexual harassment include touching, crude jokes or pictures, discussions of sexual experiences, teasing related to sexual characteristics, and spreading rumors related to a person’s alleged sexual activities. The term *sexual violence* includes a number of different acts. Examples of sexual violence include, but are not limited to, rape, sexual assault, sexual battery, sexual abuse, and sexual coercion.

Making a Complaint: Enforcement

Students are encouraged to report claims or incidences of bullying, harassment, sexual harassment, or any other prohibited conduct to the Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, a Complaint Manager, or any staff member with whom the student is comfortable speaking. A student may choose to report to a person of the student’s same sex. Complaints will be kept confidential to the extent possible given the need to investigate. Students who make good faith complaints will not be disciplined.

An allegation that a student was a victim of any prohibited conduct perpetrated by another student shall be referred to the Building Principal, Assistant Building Principal, or Dean of Students for appropriate action.

The Director shall insert into this policy the names, addresses, and telephone numbers of the District’s current Nondiscrimination Coordinator and Complaint Managers. At least one of these individuals will be female, and at least one will be male.

**Nondiscrimination Coordinator:**

Robyn Payne

P.O. Box 185, Ste. Marie, IL 62459

rpayne@sese.org

618/455-3396

**Complaint Managers:**

Robyn Payne

P.O. Box 185, Ste. Marie, IL 62459

rpayne@sese.org

618/455-3396

Sherri Murrell

P.O. Box 185, Ste. Marie, IL 62459

smurrell@sese.org

618/455-3396



The Director shall use reasonable measures to inform staff members and students that the District will not tolerate sexual harassment, such as by including this policy in the appropriate handbooks.

Any District employee who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be subject to disciplinary action up to and including discharge. Any District student who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be subject to disciplinary action, including but not limited to, suspension and expulsion consistent with the behavior policy. Any person making a knowingly false accusation regarding prohibited conduct will likewise be subject to disciplinary action up to and including discharge, with regard to employees, or suspension and expulsion, with regard to students.

ADOPTED: March 14, 2018

The *Student Bullying/Harassment Complaint Form* should be made available to students at all times. A secure location should be created to allow complaints to remain confidential. Once a complaint is made, classroom staff should complete the *Investigation of Misconduct* forms to determine the findings of the claim. If the student is uncomfortable speaking with a classroom staff person, the classroom teacher should call the above mentioned complaint managers to interview the student. Once the interviews are complete, the *Investigation Findings of Harassment Form* should be completed and placed in the student file and a copy sent to the TAS of the classroom.

### **HEAD LICE PROCEDURE**

**7:250-AP**

Staff should: Follow district policy and procedures where the classroom is located and send home any materials, memos, etc. from the district regarding head lice. To prevent the spread of head lice infestations, staff should report all suspected cases of head lice to the school nurse or designee as soon as possible so the child may be checked. Continue to follow the procedure of district where classroom is located when head lice or nits are confirmed. If eggs/nits (for districts with nit-free policy) or lice are found, staff will follow district policy regarding excluding the student from attendance and informs the parent(s)/guardian(s) about recommended treatment procedures and sources of further information.

All staff should maintain the privacy of students identified as having head lice and excluded from attendance.

Staff will follow District Policy where classroom is located regarding checking the students to verify that all eggs/nits (in districts that have nit-free policy) and lice are gone so that the student may return.

Staff should contact the TAS to notify the parent(s)/guardian(s) whose excluded student has not returned to school within 5 days of the following:

- School attendance laws
- Action that may be taken if absence continues
- Resources for treatment information

## **HEALTH INSURANCE**

SESE provides a group health insurance plan for all eligible full-time employees. SESE may pay a portion of health insurance premiums for each eligible full-time employee. Employees may purchase dependent coverage at an additional cost. **See official plan documents for complete details.**

## **ILLINOIS MUNICIPAL RETIREMENT FUND**

Employees who are expected to work 600 or more hours per year must contribute to the Illinois Municipal Retirement Fund ("IMRF"). These employees are considered participating members of the IMRF and will have the appropriate deductions made from their salary. SESE will contribute the amount designated by the IMRF in the name of the employee. Employees who are expected to work less than 600 hours per year are considered non-participating members of the Fund.

## **INDIVIDUAL EDUCATION PLANS, RECORDS**

### ***IEP Meetings***

It is extremely important that the building principal be notified of all IEP meetings. **Classroom teachers and itinerant case managers** should schedule a room **in advance** for all IEP meetings.

### ***IEP Instruction***

Instruction shall be initiated promptly upon each student's arrival in the classroom and should continue until the last student departs in the afternoon. Utilize program assistants to escort students to and from school buses arriving and departing to facilitate bell-to-bell teacher instruction. Illinois law requires a minimum of five hours of instruction.

### ***IEP Contents***

If a student's behavior impedes his/her learning or the learning of others, a functional behavior analysis (FBA) should be completed and an individual behavior intervention plan (BIP) must be attached to the IEP.

### ***IEP Goals - Lunch, Recess***

Time spent during lunch, snack and recess is to be counted as part of the instructional day. A student's IEP should include goals and objectives related to their identified deficits. Some goals are more effectively implemented at naturally occurring daily events. Teachers should plan activities to implement each of these goals. Paraprofessionals may assist in implementation.

### ***IEP Tracking***

Goals and objectives should be tracked according to the monitoring schedule written on the IEP. Tracking sheets must be emailed quarterly for each student to the appropriate email address below.

[autismtracking@sese.org](mailto:autismtracking@sese.org) (autism classrooms)

[ecetracking@sese.org](mailto:ecetracking@sese.org) (ECE classroom)

[edtracking@sese.org](mailto:edtracking@sese.org) (ED classroom)

[hitracking@sese.org](mailto:hitracking@sese.org) (HI teacher)

[msitracking@sese.org](mailto:msitracking@sese.org) (MSI classroom)

[ottracking@sese.org](mailto:ottracking@sese.org) (occupational therapist)  
[psytracking@sese.org](mailto:psytracking@sese.org) (psychologist)  
[pttracking@sese.org](mailto:pttracking@sese.org) (physical therapist)  
[pvtracking@sese.org](mailto:pvtracking@sese.org) (pre-vocational coordinator)  
[slptracking@sese.org](mailto:slptracking@sese.org) (speech-language pathologist)  
[swtracking@sese.org](mailto:swtracking@sese.org) (social worker)  
[vitracking@sese.org](mailto:vitracking@sese.org) (VI teacher)

### ***IEP Progress Reports***

Progress reports are required to be submitted no later than the date host district report cards are due. All SESE teachers will be required to submit progress on a quarterly basis. Itinerants will be required to submit progress at the same rate as the case manager of the IEP. If a student was on your caseload for any period of time during the monitoring period, a progress report must be completed.

For **ISTAR** the progress must be recorded on the current IEP goals. This document should be made final. A copy should be printed for the parent and sent home with the student's grade card.

For move-in IEPs not on ISTAR forms, the progress should be recorded on the current IEP goals, printed, scanned and emailed to district and [studentfiles@sese.org](mailto:studentfiles@sese.org). A copy should be sent home to parents with the student's grade card. Files should be saved by Last Name, First initial, DOB(yyyy-mm-dd), Progress Report Service Title Year Month Day (yyyy-mm-dd). (Example - Smith John 2000-04-01 Progress Report SLP 2016-01-20) Do not put in commas. The month and day both must have two digits.

The IEP information must be quantifiable data (numbers, trials, percentage) as indicated by criteria for mastery. This information **MUST MATCH** and be measured in the same manner as indicated in the "evaluation criteria". This information should be listed in the "Dates Reviewed/Extent of Progress" objective box.

### ***Records - Central Office Files***

All evaluation and caseload files will be shared with you via Google Drive. If you do not have a needed student file, make sure that you have completed the add/drop form, then contact Joyce. If you find another student's document in the wrong file, please contact Joyce.

### ***Annual Reviews/IEP***

SESE staff should consult with TAS on proposed goals and objectives prior to the IEP meeting. Parent input is required and should be documented.

**Each teacher/itinerant provider must complete a current progress report for all annual reviews. Progress for all reporting periods of the current IEP must be available at the annual review.**

### **INSTITUTE DAYS**

All SESE classroom and itinerant staff will participate in the assigned SESE district Institute Day activities unless they have submitted a plan that was scheduled by or approved by the Supervisor and Director. This plan must be submitted **three (3) school days in advance** using the *Institute- SIP-PT Conf. Plan form* with a detailed explanation of the structured training activities they will be attending. All SESE teachers need to check with building administration regarding the district's institute plan, and note this on the form if they feel it is appropriate and want to attend it instead of the SESE assigned activity. If there is a District Institute agenda, it should be attached.

### **INVENTORY CHANGE**

All inventory changes must be approved by your immediate Technical Assistance Supervisor prior to moving an item to or from your classroom. Classroom teachers should record all changes on the *Change of Inventory* form. This procedure must also be followed prior to throwing any destroyed item away.

### **ITINERANT CASELOAD**

You will be responsible for updating your caseload. If you add a student, you will add their information, by adding the date and the minutes or support to staff information. If you drop a student, you will enter the drop date and remove the minutes. If you change minutes, adjust the minutes, but make a note to show this change. Enter any information in the notes field that is necessary for someone to track what has happened with this student (i.e. moved, eligibility, equipment, ESY, homebound, etc.) You will not delete any students from your caseload, you will just make changes to their information, that way we can track caseloads for the entire school year. If a student moves from your district to someone else's district within the Cooperative, you will need to communicate with the other clinician in order for them to add to their caseload and then drop them from yours.

For evaluations, Joyce will enter these on your caseload as the referrals come in. You will then add the additional information as the referral continues through the normal process.

Each of your caseloads then feed into a combined document that is accessed for many different processes. **It is VERY important that you keep your caseload up to date at all times. This should become a part of your daily routine.**

You will need to enter the student's name as their legal name, not a nickname. Also, the district should be entered as such CL#10, CL#25, CL#35, CR#1, CR#2, CR#3, CR#4, JA#1, LA#10, LA#20, RI#1. This is important so that when the combined document is sorted, all students and/or districts are sorted together appropriately. For each of your caseloads that is also why you have to enter your name for each student as the clinician, so that on the combined document, it shows who sees them.

Please verify that all your students are listed on your caseload and add the other information that we did not enter as we did not have this information from your previous caseload.

You will no longer have to do the add/drop form, as you are responsible for making these changes electronically as they happen.

### **LATE STAY PROCEDURES**

Volunteers must have taken and passed the Therapeutic Crisis Intervention (TCI) training, including meeting its physical requirements, and received training on the operation of the Late Stay Program prior to working late stay.

The classroom teacher should call Joyce (or dial 0 if she is not available) by 1:00 PM to verify whether or not any student has acquired late stay time. Joyce will contact volunteers between 1:30 and 2:00 to schedule site and times. Please complete *Late Stay Timesheet* to be paid. Also be sure to check the late stay box on the *Mileage Form* to receive mileage for late stay. Please submit both forms no later than the third working day of the new month.

### **LEAVE OF ABSENCE**

The Director and the Executive Board will have discretion in deciding whether to approve all leaves of absence. A leave of absence shall be determined as any leave, which does not involve paid time off or is not covered under another leave policy. The employee must give prompt written notice of a leave of absence, the dates, and expected date of return to the Director for approval. If medical related, it should additionally include a doctor's notice stating the nature of the leave. If a Leave of Absence is approved, the employee is responsible for reimbursing SESE for the cost of benefits during the leave time.

### **LESSON PLANS**

Teachers should complete lesson plans with required components a minimum of 5 days in advance. Please have these available in your classroom and ready upon request. These lesson plans are to serve as a daily guide for instruction and provide a clear picture of the daily routine to benefit the instruction to students performed by substitutes in your absence. An example Understanding by Design (UBD) lesson plan format is included for reference of the required components, if desired, at [www.sese.org](http://www.sese.org) under Educator Resources.

### **LIFE INSURANCE**

SESE may provide Life Insurance for eligible full-time employees. **See official plan documents for complete details.**

### **LUNCHES - STUDENTS**

Students are **never** to be denied breakfast/lunch for disciplinary reasons. Each SESE class will follow procedures for overdue payment of charged lunches

according to the policy of the housing district. In addition, if charges accumulate beyond the limit allowed by district policy, notify the Technical Assistance Supervisor. The resident district of each student housed in a SESE class shall be ultimately responsible for unpaid breakfast/lunch charges.

### **MEAL & BREAK PERIODS**

An employee who works at least 7.5 continuous hours shall receive a 30-minute duty-free meal break that begins within the first 5 hours of the employee's workday.

### **MEDICATION**

Students requiring medication while at school must return a **Medication Administration Request From Parent form**. The form **must** have a parent/guardian signature as well as a physician's signature. This form is required for all prescription and over the counter medications.

A **Medication Administration Request From Parent** form can be accessed at [www.sese.org](http://www.sese.org). This form should be copied by the teacher and sent home with all new students enrolling during the school year, before the first day of attendance in a SESE classroom. Follow procedures outlined in SESE's Administration of Medicine policy using **Documentation of Medication Administered at School Form**.

1. All medications should be stored in a locked cabinet or in the building nurse's office.
2. All medications must be sent and contained in a labeled bottle/container from the pharmacist with the student's name, medication name, and dosage on the bottle/container. (Parents can request an extra container from the pharmacist.)
3. Epi-Pens, insulin and other life-saving medications that require immediate access for the student should be documented within an individual student's medical plan.

### **Procedures**

1. All medications should be distributed by licensed classroom staff unless approved by the director or technical assistance supervisor.
2. Administration of medication should be documented on form.
3. In the event of teacher absence, the teacher should develop a plan for distribution by listing substitute licensed staff(s) that can administer the medication. The plan should be placed in the sub folder.
4. If a licensed staff person is not available, please contact the director or technical assistance supervisor to approve medication distribution.

### **ADMINISTERING MEDICINES TO STUDENTS POLICY**

**7:270**

Students should not take medication during school hours or during school-related

activities unless it is necessary for a student's health and well-being. When a student's licensed health care provider and parent(s)/guardian(s) believe that it is necessary for the student to take a medication during school hours or school-related activities, the parent/guardian must request that the school dispense the medication to the child and otherwise follow the District's procedures on dispensing medication.

No District employee shall administer to any student, or supervise a student's self-administration of, any prescription or non-prescription medication until a completed and signed "School Medication Authorization Form" is submitted by the student's parent(s)/guardian(s). No student shall possess or consume any prescription or non-prescription medication on school grounds or at a school-related function other than as provided for in this policy and its implementing procedures.

Nothing in this policy shall prohibit any school employee from providing emergency assistance to students, including administering medication.

#### Self-Administration of Medication

A student may possess an epinephrine auto-injector (EpiPen®) and/or asthma medication prescribed for use at the student's discretion, provided the student's parent/guardian has completed and signed a School Medication Authorization Form. The District shall incur no liability, except for willful and wanton conduct, as a result of any injury arising from a student's self-administration of medication or epinephrine auto-injector or the storage of any medication by school personnel. A student's parent/guardian must indemnify and hold harmless the School District and its employees and agents, against any claims, except a claim based on willful and wanton conduct, arising out of a student's self-administration of an epinephrine auto-injector and/or medication, or the storage of any medication by school personnel.

#### District Supply of Undesignated Epinephrine Auto-Injectors

The Director or designee shall implement Section 22-30(f) of the School Code and maintain a supply of undesignated epinephrine auto-injectors in the name of the District and provide or administer them as necessary according to State law. Undesignated epinephrine auto-injector means an epinephrine auto-injector prescribed in the name of the District or one of its schools. A school nurse or trained personnel, as defined in State law, may administer an undesignated epinephrine auto-injector to a person when they, in good faith, believe a person is having an anaphylactic reaction. Each building administrator and/or his or her corresponding school nurse shall maintain the names of trained personnel who have received a statement of certification pursuant to State law.

#### Void Policy: Disclaimer

The **District Supply of Undesignated Epinephrine Auto-Injectors** section of the policy is void whenever the Director or designee is, for whatever reason, unable to: (1) obtain for the District a prescription for undesignated epinephrine auto-injectors from a physician or advanced practice nurse licensed to practice medicine in all its branches, or (2) fill the District's prescription for undesignated school epinephrine auto-injectors.

Upon any administration of an undesignated epinephrine auto-injector, the Director or designee(s) must ensure all notifications required by State law and administrative procedures occur.

Upon implementation of this policy, the protections from liability and hold harmless provisions as explained in Section 22-30(c) of the School Code apply.

No one, including without limitation parents/guardians of students, should rely on the District for the availability of an epinephrine auto-injector. This policy does not guarantee the availability of an epinephrine auto-injector; students and their parents/guardians should consult their own physician regarding this medication.

ADOPTED: October 26, 2016

## **MILEAGE**

Travel shall be recorded on a *Mileage Form* in order to receive mileage reimbursement. This form must be emailed monthly to the Bookkeeper [rbarthelme@sese.org](mailto:rbarthelme@sese.org) no later than the third working day of each new month. Standardization of distances within SESE from point to point is listed in a Mileage Travel reimbursement for itinerant personnel. **Mileage will not be authorized unless previously submitted on your work schedule**, unless it is an emergency. Travel shall be kept to an absolute minimum. Forms for mileage reimbursement claims are provided. **Mileage is paid on the 10<sup>th</sup> of each month.** Mileage rate for the school year will be the current IRS rate.

### ***Procedures for Charging Mileage***

If you travel to an approved location other than your assigned building, you will receive mileage. If you travel from a place of business to your assigned building, you will receive mileage. All mileage other than service provision and IEP meetings require prior approval from administration.

### ***Procedures for Charging Professional Development Mileage***

Professional travel outside SESE shall have prior approval by the Director through use of *Request to Attend Professional Meeting* and submitted via email. **Itemized** receipts are required in order to be reimbursed for lodging, mileage, tolls, cab fare, parking, meals and registration fees to be submitted on *Professional Meeting Reimbursement*. Gratuity amounts must be written in on the credit card charge slip and also be submitted with an itemized receipt, in order to obtain reimbursement. Employees shall share transportation and lodging, and can be assigned (i.e. designating claimable mileage for 1 car when multiple employees attend the same conference, etc.) and shall utilize the most economical means of transportation.

## **MILEAGE – Itinerant Staff**

### ***Procedures for Charging Mileage—Student Services***

To Work / To Home

1. Charge the **shorter** of the two distances if your assigned location is the central office.

#### **Example:**

- SESE central office to scheduled destination
- Home to scheduled destination
- Scheduled destination to home
- Scheduled destination to SESE central office



2. If it is your assigned office day, mileage is **not** charged from your home to the SESE central office, **or** from the SESE central office back home.
3. If you provide **occasional pre-approved** direct service to students or parents, or are **pre-approved** to attend a staffing on your assigned office day, you may charge mileage to and/or from the SESE central office. This service and mileage charge should not occur on a weekly basis.
4. If it is not an office day and the SESE central office is your assigned location, you should **not** charge mileage to come to the office at the beginning **or** end of the day.

### **MILEAGE – Classroom Teachers**

#### ***Procedures for Charging Mileage to Meetings***

From School / To Destination

1. If you have a meeting away from your classroom building in which your classroom is not located, you would charge from your classroom to meeting destination and back to your classroom. If at the end of the day and it is closer from meeting destination to your home rather than back to the classroom, you would charge the shorter of the distances.
2. If you have a meeting that is scheduled first thing in the morning outside of the district in which your classroom is located, you would charge mileage from the **shorter** distance, either your home to meeting destination, or from classroom to meeting destination.

### **MILEAGE - Professional Development**

#### ***Procedures for Charging Mileage – Inservice @ SESE***

This is considered professional travel and shall have prior approval by the Director/Designee.

1. Charge the shorter of the two distances if your assigned location is a school not the SESE central office.

Example:

- Assigned school to SESE central office is 44 miles and home to SESE central office is 20 miles. Mileage claimed for reimbursement is the distance of 20 miles, or 40 miles round trip.

Example:

- Assigned building to SESE is 15.6 miles. Home to SESE is 50 miles. Mileage claimed for reimbursement is for 15.6 miles, or 31.2 miles round trip.
2. Itinerant Staff does not charge for meetings/inservice at SESE Central Office.

This is considered professional travel and shall have prior approval by Director/Designee.

#### ***Procedures for Charging Mileage – Inservice Outside Cooperative or in***

***district other than assigned district***

1. Charge the shorter of the two distances from either home or assigned building/SESE:

Example:

- You attend an inservice first thing in the day. SESE Central office or assigned building to the inservice is 10.5 miles. Home to inservice destination is 22.5 miles. Mileage claimed for reimbursement is for 10.5 miles, or 21 miles round trip.

***Procedures for Charging Mileage – Institute Days at SESE Central Office***

The SESE Central Office would be considered your assigned work location on scheduled Institute days, and therefore mileage reimbursement would not apply.

**Example Mileage Procedures – Itinerant Personnel**

<b>STARTING POINT</b>	<b>DESTINATION</b>	<b>DISTANCE (START TO DESTINATION )</b>	<b>EXPLANATION of ALLOWABLE MILEAGE</b>
Home (Lawrenceville)	Olney – RCES	21.4 miles	Charge shorter mileage, SESE to RCES (16.5 miles)
Home (Oblong)	Clay City Elem.	44 miles	Charge shorter mileage, SESE to Clay City Elem (38 miles)
Home (Robinson)	Nuttall Middle	1.0 mile	Charge shorter, Home to Nuttall (1 mile)
Home	SESE (office day)	22 miles	<b>No mileage reimbursed on office day</b>
SESE (office day)	Oblong Elem. To provide services	11.9 miles	Providing service (i.e. social work). (Charge 11.9 miles)
Oblong Elem.	SESE (office day)	11.9 miles	Mileage reimbursement allowed back to office on office day, but not allowed from Oblong to home if finishing the day in

			Oblong.
SESE (office day)	Home	22 miles	<b>No mileage reimbursed on office day.</b>
Hutsonville Elem.	Home (Newton)	37.2 miles	Charge mileage shorter distance, SESE to Home 9.5 miles

### **Example Mileage Procedures – Classroom Personnel**

<b>STARTING POINT</b>	<b>DESTINATION</b>	<b>DISTANCE (START TO DESTINATION)</b>	<b>EXPLANATION of <u>ALLOWABLE MILEAGE</u></b>
Home (Newton)	Classroom Location	19.7 miles	<b>No mileage reimbursed to daily classroom</b>
Home (Lawrenceville)	Classroom (RCHS)	21.4 miles	<b>No mileage reimbursed to daily classroom</b>
Classroom (RCHS)	Red Hill High School (staffing)	18.7 miles	Mileage to staffing, charge 18.7 miles.
Red Hill High School (Staffing)	Home (end of day, Lawrenceville)	4.5 miles	Charge shorter mileage, staffing location to home (4.5 miles)
Home (Newton)	Classroom (RCHS)	19.7 miles	<b>Mileage not allowable to daily classroom</b>
Classroom (RCHS)	Bridgeport (staffing)	18.7 miles	Mileage to staffing, charge 18.7 miles
Bridgeport (staffing)	Classroom (RCHS)	18.7 miles	Mileage back to school, charge 18.7 miles
Classroom (RCHS)	Home	19.7 miles	<b>Mileage not allowable to home</b>

### **Example Mileage Procedures – Professional Development**

<b>STARTING POINT</b>	<b>DESTINATION</b>	<b>DISTANCE (START TO DESTINATION )</b>	<b>EXPLANATION of ALLOWABLE MILEAGE</b>
Home (Oblong)	Olney, Ty's	29.8 miles	Charge shorter mileage, SESE to Inservice (17.5 miles)
Olney, Ty's	Home (Oblong)	29.8 miles	Mileage claimable back to SESE (17.5 miles)
Home	Salem, IL	85.7 miles	Charge shorter mileage, SESE to Salem

(Robinson)			(65.7 miles)
Salem	Home (Robinson)	85.7 miles	Mileage claimable back to SESE (65.7 miles)
Home (Oblong, but you work at RCHS, Olney)	Salem	76.8 miles from home	Charge shorter mileage, RCHS to Inservice (50.3 miles)
Salem	Home	76.8 miles	Mileage claimable back to RCHS, 50.3 miles

Home (Lawrenceville)	Hutsonville HS to carpool to Terre Haute	27.2 miles	Mileage claimable home to Hutsonville HS (shorter distance 27.2 miles rather than SESE to Hutsonville HS, 30.4)
Hutsonville HS (end carpool)	Home (Lawrenceville)	27.2 miles	Mileage allowable from Hutsonville HS to home, 27.2 miles.

## **NURSING SERVICES**

### *NURSING SERVICES TO BE PROVIDED TO SESE STUDENTS*

1. Periodic visits to SESE classrooms.
2. Access to first aid supplies.
3. Review of medical records.
4. Audiometric and vision screenings.
5. Immunization boosters (with parental consent).
6. Consultative services to teachers for students' personal hygiene needs.
7. Emergency nursing needs.

### ***Records***

1. The school nurse shall inform SESE and the Student's Home District of needed immunizations or physicals.
2. SESE students may participate in local district clinics with proper permission.
3. If a SESE student gets a physical or immunization at his/her district of residence, that district must inform SESE, who in turn notifies the nurse in the district where the SESE class is located.
4. A copy of the student's' health records is to be kept in both the home district and the district where the SESE class is located.
5. If questions arise concerning records for SESE students, the district should contact the SESE office, which in turn contacts the nurse in the district where the SESE class is located.

## **PARENT COMMUNICATION / INVOLVEMENT**

### ***Newsletters***

All ECE teachers will prepare a weekly newsletter and ED/MSI/Autism teachers a monthly newsletter. **This should be e-mailed to the classroom supervisor and sent to Tiffany to include on the website each week/month.** Content of the newsletter shall be information that will keep parents informed of progress, activities, current units of study, and scheduled school events. Confidential information should not be reported in newsletters. Photo consent should be obtained prior to including any student photos. All ED teachers will also send home weekly behavior summaries. Samples are available from a Technical Assistance Supervisor upon request.

### ***Visitors***

A *Request to Visit Form* is available on the SESE website. All requests should be communicated with and approved by the classroom supervisor. All visitors should sign in on the District Sign-in sheet located in the office before visiting the classroom.

## **PARENT/TEACHER CONFERENCES**

All licensed staff are required to coordinate with case managers or schedule separate times to meet with parents in order to participate in parent/teacher conferences. Itinerants must be available during the hours scheduled for conferences unless the change of schedule is approved.

Teachers are responsible for having the parent complete the Parent Survey listed on the SESE website.

## **PARKING**

All employees shall park on District premises in a designated area. Employees will refrain from parking in designated visitor parking and handicap parking spaces.

## **PASSPORTS**

Classroom teachers must complete a passport using the *Passport Form* at least one time per year. This is shared with you on your Google Drive by your supervisor. It must be updated for each student at the end of the year. It also needs to be updated if changes are made to the student's programming or behavioral interventions. When you complete the online form, be sure to mark the "send me a copy box". This will allow you to print a copy for the substitute folder and forward a copy to the student's new teacher (s), principal, coordinator, and your supervisor. Please create folders in your email and save all of your passports by school year.

## **PAYROLL**

Employees shall be paid twice per month. These pay dates shall be the 10th and 25<sup>th</sup> of each month. In the event that the 10<sup>th</sup> or 25<sup>th</sup> falls on a weekend or holiday, pay shall take place on the nearest Central Office workday preceding. Direct Deposit is offered to all SESE employees. The direct deposit may be

made into a checking or savings account or a combination of both.

## **PERFORMANCE EVALUATION**

**Please refer to the following current agreement:**

### **COLLECTIVE BARGAINING AGREEMENT BETWEEN THE SOUTH EASTERN SPECIAL EDUCATION DISTRICT AND SOUTH EASTERN SPECIAL EDUCATION ASSOCIATION 2017-2020**

## **PERSONAL TECHNOLOGY AND SOCIAL MEDIA; USAGE AND CONDUCT**

### Definitions

**Includes-** Means “includes without limitations” or “includes, but is not limited to.”

**Social media** – Media for social interaction, using highly accessible communication techniques through the use of web-based and mobile technologies to turn communication into interactive dialogue. This includes *Facebook, LinkedIn, MySpace, Twitter, and YouTube*.

**Personal technology** – any device that is not owned or leased by SESE or otherwise authorized for SESE use and : (1) transmits sounds, images, text, messages, videos, or electronic information, (2) electronically records, plays, or stores information, or (3) accesses the Internet, or private communication or information networks. This includes smartphones such as BlackBerry®, android®, iPhone®, and other devices, such as iPads® and iPods®.

### Usage and Conduct

All SESE employees who use personal technology and social media shall:

1. Adhere to the high standards for appropriate school relationships in policy 5:120, Ethics and Conduct at all times, regardless of the ever-changing social media and personal technology platforms available. This includes SESE employees posting images or private information about themselves or others in a manner readily accessible to students and other employees that is inappropriate as defined by policy 5:20, Workplace harassment Prohibited: 5:120, Ethics and Conduct; 6:235, Access to Electronic Networks; 7:20, Harassment of Students Prohibited; and the Ill. Code of Educator Ethics, 23 Ill.Admin.Code 22.20
2. Choose a SESE-provided or supported method whenever possible to communicate with students and their parents/guardians.
3. Not interfere with or disrupt the educational or working environment, or the delivery of education or educational support services.
4. Comply with policy 5:130, Responsibilities Concerning Internal Information. This means that personal technology and social media may not be used to share, publish, or transmit information about or images of students and/or SESE employees without proper approval. For SESE employees, proper approval may include implied consent under the circumstances.
5. Refrain from using SESE’s logos without permission and follow Board policy 5:170, Copyright, and all district copyright compliance procedures.
6. Use personal technology and social media for personal purposes only during non-work times or hours. Any duty-free use must occur during times

and places that the use will not interfere with job duties or otherwise be disruptive to the school environment or its operation.

7. Assume all risks associated with the use of personal technology and social media at school or school-sponsored activities, including students' viewing of inappropriate Internet materials through SESE employee's personal technology or social media. The Board expressly disclaims any responsibility for imposing content filters, blocking lists, or monitoring of its employees' personal technology and social media.
8. Be subject to remedial and any other appropriate disciplinary action for violations of this policy ranging from prohibiting the employee from possessing or using any personal technology or social media at school to dismissal and/or indemnification of SESE for any losses, costs, or damages, including reasonable attorney fees, incurred by SESE relating to, or arising out of any violation of this policy.

The Director shall:

1. Inform SESE employees about this policy during the in-service on educator ethics, teacher-student conduct, and school employee-student conduct required by Board policy 5:P120, Ethics and Conduct.
2. Direct Technical Assistance Supervisors to annually:
  - a. Provide their staff with a copy of this policy
  - b. Inform their staff about the importance of maintaining high standards in their school relationships.
  - c. Remind their staff that those who violate this policy will be subject to remedial and any other appropriate disciplinary action up to and including dismissal.
3. Build awareness of this policy with students, parents and the community.
4. Periodically review this policy and any procedures with SESE employee representatives and electronic network systems administrator(s) and present proposed changes to the Board.

**PHONE CALLS/TEXT MESSAGING**

Personal long distance telephone calls should be charged to your home phone number or personal credit card. **Personal calls of any nature should be reserved for non-working hours.** Make only necessary school-related calls and keep each call to a minimum. Attempt to phone the SESE central office only once with several questions rather than several times.

***Advocate Calls***

All telephone calls and correspondence from Child Advocates or attorneys regarding special education students enrolled in SESE shall be directed initially to the district superintendent and/or his/her special education coordinator and then, if necessary to the Director. If the Director is not available when a teacher phones, you should request to speak to a Technical Assistance Supervisor.

***Calling Cards***

Do not make operator-assisted third party calls. Whenever possible, utilize a phone in a SESE classroom to place school related calls. If a classroom phone is not available and an employee needs to contact the office, they should dial

888-882-4022. If you need assistance, call 1-888-800-0878.

### **Cell Phones**

**Cell phones should be turned off or on vibrate during school hours.** Time spent on personal calls and texts interrupts classroom instruction time. Personal calls and texts **SHOULD NOT** be made except during lunch, planning periods, or in **emergency** situations.

### **PHOTOGRAPHING, VIDEOTAPING**

No child may be photographed or videotaped without a permission form signed by the parent or guardian. All photos and videos are for classroom use only and must be destroyed at the end of the school year.

### **PRINTER CARTRIDGES**

Complete the *Printer Cartridge Requisition* to request printer cartridges for your classroom or office. Please remember cartridges are limited due to budget constraints.

### **PROFESSIONAL LEAVE**

When requesting approval to attend professional meetings, please submit a copy of your current membership in that organization as well as the *Request to Attend Professional Meeting*. If you are not a member of the professional organization, you will be required to pay the difference of the higher non-member registration and the lower member registration. Request to Attend Professional Meeting forms are to be submitted via email to the SESE office. When requesting reimbursement for mileage, tolls, cab fare, parking, meals, or registration fees, for attending a conference/workshop, please use the *Professional Meeting Reimbursement*. **Itemized** receipts will be **required** in order to receive reimbursement for meals or for any other expenses (i.e., tolls, cab fare, parking, fees, etc). Gratuity amounts must be written in on the credit card charge slip and also be submitted with the itemized receipt, in order to obtain reimbursement. Attach receipts, completed evaluation form, and a copy of the signed Request to Attend Form when submitting. **Do not** request reimbursement for something that you did not request on *The Request to Attend Professional Meeting* form, or that was not approved for reimbursement. **Do not** put professional development mileage on your regular mileage sheet. If SESE has pre-paid the registration fee for you, **do not** request reimbursement for this fee.

### **PUBLIC INFORMATION PROCESS**

The Director and/or Director Designee are the public relations officers of SESE. Contacts with the media should be routed through the Director. If a member of the media contacts an employee about a school related issue, the Director should be informed immediately.

### **PUBLIC RELATIONS AND TELEPHONE CALLS**

It is important that SESE phones be kept clear for SESE business. Personal calls are acceptable; however, proper discretion is advised. First impressions are very important and when answering the phone employees shall greet the caller with



"Good Morning or Good Afternoon, **South Eastern Special Education**, John/Jane Doe speaking." Employees who answer the phone should do so promptly and in a businesslike manner. Employees will be held responsible for paying for all non-business-related long distance phone calls.

### **PURCHASE REQUISITIONS**

All purchases shall be requested **prior to** purchase on a *Purchase Requisition Form*. Purchase requisitions should be submitted to your supervisor in the spring semester for the following school year. If an emergency arises with a student during the school year and a supply is needed, contact your immediate supervisor and complete a purchase requisition. No purchases will be reimbursed without prior approval.

### **RELEASE DURING SCHOOL HOURS**

For safety and security reasons, the prior written or oral consent of a student's custodial parent/guardian is required before a student is released from school: (1) at any time other than the regular dismissal times, or other times when a school is officially closed and/or (2) to any person other than the custodial parent/guardian.

### **RELIGIOUS HOLIDAYS**

The Director shall grant an employee's request for time off to observe a religious holiday if the employee gives at least 5 days prior notice and the absence does not cause an undue hardship.

### **RESPONSIBILITIES CONCERNING INTERNAL INFORMATION**

SESE employees are responsible for maintaining: (1) the integrity and security of all internal information, and (2) the privacy of confidential records, including but not limited to: student school records, personnel records, and the minutes of, and material disclosed in, a closed School Board meeting. Internal information is any information, oral or recorded in electronic or paper format, maintained by SESE or used by SESE or its employees. The Director or designee shall manage procedures for safeguarding the integrity, security, and, as appropriate, the confidentiality of internal information.

### **RETIREMENT**

We provide a retirement plan for all eligible full-time employees. **Please see Summary Plan Description for details.**

### **SCHEDULES**

Schedules are to be followed closely. Planning periods and duty free lunch periods must be included in the classroom schedule. The Director or Technical Assistance Supervisor shall be notified immediately of all schedule deviations or changes.

#### ***Teachers' Schedules***

The standard workday for teachers shall be the same as that of the licensed staff of the building to which the teacher is assigned, including planning periods and a

duty free lunch period equal to that of the teachers in that building. If, in emergency situations, a teacher is required to supervise student(s) using their regular lunch period the teacher will be permitted to use an amount of time equal to their duty free lunch period at the end of the work day as their duty free lunch period, **after** contacting their supervisor and ensuring that students are supervised. Teachers should submit their schedule for approval on *the Classroom Personnel Schedule* no later than the end of the second week of school.

### ***Paraprofessional's Schedules***

The standard workday for paraprofessionals shall be six and one half (6 1/2) hours. Paraprofessionals will receive a duty free lunch period, as designated by the Director, of not less than thirty (30) minutes. If, in emergency situations, a paraprofessional is required to supervise student(s) during their regular lunch period they may use an amount of time equal to their duty free lunch period at the end of their work day as their duty free lunch period. Emergencies must be approved by South Eastern Special Education Program Supervisor or the building principal, but if neither is available the supervising teacher has the right to make the decision that an emergency exists.

- **Employees may refer to Article VI, 6.2 of the SESEA 2017-2020 contract.**

Classroom teachers shall set the daily work times for paraprofessionals assigned to their classroom, not to exceed a 6 ½ hour work day (i.e., the teacher may have the paraprofessional report to work earlier than a typical 8 AM arrival or later than a 3 PM departure in order to ensure supervision of all students arrival or departure times **with prior supervisor approval**). **Each classroom teacher should submit *Classroom Personnel Schedule Form* to the Director no later than the end of the second week of school, with the following information: each staff member's name, daily starting time, time designated for lunch (if applicable), and ending time.** The final approval for the working hours of paraprofessionals will be made by the Director. If any changes are needed for the teacher's or paraprofessional's start time and/or end time after the start of the school year, prior approval must be obtained from the Director or Designee.

### ***Itinerants' Schedules***

Itinerant staff shall ask all principals and teachers in schools in which you work to notify you if a student or students are absent on a particular day. Ask them to please call the SESE office as early as possible so you will not make an unnecessary trip to the school or schools involved. It is the responsibility of each central office employee to sign in and check mail/messages upon arrival at the work site. All itinerant staff are required to check their voicemail messages at the SESE office daily. Central office and itinerant personnel are scheduled to work 7 hours (8:00 am - 3:30 pm), unless notified differently. Itinerant personnel should arrive at designated school work site ready to work by 8:15 AM and may depart at 3:15 PM. If designated building is in your hometown, you should arrive by 8:00 AM and depart at 3:30 PM. Itinerant personnel should schedule one-half hour for

lunch. Itinerants **must** update their weekly schedule on their google calendar in their SESE Google account. Fill in all spaces between 8:00 a.m. and 3:30 p.m. with type of service, student initials, etc. Anytime a change occurs in an itinerant's daily schedule, please update your Google calendar accordingly. **All itinerant teachers shall finalize their schedule no later than one week following the opening of school by scheduling a meeting with their respective Technical Assistance Supervisor.** The Technical Assistance Supervisor will then meet with the Director for final approval.

### **SCHOOL IMPROVEMENT DAYS**

All SESE staff will email their supervisor regarding the selected activity for the SIP day. Staff will either participate in assigned SESE School Improvement Activity, District Activity, or submit an alternate plan. This plan must be submitted **three (3) school days in advance** on the *Institute-SIP-PT Conf. Plan* form with a detailed explanation of the structured training activities they will be attending.

### **SEIZURE CARE**

A *Seizure Treatment Plan* form should be mailed to each parent at the beginning of every year for a student that has a history of seizures. If there is a current plan in the student's temporary file, please send a copy for the parent to update or make changes. Once the plans are received, please send a copy to the SESE central office, host school nurse, and home district coordinator. Seizure plans should be reviewed with all classroom staff, including itinerants. Once reviewed, copies of the plan should be placed in the temporary file, emergency bag, and sub folder. If a seizure occurs, please follow the individualized care plan. If 911 is called, please notify the parent and SESE administration. If the student is transported to the hospital, please send one SESE staff with the student until the parent arrives. The *Seizure Log* form must be completed to track seizure activity. If the student is injured during the seizure, the *Accident Report* form must also be completed and sent to the classroom supervisor.

### **SEXUAL HARASSMENT - Procedure**

The *Complaint Form* shall be used to file a complaint and request an investigation regarding sexual discrimination or sexual harassment. Complaints should be filed with the SESE Complaint Manager. Complaint Managers are Robyn Payne, Technical Assistance Supervisor, and Sherri Murrell, School Social Worker.

### **SEXUAL HARASSMENT – WORKPLACE HARASSMENT PROHIBITED POLICY**

**5:20**

The District expects the workplace environment to be productive, respectful, and free of unlawful discrimination, including harassment. District employees shall not engage in harassment or abusive conduct on the basis of an individual's race, religion, national origin, sex, sexual orientation, age, citizenship status, disability, or

other protected status identified in Board policy 5:10, *Equal Employment Opportunity and Minority Recruitment*. Harassment of students, including, but not limited to, sexual harassment, is prohibited by Board policy 7:20, *Harassment of Students Prohibited*.

The District will take remedial and corrective action to address unlawful workplace harassment, including sexual harassment.

#### Sexual Harassment Prohibited

The District shall provide a workplace environment free of verbal, physical, or other conduct or communications constituting harassment on the basis of sex as defined and otherwise prohibited by State and federal law.

District employees shall not make unwelcome sexual advances or request sexual favors or engage in any unwelcome conduct of a sexual nature when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or (3) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment. Sexual harassment prohibited by this policy includes, but is not limited to, verbal or physical conduct. The terms intimidating, hostile, or offensive include, but are not limited to, verbal, physical, or other conduct which has the effect of humiliation, embarrassment or discomfort. Sexual harassment will be evaluated in light of all the circumstances.

#### Making a Complaint

Employees are encouraged to promptly report information regarding violations of this policy. Employees may choose to report to a person of the employee's same gender. Every effort should be made to file such complaints as soon as possible, while facts are known and potential witnesses are available.

Aggrieved employees, if they feel comfortable doing so, should directly inform the person engaging in harassing conduct or communication that such conduct or communication is offensive and must stop.

#### Whom to Contact with a Report or Complaint

An employee should report claims of harassment, including making a confidential report, to any of the following: his/her immediate supervisor, the Building Principal, an administrator, the Nondiscrimination Coordinator, and/or a Complaint Manager. Employees may also report claims using Board policy 2:260, *Uniform Grievance Procedure*. If a claim is reported using Board policy 2:260, then the Complaint Manager shall process and review the complaint according to that policy, in addition to any response required by this policy 5:20, *Workplace Harassment Prohibited*.

The Director shall insert into this policy the names, addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers.

#### **Nondiscrimination Coordinator:**

Robyn Payne

P.O. Box 185, Ste. Marie, IL 62459

[rpayne@sese.org](mailto:rpayne@sese.org)

618/455-3396

### **Complaint Managers:**

Robyn Payne

Sherri Murrell

P.O. Box 185, Ste. Marie, IL 62459

P.O. Box 185, Ste. Marie, IL 62459

[rpayne@sese.org](mailto:rpayne@sese.org)

[smurrell@sese.org](mailto:smurrell@sese.org)

618/455-3396

618/455-3396

### Investigation Process

Supervisors, Building Principals, or administrators who receive a report or complaint of harassment must promptly forward the report or complaint to the Nondiscrimination Coordinator or a Complaint Manager. A supervisor or administrator who fails to promptly forward a report or complaint may be disciplined, up to and including discharge.

Reports and complaints of harassment will be confidential to the greatest extent practicable, subject to the District's duty to investigate and maintain a workplace environment that is productive, respectful, and free of unlawful discrimination, including harassment. The District shall investigate alleged workplace harassment when a Complaint Manager becomes aware of an allegation, regardless of whether a written report or complaint is filed.

### Enforcement

A violation of this policy may result in discipline, up to and including discharge. A violation of this policy by a third party will be addressed in accordance with the authority of the Board in the context of the relationship of the third party to the District, i.e., vendor, parent, invitee, etc. Any employee making a knowingly false accusation regarding harassment will likewise be subject to disciplinary action, up to and including discharge.

### Retaliation Prohibited

An employee's employment, compensation, or work assignment shall not be adversely affected by complaining or providing information about harassment. Retaliation against employees for bringing bona fide complaints or providing information about harassment is prohibited (see Board policy 2:260, *Uniform Grievance Procedure*), and whistleblower protection may be available under the State Officials and Employees Ethics Act (5 ILCS 430/), the Whistleblower Act (740 ILCS 174/), and the Ill. Human Rights Act (775 ILCS 5/).

An employee should report allegations of retaliation to his/her immediate supervisor, the Building Principal, an administrator, the Nondiscrimination Coordinator, and/or a Complaint Manager.

Employees who retaliate against others for reporting or complaining of violations of this policy or for participating in the reporting or complaint process will be subject to disciplinary action, up to and including discharge.

#### Recourse to State and Federal Fair Employment Practice Agencies

The District encourages all employees who have information regarding violations of this policy to report the information pursuant to this policy. The following government agencies are available to assist employees: the Ill. Dept. of Human Rights and the U. S. Equal Employment Opportunity Commission.

The Director shall also use reasonable measures to inform staff members and applicants of this policy, which shall include reprinting this policy in the appropriate handbooks.

ADOPTED: May 16, 2018

#### **SOLICITATION AND DISTRIBUTION**

Employees may not solicit or distribute literature concerning outside events or activities during the employee's working time or the working time of any employee. (Working time does not include lunch periods, work breaks, or any periods in which employees are not on duty). In addition, the posting of written solicitations or literature on SESE/District bulletin boards is restricted. These bulletin boards display important information and employees should consult them frequently for: Employee Announcements, Internal Memoranda, Job Openings, Organization Announcements, Payday Notice, Worker's Compensation Insurance information, etc. If employees have a message of interest to the workplace, they may submit it to administration for approval.

#### **STUDENT RECORDS**

Local districts maintain the official temporary record for students who are in the SESE self-contained classrooms. If teachers receive requests for any records regarding a student, the teacher should direct that person to the home district special education coordinator. **Employees should not release student records at any time under any circumstances.**

The classroom teacher should maintain a working file for each student. That file should contain:

1. All progress monitoring assessments, curriculum placement assessments, PARCC, KIDS or DLM results
2. Verified reports or information from non-educational sources
3. Any correspondence from the student's parents
4. Sign off page on SESE Parent/Student Handbook
5. Field Trip Permission Forms
6. Consent to Exchange Information (Available at SESE office)
7. Medication Administered at School Request Form
8. Documentation of Medication administered Form
9. Seizure Procedure Plan
10. Seizure Log

## **SUBSTITUTES**

When a teacher is absent from work, the paraprofessional is to report the name of the substitute to the building principal when the substitute arrives. Substitutes are required to work the entire full or half day for which he/she is being paid.

### ***Substitute Folder***

All SESE classroom teachers are to prepare a "Substitute Folder" to be kept on file and made available to any substitute teacher who may be teaching the class.

This "Substitute Folder" shall contain at least the following items:

- Arrival and departure times for each student, bus times and numbers
- Paraprofessional arrival and departure times, with notation for substitute not to leave early.
- Arrival & Departure time for the Teacher Sub with notation for substitute not to leave early.
- Attendance Procedures
- Fire and disaster drill instructions
- Daily class schedules
- Lesson Plans - minimum of 5 days
- Passports for each student
- Students on medication and instructions regarding required dosages at school. Copy of Health Plan, if applicable.
- [www.sese.org](http://www.sese.org) - link to handbook
- A list of duties of each paraprofessional
- Class Roster and Home District
- Emergency Forms
- Example of SESE Substitute Feedback Form
- Other items deemed necessary

This "Substitute Folder" shall be compiled one week after school starts and kept updated and on file in the classroom. This will be checked and approved by the classroom supervisor. The paraprofessional and building principal should be aware of where the folder is kept.

### ***Requesting A Substitute***

When there is a need for a substitute, you are to call Cindy at **(618) 455-3396 x 222**. She will arrange for all substitutes. If a substitute is needed in the middle of any given day due to an emergency, contact Cindy immediately as well as your supervisor. If an emergency arises after 1:30 P.M., contact a supervisor immediately (**do not leave messages, talk directly to an administrator**).

You are responsible for adhering to the following rules and procedures regarding substitutes:

1. For unexpected illness to you or your immediate family members, phone as early as possible and leave a message on Cindy's voicemail. If you know that you or a family member will be ill the following day, please call the evening before.

2. Personal leave is to be requested in advance as per contractual agreement and approved by the Director/designee. Once approved, the supervisor will notify Cindy of the approved request. Please call Cindy and confirm that a substitute has been obtained.
3. Almost all Doctor/Dentist appointments are made in advance. With substitutes being in short supply, it is imperative that as much advance notice as possible is given to your supervisor. The more lead time given, the better the chances are in getting your class a quality substitute teacher or substitute paraprofessional.
4. Requests to attend staffings are to be approved by your supervisor. After approval, call Cindy at Ext. 222 to request a substitute. Please notify your supervisor that you have called Cindy and a substitute was secured.
5. For classes with multiple paraprofessionals, it may be necessary for other paraprofessionals to cover for a paraprofessional if no substitute can be obtained. Please have an emergency staff reduction plan prepared and available within a week of the first day of school.
6. When calling for a substitute, you must give the following information:
  - Name, class and location
  - Substitute arrival time
  - Location of Substitute folder
  - Extenuating circumstances regarding your class/program or personnel, if any.

Every effort will be made to secure substitutes for all positions who may need one. Remember that we are competing with eleven school districts for substitutes.

### **SUICIDE AND CRISIS INTERVENTION 7:290**

*Procedure:*

#### ***Identification of the At-Risk Student***

1. An employee having any reason to believe that a student is in crisis or is considering or threatening suicide must contact SESE administration.
2. In the case that the social worker, counselor, school psychologist, or SESE Administrator determines that the student presents a risk of harm to self or others, CARES Hotline (1-800-345-9049) will be contacted.
3. A student should never be left alone if an employee reasonably believes the student is in **imminent risk** of suicide. An employee should immediately contact the student's parent(s)/guardian(s).
4. The administration or staff will call the student's parent(s)/guardian to notify them of the situation and request that they come to their child's location to meet with the CARES/SASS worker.
5. All calls and meetings with parent(s)/guardian will be documented.
6. A student should never be left alone if an employee reasonably believes the student is in imminent risk of suicide. An employee should immediately contact the student's parent(s)/guardian(s).
7. The teacher should notify the home district coordinator and building administrator that a hotline call has been placed.



### ***Documentation Regarding the At-Risk Student***

1. Employees shall take notes on any conversations which involve or relate to the at-risk student. The notes shall become a part of a written report (Complete the *Cares Hotline Follow-up* form and email to your TAS and corresponding coordinator).
2. Conversations which involve or relate to the at-risk student shall be confirmed in writing with the other staff.

### **TIME SHEETS**

All licensed/educational support employees should complete the appropriate time sheet on [www.sese.org](http://www.sese.org) at the end of the month by the third working day of the next month.

### **TOBACCO**

In keeping with South Eastern Special Education's intent to provide a safe and healthful work environment and in compliance with the Illinois School Code and Smoke-Free Illinois Act, smoking is ***prohibited*** in all school buildings, vehicles used for school purposes, and school property. Further, the use of tobacco is prohibited on school property by any employee, student, or other person when such property is being used for any school purposes. "School purposes" include but are not limited to all events or activities or other use of school property that the Board or school officials authorize or permit on school property, including without limitation all interscholastic or extracurricular athletic, academic, or other events sponsored by the Board or in which pupils of SESE participate. "Tobacco" shall mean cigarette, cigar, or tobacco in any other form, including smokeless tobacco which is any loose, cut, shredded, ground, powdered, compressed or leaf tobacco that is intended to be placed in the mouth without being smoked.

*This policy applies equally to all employees and visitors.*

### **TOOLS AND EQUIPMENT**

SESE may supply all equipment, tools, or other items to assist in the performance of duties. All items shall be collected at the end of the workday and returned to their proper location.

### **TRANSPORTATION**

All classroom teachers should fill out a *Student Arrival and Departure Time Form* on [www.sese.org](http://www.sese.org) by the end of the first full week of school.

Students should be in the classroom bell-to-bell, and **should not leave early** (unless otherwise specified on the IEP). If at anytime during the school year a bus driver asks to change an arrival or departure time, contact your supervisor immediately. Students should be ready to board the bus promptly at the designated departure time.

Students are NEVER to be allowed to go outside when there is ice or heavy frost on walking surfaces. If such conditions exist, then staff members should

physically assist each student to and from the bus.

**Only administrative personnel shall have authority to amend the approved bussing schedule.**

## **VICTIMS' ECONOMIC SECURITY AND SAFETY ACT**

### **Leave Description**

In accordance with the Victims' Economic Security and Safety Act ("VESSA"), SESE will provide employees, up to 12 weeks unpaid leave per rolling year for an employee who is a victim of domestic or sexual violence or has a family or household member who is a victim of domestic or sexual violence whose interests are not adverse to the employee as it relates to the domestic or sexual violence.

Unpaid leave from work may be taken to address domestic or sexual violence by:

1. Seeking medical attention for, or recovering from, physical or psychological injuries caused by domestic or sexual violence to the employee or the employee's family or household member;
2. Obtaining services from a victim services organization for the employee or the employee's family or household member;
3. Obtaining psychological or other counseling for the employee or the employee's family or household member;
4. Participating in safety planning, temporarily or permanently relocating, or taking other actions to increase the safety of the employee or the employee's family or household member from future domestic or sexual violence or ensure economic security; or
5. Seeking legal assistance or remedies to ensure the health and safety of the employee or the employee's family or household member, including preparing for or participating in any civil or criminal legal proceeding related to or derived from domestic or sexual violence.

\* "Family or household member" is defined as a spouse, parent, son, daughter, other person related by blood or by present or prior marriage, other person who shares a relationship through a son or daughter, and persons jointly residing in the same household.

Employees are entitled to take unpaid leave that exceeds the unpaid leave time allowed under, or is in addition to the unpaid leave time permitted by, the federal Family and Medical Leave Act of 1993.

An employee may elect to substitute any earned vacation time, sick leave, or other paid or unpaid leave the employee is entitled toward the 12-week period allowed for any approved leave of absence pursuant to this policy.

### **Requesting Leave**

Any employee who desires a leave of absence pursuant to this policy must complete, sign, and submit an application for a leave of absence to the Director. The employee shall provide SESE with at least 48 hours notice in advance of the employee's intention to take the leave, unless providing such notice is not practicable.

### Certification

Every application for Leave of Absence pursuant to this policy must include a sworn certification by the employee that: (1) the employee or the employee's family or household member is a victim of domestic or sexual violence; and (2) the leave is for one of the purposes enumerated in the above paragraph. In addition, the employee must provide the following documents to SESE within a reasonable time: (1) documentation from an employee, agent, or volunteer of a victim services organization, an attorney, a member of the clergy, or a medical or other professional from whom the employee or the employee's family or household member has sought assistance in addressing domestic or sexual violence and the effects of the violence; (2) a police or court record; or (3) other corroborating evidence.

### Conditions of Leave

The following conditions apply to a leave of absence pursuant to this policy:

1. In its discretion, SESE may require an employee taking approved leave of absence to periodically report on his or her status and intention to return to work.
2. An employee taking a leave of absence may not engage in other work or employment during the leave of absence. If an employee engages in other work or employment during the leave of absence, the employee will be considered to have violated the terms of the leave of absence, and to have voluntarily terminated his or her employment with SESE.
3. If an employee is granted a leave of absence on an intermittent basis or on a reduced schedule basis, SESE may require the employee to temporarily transfer to an alternative position that accommodates the employee's recurring absences or part-time schedule.

### Continuation of Health Benefits

During VESSA leave, employees are entitled to continuation of health benefits that would have been provided if they were working. Any share of health plan premiums being paid by the employee before taking the leave, must continue to be paid by the employee during the leave. SESE may recover the premium that SESE paid for maintaining coverage for the employee and the employee's family or household member under the health plan during any period of VESSA leave if:

1. The employee fails to return from leave after the period of leave to which the employee is entitled has expired; and
2. The employee fails to return to work for a reason other than;
  - I. The continuation, recurrence, or onset of domestic or sexual violence that entitles the employee to leave pursuant to this policy; or
  - II. Other circumstances beyond the control of the employee.

Any employee who fails to return to work for a reason listed in 2(I) or (II) must provide to SESE within a reasonable time a sworn certification by the employee that the employee is unable to return to work because of that reason and (1) documentation from an employee, agent, or volunteer of a victim services organization, an attorney, a member of the clergy, or a medical or other

professional from whom the employee or the employee's family or household member has sought assistance in addressing domestic or sexual violence and the effects of the violence; (2) a police or court record; or (3) other corroborating evidence.

#### Return to Work

An employee returning from VESSA leave will be restored to the position of employment held by the employee when the leave commenced, or to an equivalent position with equivalent employment benefits, pay, and other terms and conditions of employment.

#### **VISITORS TO AND CONDUCT ON SESE PROPERTY**

The following definitions apply to this policy:

**SESE property** – SESE buildings, grounds, and parking areas; and any location used for a Board meeting, or other SESE-sponsored event.

**Visitor** - Any person other than an enrolled student or employee.

All visitors to school property are required to report to the main office and receive permission to remain on SESE property. All visitors must sign a visitors' log. Persons on SESE property without permission will be directed to leave and may be subject to criminal prosecution.

SESE expects mutual respect, civility, and orderly conduct among all people on school property or at a school event. No person on SESE property or at a SESE event (including visitors, students, and employees) shall perform any of the following acts:

1. Strike, injure, threaten, harass, or intimidate a staff member, a Board member, sports official or coach, or any other person;
2. Behave in an unsportsmanlike manner, or use vulgar or obscene language;
3. Unless specifically permitted by State law, possess a weapon, any object that can reasonably be considered a weapon or looks like a weapon, or any dangerous device;
4. Damage or threaten to damage another's property;
5. Damage or deface SESE property;
6. Violate any Illinois law, or town or county ordinance;
7. Smoke or otherwise use tobacco products;
8. Consume, possess, distribute, or be under the influence of an alcoholic beverage or illegal drug.
9. Use or possess medical cannabis.
10. Impede, delay, disrupt, or otherwise interfere with any school activity or function (including using cellular phones in a disruptive manner);
11. Enter upon any portion of school premises at any time for purposes other than those that are lawful and authorized by the Board;
12. Operate a motor vehicle: (a) in a risky manner, (b) in excess of 20 miles per hour, or (c) in violation of an authorized SESE employee's directive;

13. Engage in any risky behavior, including roller-blading, roller-skating, or skateboarding; or
14. Violate other SESE policies or regulations, or a directive from an authorized security officer or SESE employee ; or
15. Engage in any conduct that interferes with, disrupts, or adversely affects SESE or a SESE function.
16. Repeated violations of the Sportsmanship Code of Conduct.

#### Convicted Child Sex Offender

State law prohibits a child sex offender from being present on school property or loitering within 500 feet of school property when persons under the age of 18 are present, unless the offender is:

1. A parent/guardian of a student visiting the SESE Central Office and the parent/guardian is: (i) attending a conference at SESE with school personnel to discuss the progress of his or her child academically or socially, (ii) participating in child review conferences in which evaluation and placement decisions may be made with respect to his or her child regarding special education services, or (iii) attending conferences to discuss other student issues concerning his or her child such as retention and promotion and notifies the Director of his or her presence at the SESE Central Office, or
2. Has permission to be present from the Director. If permission is granted, the Director or Board President shall provide the details of the offender's upcoming visit to the TAS. In all cases, the Director, or designee who is a certified employee, shall supervise a child sex offender whenever the offender is in a child's vicinity.

#### Enforcement

Any staff member may request identification from any person on school grounds or in any school building; refusal to provide such information is a criminal act. The Director or designee shall seek the immediate removal of any person who refuses to provide requested identification.

Any person who engages in conduct prohibited by this policy may be ejected from school property. The person is also subject to being denied admission to school events or meetings for up to one calendar year.

#### Procedures to Deny Future Admission to SESE Events or Meetings

Before any person may be denied admission to school events or meetings as provided in this policy, the person has a right to a hearing before the Board. The Director may refuse the person admission pending such hearing. The Director or designee must provide the person with a hearing notice, delivered or sent by certified mail with return receipt requested, at least 10 days before the Board hearing date. The hearing notice must contain:

1. The date, time, and place of the Board hearing,
2. A description of the prohibited conduct,
3. The proposed time period that admission to SESE events will be denied, and

4. Instructions on how to waive a hearing.

### **VOLUNTEERS**

Notify the Director or Technical Assistance Supervisor of any person who would like to serve as a volunteer. All volunteers must follow an application process and be pre-approved by the classroom's TAS. Applications can be obtained by contacting your classroom supervisor. The *Volunteer Handbook* will be reviewed by the TAS with the prospective Volunteer.

### **WALMART CARD PURCHASE VERIFICATION**

Use the *Walmart Purchase Verification Form*.

1. Write your name, the month for which you are submitting, and your position.
2. The 16-digit card number is printed on the back of your Walmart card.
3. Write the amount available on your card at the beginning of the month.
4. Document the date of the purchase, a brief description of the purchase, the quantity, and the total amount spent.
5. Figure the total amount spent for the month. Then subtract that from the amount available.
6. Attach the Walmart receipt.
7. **Sign the verification form** and send to your supervisor at SESE.
8. Turn in receipts each month by attaching to a completed *Walmart Purchase Verification Form*. If no purchases are made for that month, no form needs to be submitted.
9. **ONLY ONE RECEIPT PER FORM.**

### **WAREHOUSE ORDER PROCEDURES**

1. Complete the warehouse form ([www.sese.org](http://www.sese.org)) by selecting the items that are needed for the classroom/office.
2. The order form must be received at the SESE office by the last Friday of each month. There will be only **one distribution per month**, so estimate the supplies that will be needed for that month.
3. When the order has been received, it will be packaged and distributed for delivery by itinerants and administration. If you do not receive your order, please notify your supervisor.
4. Only order what you will need for the month.
5. Please indicate on the warehouse form if you plan to pick up your warehouse order from the central office.