



Certified
EMPLOYEE HANDBOOK

Revised August 2013

*Welcome to the Twin Falls School District...
We are pleased to have you as a member of our staff.*



As a district committed to achieving excellence for our students, we believe that the achievement of our goals is dependent upon maintaining the quality of our employees and providing a supportive environment for students and staff.

If you are new to our district, we understand that joining an organization may require some adjustment. You meet new people, work in different surroundings, and are confronted with new policies, rules, and benefits. If you are a returning staff member, access to district-related information is important for your continued success.

This handbook has been prepared to serve as a quick reference to address basic district policies and procedures. It is not designed to be a comprehensive document detailing all district policies and procedures. If you have questions or concerns, or need in-depth information, please consult with your supervisor, building administrator, or the Human Resource Department for assistance.

Once again, whether you are a new or returning staff member, we welcome you to the Twin Falls School District, and we wish you every success.

Sincerely,

Wiley Dobbs, Ph.D.
Superintendent of Schools

BEFORE YOU BEGIN...

As a new employee of the Twin Falls School District, please be sure you have completed the following before you begin your work within the district:

- Complete a drug test
- Provide your fingerprints for a criminal background check
- Complete all your new employee paperwork
- Return a signed copy of the Handbook Form verifying that you accept and understand this handbook.

***Twin Falls Certified Handbook
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The information contained within this handbook is designed to help you understand the system for which you work, by providing an overview of some of the rights, policies, and benefits you have as a district employee. It is not intended to cover all policies and procedures in detail, but rather to serve as a general guideline. Please note, however, that as a Twin Falls School District employee, you are responsible for complying with all district policies in total, including those not outlined in this handbook. (The Complete Policy Manual is available online at www.tfsd.k12.id.us)

The information in this handbook, taken from Twin Falls School District Policies and the Collective Bargaining Agreement (CBA), is in a summary format. While this version includes the most recent information, changes after the printing of this handbook will be made available in a separate format. Information that may change from year to year (e.g., insurance coverage, changes in insurance carriers, salary information, etc.) is not outlined in this manual, but will be provided in other ways.

If you have questions or concerns about information listed in this handbook or the district's policy manual, please contact your supervisor or building administrator. If they cannot answer your questions, please feel free to contact the Human Resource Department for assistance.

PLEASE NOTE: This handbook has been prepared as a matter of information only. It is not intended to serve as a contract. This handbook supersedes all previous versions.

The Twin Falls School District #411 serves nearly 8,000 students. It is comprised of two senior high schools, one alternative high school, two middle schools, one alternative middle school, seven elementary schools, and one school operated at the Snake River Detention Center. All are accredited. The district is ranked eighth in size among Idaho's 114 school districts and operates on an annual budget of nearly \$65 million. It is one of the largest employers in an eight-county region, with more than 400 certified staff, 400 classified staff, and 200 on-call staff.

IN THIS SECTION:

- Administrative Offices
- Board of Trustees
- District Administration
- Mission Statement
- Philosophy
- Schools
- Organizational Chart

Administrative Offices

District Administration Office	201 Main Avenue West	733-6900, 733-6987 (fax)
Support Services	301 Main Avenue West	733-8456, 733-4861 (fax)
Extension Office	242 Main Avenue North	733-0134, 733-2895 (fax)

The district office is open from 8:00 - 5:00 Monday through Thursday and from 8:00 - 4:00 on Friday.

Board of Trustees

District policies are set and approved by publicly elected board members. The Twin Falls School District Board of Trustees consists of five members, each representing a different geographic zone of the city. Elected by qualified voters of their zone, board members serve three-year terms.

Board meetings are held twice a month at 7 p.m. in the board room at the District Extension Office or other designated locations. Meeting dates are posted on the district's web site or an employee may contact the clerk of the board for a copy of the schedule. The first board meeting of the month is a business meeting. The second meeting is reserved for training and special presentations. The public is invited to attend both sessions. Special board meetings are held when necessary and notification is posted in advance. Cancellation or changed dates are posted in advance, as well.

Agendas are posted on the front door of the district office, extension office, at the courthouse, and at city hall.

All board meetings feature a portion for public comments. Public and/or employee business matters brought before the board should be submitted in writing to the superintendent's office no later than noon on Wednesday preceding a regular board meeting. Items brought up as "unscheduled delegations" might not be acted upon, and at the Board's discretion, may or may not be addressed during that regular board meeting. Individuals wishing to be heard by the Board will need to contact the Clerk of the Board at 733-6900 x 1002 for guidelines and forms.

District Administration

While the board of trustees has the responsibility for governing the school district, the superintendent of schools is its chief executive officer. The function of the superintendent is to provide leadership in developing and maintaining the best possible educational programs and services, and to oversee and administer the use of all district facilities, property, and funds. All school employees are responsible to the superintendent.

The superintendent is assisted by administrative and support personnel. District administrators include:

- Associate Superintendent/Director of Federal Programs
- Director of Elementary Programs, Pre-K-5
- Director of Secondary Programs, 6-12
- Director of Fiscal Affairs
- Director of Educational Technology/Operations
- Director of Support Services
- Director of Human Resources/Community Relations

The human resource, communication, maintenance and technology departments are part of the administrative support group. With the exception of the support services and maintenance departments, administrative departments are located at the district office and can be reached by calling 733-6900.

Support services staff includes the audiologist, speech/language pathologists, school psychologists, social worker, gifted/talented facilitators, drug education coordinator, school mentors, substance abuse prevention specialists, and support personnel. Located at 301 Main Avenue West, that department can be reached at 733-8456.

The maintenance department is located on Highland Avenue. If you need to contact maintenance, call the maintenance supervisor at 733-4277 or contact the district office for assistance.

The Food Service Office is located at the District Extension Office. If you need to contact the Food Service Office, please call 733-0134.

Mission Statement

Our mission is to provide a quality education necessary for students to be successful in life.

Philosophy

We believe that all students should have the opportunity to achieve the skills needed to succeed in life. This includes being academic achievers, clear communicators, responsible citizens, complex thinkers, and quality producers, with the realization that learning is a lifelong process. It is our belief students achieve self-esteem by experiencing success and meeting educational challenges. Students should have the confidence to make reasonable and responsible choices.

Schools**High Schools:**

Twin Falls High School	1615 Filer Avenue East	733-6551
Canyon Ridge High School	300 N College Rd. W	732-7555

Middle Schools:

Vera C. O'Leary Middle School	2350 Elizabeth Boulevard	733-2155
Robert Stuart Middle School	644 Caswell Avenue West	733-4875

Elementary Schools:

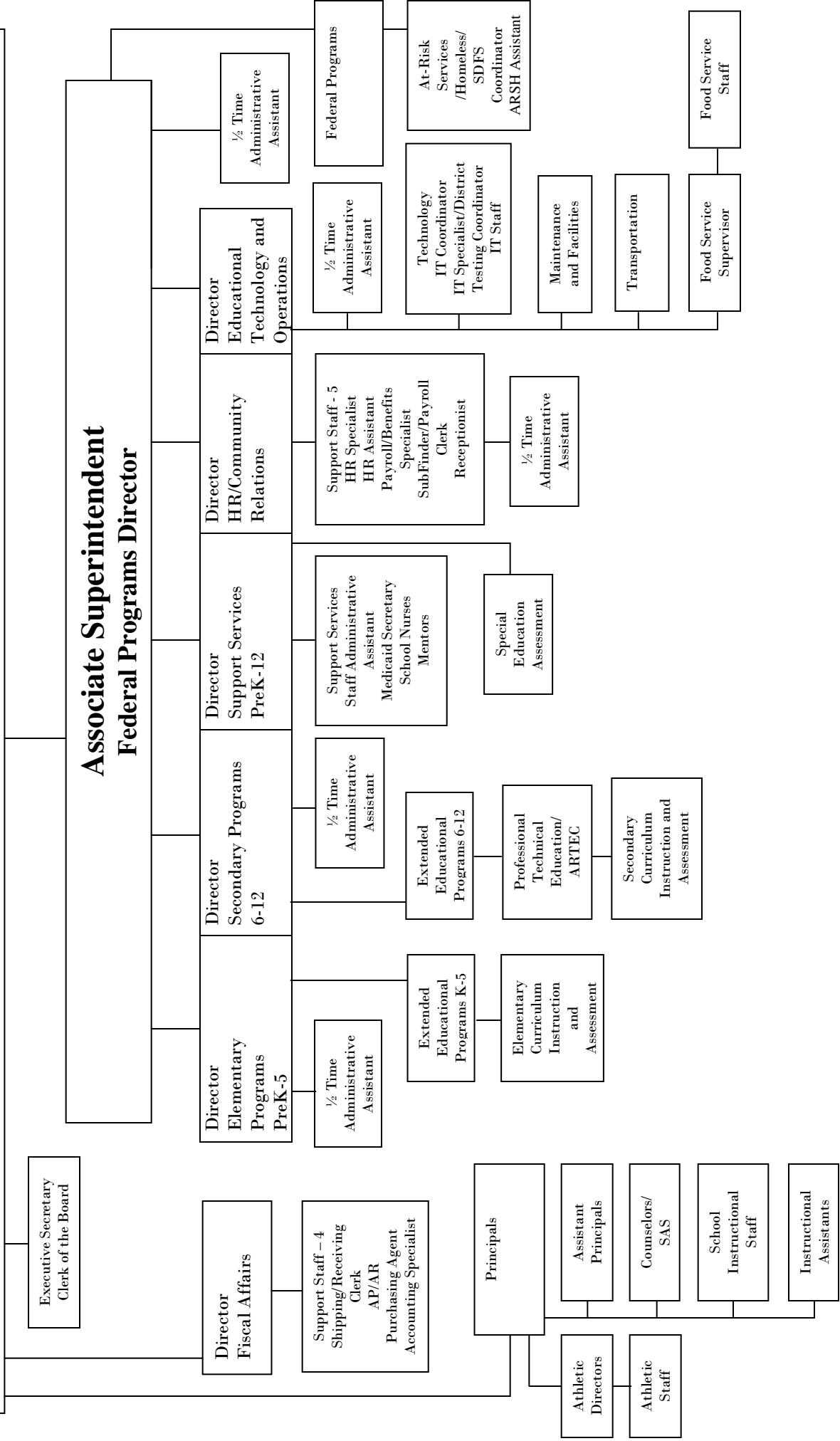
Bickel Elementary	607 Second Avenue East	733-4116
Harrison Elementary	600 Harrison Street	733-4229
I.B. Perrine Elementary	452 Caswell Avenue	733-4288
Lincoln Elementary	238 Buhl Street North	733-1321
Morningside Elementary	701 Morningside Drive	733-6507
Oregon Trail Elementary	660 Park Avenue	733-8480
Sawtooth Elementary	1771 Stadium Boulevard	733-8454

Alternative Schools:

Magic Valley High School	512 Main Avenue North	733-8823
Bridge Academy Transition Center	616 Eastland Drive	737-5282
Snake River Detention Center	2515 Wright Avenue	736-2588
Transition Center	2515 Wright Avenue	

Board of Trustees

Superintendent of Schools



Effective communication between staff and the community serves a vital purpose in providing a good work atmosphere. We have made a commitment to provide an efficient communication system. Along with the standard practices of U.S. and in-district mail services, voice mail and e-mail are part of our district communications network. With minimal training, you will be able to access these tools.

IN THIS SECTION:

- Computers
- E-mail
- In-District Mail
- Job Announcements
- Job Transfers
- U.S. Mail
- Voice Mail
- Web Page

Computers:

For the most part, employees have access to the computers within their building; however, employees need to consult the building administrator/supervisor to determine computer availability. Computer problems should first be directed to the designated building tech support person. An employee should consult with his/her administrative office for the name of the building tech support person.

The district has a formal computer policy. While general guidelines are listed in the District Policies section of this handbook, employees are bound by the agreement in its entirety and should be familiar with the document. The complete Computer Access Policy can be obtained from the employee's building administrative office or from within our e-mail system (All Public Folders, Public Folders, ann. Technology). Employees must follow the guidelines, although they are not required to sign the document.

E-mail

With minimal training, an employee should be able to access the district's e-mail system. We ask that employees refrain from sending broadcast messages as they reduce the efficiency of the network. Instead, employees should use the public folders section of e-mail to post professional/personal notices or advertisements. If an employee needs help accessing e-mail, the public folders, or setting up an e-mail account, he/she should contact the building technician. NOTE: E-mail is considered information within the public domain and may be requested or reviewed by sources inside or outside of the district. With internet access, an employee may also access e-mail from a home computer. For directions on using remote mail services, employees should access the district's email public folders, ann. Technology, Using Web Email.

In-district Mail

In-district mail is used to send communications between schools and the district office. Mail boxes are located in the administrative office of each building, with mail delivered daily during the school year. Employees should check with the building's secretary for pick-up and delivery times.

Job Announcements

As positions become available within the district, announcements are posted in different locations. Vacancies are posted at the district office in the reception area, in the Human Resource Department, within the e-mail public folder titled "ann. Human Resources," and on the district's web page.

Job Transfers

Employees interested in being considered for a job transfer should notify the Human Resource Department by using the in-district transfer/promotion form on the district web page under "Employment."

U.S. Mail

School-related correspondence may be left at each building's office to be sent via the postal service. Employees should follow the building's procedures in sending mail.

Voice Mail

To enhance communication among employees and the community, a voice mail system operates in conjunction with the phone service. A list of district extensions is available from each building's administrative office and in the public folders of our e-mail system (ann. Telephone Directory).

Web Page

The district maintains an active web page. Schools have the option to maintain a web page, but are responsible for the design, content, and upkeep of their school web page. If an employee has questions regarding the district's web page content, they should contact the Director of Human Resources/Community Relations at 733-6900 for assistance. Questions regarding school web pages should be directed to those schools.

Basic district policies and procedures help promote a quality working environment and help employees work more efficiently. If an employee has questions about any of the policies listed within this section, he/she should contact the district office and he or she will be directed to the appropriate department.

IN THIS SECTION:

- At-work Accidents
- Building Security
- Computer Access
- Equipment Maintenance
- Facilities Rental
- Maintenance Authorization
- Purchasing & Purchase Orders
- Safe & Secure Environment
- Smoke Free Buildings
- Supplies
- Travel & Travel Reimbursement

At-work Accidents

All accidents occurring at work must be reported to an employee's supervisor or building administrator immediately or within 24 hours, regardless of the severity of the accident or possible injury. An Accident Report will be completed by the supervisor (for reference, a copy is in the Forms section of this handbook). All employees requiring medical attention for work-related injuries must first report to the Occupational Health Center, 775 Pole Line Road, Suite 101, at St. Luke's Magic Valley Regional Medical Center, the district's designated initial service provider. If after-hours care is needed, employees must report to St. Luke's Magic Valley Physician Center at 630 West Addison, Suite 130. Report to the hospital Emergency Department only if the Occupational Health Center and Physician's Center are both closed. When reporting to the initial service provider (i.e., Occupational Health Center, Physician Center, or Emergency Department), employees should identify themselves as a Twin Falls School District #411 employee. After the initial contact, employees may seek medical services with the provider of his/her choice with approval from the Idaho State Insurance Fund. Before returning to work, employees must provide his/her supervisor or the Human Resource Department with a return to work release authorized by a physician.

Employees not following the initial service provider procedures described above may be held responsible for initial visit fees associated with medical services rendered by any other health care provider. The district also reserves the right to require that the employee be seen by the Initial Service Provider, even if the employee has already received medical services from other health care providers.

Building Security

If an employee is issued a key for school property or building entrance, he/she must assume responsibility for the custody and appropriate use of each key. Keys are not to be duplicated without proper authorization. If an employee should lose his/her key(s), the loss should be reported to the building administrator as soon as possible. If an employee is unable to find the key(s) within a reasonable time period, he/she may be required to pay for the key replacement and lock alteration.

Security cameras have been installed in the administrative offices of all district buildings and within selected areas in each school. Many buildings have also installed security alarms. Employees should check with the building administrator for any security measures he/she needs to follow in accessing his/her building.

Computer Access

All Twin Falls School District policies and procedures pertaining to behavior and communication apply to computer and network use. School district computer users are expected to act in a responsible, ethical and legal manner, in accordance with the missions and purposes of the district and the laws of the State and Federal Government.

Use of the computers and network is a privilege, not a right, and the privilege may be revoked at any time for unacceptable conduct. Employees need to be sure to read through the entire Computer and Network Use Policy as it also addresses areas such as acceptable postings, false entry, data security, and access to the Internet. Twin Falls School District employees are bound by the computer use policy and encouraged to become familiar with the policy in its entirety, as well as the agreement students/parents must sign before students may have access to district computers and the Internet.

Equipment Maintenance

All equipment should be well-maintained. If any machine fails to work properly, employees should follow his/her building's policy for maintenance. Problems with computers, networked printers, peripherals, or networking connections should be reported directly to the building support person who works with the building technician or the technology department to resolve problems. Problems with classroom phones should be directed to your building support staff or building technician. Problems with office phones should be directed to your building's secretary.

Facilities Rental

School district facilities are available for rent by district personnel and community members. For rental information and fees, please contact the Finance Department at 733-6900.

Maintenance Authorization

If an employee has maintenance concerns that need to be addressed within his/her office or work space, he or she should contact the building administrator.

Purchasing and Purchase Orders

Department and/or building funds are available for staff members to purchase classroom materials. We suggest that employees become aware of their building's protocol in submitting requisitions for purchase orders by talking with the supervisor or building administrator. Authorized employees will receive guidelines and training for using electronic requisition processing procedures.

Invoices to be paid by the district must have a school district purchase order number. The purchase order must be secured in advance, with proper authorization from the school administrator and purchasing department. Purchases made without following proper procedures will be the responsibility of the purchaser. If employees have questions or need clarification on the procedure, they should contact their supervisor, building administrator or the purchasing department at the district office. Purchase order deadlines are announced each spring. Employees need to follow year-end procedures.

Safe and Secure Environment

The district recognizes the need for a well-planned, emergency, disaster, and anti-violence preparedness program. The district's Crisis Response Manual helps to meet needs associated with these areas. The manual is available at the administrative office of each building, or employees may make a copy to place in an easily accessible area. Employees are encouraged to become familiar with the manual's contents, and administrators are encouraged to acquaint staff with its policies and procedures.

A safe and secure environment also includes maintaining a work environment free of violence. As such, use of intimidation in the workplace (including verbal harassment, threats or acts of violence and/or physical acts of violence against students and/or employees) is grounds for disciplinary action, up to and including termination.

Smoke Free Buildings

In order to protect the health of students, staff, and the general public who use our facilities, provide a healthy working environment, and promote good health habits, tobacco use will not be allowed in school district buildings or on our grounds. Tobacco use is defined as smoking any kind of lighted pipe, cigar, cigarette, or any other lighted smoking equipment or material, or chewing or sniffing a tobacco product.

Supplies

Although some supplies may be provided to staff members through the building office, additional supplies may be available through departmental or building funds using the district's purchase order system. Please visit with your building administrator or department head for details. Funding for supplies such as textbooks, consumable workbooks, etc., will be assigned to each school on a per-pupil basis.

Travel and Travel Reimbursement

Employees who must use their own vehicles for travel related to their jobs may receive mileage reimbursement with the advance approval of their principal or immediate supervisor. In-district mileage must be reported on the Monthly Mileage Report form due on the 25th of each month. Reimbursement is paid quarterly (the amount is listed on the form). (A sample document is included in the Forms section of this handbook.)

Employees traveling out-of-district for conferences, workshops, etc. must receive prior approval from their immediate supervisor, or the district will not be responsible for the payment of the travel expenses. Employees must complete the Prior Approval of Travel form in order to receive reimbursement. Prior approval requests must be turned in six weeks prior to travel for board approval.

Receipts and/or logs must accompany the travel reimbursement requests. The district will reimburse only the actual cost of meals, including tax and gratuity. Meal costs in excess of maximum allowances will not be

reimbursed, unless an exception to the maximum is made by the superintendent. Actual costs for transportation, lodging, parking, and/or registration are reimbursable.

Travel and expense reimbursement will be paid the day following the board's business meeting, if proper documentation and approval signatures are received by the accounts payable department. The signed and completed documents must be received before the last working day of the month prior to the business meeting.

The teaching and administrative staff of our district is a multi-talented group of individuals hired for the specific skills and abilities they bring to the district. Whether working in the classroom, counseling students, providing support services to students, or attending to administrative duties, each of you contributes to the smooth functioning of your department, building, and the district.

Although your supervisor is primarily responsible for discussing problems and solutions or developing and maintaining an effective department, the Human Resource Department is also available to answer questions or provide assistance as needed.

IN THIS SECTION:

- Affirmative Action
- Americans with Disabilities
- Background Checks/ Employee Badges
- Certification Requirements
- Continuing Contract Law
- Compliance with Wage-Hour Law
- District Protocol
- Dress Code
- Drug Free Workplace
- Employment
- Employee Definitions
- Employment/Supervisor of Family
- Equal Opportunity Employer
- Family Medical Leave Act (FMLA)
- Grievance Procedures
- Immigration Law
- Job Postings
- Personnel Records
- Professional Attitude
- Reduction-in-force
- Sexual Harassment
- Suspected Child Abuse
- Workers' Compensation
- Unemployment Insurance

Affirmative Action

The affirmative action program provides for equal opportunity in employment and delivery of services as set forth in the law. There will be equal treatment of employees in recruitment, employment, training, promotion, and other personnel practices. Positive action will be taken to ensure equal employment opportunities based on an individual's qualifications for and/or job performance in relation to organizational needs. A copy of the Affirmative Action Policy and Plan is on file at each school or can be found in the policy manual online at www.tfsd.k12.id.us.

Americans with Disabilities

The district follows rules and regulations as set forth by the Americans with Disabilities Act of 1991.

Background Checks / Employee-ID Badges

In accordance with Idaho Code 33-130, criminal history checks (including fingerprinting) for school district employees will be conducted on all employees who started their employment with the Twin Falls School District after July 1, 1991. Background checks must be submitted no later than 5 days after the employment date. Employees are responsible for the fingerprinting fee. All fingerprinting takes place at the District Office.

Employee badges are available for all staff members and each member is required to wear them for identification purposes when at a school. Employees should contact their supervisor or building administrator when an identification badge is needed. When visiting another building, staff members need to remember to check in at the office. If an employee does not have an employee badge, he or she should pick up a visitor badge at the building's front office at the time of the visit.

Certification Requirements

Because all certificates for teaching are issued by the state, applicants for teaching certificates must have complete transcripts of all college credits sent to the Certification Division of the State Department of Education and make formal application for the kind of certificate and endorsement needed. An evaluation of transcripts will be made, and the applicant will be notified by the state's certification department of any deficiencies. Employees or potential employees may check with the Human Resource Department for certification, recertification, endorsement applications, and state department phone numbers. Certificates lapse on September 1, in the year of the expiration date.

Teachers applying for certification for the first time in the state must provide documentation of this process to the Human Resources Department before September 1, of the current school year. Please contact the Human Resources Department if you need clarification or assistance.

Contracts

Certified employees may be placed on a Category 1, 2 or 3, or Renewable Contract. For specific information on the different contracts, please review Twin Falls School District Policy #444: Employment Contracts with Certificated Employees.

District Protocol

District protocol follows the district's chain of command (see Organizational Chart, Basic Information). Concerns should be discussed directly with the person with whom an employee is having difficulty with and then with his or her direct supervisor. Specific procedures may be found under the Grievance Procedures located in this section.

District Dress Code

The Dress for Success code supports workplace norms for professional attire. It is the desire and intent of the Twin Falls School District to adopt a dress code to create a professional environment in our schools that is conducive to learning and free of potential distraction or danger. Employees are to observe the following guidelines regarding attire:

1. Clothes must conceal undergarments and undergarment straps at all times. No see-through, worn, faded, torn, excessively tight, or revealing attire is permitted.

- A. Shirts must have a modest neckline and be long enough to cover the midriff (front and back). No spaghetti straps, tank tops, tube, off-the-shoulder, halter tops, or muscle shirts will be allowed. No backless, strapless, or half tops are to be worn.
 - B. Skirts or dress shorts must be no shorter than just above the knee in length. No sleepwear or loungewear clothing allowed.
 - C. Pants must be worn at hip-level or higher.
2. Hats or head coverings (including sunglasses) of any kind are not to be worn inside the school buildings.
 3. Professional and appropriate footwear must be worn at all times.
 4. Employees are prohibited from wearing or carrying clothing, accessories or jewelry, or displaying piercings or tattoos, which by picture, symbol, or word, depict or allude to any of the following:
 - A. Drug usage, including alcohol and tobacco;
 - B. Controlled substances of any kind;
 - C. Drug paraphernalia;
 - D. Gangs;
 - E. Violence, hate groups, racial separation;
 - F. Sexually explicit, lewd, indecent, or offensive material; or
 - G. Illegal acts.
 5. Visible body piercing or magnetic/glued jewelry on face, eyes, arms, hands, tongue, and feet is prohibited. Earrings and nose studs are allowed. Spikes, chains, wallet chains, studs, bolts, dog collars, needles, pins, sharp objects, or other jewelry deemed unsafe is not allowed at school.
 6. Food Service and Maintenance staffs have additional and/or separate dress code requirements due to the nature of their positions. Requirements will be provided at the time of employment.

There may be exclusions to the dress code for religious or health reasons. It is not the practice of the Twin Falls School District to support “dress down Fridays.” The building administrator or designee may determine appropriate attire options for special activity days. It is the responsibility of the building administrator or designee to enforce this dress code.

Drug Free Workplace

The district recognizes drug and alcohol dependency as a serious problem, as well as a health, safety, and security threat. To comply with Idaho Code, the district has established a Drug Free Workplace policy. As part of this policy, the district will not hire anyone who tests positive for alcohol or drugs. All employees, prospective employees, and on-site contract personnel are subject to the conditions and terms of the policy while conducting Twin Falls School District business.

Employment

The recruitment, selection, and employment of personnel shall be based on the needs of the district, and the individual's qualifications and ability to perform the essential functions of a specific position. Written job descriptions that identify the position and describe the essential functions, skills, knowledge, abilities, characteristics, requirements, and general duties required of each position are available in the district office. Terms of employment and the evaluative basis for the position are also listed. The job descriptions should not be interpreted as complete, and employees shall perform duties assigned by the board, supervisors, or other administrative authority.

Employee Definitions

District employees are identified as benefits-eligible, partial benefits-eligible, non-benefits eligible, and temporary. Individual work schedules are available from the building administrator or the Human Resources Department.

Benefits-eligible (full-time) employees work at least seven hours per day, five days per week for more than five

consecutive months. They qualify for enrollment in medical/dental/life insurance programs and mandatory membership in the state retirement system. Full-time employees accrue three personal days per year and are allocated 9-12 sick days per year commensurate with the number of daily hours assigned to the position. Year-round full-time employees also earn vacation leave based on their years of service to the district. Eligible employees who have accumulated less than seven years of continuous employment earn 6.64 hours of vacation per month of employment. Eligible employees who have accumulated seven years of continuous employment earn 10 hours of vacation per month beginning the first complete month following their seven-year anniversary. Maximum carry-over of vacation cannot exceed two years of actual vacation credit. Employees working less than twelve months will not be eligible for paid vacation benefits. Employees must request permission from their immediate supervisor to schedule vacation days.

Partial benefits-eligible (half-time) employees work at least four, but less than seven hours per day, five days per week, for more than five consecutive months. They qualify for enrollment in medical/dental/life insurance programs and mandatory membership in the state retirement system. Half-time employees accrue three personal days per year and 9-12 sick days per year commensurate with the number of daily hours assigned to the position (e.g., four-hours per day equals a four-hour personal or sick day). The district pays one-half of the health care insurance for partial benefits-eligible employees.

Non-benefits eligible (part-time) employees work less than twenty hours per week for more than five consecutive months. They are granted three personal leave days per year and earn 9-12 sick days per year, commensurate with the number of daily hours assigned to the position (e.g., four-hours per day equals a four-hour personal or sick day). Part-time employees do not qualify for enrollment in medical/dental/life insurance programs or the state retirement system.

Temporary employees work less than five consecutive months. They do not qualify for leave benefits (vacation, sick, personal, or bereavement leave), holiday pay, retirement or insurance programs (medical, dental, or life). Substitute teachers and casual or short-term custodians are considered temporary employees.

Employment/Supervision of Immediate Family

The district will not employ any person whose position is subordinate to an immediate family member's supervisory position. In addition, no incumbent in an administrative position may directly supervise a member of his/her immediate family (i.e., spouse, son, daughter, sister, brother, mother, or father). Where a situation existed prior to the passage of the policy, alternative supervision will be arranged.

Equal Opportunity Employer

School District #411 engages in equal opportunity in employment and delivery of services as entrusted by Affirmative Action and specifically prohibits "...discrimination on the basis of sex, age, race, color, ancestry, disability, national or ethnic origin, exceptionality, religion, conditions of birth, or family and political relationship" in employment and delivery of services. With respect to the employment policies, there will be "...equal treatment of employees in recruitment, employment, training, promoting and other personnel practices." The only basis for employment will be organizational needs, individual merit, and job performance. There will be equal pay for equal work. Any person who feels they have been discriminated against should contact the associate superintendent.

Family Medical Leave Act

The district implements as policy, the rules and regulations required by state and federal laws in accordance with the Family and Medical Leave Act (FMLA) of 1993. Eligible employees may not use more than 12 weeks of FMLA leave within a 12 month period. FMLA leave is granted for birth, adoption or foster care, serious illness of spouse, son, daughter, parent, or serious illness of the employee. An employee should contact the Human Resources Department for further information. (See page 25 for more information.)

Grievance Procedures

The district recognizes the meaningful value and importance of full discussion in resolving misunderstandings and preserving good relations between personnel. We also understand that from time-to-time there may be misunderstandings and questions concerning rules, policies, and personnel issues. In many cases, simple misunderstandings can be cleared up immediately. If the misunderstanding is not resolved, the district's grievance policy provides a way to resolve problems and address complaints rapidly, fairly, and

without fear of reprisal.

The first step in any grievance procedure is for an employee to discuss the problem directly with the person with whom he or she is having difficulties or with his or her direct supervisor. If an employee feels a complaint has not been adequately answered or settled, he or she then needs to follow proper district protocol, established by the board through the Grievance Policy (P.465), to ensure equitable resolution of any grievance or complaints.

Immigration Law

It is district policy to comply with the immigration laws of the United States. All employees are required to show proper documentation, including driver's license, or identification card issued by federal, state, or local government agencies (e.g., a social security card or birth certificate) as part of the employment process.

Job Postings

As vacancies become available, job notices are posted at the district office, in the Human Resources public folder section of our e-mail system, and on the district's web page. If you are interested in an in-district transfer, you may contact Human Resources Department for information or check the district website.

Personnel Records

Employee records are maintained by the Human Resource Department. These records may include application forms, a list of questions used in interviews, or pre-employment inquiries. Evaluations and records giving reasons for demotions, terminations, or other personnel actions will also be kept in the file. Employee records may be maintained for a minimum of two years after an employee leaves the district. An employee should contact the Human Resource Department for an appointment if he or she is interested in viewing his or her personnel file.

Changes in your address or telephone number may be made through our web portal, I-Visions. Changes in marital status must be made in person at the Human Resource/Payroll department.

Professional Attitude

The Code of Ethics, published by the Professional Practices Commission, State of Idaho, shall at all times, apply to all certified employees of Twin Falls School District #411. For information regarding the Code of Ethics, certified employees may request a copy from the Human Resource Department, or the Idaho State Department of Education, Professional Practices Commission, Boise, Idaho.

Reduction-In-Force

While job security is important to everyone, it may become necessary for the district to reduce the number of people it employs. When a decline in enrollment, program reduction, loss of revenue, or any other reason requires a reduction in staff, the administration shall attempt to accomplish the same by attrition. If the necessary staff reduction cannot be adequately accomplished by attrition, the administration shall consider reducing personnel in all areas. Specific information may be obtained from the Human Resource Department.

Sexual Harassment

The district is committed to maintaining a working and educational environment which fosters appropriate and respectful conduct and communication between all persons employed by, associated with, or attending schools within the district. The district does not condone sexual harassment (e.g., unwelcome sexual advances, requests for sexual favors, other verbal or physical conduct of a sexual nature) and/or discrimination based on gender differences. The district will use both formal and informal procedures to promptly investigate each complaint, while making every effort to assure and protect the rights of both parties. Violation of policy will lead to disciplinary action appropriate to the circumstances and may include verbal and written reprimands, suspension with pay, suspension without pay, demotion, expulsion, or dismissal. Persons with supervisory responsibilities for employees or students are expected to report and/or to take appropriate supervisory action when they know of sexual harassment. For specific information, please refer to the policy manual P.414.

Suspected Child Abuse, Abandonment or Neglect

Any school district employee or volunteer having reason to believe that any child under the age of eighteen has been abused, abandoned, or neglected, or who observed the child being subjected to conditions or circumstances which had recently resulted in abuse, abandonment, or neglect, will report or cause to be reported within twenty-four hours such conditions or circumstances to the proper law enforcement agency or the Department of Health and Welfare. Failure to report abuse, abandonment, or neglect will be a misdemeanor.

Workers' Compensation

An employee who is receiving worker's compensation benefits may choose to supplement the worker's compensation benefits to equal the pay the employee would if not injured with accrued sick or vacation leave, or earned compensatory time. Employees will not be allowed to utilize such leave to receive a wage or salary in excess of the amount the individual would have been paid if not injured. Please refer to the Employee Section of the TFSD Policy Manual or with the Payroll Specialist for more information.

Unemployment Insurance

District employees are covered under the State Unemployment Insurance law. An employee is entitled to unemployment insurance benefits subject to regulations established by law.

As a member of the certified staff of the Twin Falls School District, you play an integral role in the instruction of our community's children. Your attendance is important to staff and students alike. We also know that there will be times when you will not be at work. The district has implemented "SubFinder" for all employees to report absences. If your absence requires a guest teacher you will also request this through SubFinder. If you have questions concerning SubFinder, please contact your building secretary or the SubFinder Coordinator at the district office. If you know in advance that you will be attending a workshop or conference, please make arrangements far enough in advance so that your guest teacher can become acquainted with your daily routine in order to provide the best possible educational experience for your students in your absence.

IN THIS SECTION:

Administrative Leave
Adverse Weather Closures
Appointments
Arranging for a Substitute
Attendance
Bereavement Leave
Emergency Leave
Jury Duty
Leave of Absence
Military Leave
Personal Leave
Professional Leave
Short Term Leave of Absence
Sick Leave
Vacation Policy
Work Schedule

Administrative Leave

Administrative leave shall be defined as employee leave taken at the request of the school district in order to attend training, conferences, or workshops. Such leave will be at the discretion of the Principal and will not be charged against the employee's personal or sick leave. Employees should contact their building principal if they have questions.

Adverse Weather Closures

From time to time, adverse weather conditions may result in school closure. In such an event, the district office and maintenance/custodial departments will remain open for normal operations. Building personnel will be notified of the school closure, but will not be required to report to work.

Appointments

The district recognizes that there are occasions when employees have to schedule appointments during work hours. Please check with your building administrator/principal for information on individual building policies regarding appointments.

Arranging for a Substitute Teacher

Arrangements for substitute teachers are handled through SubFinder. If you are unable to report to work due to an unplanned absence, please contact SubFinder by telephone or SubFinder Web Connect. A link is available on the district's web site. Please make your arrangements as soon as possible so that substitute arrangements can be made. NOTE: You are responsible to contact SubFinder to arrange for a substitute teacher, even if you attend a district-sponsored meeting. If you have questions concerning the SubFinder system, please contact your building secretary or the SubFinder Operator at the district office. **All absences must be entered into SubFinder whether or not a substitute is required.**

Attendance

Regular attendance and punctuality are required so that employees may fulfill the duties assigned to them. Habitual absences or tardiness can result in disciplinary action up to and including termination of employment. To maintain good standing under the attendance policy, employees should not exceed authorized leave provided by the district (e.g., sick, personal, or vacation). Vacation and personal leave days are to be approved by the supervisor in advance. If an employee has exhausted all available authorized leave and leave-without-pay is needed, it must be approved by the Superintendent of Schools. **All absences must be entered into SubFinder whether or not a substitute is required.**

Bereavement Leave

Employees are offered three days of Bereavement Leave per school year for a death of an immediate family members (parent, spouse, children, grandparent, brother, sister, uncle, aunt, or immediate in-law). This leave is not deducted from sick or personal leave. If an employee needs additional leave, bereavement leave is granted at the discretion of the district and will be deducted from accumulated sick or personal leave. Bereavement Leave is not cumulative or reimbursable if not used. If an employee has questions, he or she should contact her or her building administrator. Unusual cases not included may be brought to the attention of the Superintendent of Schools.

Emergency Leave

Emergency leave shall be defined as leave taken due to a situation that has been suddenly precipitated, is unplanned, or where preplanning could not relieve the necessity of the employee's absence. Emergency leave days are not to be used as an extension of an illness or days defined and recorded as sick leave days. A maximum of five emergency days are available for use during the school year, after the employee's accumulated personal leave days are exhausted. The employee will receive regular pay less the current substitute rate per day while on emergency leave. The superintendent or his designee will determine what is to be considered a bona fide emergency day.

Jury Duty

Employees serving on jury duty will receive their regular pay less any money granted from the court for such jury duty. Funds received for jury duty service are to be submitted to the payroll department. Travel funds incurred and paid by the Court to the employee shall remain the property of the employee. Employees are

asked to refrain from donating their jury duty pay to any solicited cause as these funds are to be placed in the district's reimbursement to offset wages paid to the serving employee.

Leave of Absence

A one-year leave of absence may be granted to any fully certified teacher who has completed not less than two years' service in the district, and who has been recommended for employment during the succeeding year:

- If the teacher is enrolled in full-time attendance at a college, university, technical school, or has accepted a position in a state or national office
- Notice of intent and application for leave has been submitted by the teacher; or
- If illness, childbirth or adoption, family emergency or other circumstances occur that are beyond the teacher's control and a qualified replacement can be secured

The district will attempt to contact a teacher on leave of absence during March of the leave year to learn the teacher's intent regarding teaching for the succeeding year. In return, the teacher must notify the board in writing no later than April 1, if he/she wishes to accept a contract. A leave of absence is considered a break in service. The teacher returning from such leave will be placed on the current salary schedule. Sick leave accumulated prior to the one-year leave of absence will be credited to the teacher upon resumption of service in the district. An employee on leave of absence may continue health coverage at their own cost under COBRA. Employees will be billed directly for monthly premiums. Coverage under COBRA extends only up to 18 months total. Employees not returning after a one-year leave of absence may stay on the COBRA coverage or convert to an individual plan. For details, please contact the payroll specialist at 733-6900.

Military Leave:

Please refer to the Policy Manual for Military Leave guidelines and information.

Personal Leave

Qualifying employees earn a total of three personal days per year, commensurate with the number of daily hours assigned to the position. Requests to use personal leave must be made to the building principal; however, leave will be limited to extenuating circumstances during the first two weeks of school, the last two weeks of school, or two days immediately preceding or following a school vacation.

If at the end of the contract year an employee has unused personal leave, they may forward up to four personal days to the next year. If an employee accrues seven personal leave days, four days may be forwarded and the employee will be paid for the remaining three unused days. NOTE: The maximum number of days an employee can accrue in one contract year is seven. In order to collect pay for unused personal leave days, the employee must complete Form PLD-3 and send it to the payroll department at the district office. Unused personal leave days, up to four, will automatically be forwarded to the next year if you do not complete the PLD-3 Form stating otherwise. This form is available from a building's administrative office. Selected options and forms must be received by the district office no later than June 1, of the contract year.

In the event an employee resigns from employment with the district, the employee will be paid for all earned, unused, personal leave days. Classified employees electing to be paid for personal leave will receive 50% of their daily wage for each day not used.

Professional Leave

Each year, leave days are set aside for professional development for certified staff. Teachers wishing to receive professional leave must fill out Professional Leave request forms and submit them to the Professional Leave Committee (PLC), at least five days before needing the leave. The requests will be processed by the PLC who will render an approval. (If you need information on the number of days available, please consult with your building administrator.) Professional leave days are not counted as part of the employee's personal or sick days.

Short Term Leave of Absence Without Pay

The superintendent may grant an employee a short term leave of absence without pay (60 days maximum)

during the contract or working year when unusual circumstances arise that are not provided for in other existing policies. An employee who needs more than 60 days of leave without pay shall request a one-year leave of absence. This leave is not intended to extend sick leave for routine illness or absence. In general, short term leave is not available to probationary employees in their first 90 days of employment. Unauthorized short-term leave without pay will be considered in violation of the district attendance policy.

Sick Leave

Employees are entitled to one day of sick leave for each month of service, with a maximum accrual threshold aligned with the district's maximum accrual threshold. Upon retirement from the district, unused sick leave may be converted to cover district sponsored medical insurance premiums at the prevailing conversion rate provided by PERSI. Employees may also use sick leave when absence is due to illness of an employee's spouse, children, or parents. One day of sick leave is equivalent to the hours an employee works in a regular day. For example, one sick leave day for a four hour employee is four hours. The superintendent may make exceptions when circumstances are not covered by exact district policy language. In such cases, the request must be made in writing, outlining the special circumstances. Absence due to injury incurred in the course of the employee's employment shall follow Workers' Compensation guidelines.

Vacation Policy

Employees who are on a twelve-month work schedule are eligible to earn vacation time.

Work Schedule

The teachers' normal school day is not to exceed 8.5 hours from arrival to departure. Certified personnel work days will include a duty-free lunch of at least 30 consecutive minutes and a duty-free prep of at least 45 minutes. To verify school starting times, or to ask for a variation in the schedule, consult with your building principal or immediate supervisor.

This is a summary of benefits presented solely for information purposes. It provides a brief overview of insurance coverage, medical insurance, and retirement. Current insurance information is available from the district office. Because some of the information in this section changes from year to year and may depend on the Collective Bargaining Agreement, you are encouraged to visit with your building principal, immediate supervisor, or the Human Resource Department for clarification.

IN THIS SECTION:

Comprehensive Auto Liability
Disability
General Liability
Medical, Life and Dental
Non-Work Related Injury/Illness
PERSI
Retiree Benefits
Sick Leave Bank
Workers' Compensation

Comprehensive Automobile Liability

Insurance coverage is provided for vehicles owned or leased by the school district, in conjunction with school district business. This coverage applies to staff who operate personal vehicles on behalf of the school district, but it is secondary to the primary coverage on that vehicle. In some job classifications, employees use personal vehicles to conduct district business. In these instances, personal auto insurance coverage of \$300,000 or more is recommended. If an employee is going to use his or her vehicle for district business they must complete a liability form and attach a copy of their driver's license.

Disability (Americans with Disabilities Act)

See the Twin Falls School District Policy Manual found online at www.tfsd.k12.id.us.

Medical, Life and Dental Insurance

District-paid medical and dental benefits are provided for all benefits-eligible employees who work seven or more hours per day. Eligible employees may choose to purchase additional coverage or programs offered within a "125 Plan." Benefits-eligible employees are covered by a \$20,000 term life, accidental death and dismemberment insurance policy paid by the district. Because the amounts paid and benefits covered may vary from year to year, current insurance information is available from the Human Resources/ Payroll Department.

Employees working four or more hours per day for more than five consecutive months are considered partial benefits-eligible and may participate in all insurance benefits by contributing one-half of the required premiums, with the district contributing one-half. Employees who work less than four hours per day will not be eligible for any of the insurance benefits.

Eligible personnel must be enrolled in either the Preferred PPO, or the PPO HSA Basic insurance program (medical, life and dental) in order to participate in the district contribution for insurance.

Non-Work Related Injury/Illness

An employee who sustains an injury or illness that is non-work related, but prevents the performance of a job shall remain employed under the guidelines of the Family Medical Leave Act (FMLA). Sick, personal, and vacation days used will run concurrently. In order to qualify for FMLA, an employee must have worked for the district for at least 12 months and 1,250 hours. If the employee uses all available leave and is unable to return to work, the employee may request a leave of absence, submit a letter of resignation, or be terminated. Insurance issues should be referred to the Payroll Specialist. Because of the complexity of issues surrounding FMLA leave, however, employees are encouraged to contact the Human Resource Department for clarification and details.

The leave year for each employee shall begin upon the first day of FMLA leave and count forward for 12 consecutive months. Eligible employees may have FMLA leave days granted for birth, adoption, or foster care, or for serious illness of spouse, son, daughter, parent, or employee. The district will pay medical, dental, and life insurance premiums for eligible employees during non-paid granted FMLA days, up to a maximum of 12 weeks. The district may require recovery of insurance premiums paid, if the employee does not return to work for the district after the use of the days. The employee should notify the district as soon as possible and no later than 30 days in advance of the time needed, if foreseeable, and all days used prior to or after the event requiring the use of FMLA days may be counted as FMLA days, if they are related to serious health problems.

Public Employees Retirement System of Idaho (PERSI)

Employees of public schools are required by law to be members of and participate in the Public Employees Retirement System of Idaho (PERSI). Employees who work twenty hours a week or more for a minimum of five months in each calendar year must also participate. This retirement program does not affect the Social Security program, but is in addition to contributions given and benefits gained under Social Security. Should a member leave public employment, all accumulated contributions will be refunded after completion of Request for Separation Benefit Payment. No out-of-state service is granted under PERSI. Detailed information regarding district and state retirement policies and procedures may be obtained from the payroll specialist and/or the PERSI representative. You may contact the PERSI office at 1-800-451-8228.

Retiree Benefits

Twin Falls School District #411 implements as policy the rules and regulations provided by state and federal law which prohibit a mandatory retirement age. Retirees are eligible to continue insurance benefits and will be notified by Blue Cross of retired employees' group insurance programs. If the spouse is employed in the district, they may carry the retiree. At age 65, retirees may apply for a Medicare Supplement within a 30-day grace period.

Retirees are eligible for benefits under the State Public Retirement System. Insurance coverage to be provided will be based upon the cash value of one-half of the employee's unused sick leave. The cash value will be calculated at the time of retirement and transferred to the Idaho Public Employees Retirement Board to pay insurance premiums on insurance programs carried by the retiree.

Sick Leave Bank

A certified employee sick leave bank has been established to help cover absences when an employee requires additional time beyond any accumulated sick days. Certified employees may voluntarily participate in the Certified Sick Leave Bank by contributing a minimum of two sick leave days prior to November 1. In general, an employee must meet the following eligibility requirement:

- Be a contributor to the bank
- Be absent from work due to illness or accident
- Use all accumulated sick, personal leave and class coverage units

Applications for use of sick leave bank days are to be submitted to the Sick Leave Bank Committee for approval. Terms and conditions of the Sick Leave Bank can be found in the Collective Bargaining Agreement and the Twin Falls School District Policy Manual. Please contact the Human Resources Department if you have questions.

Workers' Compensation

See Employee Policies section of this handbook or consult the Policy Manual.

Each position in the district has a title and salary based on skills, knowledge, and experience required for that level. Wages have been established based on working conditions, job requirements and responsibilities, and prevailing community rates. For the most part, annualized salary schedules are determined by yearly available monies and negotiation outcomes. The aim is to provide optimum benefits and compensation to our staff.

IN THIS SECTION:

Advancement on Salary Schedule
Collective Bargaining Agreement
Direct Deposit
Frequency of Credit
Holidays
Paydays
Payroll Deductions
Salary Schedule/ Index

Advancement to Interim Steps on Salary Schedule

All credit hours to advance on the salary schedule must be earned subsequent to a degree and certificate. All credits earned above a Bachelor's Degree must be graduate hours; however, up to 15 semester hours of course work with a starting date after June 20, 1979 may be lower/upper division credits.

To move to the next pay column on the salary schedule, you must have earned 15 semester credit hours beyond your current placement. Up to 15 undergraduate course work credits may be accepted for horizontal advancement on the salary schedule. As of July 1, 2002, additional undergraduate technology classes taken subsequent to the implementation of the Idaho technology competency requirement may be accepted for horizontal advancement. Please consult with the Human Resource Department staff for specific dates when official transcripts are due to that department.

Collective Bargaining Agreement (CBA)

A copy of the current year's Collective Bargaining Agreement between the TFEA and the District is available online at www.tfsd.k12.id.us under staff resources.

Direct Deposit

The Twin Falls School District requires all employees to utilize Direct Deposit. Employee can access their check information on Ivisions. Information on accessing Ivisions is available online at www.tfsd.k12.id.us under staff resources.

Frequency-of-Credit

Five Year Cycle: If a teacher begins teaching in the district during a year other than a year of state certification or recertification, the district's frequency of credit requirement (six semester credits every five years of employment) will be waived until the beginning of the teacher's next five year recertification cycle. From this year on, the district's frequency-of-credit requirements will coincide with the cycle of recertification.

Holidays

The district recognizes six official holidays. Staff working on a schedule that includes any one of the official holidays will receive a paid holiday. Paid holidays are: New Year's Day, Independence Day, Labor Day, Thanksgiving, and Christmas. If the holiday falls on Saturday or Sunday and is not observed on the previous work day or following work day, the employee shall be granted an additional day of holiday pay. If the district calendar committee establishes other paid holidays (e.g., Presidents' Day), staff will be granted that day as a paid holiday.

Paydays

Employees will be paid on the 25th of each month. If the 25th falls on a holiday or weekend, payday will be the business day previous to the 25th. For employees whose scheduled period gives them summers away from their building assignment, arrangements will need to be made before leaving for the summer to determine where paychecks will be mailed. Lost checks must be reported immediately to your supervisor or the payroll/Human Resources Department in order that proper action can be taken. Lost checks require a minimum five-business day wait before a paycheck can be reissued. Direct payroll deposit is available to all employees. Please contact the payroll office for enrollment forms.

Payroll Deductions

All salaries are subject to deductions for federal and state withholding taxes, OASDI, Medicare, and PERSI. Employees will receive a statement (W-2) of earnings and taxes withheld, no later than January 31 of each calendar year. If an employee leaves employment with the district, he or she should keep the district informed of his or her address so the appropriate forms can be forwarded.

Additional deductions that may be authorized by an employee include; additional withholding taxes, health benefit participation fees (medical, cancer, dental, or vision insurance), tax shelter annuities, credit union, or life insurance under the public employee retirement system. Employees will need to contact the payroll

department to authorize these or other withholding fees.

Salary Schedules/Index

All certified personnel must have a current certificate filed with the district office by October 15, or a paycheck will not be issued.

Initial placement on the schedule is determined by the Human Resource Department, in accordance with the Collective Bargaining Agreement. All semester credits pertaining to educational pursuits earned after conferring of the Bachelor's Degree and initial certification will be considered for initial placement. Initial placement credits are to be documented with an official transcript within two months of the starting date of the employee's contract period. Failure to document credits within the prescribed period of time could result in a salary reduction.

September 1, of each contract year is the last day to add credits for salary advancement. All credits added after September 1, will have no effect until the issuance of contracts for the succeeding year.

Teachers who do not meet the district's frequency-of-credit requirements will not be advanced on the salary schedule. Teachers who do not meet the state's frequency-of-credit requirements will receive non-certification status. Credits for the district requirement may be earned by correspondence, through extension work, or on campus. Travel may be allowed when it is sponsored by an accredited institution of higher learning, credit is given, and credits are shown on a transcript.

Certified personnel working over one-half of the contract period will be credited for one full year of experience on the salary schedule. Credit for previous experience will be given at the ratio of one-for-one. (Example: a teacher with nine years of experience would start on the tenth step of the salary schedule.)

Performance evaluations provide a systematic opportunity to discuss work development. In order for you to understand what is expected and where you stand in relation to the job requirements, this evaluation review is held annually. In this setting, you will also have the opportunity to express your evaluation of your performance.

As an educational facility, we value continuing education. In-district sponsored classes may be offered in areas which may help with recertification credits. Information regarding these classes will be presented as available.

IN THIS SECTION:

Defining Your Job

Misconduct

Performance Evaluation

Reassignment/Transfers

Supervision

Suspension

Training & Education

Defining Your Job

Job descriptions for each position are on file in the Human Resource Department at the district office.

Misconduct

Misconduct in the workplace is grounds for disciplinary action up to and including termination of employment. Misconduct includes the willful and/or repeated violation of district policies and procedures, use of intimidation in the workplace, including verbal harassment or threats of acts of violence against students and/or employees, gross insubordination, unprofessional behavior on or off the job to the extent that such behavior impairs an employee's ability to perform his or her job, or when such behaviors negatively affect the reputation of the Twin Falls School District to the general public or threaten the integrity of the District.

Performance Evaluation Please see Policy 445 in the TFSD Policy Manual

Reassignment/ Transfer

The superintendent may request personnel assigned to a specific building or subject area be transferred to another building or subject area without announcing a position vacancy. If involuntary transfers are necessary within a building, the affected teacher should be notified in a conference and in writing of the reasons for the transfer. Alternative open teaching positions should be reviewed with the teacher. When building to building transfers are needed, the building administrator should first seek volunteers within their building to fill the transfer. If the grade level team or department does not fill the transfer first, other volunteers in the building should be solicited. If no volunteers can be found within the building, the principal shall use specific criteria to select individuals who will be transferred. Please consult the Human Resource Department or policy manual for the steps in this process.

An internal, intra-building transfer or in-district transfer may be filled without a district-wide announcement. To apply, employees must request an internal transfer/promotion form or e-mail the Human Resource Department outlining: Current position and employment location, Desired position and school, Reason for requesting transfer.

Applicants will be evaluated on individual merit and current job performance. Upon transfer or reassignment, appropriate salary adjustments will be made. If a vacancy occurs when the schools are closed during the summer, but the employee has previously requested a transfer, the Human Resource Department will make a reasonable effort to inform the employee regarding the vacancy.

Supervision

Supervision of teachers is conducted by the building principal, with assistance from other special supervising personnel. Every effort will be made to keep teachers informed as to their progress. This may be done by a written report, conference, or both. If teachers are experiencing problems, building staff will make every effort to help teachers resolve issues and problems.

Suspension of Certificated Employees

The superintendent, acting as the authorized representative of the board of trustees, may suspend by verbal notice and with proper cause, a certificated professional employee who is under contract. This suspension shall be reduced to writing no later than the succeeding day. Such suspension and/or discharge shall be in compliance with Idaho Code 33-515 or any code that includes due process.

Training and Education

District-sponsored, college-credit classes may be available to certified employees for a minimal fee. Classes are sponsored by the curriculum department, and teachers will be notified in advance of those opportunities. If you have questions, please contact the curriculum department regarding the availability of classes.

If you are interested in participating in out-of-district workshops, conferences, etc..., please consult your building principal for authorization. You will need to complete the required forms, including requests for prior approval of credit, if you wish to use credited classes for advancement on the salary schedule.

In order to provide the best possible learning experiences for the students of this district, teachers are involved in a continuing process to upgrade curriculum to reflect best knowledge and practices. Part of this process involves aligning the curriculum, researching and recommending textbook adoptions, and developing teacher-driven assessments that accurately reflect what we want our students to know and be able to do.

IN THIS SECTION:

Curriculum and Development
Curriculum Development Timeline
Curriculum Governance
Grading and Promotion
Learning Standards
Non-District Curriculum
Philosophy
Statements of Belief
Super 7 Goals
Supervision

Curriculum and Development

While the board of trustees has the legal responsibility for making final decisions on curriculum (within the framework of the state laws and board of education regulations), the district has established tenets to be followed by the superintendent and staff in the development of curriculum in the district. General guidelines include:

- All curricular decisions shall be based on the philosophy, beliefs, and learning standards of the district.
- A governance structure shall be instituted to maintain quality control of the written, taught, and tested curriculum.
- A long range plan shall be in place to detail the process for developing locally written curriculum documents.
- Curriculum documents shall be revised and re-adopted by the school every five-six years or sooner.
- Curriculum documents and resources shall be aimed at promoting consistency and clarity of instructional focus and connection.
- Staff development opportunities shall be designed to assist staff in effectively implementing and monitoring the results of the curriculum.
- Curriculum shall be developed in harmony with state guidelines and relevant federal mandates where applicable.

Curriculum Development Time-line (Five-Six Year Cycle)

A time line for establishing curriculum for the district has been outlined. If you have questions regarding the process or cycle, please consult your building administrator or the appropriate director.

Curriculum Governance Structure

The overall structure in curriculum development is:

- The board of trustees is responsible for the final approval of all curriculum offerings in the district, in accordance with the framework of the state laws and board of education regulations.
- The superintendent is recognized as the educational leader with responsibility for all phases of the school program.
- The Associate Superintendent, in conjunction with the Director of Elementary Programs PreK-5 and Director of Secondary Programs 6-12, have overall responsibility for coordination of curriculum and instruction.
- The building principal has the responsibility for the administration and instructional improvement of his/her particular school.

Grading and Promotion

Twin Falls Public Schools will use the method of marking pupil progress with the A, B, C, D, and F letters for grades 2 through 12. Kindergarten and first grade student academic progress is reported using the following symbols:

- E = Exceeds Expectations
- M = Meets Expectations
- I = Is Developing
- N = Needs Improvement

Report cards in the elementary and junior high school will include additional information as to progress in citizenship and behavior. Details can be obtained from your building administrator, the appropriate director or in the policy manual.

Learning Standards

Our mission will be accomplished when students are

- Academic Achievers who demonstrate competency within measurable learning standards
- Clear Communicators who can effectively transfer information by listening, speaking, reading, and writing
- Responsible Citizens who understand the roles and duties of citizens and how to improve quality of life in their communities
- Complex Thinkers who use resources, apply academic knowledge to reason, solve problems, and make decisions, and Quality Producers whose work, individually, or within a group setting, displays creativity, high standards, and demonstrates excellence across the curriculum

Non-district Curriculum Activities

Community organizations or groups wishing to sponsor instructional programs will need to make an application for approval of non-district curriculum. Those programs that are approved will be placed on the district-wide approval list, and individual schools may elect to offer one or more of these programs. Guidelines may be obtained from the curriculum department or the policy manual.

Philosophy

We believe all students should have the opportunity to achieve the skills needed to succeed in life. This includes being academic achievers, clear communicators, responsible citizens, complex thinkers, and quality producers, with the realization that learning is a lifelong process. It is our belief students achieve self-esteem by experiencing successes and meeting educational challenges. Students should have the confidence to make reasonable and responsible choices.

We believe students should be polite, show respect, and have consideration for others. This may be demonstrated through their interaction with students, teachers, families, and members of the community.

Statements of Belief

The Staff of District #411 affirms the following beliefs about students, learning, and learning opportunities:

- We believe that all students can learn.
- We believe that having time to learn and appropriate support systems are crucial to success.
- We believe that the task of schools is to provide a learning environment which creates the opportunity for success.
- We believe a quality learning environment is one in which students and adults are polite, show respect, and have consideration for one another.
- We believe that one of our most significant roles is to intentionally enhance the students' self-esteem, which is crucial to their success.
- We believe that the rate at which pupils will acquire critical learning will vary, but expectations for their success will not. The most essential requirement is that pupils become successful learners.
- We believe teachers must keep the learning opportunity open and provide support until the critical learnings have been accomplished.
- We believe that student learning opportunities should not be limited by the use of tracking.
- We believe that all students can acquire higher cognitive levels of learning.
- We believe that learning will be more successful when the experiences have meaning for the students.
- We believe that all of our professional behaviors need to be intentionally aligned with the best knowledge available concerning learning and individual behavior.
- We believe that learning objectives, learning activities, and the assessment of learning will be clear, open, and aligned at all times.

Super 7 Goals

The district administration and school staffs established the following Super 7 Goals:

- **Curriculum:** Align, coordinate, and articulate what we want all students in the district to know and be able to do in all subjects (K-12) by following the district's five-year curriculum cycle.
- **Instruction:** Continue to implement and monitor the district's Instructional Model, apply research, provide quality training opportunities, and use effective classroom practices to improve student learning.
- **Assessment:** Design and administer assessments which measure student learning, hold students more accountable for their learning, make teaching intentional, and align the district curriculum.
- **Grading/Reporting:** Enhance the process of grading/reporting so that we can more accurately report student learning information to various audiences.
- **Communication:** Develop and enhance external and internal forums to provide opportunities to participate in discussion, offer input, and share in the decisions of the district.
- **Teaming:** Provide conditions that encourage staff collegiality, cooperation, collaboration, and communication to improve student learning.
- **Environment:** Continue to improve conditions that maintain a safe, caring, healthy, and orderly environment.

The school district has many visitors, as well as new students and staff each year. As we begin each year, we find different ways in which our people skills are put to use. We appreciate that you are part of a group of good will ambassadors. Your use of district protocol, and the professional manner in which you approach difficult issues and strive to resolve conflicts when they arise is valuable. When dealing with parents, students, community and other staff members, your composure and tact are an asset to our community, our youth, and our district.

IN THIS SECTION:

Employee/Patron Publications

District Website

Media Guidelines

Employee and Patron Publications

The district endeavors to keep all employees and the community apprised of information concerning policies, activities, and items of interest. Press releases are issued to the local news media for print and television coverage, at the discretion of the individual media outlets. Minutes from Board Meetings may be accessed online at www.tfsd.k12.id.us/tfsd/your_district/yourboard.html.

District Website www.tfsd.k12.id.us

While the district maintains a web page, each school designs and maintains its own web page. For information related to the home page, please contact 733-6900. Please contact individual schools for questions related to each school's web page. For problems in accessing the district's web page, contact the technology department.

Media Guidelines

Employees should remember that the superintendent speaks on behalf of the district and the principals speak on behalf of their buildings. From time-to-time, employees may be asked to comment on school-related matters or receive requests for comments or information from the Director of Human Resources/Community Relations or their building principal or supervisor. When talking with reporters, employees should refrain from commenting on matters that fall outside of their direct line of authority or responsibility.

If an employee has questions regarding the dissemination of information to the public or press or would like a copy of the Media Guidelines, contact the Human Resource Department, attn. communications.

The following is a summary of media guideline information:

- In the event of an emergency or accident at a school, please report any such activity immediately to the supervisor and/or the district office.
- When talking with a reporter, remember nothing is "off the record."
- Please refrain from contacting the media directly. All media requests or inquiries need to go through the Director of Human Resources/Community Relations.
- A reporter should call the Director of Human Resources/Community Relations prior to visiting a building. Reporters or media representatives are required to check in and out with the school office or principal.
- No student may be interviewed by any media representative without permission from a building administrator.
- Schools need to abide by the Family Educational Rights and Privacy Act (FERPA) regulations. Speak with the school secretary for further information.

Sample forms are included in this section. You may pick up any of the original documents from the administrative office in your building.

IN THIS SECTION:

Class Coverage

Monthly Mileage Report

PLD-3 Form

Prior Credit Approval

Prior Travel Approval

School Accident Report

Supervisor's Accident Report

Form CUD-1

Certified Employees Class Coverage

The Collective Bargaining Agreement stipulates if coverage units are unused, certified employees under contract covered by the Agreement may request the conversion of units into full days that are paid at the current certified employee guest teacher rate. The certified employee shall be allowed to carry forward a maximum of twenty-one (21) coverage time units. A maximum of twenty-one (21) coverage time units may be accumulated in the current contract year. The 2013-2014 guest teacher rate is \$75.00 for a full day (7 units).

If you wish to be paid for any or all of your coverage units, please fill out the information below. **If no action is taken, any accumulated coverage units will automatically roll to the 2014-2015 school year.**

Print Name: _____

Assigned School or Schools: _____

Please pay me for my coverage units indicated below on the June 2014 pay check.

Total coverage units to be paid: _____

(Must be in units of 7 (full day))

I understand that I must return this request form to my building secretary no later than **June 1, 2014**. The building record keeper will forward all requests to the Payroll Department no later than **June 7, 2014**.

Employee Signature _____ Date _____



Form PLD-3 Certified Employees

The Collective Bargaining Agreement, Letter of Understanding (Section #1), stipulates that a certified employee shall be allowed to carry forward a maximum of four (4) personal leave days. The maximum number of personal leave days available for the 2014-2015 school year will be seven (7). If, at the end of the 2013-2014 school year, an employee has a balance of more than four (4) unused personal days, he/she will be paid \$75.00 per day for the number of unused days above four (4). The remaining four (4) days will be forwarded to the following school year,

UNLESS INDICATED OTHERWISE BELOW.

Do nothing and your personal days, 4 and under, will automatically roll to the 2014-2015 school year.

If you wish to be paid for any or all of your personal leave days on the June 2014 pay check, please complete the following information.

Print Name: _____

Assigned School: _____

Please **pay** me for the number of my unused personal leave days indicated below on the June 2014 pay check.

____ 1 ____ 2 ____ 3 ____ 4 ____ All that I have available

I understand that I must return this request form to my building secretary no later than June 1, 2014. The building secretary will forward all requests to the Payroll Department no later than June 4, 2014.

Employee Signature _____ Date _____



Twin Falls School District #411
An Affirmative Action/Equal Opportunity Employer

**Twin Falls School District #411
COLLEGE CREDIT CLASS
APPLICATION FOR APPROVAL**

PLEASE NOTE: The Professional Advancement Committee (PAC) is established according to the procedures and authority as stated in the current Collective Bargaining Agreement between the Association and Board of Trustees of School District #411. All teachers submitting an application form before this committee are responsible for understanding the governing terms regarding credit recognition for salary purposes as stated in this agreement, as well as the operational guidelines utilized by PAC in carrying out their responsibilities. PAC guidelines are posted in each building.

Final credit recognition approved by PAC is subject to the granting of academic credit to the applicant, verified by official transcripts from an accredited training institution offering the course noted on the application form.

TO BE COMPLETED BY APPLICANT:

Name of Applicant:				
Teaching Assignment:			Building Assignment:	
Course Title:				Course #:
Univ. Dept.:		Sponsoring Institution:		
No. Credits:	Semester Hrs:	Quarter Hrs:	Graduate:	Undergrad:
Class Beginning Date:			Class Ending Date:	
Application Date:			*Signature:	

**Once you have completed the form, please print and sign a copy and return it to the HR Department.*

COMMITTEE ACTION:

No. Credits Approved (1.5 quarter hours = 1 semester hour):	
PAC Chair:	Date Approved:

FINAL ACTION:

Verification Course Completed: Yes No	Semester Credit Hours Awarded:
Administrator:	Date Recorded:



PRIOR APPROVAL AND REIMBURSEMENT FORM

Name _____ School Unit _____
 Destination _____ Purpose for Travel _____
 Dates of Meeting _____ Mode of Transportation _____
 Number of Days Away From School _____ Expenses Paid by Some Other Organization? Yes ___ No ___
 Date & Time Left _____ Date & Time Returned _____
 Account Number _____

PRIOR APPROVAL

Employees of the Twin Falls School District No. 411 must receive prior approval of all out-of-district travel or the district will not be responsible for the payment of the travel expenses.

Expected Costs of Travel. \$ _____
 Cash Advance Requested \$ _____
 (MUST BE TURNED IN 6 WEEKS PRIOR TO TRAVEL FOR BOARD APPROVAL)
 Expected Reimbursement From Some Other Organization \$ _____

Signature _____ Date _____
 Supervisor/Dept. Head _____ Date _____
 Principal _____ Date _____
 District Administrator _____ Date _____

REIMBURSEMENT REQUEST

Receipts and/or logs must accompany the travel reimbursement requests. The district will reimburse only the actual cost of meals including tax and gratuity. Meal costs in excess of maximum allowances will not be reimbursed unless an exception to the maximum is made by the superintendent.

Actual Costs as verified on accompanying receipts or logs:

Transportation -- Automobile Mileage will be compensated at the established state reimbursement rate.
 Check current rate at: <http://www.sco.idaho.gov/web/sbe/sbeweb.nsf/pages/trvipolicy.htm>
 (Actual mileage in your vehicle)..... \$ _____
ATTACH COPY OF YOUR CURRENT DRIVERS LICENSE AND PROOF OF LIABILITY INSURANCE
 Transportation -- Public Transportation (Attach receipts) \$ _____
 Lodging -- Single rate (Attach receipt) \$ _____
 Parking (Attach receipts) \$ _____
 Registration Fee (Attach receipts) \$ _____

****Meals while out-of-town overnight will be reimbursed either from actual receipts or your meal log. You will be reimbursed at actual or maximum amounts from the reimbursement schedule, whichever is less.**

****If not out-of-town overnight, required documentation:**
 a. Actual receipt for the meal (logs are not acceptable).
 b. Who was in attendance?
 c. What business was conducted?

(We will only reimburse actual costs or maximums from our reimbursement schedule, whichever is less).

****If not out-of-town overnight and the prior procedures are not followed, reimbursements will be paid through payroll and will appear on your W-2.**

Meals: Maximums	In-State	Out-of-State
Breakfast	\$ 4.00**	\$ 5.00
Lunch	\$ 6.00**	\$ 7.00
Dinner	\$10.00**	\$11.00
Daily Totals	\$20.00	\$23.00
Attach receipts and/or meal log		\$ _____
SUB TOTAL		\$ _____
LESS ADVANCES		\$ _____
LESS REIMBURSEMENT BY OTHERS		\$ _____

AMOUNT DUE EMPLOYEE (OR)		
REFUND DUE DISTRICT		\$ _____

The amounts recorded upon this reimbursement requests are a true representation of the amount due me.

Signature _____ Date _____
 Approved _____ Date _____

INCIDENT REPORT - TWIN FALLS SCHOOL DISTRICT

DATE OF OCCURRENCE: _____ TIME _____ LOCATION: _____

CHECK ALL THAT APPLY: VEHICLE ___ INJURY ___ PROPERTY ___ OTHER _____

Please specify

FOR SERIOUS INJURY, PROPERTY DAMAGE, OR THEFT, REPORT IMMEDIATELY

DESCRIBE INCIDENT IN DETAIL: (attach any additional documentation and use additional page if necessary)

VEHICLE:

YEAR _____ MAKE _____ VIN# _____ School Owned? _____ *If no,*
Owner's Name: _____ Address: _____ Ph: _____ Police Report? _____
Reason for use _____
Driver _____ Passengers _____

INJURY: (For employment related injury, DO NOT USE THIS FORM; contact your supervisor regarding Worker Compensation)

Name: _____ Age _____ Parent/Guardian _____ Contact Info: _____
Doctor or Treating Facility: _____ PH _____
Extent of Injury _____

Name: _____ Age _____ Parent/Guardian _____ Contact Info: _____
Doctor or Treating Facility: _____ PH _____
Extent of Injury _____

-----Use additional pages if necessary-----

PROPERTY DAMAGE:

Owner _____ Address: _____ PH _____
Other insurance? _____ Company/Agent: _____ policy# _____ PH _____
Describe Property _____
Description of Damage _____ Estimate of loss _____

OTHER:

WITNESSES:

Name _____ Address _____ PH _____
Name _____ Address _____ PH _____
Comments: _____

DESCRIBE THE CONDITIONS/ACTION THAT CAUSED OR CONTRIBUTED TO THE INCIDENT:

DESCRIBE THE ACTION(S) THAT HAVE BEEN TAKEN TO PREVENT A RECURRENCE:

REPORTED BY- (Name) _____ Date _____ Time: _____
TITLE/DEPARTMENT _____ Contact Info: _____

REPORT INCIDENTS PROMPTLY TO: SHEILA RINEHART

Twin Falls School District No. 411, Risk Management, 201 Main Avenue West, Twin Falls, Idaho 83301

PHONE: (208) 737-5208 ext. 3715 FAX: (208) 733-8474 E-Mail: rinehartsh@tfsd.k12.id.us

SUPERVISOR'S ACCIDENT REPORT

Employer _____ Organizational code _____

Name of employee _____

Address _____

Occupation _____

Location of accident _____

Date of accident _____ 20____ Time _____ AM
PM

Date Supervisor notified _____ 20____ Time _____ AM
PM

Was employee on duty at time of accident? _____

Did employee leave work? _____ Date _____ Time _____ AM
PM

Did employee return to work? _____ Date _____ Time _____ AM
PM

How did accident happen? (State specific job being done, machinery, tools or objects involved and factors contributing to the accident?) _____

Names of witnesses _____

Nature of injury _____
(cut, bruise, strain, etc.)

Part of body _____
(Right leg, left ankle, lower back, etc.)

Name and address of treating physician or hospital _____

Was accident caused by noncompany person or faulty equipment? _____ If yes, identify: _____

Were mechanical guards or other safe guards provided? _____

Was employee using them? _____

What corrective action has been taken to prevent similar accidents? _____

Date _____ 20____

Supervisor

Reviewed by _____

Position

State Insurance Fund
Boise, Idaho 83720

Your work with the district has the potential for enriching the lives of students, staff, and community members. Through your employment, you are a resource to this district and community.

We hope this handbook has provided information with regards to benefits and policies of the district. We ask, however, that you remember that this handbook is meant only as a guide to district policy, procedures, and personnel issues. If you are uncertain about the accuracy of any topic as it pertains to you, please consult the Human Resources Department.



*Twin Falls School District #411
201 Main Ave. W
Twin Falls, ID 83301
Phone: 208.733.6900
Fax: 208.733.6987
www.tfsd.k12.id.us*