

TABLE OF CONTENTS

SECTION 7—BUSINESS AND FINANCIAL MANAGEMENT

7.1—FISCAL YEAR _____	1
7.2—ANNUAL OPERATING BUDGET _____	2
7.2.1 - EXPENDITURES AND FINANCIAL RECORDS _____	3
7.2.2 – AUTHORIZATION OF INDEBTEDNESS _____	4
7.3—MILLAGE RATE _____	5
7.4—GRANTS AND SPECIAL FUNDING _____	6
7.5—PURCHASES OF COMMODITIES AND PROCUREMENT _____	7
7.6—ACTIVITY ACCOUNT _____	12
7.6.1 – FUNDRAISING _____	13
7.7—CASH IN CLASSROOMS _____	15
7.8—PERSONAL PROPERTY _____	16
7.9—PROPERTY INSURANCE _____	17
7.10—PUBLIC USE OF SCHOOL BUILDINGS _____	18
7.10.1 - BUILDINGS AND GROUNDS _____	19
7.11 - USE OF SCHOOL FUNDS FOR NON-SCHOOL RELATED PURPOSES _____	21
7.12—EXPENSE ADVANCEMENT OR REIMBURSEMENT _____	22
7.13—MANAGEMENT AND DISPOSAL OF DISTRICT PROPERTY _____	25
7.13.1 - INVENTORY OF SCHOOL PROPERTY _____	30
7.14—USE OF DISTRICT CELL PHONES AND COMPUTERS _____	31

7.15—RECORD RETENTION AND DESTRUCTION	33
7.16—INFORMATION TECHNOLOGY SECURITY	37
7.17 – FOOD SERVICE	41
7.17.1—FOOD SERVICE PREPAYMENT	42
7.17.2—EXCESS FOOD	44
7.17.3—NON-DISCRIMINATION IN FOOD SERVICE PROGRAMS	46
7.18—DISPOSAL OF NON-NEGOTIATED CHECKS OR UNCLAIMED PROPERTY	48
7.19—SERVICE ANIMALS IN DISTRICT FACILITIES	49
7.19.1 - THERAPY ANIMALS	51
7.20—ELECTRONIC FUND TRANSFERS	54
7.21 - RESERVED	55
7.22 - RESERVED	56
7.23—HEALTH CARE COVERAGE AND THE AFFORDABLE CARE ACT	57
7.24 - SCHOOL BUSES	60
7.25 - PROCEDURES FOR BEGINNING AND ENDING EMPLOYMENT	61

BUSINESS AND FINANCIAL MANAGEMENT

7.1—FISCAL YEAR

The District's fiscal year shall begin July 1 and end the following June 30.

Legal Reference: A.C.A. § 6-20-410

Date Adopted: January 19, 2015

Last Revised:

7.2—ANNUAL OPERATING BUDGET

The Superintendent or designee shall be responsible for the preparation of the annual operating budget for the District. The Superintendent or designee shall present the budget to the Board for its review, modification, and approval.

The budget shall be prepared in the electronic format as prescribed by the State Board of Education and filed with the Arkansas Department of Education no later than September 30 of each year.

The approved budget shall provide for expenditures that are within anticipated revenues and reserves. The District Treasurer shall present monthly reconciliation reports and a statement on the general financial condition of the District to the Board.

Any changes made to the budget shall be in accordance with District policy and state law.

Legal References: A.C.A. § 6-13-701(e)(3)
 A.C.A. § 6-20-2202

Date Adopted: January 19, 2015

Last Revised: April 18, 2018

7.2.1 – EXPENDITURES AND FINANCIAL RECORDS

The superintendent, as ex-officio financial secretary, shall be bonded in the amount prescribed by law and shall be responsible for the receipt and disbursement of all public school funds of the district.

All public monies shall be deposited in a depository as prescribed by law.

The standard code forms approved for the financial records of all state schools shall be used.

Financial reports shall be submitted to the Board on a monthly basis.

Auditing of School Accounts

All school accounts shall be audited annually by a state auditor or a private auditor experienced in school finance. Copies of the school audit report, as required by law, shall be made available to the public. All financial records of the school district shall be closed at the end of the fiscal year (June 30) and kept in readiness for the auditor.

Intra-School Funds

Care of Funds

All funds collected shall be submitted to the principal's office for deposit on a daily basis.

No money is to be left in any school overnight.

All student activity money must be submitted to the secretary for deposit in the principal's office. A receipt shall be issued to the sponsor or treasurer.

Purchasing will be processed primarily through APSCN. Requests for requisitions and purchase orders shall be submitted to the principal or budget manager for initial approval and processing. The requisition will be further reviewed, approved and converted into a purchase order by the central office. Budget managers will print and sign purchase orders and submit a copy to accounting. The district will not reimburse an individual from a paid receipt without pre-approved documentation. Disbursements will be made by check only.

Tickets - The selling of tickets in any school building must have the approval of the principal. Pay programs shall be limited to those of an educational nature. No student shall be excluded because of an inability to pay. Failure on the part of an employee to adhere to district fiscal procedures may result in disciplinary action up to and including termination.

Date Adopted: January 19, 2015

Last Revised:

7.2.2 – AUTHORIZATION OF INDEBTEDNESS

Any short-term or long term indebtedness, including bonded debt, bank credit lines, and lease purchase agreements must be authorized by the School Board in compliance with all applicable rules and regulations established by Arkansas Law and the Department of Education.

Date Adopted: January 19, 2015

Last Revised:

7.3—MILLAGE RATE

At least sixty (60) days in advance of the school election when the electors shall determine the annual ad valorem property tax for the District, the Board shall publish at least one time in some newspaper published or having a bona fide circulation in the county where the district's property lies, the District's proposed budget, which shall include a millage rate sufficient to provide the funds necessary for the District's operation.

The District shall file with the county clerk of the county where the District is administratively domiciled the language required to submit the rate of tax for the District to the voters during the annual school election as soon as that language becomes available but no later than:

- Seventy-two (72) days before the annual school election in odd years and even years when the governor appears on the ballot at the general election; and
- Eighty-nine (89) days before the annual school election in even years when the President of the United States appears on the ballot at the general election.

Legal References: A.C.A. § 6-13-622
 A.C.A. § 6-14-111
 Arkansas Constitution: Article 14 Section 3 (c) as amended by Amendment 74

Date Adopted: January 19, 2015

Last Revised: June 15, 2023

7.4—GRANTS AND SPECIAL FUNDING

The Superintendent or his/her designee may apply for grants or special funding for the District. Any grants or special funding that require matching District resources exceeding \$25,000 shall receive Board approval prior to the filing of the application for the grant or special funding.

Date Adopted: January 19, 2015

Last Revised:

7.5—PURCHASES OF COMMODITIES AND PROCUREMENT

Purchases shall be made in accordance with State laws and procurement procedures governing school purchases that are deemed to be in the best interest of the District, are within the proposed/approved budget, and are the result of fair and open competition between qualified bidders and suppliers. No bids shall be taken for professional services.

DEFINITIONS

“Commodities” are all supplies, goods, material, equipment, computers, software, machinery, facilities, personal property, and services, other than personal and professional services, purchased on behalf of the District.

“Micro-purchases” are purchases with a value of less than:

- Ten thousand dollars (\$10,000) when purchased with Federal funds; or
- The State bid purchase threshold for purchases for the District’s child nutrition programs when purchased with Federal funds.

“Professional services” are legal, financial advisory, architectural, engineering, construction management, and land surveying professional consultant services.

“Specifications” means a technical description or other description of the physical and/or functional characteristics of a commodity.

“State bid purchase threshold” means the purchase threshold amount set in A.C.A. § 6-21-304 and updated by Commissioner’s Memo that requires District purchases be through the District’s formal purchase procedures, such as sealed bids.

“Budget Manager” means any administrator, director, or coordinator authorized by the Superintendent to manage a budget that is assigned to a particular program.

The superintendent shall develop procedures for the procurement of micro-purchases that provide for the distribution of purchases between eligible vendors to the extent possible.

Initial purchases of commodities with a purchase price of more than \$50,000 require prior Board approval, unless an emergency exists in which case the Superintendent may waive this requirement.

Requests for requisitions and purchase orders shall be submitted to the principal or budget manager for initial approval and processing. The requisition will be further reviewed, approved and converted into a purchase order by the central office. Budget managers will print and sign purchase orders and submit a copy to accounting. The district will not reimburse an individual from a paid receipt without pre-approval from the Business Office.

In cases where all factors are equal, preference shall be given to local vendors.

No firm in which the purchasing officials, superintendent, or other administrative employee of the district has a financial interest shall be eligible to sell to the district.

The District shall not knowingly enter into any type of transaction with an individual or entity that performs abortions, induces abortions, provides abortions, or offers or provides abortion referrals.

The District shall not engage in a boycott of energy, fossil fuel, firearms, and ammunition industries. The District shall not enter into a contract with a company to acquire or dispose of services, supplies, information technology, or construction unless the contract:

- Includes a written certification that the person or company is not currently engaged in, and agrees for the duration of the contract not to engage in, a boycott of energy, fossil fuel, firearms, and ammunition industries; or
- Offers to provide the goods or services for at least twenty percent (20%) less than the lowest certifying business; or
- Is for a total potential value of less than seventy-five thousand dollars (\$75,000).

The district shall notify in writing all actual or prospective bidders, offerors, or contractors who make a written request to the district for notification of opportunities to bid. The notification shall be made in sufficient time to allow actual or prospective bidders, offerors, or contractors to submit a bid or other appropriate response. The Board shall accept bids submitted electronically by email or fax for any and all district purchases, unless specified to be submitted by other means or methods, and except those bids which have been specified to have a designated date upon which the bids shall be opened. The superintendent shall be responsible for ensuring submitted bids, whether written, faxed, or emailed, are retained in accordance with policy 7.15—RECORD RETENTION AND DESTRUCTION.

All purchases of commodities with an estimated purchase price that equals or exceeds the micro-purchase threshold or the State bid purchase threshold shall be procured by soliciting bids. Specifications shall be devised for all commodities to be bid that are specific enough to ensure uniformity of the bid and yet not so restrictive that it would prevent competitive bidding. The bid specifications shall not include the name or identity of any specific vendor. The Board reserves the right to reject all bids and to purchase the commodity by negotiating a contract. In such an instance, each responsible bidder who submitted a bid shall be notified and given a reasonable opportunity to negotiate.

Bids shall be awarded after careful examination of the details of the bid to determine the best overall value to the District. In instances where the low bid was not accepted, a statement of the reasons the low bid was not accepted shall be attached to the bid. Bidders submitting written bids shall be notified in writing of the bid award.

Whenever possible, a preference will be given to small and minority businesses; women's business enterprises; and labor surplus area firms.

The District shall provide a preference to Arkansas residents whenever the District is accepting bids to purchase materials and equipment as part of a construction project if:

- a. One (1) or more Arkansas residents who submitted bids made written claim for a preference at the time they submitted a bid; and

- b. An Arkansas resident's bid does not exceed the lowest qualified bid from a nonresident by more than five percent (5%).

If the qualifications for the Arkansas resident preference are met, then the District shall take the lowest bid from an Arkansas resident regardless of whether the Arkansas resident was one of the individuals who requested the preference.

The following commodities may be purchased with State funds without soliciting bids provided that the purchasing official determines in writing that it is not practicable to use other than the required or designated commodity or service, and a copy of this statement is attached to the purchase order:

1. Commodities in instances of an unforeseen and unavoidable emergency;
2. Commodities available only from the federal government;
3. Utility services;
4. Used equipment and machinery; and
5. Commodities available only from a single source.

Commodity purchases with Federal funds may be purchased without soliciting bids only when one or more of the following circumstances apply:

1. The item is available only from a single source;
2. The public exigency or emergency for the requirement will not permit a delay resulting from competitive solicitation;
3. The Federal awarding agency or appropriate unit of the Division of Elementary and Secondary Education expressly authorizes the noncompetitive purchase in response to a written request from the District; or
4. After solicitation of a number of sources, competition is determined inadequate.

The District may purchase a new motor vehicle, other than a school bus, without soliciting bids if, at the time of the purchase, the:

- a. Purchase is from a motor vehicle dealer licensed in Arkansas;
- b. Purchase price of the motor vehicle does not exceed the fleet price awarded by the Office of State Procurement; and
- c. Motor vehicle to be purchased is the same make and model motor vehicle as the make and model the fleet price was awarded for by the Office of State Procurement.

Prospective bidders, offerors, or contractors may appeal to the district's superintendent if they believe the district failed to follow district bidding and purchasing policy or state law.

Any award of a contract shall be subject to revocation for ten (10) working days or, if an appeal is received, after resolution of the appeal. This shall give prospective bidders, offerors, or contractors the opportunity to appeal the bid award if they believe the facts warrant an appeal. Any appeal shall be **in writing by certified mail** and received by the district office, "attention to the superintendent" within seven (7) calendar days following the initial and revocable award of the contract.

If the district receives an appeal of a bid award, they shall notify, in writing, those prospective bidders, offerors, or contractors who have made a written request to the district for notification of opportunities to bid that an appeal has been submitted. The notification shall state:

- that the contract award has been halted pending resolution of the appeal and could be revoked;
- the reasons for the appeal;
- that the recipient of the letter may respond to the protested issues identified in the appeal;
- the date the decision on the appeal will be made and notification sent;
- that if the appeal is upheld, the bidding process will be re-opened;
- that if the bidding is re-opened, changes will be made to the request for bids as necessary to satisfy the reasons for upholding the appeal.

The sole authority to resolve any appeal made relating to this policy shall rest with the superintendent. The superintendent's decision shall be final and conclusive. In the event the district upholds an appeal, the sole responsibility of the district to the aggrieved bidder(s) shall be the re-opening of the bidding process.

Except when prohibited by law, the District reserves the right to extend or renew a contract that was previously awarded under the process governed by this policy and law, provided the extension or renewal meet the following criteria.

1. The equipment and services provided under the extended or renewed contract meets or exceeds the specifications of the original bid.
2. The extended or renewed contract agreement complies with the state of Arkansas's documentation requirements.
3. The cost of the extended or renewed contract is the same or less than the original contract.
4. The extension or renewal is approved by the local school board.

Legal References:

- A.C.A. § 6-18-2201 et seq.
- A.C.A. § 6-21-301, 303, 304, 305, 306, 307
- A.C.A. § 6-24-101 et seq.
- A.C.A. § 15-4-3801 et seq.
- A.C.A. § 18-44-503
- A.C.A. § 19-11-259
- A.C.A. § 19-11-801 et seq.
- A.C.A. § 22-9-203
- A.C.A. § 25-1-1002
- DESE Rules Governing the Student Protection Act
- 2 C.F.R. § 200.67
- 2 C.F.R. § 200.319
- 2 C.F.R. § 200.320
- 2 C.F.R. § 200.321
- 2 C.F.R. § 200.324
- 48 C.F.R. § 2.101

Date Adopted: January 19, 2015

Last Revised: June 15, 2023

7.6—ACTIVITY ACCOUNT

The District shall maintain an account of activity funds. The funds for the account are those revenues derived from the sale of tickets to athletic contests or other school sponsored activities; the sale of food other than that sold in the cafeteria; the sale of soft drinks, school supplies, and books; and fees charged by clubs and organizations.

Activity funds are considered “school funds” and as such may only be spent for school related purposes.

The Superintendent shall be the custodian of all activity funds and shall be responsible and accountable for the funds. The Superintendent may appoint a co-custodian for each school in the District who shall also be responsible for the activity funds he/she maintains.

Legal References: A.C.A. § 6-13-701(g)
 A.C.A. § 6-20-417

Date Adopted: January 19, 2015

Last Revised: June 20, 2019

7.6.1 – FUNDRAISING

The purpose of the following regulations governing fundraising and out of state travel is to protect students from excessive time spent in non-academic activities. It is not meant to limit our students from participating in extracurricular activities, but to maintain a balance between time spent in the classroom and other school activities. Neither is it meant to limit any competition by various organizations, but to encourage competition that does not interfere with academic work.

These regulations are also presented to prevent fundraising activities that might put students in unsafe situations.

1. Professional fund-raisers (businesses or individuals, including mail order companies, that assist schools in raising funds in return for a share of all money taken in) must register with the central administration office to receive official documentation that allows them to contact principals and teachers. Their registration will include their name, contact number, company name, address, and telephone number. Failure to register will make them ineligible to conduct fundraising activities in the Bryant School District.
2. All brochure sales conducted in association with professional fund-raisers must be scheduled through the central administration office. Every effort will be made to prevent two fund-raisers during the same time period. Fund raising dates are set based on a first request basis with a start-up date agreed upon by those involved.
3. Each organization in the school district may have only two fund-raisers per year which involve student participation. Regardless of the number of organizational memberships, students may participate in no more than two fund-raisers per semester conducted during the school week. Fund-raisers are limited to a sales period of two weeks each unless the principal grants an exception for unusual circumstances. All fundraising events must receive approval by the principal. There is no restriction on parents holding fundraising events that do not involve students as workers/salespersons.
4. Fund-raising projects involving dinners and suppers such as chili, spaghetti, pancake, etc., shall meet state health regulations. Whenever possible, such activities shall be scheduled for Friday nights or weekends. Dates for activities shall be cleared with the master calendar in the Superintendent's office.

Crowdfunding and Other Fundraising Activities by Employees

Subject to the limitations below, Bryant School District employees are free to conduct “crowdfunding” or other fundraisers on their personal time, outside of school hours.

- 1) If an employee intends to refer to the Bryant School District or his or her status as an employee of the Bryant School District in any crowdfunding or other fundraising activities, such fundraising activities must be approved in advance by the employee's supervisor or building principal.
- 2) Without prior approval from the Bryant School District Technology Director, employee crowdfunding or other fundraising activities shall not be used to purchase electronic devices for students that will require resources, repair, or servicing by the Bryant School District Technology Department.
- 3) If an employee refers to the Bryant School District or his or her status as an employee of the Bryant School District in any crowdfunding or other fundraising activities, any funds or property received through the crowdfunding or other fundraising activities for use at school shall become the property of the Bryant School District.

4) All crowdfunding or other fundraising activities must be conducted in accordance with applicable financial procedures of the Bryant School District Business Office.

Date Adopted: January 19, 2015

Last Revised: June 22, 2017

7.7—CASH IN CLASSROOMS

No cash or checks are to be left in any classroom overnight. Staff, other than the District bookkeeper, who collect funds in the course of their employment, shall deposit the funds daily with the bookkeeper or in the bank night depository.

Bookkeepers shall deposit daily, unless otherwise directed by the superintendent or business manager.

Failure on the part of an employee to adhere to district fiscal procedures may result in disciplinary action up to and including termination.

Date Adopted: January 19, 2015

Last Revised:

7.8—PERSONAL PROPERTY

To avoid confusion and the potential for misunderstandings, District staff who bring personal property to school to use in the performance of their jobs should label the items with their names. Any such items should be removed from the school at the close of school each year. The District assumes no responsibility for damage to, or the loss of, personal property brought to District facilities by District staff.

Date Adopted: January 19, 2015

Last Revised:

7.9—PROPERTY INSURANCE

The Superintendent shall be responsible, with approval of the Board, for maintaining adequate insurance coverage for all District properties. At a minimum, the District will purchase insurance coverage sufficient to meet the requirements by the Arkansas Commission for Public School Academic Facilities and Transportation.

Legal References: A.C.A. § 6-21-114(d)
Arkansas Commission for Public School Academic Facilities and Transportation Rules
Governing Property Insurance Requirements

Date Adopted: January 19, 2015

Last Revised:

7.10—PUBLIC USE OF SCHOOL BUILDINGS

It is the policy of the Board that District school buildings may be used by citizens of the District to conduct lawful meetings for social, civic, or recreational purposes provided such meetings do not interfere with the regular school work and proper protection is afforded the district against the potential costs of such use. Individual classrooms are not available for public use during the school year. The Superintendent shall be responsible, with Board approval, for establishing procedures governing such use of school buildings. The governing procedures shall be viewpoint neutral. Building principals shall be consulted to determine if there exists any conflict with planned school activities prior to other groups being allowed to use school facilities.

The District shall establish a fee schedule for the use of school facilities. Charges made for the use of school facilities shall reflect the actual costs (e.g. labor, utility, and materials) incurred by the District.

Organizations using school facilities assume full and complete responsibility for the conduct of all persons, regardless of age, associated with their use of the facility while they are in or about the facility. Smoking or the use of tobacco or products containing tobacco in any form or the use of drugs or intoxicants is prohibited. Firearms of any kind are not allowed on school property unless the person carrying the firearm is permitted to do so by law as defined in A.C.A. § 5-73-120.

Legal References: A.C.A. § 5-73-119
 A.C.A. § 5-73-120
 A.C.A. § 6-10-130
 A.C.A. § 6-21-101
 Arkansas Constitution Article 14, § 2

Date Adopted: January 19, 2015

Last Revised: April 18, 2018

7.10.1 – BUILDINGS AND GROUNDS

Opening of Buildings

School buildings shall be open to students only when the principal and/or a school employee is on duty or when proper arrangements and supervision are provided. Principals will notify parents about the earliest/latest times that students may be on campus each day. Parents must not exceed these limitations or students may be referred to juvenile authorities.

In the case of inclement weather (cold, as well as rainy conditions) the principal shall see that the building is open at such times so that all students shall be protected from the weather. In opening the building, it is not intended that children should be permitted to have unrestricted use thereto, but only to such part as is necessary to their comfort and health.

When school is not to open due to inclement weather or other emergency, public announcements will be made as early as possible through television and other media announcements by the superintendent or designee.

If an emergency arises during the day, students may be dismissed early. However, all educational and building employees are to continue their work, unless otherwise notified by the superintendent. The administrative offices shall notify the news media of the decision to dismiss early.

In the event severe weather or storm warnings are issued during the hours while school is in session, it shall be the policy to remain at school the remainder of the day unless the nature of the emergency demands otherwise. Students will be released to the parents who come to the school to pick them up.

Maintenance

Maintenance services include repair and upkeep of buildings and ground equipment. These services are obtained by work orders sent through the proper channels, however, much of this work is accomplished through a general plan of continuous repair and upkeep without specific order from the school receiving the service. Custodians in each of the schools are expected to do minor repairs.

Any damage to school facilities that is deliberately caused or allowed by school personnel shall be corrected with the cost of the repairs being charged to the employee responsible.

Plant Operation

This service deals with those activities related to the physical operation of the school plant. School buildings must be properly heated, lighted, ventilated, and regularly cleaned. Custodians are expected to perform many different duties with respect to the efficient operation of each plant, and it shall be the policy of the district to hire maintenance and custodial personnel who are physically qualified to discharge all duties required.

Custodians shall be under the immediate direction of the principal and under the general supervision of the maintenance director. Teachers shall refer matters regarding the heating and cleaning of the building to the principal who will be responsible for directing the custodian's work.

The maintenance director shall maintain overall supervision for the care of facilities. Principals are urged to contact the maintenance director regarding items that need to be addressed in their buildings.

All school buildings shall be thoroughly cleaned during the summer months when school is not in session. The instructional staff can help expedite this summer work by leaving the buildings in as good order as possible at the end of the school year. Instructional employees can materially help the custodians each day by leaving equipment, materials, and rooms orderly.

Playground Equipment

All playground and/or physical education equipment bought by any organization must have the approval of the district or building administration prior to its installation.

All such equipment bought, donated, and/or installed shall become the property of the school which shall assume full responsibility for setting policies governing its care and use.

Date Adopted: January 19, 2015

Last Revised:

7.11—USE OF SCHOOL FUNDS FOR NON-SCHOOL RELATED PURPOSES

School funds shall not be used for political, charitable, or humanitarian purposes.

No employee of the District shall use school time, school property, school personnel, or school equipment for the purpose of furthering the interests of any political party, the campaign of any political candidate or the advocacy of any political issue or ballot issue whether partisan or non-partisan. School employees may participate as part of a community organization which is renting a school facility for a political purpose.

Any school employee found guilty or who pleads guilty, or nolo contendere to the use of District funds to support any ballot measure shall be immediately suspended, and recommended for termination by the superintendent.

District employees and members of the Board of Directors may incur incidental expenditure of District funds for travel costs when speaking at an event in which a ballot measure is discussed if the subject matter of the speaking engagement is within the scope of the person's official duties and responsibilities.

District funds may be used to disseminate public information at a public speaking engagement. The incidental use of District resources may be used to prepare an analysis of the public information if such information is within the scope of the person's official duties and responsibilities.

Legal References: Arkansas Constitution Article 14 § 2
 A.C.A. § 7-1-103
 A.C.A. § 7-1-111
 A.C.A. § 21-8-402

Date Adopted: January 19, 2015

Last Revised:

7.12—EXPENSE ADVANCEMENT OR REIMBURSEMENT

The requirements of this policy shall govern reimbursement for expenses related to travel and/or attendance at conferences and professional development activities incurred by district employees and/or members of the Board of Directors on behalf of the district. Employees are only eligible for reimbursement for travel expenses which have been approved in advance. Original receipts must accompany all requests for reimbursement to the extent that such receipts are customarily available. For a receipt to be valid it should contain the name of the issuing company, the date, and the amount. Mileage, lodging, and meal expenses will not be reimbursed when incurred for the personal convenience of the employee and not required by the reason for the travel.

Reimbursement for travel shall be for the lesser of the cost between travel by air or by car with some consideration allowed for length of time of the method of travel.

To the extent practicable, employees shall have the district pay initial conference and professional development registration fees and associated necessary materials. In the occasional circumstances where this is not practical, the district shall reimburse the employee for such fees if they were authorized in advance and are supported with proper receipts.

The district will not reimburse expenses of any non-school board member or non-employee who accompanies the school board member or employee during his/her school related travel.

Reimbursable Expenses

Employees who incur reimbursable expenses as defined in this policy are expected to pay for them initially by any means they choose and then submit their request for reimbursement.

Mileage that is driven for a district sanctioned purpose in an employee's personal vehicle shall be reimbursed provided appropriate documentation is submitted establishing the date and time, place, and purpose of the travel. Mileage shall be reimbursed at the current rate authorized by the school board and shall be based on the shortest, most reasonable, route available.

In certain circumstances, when certified and classified employees are required to utilize their own vehicles to travel within the district in order to meet the requirements of their jobs, they will be reimbursed at the current mileage reimbursement rate for state employees. To qualify for reimbursement, travel must be recognized as part of an employee's normal daily routine and be pre-approved by an administrator or supervisor.

Examples of in-district travel that are approved for reimbursement include (a) employees who are assigned to more than one campus/location and must travel between them each day, and (b) employees whose job descriptions or assigned duties will require them to travel on district business during the day. (Note: For the purposes of this policy, Bryant Elementary School, Bryant Middle School, and Bryant High School are considered to be one location/site.)

Special called events such as professional development workshops, faculty/staff meetings, committee participation, etc. that are (a) on an irregular basis and (b) are not typical of the normal/usual job activities of an

employee and that will require travel will not be approved for mileage reimbursement. Administrator travel to team meetings or principal meetings is also not reimbursable.

Meals may be advanced or reimbursed for travel that necessitates an overnight stay when submitted according to the dictates of this policy. Reimbursement shall be prorated based on the percent of a day the employee is away on travel. For example, if an employee returns from his/her travel in the afternoon, he/she is only eligible for an advancement or reimbursement for breakfast and lunch expenditures. Meals shall be reimbursed for the actual expense to the extent that they are not lavish and are reasonable based on circumstances. Except as otherwise specified by this policy, meals are only reimbursable in conjunction with travel requiring an overnight stay.

Tips paid by a school employee for meals associated with travel as defined in this policy are reimbursable for up to 15% of the cost of the meal provided the employee submits a receipt for the meal as part of an "accountable plan" for reimbursement. Tips are not allowed if an employee is reimbursed using a "per diem" plan.

Meal expenses incurred by the superintendent or other administrators as necessary, in the performance of their duties when meeting with state officials or consultants may be reimbursed on a prorated, per person basis in line with the mandates of this policy. Such expenses shall only be reimbursed when the expenditure is likely to result in a tangible benefit to the district.

Travel necessitating overnight lodging shall be reimbursed to the extent that it is not lavish and is reasonable based on circumstances of the expenditure. Proper documentation establishing the date and time, place, and purpose of the travel must be submitted along with a receipt for the overnight accommodations. To the extent practicable, employees shall receive assistance from administrators or their designee in arranging travel plans to help keep expenses to a minimum.

Expenses not covered

The district shall not reimburse the following items/categories of expenses.

- Alcoholic beverages;
- Entertainment expenses – including sports or sporting events; pay per view or game expenses at motels;
- Replacement due to loss or theft;
- Discretionary expenses for items such as clothing or gifts;
- Medical expenses incurred while on route to or from or at the destination of the reason for the travel; and
- Optional or supplementary insurance obtained by the employee for the period covered during the travel.

Credit Cards

Only those employees who have been authorized for credit card use in the performance of their duties shall be allowed to use them, and all procedures for their use as established by District administration must be strictly complied with. Failure on the part of an employee to adhere to district fiscal procedures may result in disciplinary action up to and including termination.

The district assumes no responsibility for the payment of any personal credit card charges incurred by a district employee.

Airport Associated Expenses

Receipts for airport associated expenses are required for reimbursement. All airline flights shall be by coach/economy class. Upon arrival at their destination, employees are expected to take the less expensive option between a taxi and an airport shuttle service to his/her hotel or meeting site. When circumstances dictate that a rental car is necessary and/or the most economical approach to the travel requirements, the least expensive car that will accomplish the job must be rented. The district shall not reimburse for any kind of rental car supplemental insurance.

Cross References: 3.20—CERTIFIED PERSONNEL REIMBURSEMENT OF TRAVEL EXPENSES
8.14— CLASSIFIED PERSONNEL REIMBURSEMENT OF TRAVEL EXPENSES

Date Adopted: January 19, 2015

Last Revised:

7.13—MANAGEMENT AND DISPOSAL OF DISTRICT PROPERTY

Definitions

For the purposes of this policy, the following definitions apply:

“Commodities” are all supplies, goods, material, computers, software, machinery and other equipment purchased on behalf of the district having a useful life of more than one (1) year and an acquisition cost of one thousand dollars \$1,000 or more per unit.

“Fair market value” means the amount a reasonable buyer would be willing to pay for a particular piece of property based on an objective set of criteria, which may include, but are not limited to: any improvements or damage to the property; the demand for similar property; the selling price for the property by the producer of the property or re-sale outlets; and the value of the property as determined by an independent appraiser.

“Surplus commodities” are those commodities that are no longer needed, obsolete, irreparable, or worn out.

“Real property” is land and whatever is erected or affixed to land, such as structures or buildings.

“Surplus real property” is real property that is not presently needed or foreseen to be needed by the District, and that has been authorized for sale as surplus real property by vote of the School Board. Surplus real property may include unused or underutilized facilities.

“Trash” are those items that would otherwise belong to another category of goods or property defined in this policy, but which, due to the property's age or an act of God, have less value than it would cost to repair the item. Examples could include, but are not limited to, fire damage, vehicle accidents, extreme age and/or decline in value of the item.

“Unused or underutilized facility” means a school facility or other real property that:

- As a whole or in a significant portion, is not being used for a public educational, academic, extracurricular, or administrative purpose and the nonuse or underutilization threatens the integrity or purpose of the school facility or other real property as a public education facility; and
- Is not subject to either a lease to a third party for fair market value or an executed offer to purchase by a third party for fair market value as of July 30, 2017.

General Policy

The District's purchases of commodities shall be in accordance with Policy 7.5—PURCHASES OF COMMODITIES and, to the extent applicable, the procurement requirements of any granting source of funding used to purchase the commodity. The Superintendent shall develop procedures governing the use, management, and disposal of commodities. At a minimum, the procedures will cover the following topics.

- labeling all commodities;
- establishing adequate controls to account for their location, custody, and security;

- annually auditing the inventory of commodities and updating a listing of such commodities to reconcile the audit with the district's inventory records. The audit will be documented and account for any transfer and/or disposal of a commodity.
- Disposing of surplus commodities and surplus real property, whether purchased in whole or in part with federal grant funds or with local funds.

The disposal of school property must be for the benefit of the school district and consistent with good business principles.

Disposal of Surplus Commodities

The Board of Directors recognizes that commodities sometimes become of no use to the District and thus meet this policy's definition of surplus commodities.

The Superintendent or designee(s) will determine the objective fair market value of surplus commodities. The District will strive to dispose of surplus commodities at or near their fair market value.

The Superintendent may declare surplus any commodity with a fair market value of less than one thousand dollars (\$1,000). Surplus commodities with a fair market value of less than one thousand dollars (\$1,000) will be periodically sold by the most efficient, cost effective means that is likely to result in sales at or near fair market value.

The Superintendent may submit a list of surplus commodities deemed to have a fair market value of one thousand dollars (\$1,000) or greater to the Board of Directors for authorization to sell such surplus commodities. Once the Board of Directors has authorized the sale of such surplus commodities, the Superintendent or designee(s) may sell that surplus commodity as the need arises. Items with a fair market value of one thousand dollars (\$1,000) or greater will be sold by the most efficient, cost effective means that is likely to result in sales at or near fair market value. If the Superintendent chooses to dispose of the surplus items by bid, the Superintendent or designee may set a minimum or reserve price on any item, and may reject all bids. The Superintendent or designee is authorized to accept the high bid provided the high bid is at or near the fair market value without further Board action unless the high bid comes under the jurisdiction of Arkansas ethics legislation in which case the provisions of A.C.A. §§ 6-24-101–107 would apply.

If attempts at public sales fail to produce any interested buyers or bidders, such remaining unsold commodities may then, at the discretion of the Superintendent, be disposed of as scrap or junk or be donated to appropriate charitable or education related entities. Computer or technology equipment will be cleansed of data prior to disposal.

Disposal of Surplus Real Property

The Board of Directors recognizes that real property it owns sometimes becomes no longer of use to the District and thus meets this policy's definition of surplus real property.

By February 1 of each year, the District shall submit a report to the Division of Public School Academic Facilities and Transportation (Division) that identifies all unused or underutilized school facilities in the District and the unused or underutilized school facilities, if any, that are designated in the District's facilities master plan

to be re-used, renovated, or demolished as part of a specific committed project or planned new construction project.

If the Division classifies a District facility or District real property as being unused or underutilized, the District may appeal the Division's determination to the Commission for Public School Academic Facilities and Transportation (Commission).

The District shall make unused or underutilized public school facilities available for lease for no more than fair market value to any open-enrollment public charter school (charter) located within the District's geographic boundaries that makes a request under the charter's statutory right of access unless the District makes an affirmative showing by a preponderance of the evidence to the Commission that:

1. The school facility, or the property to which the school facility is attached, will be needed by the District to accommodate future growth of the District; or
2. Use of the school facility or other real property by a charter would have a materially negative impact on the overall educational environment of an educational campus located within five hundred feet (500') of the school facility or other real property sought to be leased by the charter.

The terms of a lease executed between the District and a charter shall provide that the lease shall be cancelled and be of no effect if the charter:

- a. Fails to use the facility or other real property for direct student instruction or administrative purposes within two (2) years of the effective date of the lease;
- b. Closes, has its charter revoked, or has its charter application denied by the charter authorizer; or
- c. Initially uses the facility or other real property, but then leaves the facility or other real property unused for more than one hundred eighty (180) days.

If requested or agreed to by the charter, The District may sell the unused or underutilized facility or other real property to the charter for FMV.

If the District decides to sell, lease, or otherwise transfer ownership of a District facility, a charter located within the District's geographic boundaries shall have a right of first refusal to purchase or lease the facility for fair market value. The charter's right of first refusal shall continue for two (2) years after the date the District last used the school facility or other real property as an academic facility.

If the District decides to sell or lease a District facility or other real property that has been identified by the Division as an unused or underutilized school facility to a third party that is not a charter, then the District may not sell or lease the facility until the later of:

- Two (2) years after the date the facility or other real property is identified by the division as an unused or underutilized public school facility, so long as no charter has claimed a right of access or a right of first refusal; or
- Three (3) years from the date the District facility or other real property has been identified by the division as an unused or underutilized public school facility if the District designated the facility or other real property to be reused, renovated, or demolished as part of a specific committed project or planned new construction project in the District's facilities master plan.

The District may petition the division for a waiver of the time restrictions for the sale or lease of a District's unused or underutilized facility. The petition shall include a statement that the District believes that no charter

would be interested in leasing or purchasing the unused or underutilized school facility. If the District receives a waiver, the District may immediately sell, lease, or otherwise dispose of the unused or underutilized facility. The District may appeal the denial by the Division of a waiver to the Commission.

The Superintendent may submit a request to the Board of Directors for authorization to sell surplus real property. Once the Board of Directors has authorized the sale of such surplus real property, the Superintendent or designated individual(s) may sell that surplus real property as the need arises and this policy allows. The Superintendent or designee(s) shall be responsible for getting a determination of the objective FMV of surplus real property.

The district will strive to dispose of surplus items at or near their fair market value. The real property may be listed for sale with a real estate broker, and the Superintendent or designated individual may contract on behalf of the district to pay the usual and customary sales commission for such transactions, upon sale of the property.

The District may not make a part of the disposal of District real property a covenant that prohibits the sale or lease of former District facilities or other real property to a charter that is located within the District's geographic boundaries.

If the Superintendent chooses to dispose of the surplus items by bid, the Superintendent or designee(s) may set a minimum or reserve price on any item, and may reject all bids. The Superintendent or designee is authorized to accept the high bid provided the high bid is at or near the fair market value without further Board action unless the high bid comes under the jurisdiction of Arkansas ethics legislation in which case the provisions of A.C.A. §§ 6-24-101–107 would apply.

If attempts at public sales fail to produce any interested buyers or bidders, such remaining unsold real property may then, if agreed to by the Superintendent and Board of Directors, be donated to appropriate education related entities, not-for-profit organizations, the county, city, or incorporated town in accordance with the provisions of state law.

Items obtained with federal funds shall be handled in accordance with applicable federal regulations, if any.

The disposal of school property must be for the benefit of the school district and consistent with good business principles.

Disposal of Surplus Real Property After Consolidation

Except as otherwise prohibited by this policy, real property of a consolidated school district that is no longer being used for educational purposes and has not been sold, preserved, leased, or donated two (2) years after the effective date of consolidation shall be made available for use by a publicly supported institution of higher education, a technical institute, a community college, a not-for-profit organization, a county, a city, or incorporated town by the Board of Directors for the following purposes:

- Having the real property preserved, improved, upgraded, rehabilitated, or enlarged by the donee;
- Holding of classes by statutorily authorized education related entities; or
- Providing community programs and beneficial educational services, social enrichment programs, or after-school programs.

Trash

Trash, as defined in this policy, may be disposed of in the most cost efficient or effective method available to the district.

Legal References: A.C.A. § 6-13-111
 A.C.A. § 6-13-620
 A.C.A. § 6-21-108
 A.C.A. § 6-21-110
 A.C.A. § 6-21-803
 A.C.A. § 6-21-806
 A.C.A. § 6-21-815
 A.C.A. § 6-21-816
 A.C.A. § 6-24-101–107
 2 C.F.R. § 200.311
 2 C.F.R. § 200.313

Date Adopted: January 19, 2015

Last Revised: June 22, 2017

7.13.1 – INVENTORY OF SCHOOL PROPERTY

Inventory of School Property

Each principal and supervisor shall have on file in his/her office, as well as the superintendent's office, an itemized list of school property for each area in his/her building. This list should include: furniture, equipment, and instructional supplies valued at \$1,000 or more; library and reference books; and all technology and office machines valued at \$100 or greater.

A computerized list of all equipment in each building is kept in the superintendent's office. Each piece of equipment is identified by a school tag with a number for that specific piece of equipment. It is the responsibility of the teacher to see that each piece of equipment in his/her room is properly tagged. These numbered tags are available in the superintendent's office.

No item of property shall be transferred permanently to another classroom or building without the consent of the principal. An inventory change form must be completed and submitted to the Central Office when transfers of equipment occur.

A computerized listing will be furnished to each teacher so that each item can be checked. If an item is being discarded, the teacher must secure a signed form from the principal approving the discarding of this piece of equipment. The teacher shall attach a copy of this form to the computerized sheet when showing an item as discarded since the previous inventory check. These corrected listings are then returned to the superintendent's office so that corrections can be made on the master inventory records for the school system.

Items that have been purchased by parent groups for classroom use become the permanent property of the school district and are not to be transferred with students or teachers to a different assignment except with the permission of the principal.

Personal property (all items purchased by the teacher with his/her own funds to be used as teaching aids in the classroom) shall be considered as his/her personal property. No inventory sticker is to be applied to any personal property of the teacher. When a teacher is assigned to the same grade in another room in the same building, items may be taken by him/her to the new assignment with the principal's approval. If he/she takes a different grade assignment in the same building, or takes an assignment in a different building, or leaves the school system, only those items considered as personal property shall be taken with him/her. All personal property items should be clearly labeled as such.

Use of School Equipment

It shall be the policy of the school district not to loan or permit any piece of equipment or material to be borrowed by any individual not connected with the schools without specific permission from the superintendent or his/her designee.

Date Adopted: January 19, 2015

Last Revised:

7.14—USE OF DISTRICT CELL PHONES AND COMPUTERS

Board members, staff, and students shall not be given cell phones or computers for any purpose other than their specific use associated with school business. School employees who use a school issued cell phones and/or computers for non-school purposes, except as permitted by District policy, shall be subject to discipline, up to and including termination. School employees may be issued District cell phones if their position requires the employee be available at all times for work related emergencies or the employee be available to speak with others on school related business when the employee is away from the office. Employees issued cell phones for such purposes may use the phone for personal use on an “as needed” basis.

Students who use school-issued cell phones and/or computers for non-school purposes, except as permitted by Policy 4.47— POSSESSION AND USE OF CELL PHONES AND OTHER ELECTRONIC DEVICES, shall be subject to discipline, up to and including suspension or expulsion.

Except when authorized in the SCHOOL BUS DRIVER’S USE OF MOBILE COMMUNICATION DEVICES policies of 3.51 and 8.24, all employees and students are forbidden from using school-issued cell phones while driving any vehicle at any time. Violation may result in disciplinary action up to and including:

- Suspension for students; and
- Termination for employees.

Except when authorized in the SCHOOL BUS DRIVER’S USE OF MOBILE COMMUNICATION DEVICES policies of 3.51 and 8.24, no employee or student shall use any device for the purposes of browsing the internet; composing or reading emails and text messages; or making or answering phone calls while driving a motor vehicle which is in motion and on school property. Violations may result in disciplinary action up to and including:

- Suspension for students; and
- Termination for employees.

Cross References: 3.34—LICENSED PERSONNEL CELL PHONE USE
 3.51—SCHOOL BUS DRIVER’S USE OF MOBILE COMMUNICATION DEVICES
 4.47— POSSESSION AND USE OF CELL PHONES, OTHER ELECTRONIC DEVICES
 8.24—SCHOOL BUS DRIVER’S USE OF MOBILE COMMUNICATION DEVICES
 8.25— CLASSIFIED PERSONNEL CELL PHONE USE

Legal References: IRC § 132(d)
 IRC § 274(d)
 IRC § 280F(d)(4)
 IRS Publication 15 B
 A.C.A. § 6-19-120
 A.C.A. § 27-51-1504
 A.C.A. § 27-51-1609

Date Adopted: January 19, 2015

Last Revised: June 20, 2019

7.15—RECORD RETENTION AND DESTRUCTION

It is necessary to maintain district records in a manner that provides for efficient document storage and retrieval and is conducive to eliminating unnecessary record retention. Due to the variety of records that may need to be retained and accessed, the superintendent shall ensure that all staff receive appropriate training to understand this policy. Staff shall also understand the possible ramifications to the district and/or themselves for failure to properly maintain records and follow the requirements contained in this policy.

Definitions

“Directly or directly interested” (“directly”) means receiving compensation or other benefits personally or to an individual’s household from the person, business, or entity contracting with the District.

“Indirectly or indirectly interested” (“indirectly”) means that a family member, business, or other entity in which the individual or a family member has a financial interest will receive compensation or benefits.

“Record” is defined for the purposes of this policy, as an item or items, whether electronic or material, that are created by, at the request of, or received by and purposefully retained by a board member, administrator, or employee in the ordinary course of District business. “Records” also include writings, recorded sounds, films, tapes, electronic or computer-based information, or data compilations in any medium, required by law to be kept or otherwise kept and that constitute a record of the performance of lack of performance of official functions that are or should be carried out by public officials or employees of Bryant Public Schools. Examples include, but are not limited to:

- Any kind of correspondence;
- Calendars;
- Computer files and documents (which may include drafts);
- Telephone logs;
- Expense records;
- Audio or video recordings that are created for the purpose of monitoring the security of District property, the safety of District students, or open public meetings;
- Documentation related to transactions or contracts for:
 - Services with Board members, administrators, employees, or members of their families covered under the statutorily defined ethical restrictions associated with a contract for services provided for the District involving a Board member, administrator, or employee who "directly or indirectly" benefits from the contract;
 - An exemption granted by the Division of Elementary and Secondary Education (DESE) from the statutorily defined ethical restrictions associated with a contract for employment or for services provided for the District that involves a District administrator, board member, or employee.

The superintendent or designee shall be responsible for establishing a schedule for the routine destruction of district records that accommodates the needs of the district and that is not inconsistent with the requirements of this policy. The schedule shall specify the length of retention for any records not specifically delineated by this policy and be distributed to staff on a need-to-know basis according to their respective employment duties and responsibilities. The schedule should accommodate the need for records to be stored as a blend of printed, bound and electronically recorded material. The superintendent or designee shall ensure the effective and efficient securing, cataloging, storing, and appropriate scheduled destruction of all records.

The following records categories shall be retained for the time specified.

- a. Board of Education Minutes – forever
- b. Personnel files:
 - a. Payroll records – forever
 - b. Evaluations, licenses and certificates, transcripts – destroyed five years after employee leaves the District unless returned to the employee.
 - c. Notes, letters, other miscellaneous items – destroyed five years after employee leaves the District.
- c. Student files – three (3) years beyond the date the student receives a high school diploma or its equivalent, or until the student is beyond the age of compulsory school attendance.
- d. Student records of attendance/graduation – forever
- e. Financial Records – five years
- f. Expenditures made with federal grant monies – governed by the terms of each grant
- g. Video Surveillance Recordings – the timeline established in Policy 3.41 – LICENSED PERSONNEL VIDEO SURVEILLANCE AND OTHER MONITORING, Policy 4.48—VIDEO SURVEILLANCE AND OTHER STUDENT MONITORING, and Policy 8.29 – CLASSIFIED PERSONNEL VIDEO SURVEILLANCE AND OTHER MONITORING.
- h. Emails – until deleted by the user or by the district Technology Department.
- i. Documentation, including letters of approval, related to transactions or contracts for services covered by this policy and Arkansas statutes for Board members or members of their families or for waivers granted to District employees - thirteen years
- j. Documentation relating to payments or reimbursements made by a vendor on behalf of a board member, administrator, or employee for travel, lodging, food, registration, entertainment, or other expenses– Three (3) years
- k. Employment applications, including applicant lists, applicant interview evaluations, documentation in response to requests for reasons for a failure to be interviewed and/or hired, and hiring determinations - five (5) years
- l. Documents filed with the IRS, including those required in Policy 7.23-Health Care Coverage and the Affordable Care Act – four (4) years
- m. Statewide assessment security agreement – Three (3) years
- n. Recordings of open public meetings – One (1) year
- o. Reports and related documentation filed with the Auditor of State on abandoned property – Ten (10) years
- p. Record of each query made of the Federal Motor Carrier Safety Administration Commercial Driver's License Drug and Alcohol Clearinghouse and the results of each query – Three (3) years
- q. Employee consent to query the Federal Motor Carrier Safety Administration Commercial Driver's License Drug and Alcohol Clearinghouse – Three (3) Years from the latest query
- r. Reports from the Commercial Driver Alcohol and Drug Testing Database of the Office of Driver Services of the Arkansas Department of Finance and Administration – Three (3) years
- s. Records required by the District's sexual harassment policies – seven (7) years

The superintendent or designee shall be responsible for determining when there is a need to interrupt the routine destruction of records. When the superintendent or designee makes the decision to cease the routine disposal of records, staff affected by the decision shall be promptly informed of the decision and of the nature of records that are to be retained; such records shall be retained until the superintendent or designee has authorized their

destruction. Employee training on the district's records retention schedule shall specifically include information on the records that may need to be retained due to pending disciplinary or legal actions that otherwise would be subject to routine disposal. If an employee has doubt about the need to retain any record otherwise scheduled for destruction, he/she shall consult with the superintendent or designee prior to destroying such records.

The records' storage system devised by the superintendent and designee(s) shall be organized in a manner that enables the efficient retrieval of data and documents. The district shall have adequate backup of electronically stored critical data. The system shall be communicated to employees in a manner that enables them to understand and follow the system's requirements.

In retaining and destroying records, no employee shall:

- a. Destroy, alter, mutilate, conceal, cover up, falsify, or make a false entry in any record that may be connected to a disciplinary matter or lawsuit or to a matter within the jurisdiction of a federal or state agency, in violation of federal law and regulations or state law and rules.
- b. Alter, destroy or conceal a document, or attempt to do so, with the intent to impair the document's availability for use in a disciplinary matter, lawsuit or an official proceeding or otherwise obstruct, influence or impede any lawsuit or official proceeding, in violation of federal law and regulations or state law and rules.
- c. Retaliate or discriminate against an employee who refuses to violate this policy or to coerce or threaten an employee to violate this policy or any Records Retention Schedule that may be published by the Superintendent of Schools.
- d. Failure to follow the requirements set forth in this policy or any Records Retention Schedule that may be published by the Superintendent of Schools may result in disciplinary action against the employee(s), up to and including termination. The district's board of directors prohibits and will not tolerate any form of reprisal, retaliation or discrimination against any employee who, in good faith, has attempted to comply with this policy or any Records Retention Schedule that may be published by the Superintendent of Schools.

Cross References: 1.22—RECORDING OF BOARD MEETINGS
3.19—LICENSED PERSONNEL EMPLOYMENT
3.26—LICENSED PERSONNEL SEXUAL HARASSMENT
4.27—STUDENT SEXUAL HARASSMENT
4.48—VIDEO SURVEILLANCE AND OTHER STUDENT MONITORING
7.16—INFORMATION TECHNOLOGY SECURITY
7.18 - DISPOSAL OF NON-NEGOTIATED CHECKS OR UNCLAIMED PROPERTY
8.13—CLASSIFIED EMPLOYMENT
8.20—CLASSIFIED PERSONNEL SEXUAL HARASSMENT

Legal References: A.C.A. § 5-1-102
A.C.A. § 5-1-109(c)(2), (g)
A.C.A. § 6-13-619
A.C.A. § 6-17-104
A.C.A. § 6-17-2301
A.C.A. § 6-18-901
A.C.A. § 6-24-102(8)(15)
A.C.A. § 6-24-105(d)

A.C.A. § 6-24-106(c)(6)
A.C.A. § 6-24-107(c)
A.C.A. § 6-24-115
A.C.A. § 18-28-211
A.C.A. § 21-3-302, 303
A.C.A. § 25-19-106
A.C.A. § 27-23-207
DESE Rules Governing Ethical Guidelines and Prohibitions for Educational
Administrators, Employees, Board Members, and Other Parties
DESE Rules Governing the Arkansas Educational Support and Accountability Act
26 C.F.R. § 31.6001-1
34 C.F.R. § 99.2
34 C.F.R. § 106.45
49 C.F.R. § 382.701
49 C.F.R. § 382.703
Arkansas Freedom of Information Act, A.C.A. § 25-19-101, et seq.
Federal Rules of Civil Procedure Numbers 16, 26, 33, 34, 37, and 45

Date Adopted: January 19, 2015

Last Revised: April 15, 2021

7.16—INFORMATION TECHNOLOGY SECURITY

The superintendent shall be responsible for ensuring the district has the necessary components in place to meet the district's needs and the state's requirements for information technology (IT) security. To aid the superintendent in creating, monitoring, and updating the District's IT Security system, the superintendent shall appoint an information security officer (ISO). The ISO shall be responsible for:

- a) Overseeing the District-wide IT security system;
- b) Development of District IT policies and procedures;
- c) Development and leading of employee training on the IT Security requirements;
- d) Ensuring compliance with the adherence to the Arkansas Department of Education (ADE) IT Security standards.

The ISO shall work with other IT staff, the superintendent, and district management appointed by the superintendent to develop a District IT Security system necessary to meet the requirements of this policy and ADE's standards. The IT security system shall contain the necessary components designed to accomplish the following:

1. The District IT security system shall contain mechanisms, policies, procedures, and technologies necessary to prevent disclosure, modification, or denial of sensitive information.

For the purposes of the IT Security system, "sensitive data" is any and all student and employee data that is either personally identifiable information (PII) or any non PII information that, if assembled together, would allow a reasonable person to identify an individual. Sensitive data includes, but is not limited to:

- Student personally identifiable information, except as allowed by the Family Educational Rights and Privacy Act (FERPA); and
- Employee personally identifiable information, except as required by Ark. Code Ann. § 6-11-129.

All District employees having access to sensitive information shall receive annual IT security training, which shall emphasize the employee's personal responsibility for protecting student and employee information.

2. Physical access to computer facilities, data rooms, systems, networks and data will be limited to those authorized personnel who require access to perform assigned duties.

User workstations shall not be left unattended when logged into sensitive systems or data that includes student or employee information. Workstation settings shall be set for automatic log off and require a password for the system to restore from screensavers.

All equipment that contains sensitive information shall be secured to deter theft.

Server rooms and telecommunication rooms/closets shall be protected by appropriate access control. The rooms shall be segregated from general school or District office areas to restrict access. Server room access control shall be enforced using keys to allow unescorted access only to IT or management staff who require the access to perform their job functions.

3. Network perimeter controls will be implemented to regulate traffic moving between trusted internal (District) resources and external, untrusted (internet) entities. All network transmission of sensitive data shall enforce encryption where technologically feasible.

The District shall maintain a network configuration management program that includes at a minimum:

- a) A network diagram identifying all connections, addresses, and purpose of each connection including management approval of all high risk internet facing ports such as mail (SMTP/25), file transport protocol (FTP/20-21), etc.
- b) All public facing (internet) servers and workstations segmented on a demilitarized zone (DMZ) that keeps them separate from the internal District network. Segmentation shall be through the use of routers, firewalls, and virtual local area networks (VLAN).

All wireless access shall require authentication. The DISTRICT wireless networks will deploy network authentication and encryption in compliance with the Arkansas State Security Office's Best Practices. Scans for rogue wireless devices will be conducted at a minimum monthly. Any Rogue wireless device shall be disabled.

Remote access with connectivity to the District internal network shall be achieved using encryption. Appropriate WARNING BANNERS shall be implemented for all access points to the District internal network.

4. System and application access will be granted based upon the least amount of access to data and programs required by the user in accordance with a business need-to-have requirement.

The District shall enforce strong password management for:

- Employees and contractors as specified in Arkansas State Security Office Password Management Standard.
- Students as specified in Arkansas State Security Office K-12 Student Password Management Best Practice.

User access shall be limited to only those specific access requirements necessary for an employee to perform his/her job functions. Where possible, segregation of duties shall be utilized to control authorization access.

User access shall be granted and terminated upon timely receipt of a documented access request/termination . All access requests shall require approval by the ISO or designee. Ongoing access shall be reviewed for all users at a minimum annually.

Audit and log files shall be generated and maintained for at least thirty (30) days for all critical security-relevant events, including but not limited to:

- Invalid logon attempts;
- Changes to the security policy/procedures; and
- Failed attempts to access objects by unauthorized users.

IT administrator privileges for operating system(s), database(s), and applications shall be limited to the minimum number of staff required to perform these sensitive duties.

5. Application development and maintenance for in-house developed student or financial applications will adhere to industry processes for segregating programs and deploying software only after appropriate testing and management approvals.

Any custom-built student or financial applications or supporting applications that interface, integrate with, or provide queries and reporting to/from student or financial systems shall be developed using a system development life cycle approach that incorporates at a minimum:

- a) Planning, requirements, and design;
- b) User acceptance testing (UAT);
- c) Code reviews; and
- d) Controlled migration to production.

Any changes to core or supporting applications that provide student or financial processing or reporting shall be implemented in a controlled manner that includes at a minimum:

- Documentation of any change, including changes to both infrastructure and application;
- Management approval of all changes; and
- Controlled migration to production, including testing as appropriate.

6. Monitoring and responding to IT related incidents will be designed to provide early notification of events and rapid response and recovery from internal or external network or system attacks.

The District shall develop and maintain an incident response plan to be used in the event of system compromise that shall include:

- a) Emergency contacts;
- b) Incident containment procedures; and
- c) Incident response and escalation procedures.

7. To ensure continuous critical IT services, the District ISO will develop a business continuity/disaster recovery plan appropriate for the size and complexity of the District IT operations.

The district-wide business continuity plan shall include at a minimum:

- Procedures for performing routine backups at least weekly and the storage of backup media at a secured location other than the server room or adjacent facilities. Backup media shall be stored off-site a reasonably safe distance from the primary server room and retained in a fire resistant receptacle.
- A secondary backup processing location, such as another School or District building, shall be identified.
- A documented calling tree with emergency actions to include:
 - Recovery of backup data;
 - Restoration of processing at the secondary location; and
 - Generation of student and employee listings to ensure an accurate head count.

8. Server and workstation protection software will be deployed to identify and eradicate malicious software attacks such as viruses, spyware, and malware.

Spyware and virus protection software shall be installed, distributed, and maintained on all production platforms, including:

- a) File/print servers;
- b) Workstations;
- c) Email servers;
- d) Web servers; and
- e) Application and database servers.

Malicious software protection shall include:

- Weekly update downloads;
- Weekly scanning;
- The malicious software protection to be in active state (real-time) on all operating servers/workstations.

All security-relevant software patches shall be applied within thirty (30) days and critical patches shall be applied as soon as possible.

A.C.A. § 10-4-429 requires the submission of a written initial report of the known facts of the compromise of the security, confidentiality, or integrity of an information system maintained by a public entity, which includes schools, to Arkansas Legislative Audit within five (5) business days after learning of the security incident. Regular updates must be provided to Arkansas Legislative Audit until the investigation of the security incident is closed.

Legal References: Commissioner's Memo RT-15-010
 A.C.A. § 4-110-101 et seq.
 A.C.A. § 10-4-429

Date Adopted: January 19, 2015

Last Revised: April 21, 2022

7.17 – FOOD SERVICE

The school food service program shall be operated in accordance with applicable laws, regulations, and guidelines developed by the Arkansas Department of Education.

Date Adopted: January 19, 2015

Last Revised:

7.17.1—FOOD SERVICE PREPAYMENT

Meal Charges

Students and staff must provide payment for school meals in advance or at the time of purchase. At the elementary (pre-K through 5) level, elementary schools will send negative balance slips home on a weekly basis. When an elementary student's meal charges reach \$15.00 or higher, the negative balance slips will be provided to the school's assistant principal who will contact the student's parent or guardian. If full payment of the negative balance is not received, the elementary student will receive an alternate meal as set forth below. At the secondary (grades 6-12) level, the District permits two charges, not to exceed a total of \$4.50. If the student owes more than \$4.50, the student will receive an alternate meal as set forth below.

With the exception of the above procedures, the district does not provide credit for staff or students to charge for meals, a la carte, or other food and beverage items available for purchase in the school food service areas. Meals, a la carte, or other food and beverage items may be purchased by either providing payment for the items at the time of receipt or by having a prepaid account with the District that may be charged for the items. Staff and parents, or students choosing to do so, may pay in advance for meals, a la carte, or other food and beverage items through any of the following methods:

- Submitting cash or check payment at the school building office; or
- Depositing funds through the District's online service, which can be found at the Bryant School District website and selecting EZ School Pay.

A student's parents will be contacted by authorized District personnel regarding a student's prepaid account balance at the following times: when the student's account has fewer than five dollars (\$5.00) remaining.

On May 1 of each school year, the District's meal charging policies change. At the secondary level (middle and high school), the District does not allow meal charges after May 1. At the elementary level, students may only have up to \$5.00 in credit for unpaid meals.

Unpaid Meal Access

In accordance with Arkansas law, the District allows students whose accounts do not have enough funds to purchase a meal to receive an unpaid reimbursable meal at no charge. The District will notify a student's parents:

- When the student's prepaid account balance has dropped to the point that the student will begin receiving unpaid meals;
- Each time the student receives the first unpaid meal after money has been deposited into the student's prepaid account; and
- After the student has received five (5) unpaid meals.

Students who have submitted proper documentation to receive a meal modification shall receive the same type of substitution for an unpaid meal.

Legal References: Commissioner's Memo CNU-17-003

Commissioner's Memo CNU-17-024
A.C.A. § 6-18-715

Date Adopted: January 19, 2015

Last Revised: June 20, 2019

7.17.2—EXCESS FOOD

Definition

“Excess food” means any food that remains after the serving of breakfast and lunch to students during the school day; however, “excess food” does not include any food that has expired, been opened, or been consumed.

Excess food shall be handled in accordance with U.S. Food and Drug Administration regulations and Arkansas Department of Health rules.

Excess Food Sold a la carte

Excess food may be sold a la carte no later than the day immediately following the day the excess food was served in the District’s school meal service.

Donation of Excess Food

When it is not feasible for the District to reuse excess food, excess food may be donated to a non-profit organization, such as a community food bank, homeless shelter, or other nonprofit charitable organization.

The District’s Child Nutrition Director (Director), after consultation with and approval by the superintendent, may identify a nonprofit “partner” that will accept the District’s excess food. Before the District may donate food to the nonprofit partner, the Director shall obtain a copy of the nonprofit partner’s 501(c)(3) documentation and contact information for use when excess food is available for donation.

Whenever excess food is donated, the Director shall document all of the following on the form provided by the Child Nutrition Unit:

1. What, how much and when excess food donations are made;
2. Who picks up the excess food for the nonprofit partner, including a signature along with the date and time of the pick up; and
3. Signature of the child nutrition staff when excess food is donated to the nonprofit partner.

Following the donation of excess food, the Director shall:

- a. Monitor excess food donations;
- b. Report excess food cost to administration; and
- c. Revise planned production and menus to minimize excess food.

The nonprofit partner shall agree to provide the District’s students the first opportunity to receive the donated excess food. The superintendent, Director, and nonprofit partner shall work together to adopt procedures for the providing of excess food to the District’s students.

Legal References: A.C.A. § 6-18-716
 Commissioner’s Memo CNU-16-033
 7 C.F.R. § 210.10
 7 C.F.R. § 210.11

Date Adopted: June 20, 2019

Last Revised:

7.17.3—NON-DISCRIMINATION IN FOOD SERVICE PROGRAMS

In accordance with Federal law and the U.S. Department of Agriculture (USDA) regulations, the Bryant School District shall not exclude from participation in, deny the benefits of, or subject to discrimination any individual as part of any of the District's food service programs on the basis of race, ethnicity, color, national origin, sex, sexual orientation, gender identity, age, or disability. The District shall not allow reprisal or retaliation against any individual for prior civil rights activity.

Food service program information may be made available in languages other than English. Persons with disabilities who require alternative means of communication to obtain food service program information (e.g., Braille, large print, audiotape, American Sign Language), should contact the District, Child Nutrition Unit of the Division of Elementary and Secondary Education of the Arkansas Department of Education, or the USDA's TARGET Center at (202) 720-2600 (voice and TTY) or contact USDA through the Federal Relay Service at (800) 877-8339.

To file a food service program discrimination complaint, a Complainant should:

- Complete a USDA Program Discrimination Complaint Form (Form AD-3027), which can be obtained:
 - Online at: <https://www.usda.gov/sites/default/files/documents/USDA-OASCR%20P-Complaint-Form-0508-0002-508-11-28-17Fax2Mail.pdf>;
 - Calling any USDA office at (866) 632-9992; or
- Writing a letter addressed to USDA that:
 - a. Contains:
 - 1. The complainant's name, address, and telephone number; and
 - 2. A written description of the alleged discriminatory action in sufficient detail to inform the Assistant Secretary for Civil Rights (ASCR) about the nature and date of an alleged civil rights violation; and
 - b. Submitted to USDA by:
 - 1. Mail:
U.S. Department of Agriculture
Office of the Assistant Secretary for Civil Rights
1400 Independence Avenue, SW
Washington, D.C. 20250-9410;
 - 2. Fax at either:
 - (833) 256-1665; or
 - (202) 690-7442; or
 - 3. Email:
program.intake@usda.gov

The Bryant School District is an equal opportunity provider.

Cross References: 4.50—SCHOOL MEAL MODIFICATIONS
 4.51—FOOD SERVICE PREPAYMENT
 4.58—FOOD SHARING AND ITS REMOVAL FROM FOOD SERVICE AREA
 7.17—FOOD SERVICE PREPAYMENT
 7.17.1—EXCESS FOOD

Legal References: Commissioner’s Memo CNU-22-028
 7 C.F.R. Parts 15, 15a, and 15b
 7 C.F.R. § 210.23
 20 U.S.C. 1681 et seq.
 29 U.S.C. 794 et seq.
 42 U.S.C. 2000d et seq.
 42 U.S.C. 6101 et seq.
 42 U.S.C. 12101 et seq.

Date Adopted: June 20, 2022

Last Revised:

7.18—DISPOSAL OF NON-NEGOTIATED CHECKS OR UNCLAIMED PROPERTY

State law specifies how the district is to dispose of retained funds in the form of issued but non-negotiated checks that have not been presented for payment within one (1) calendar year. The district shall dispose of these retained funds in accordance with the law and remit the amount of all non-negotiated checks to the Unclaimed Property Division of the Arkansas Auditor's Office.

The district shall make a good faith effort to return physical items that have been left on district property to their rightful owners. When contact information is known for the owner of an item of a non-perishable nature left at the district, the district shall use the information to attempt to contact the owner to inform him/her of the location of the item. Owners of such items shall be given at least three (3) weeks to pick up the item he/she left at the district. If the owner fails to pick up the item within the time allotted, the district may dispose of the item in a manner of its choosing.

The district is under no obligation to retain an abandoned, perishable item left on district property.

Legal References: A.C.A. § 18-28-201
 A.C.A. § 18-28-202(a)(11), (c), (d)
 A.C.A. § 18-28-204
 A.C.A. § 18-28-206
 A.C.A. § 18-28-207
 A.C.A. § 18-28-208(a)
 A.C.A. § 18-28-210(b)(c)
 A.C.A. § 18-28-217
 A.C.A. § 18-28-221(a)
 A.C.A. § 18-28-224

Date Adopted: January 19, 2015

Last Revised: April 16, 2020

7.19—SERVICE ANIMALS IN DISTRICT FACILITIES

In accordance with the provisions of the Americans with Disabilities Act and Arkansas statutes, service dogs and trained miniature horses (service animals) are permitted for use by individuals with disabilities on district property and in district facilities provided the individuals and their animals meet the requirements and responsibilities covered in this policy.

When an individual with a disability seeks to bring a service animal into a district facility, the district is entitled to ask the individual:

- a. If the animal is required because of a disability; and
- b. What work or task has the animal been trained to perform.

While the district is not entitled to ask for documentation that the animal has been properly trained, the individual bringing the animal into a district facility will be held accountable for the animal's behavior.

Any service animal brought into a district facility by an individual with a disability must have been trained to do work or perform tasks for the individual. The work or tasks performed by the service animal must be directly related to the handler's disability. Examples of work or tasks include, but are not limited to, assisting individuals who are blind or have low vision with navigation and other tasks, alerting individuals who are deaf or hard of hearing to the presence of people or sounds, providing non-violent protection, pulling a wheelchair, assisting an individual during a seizure, alerting individuals to the presence of allergens, retrieving items such as medicine, providing physical support and assistance with balance and stability to individuals with mobility disabilities, and helping persons with psychiatric and neurological disabilities by preventing or interrupting impulsive or destructive behaviors.

The crime deterrent effects of an animal's presence and the provision of emotional support, well-being, comfort, or companionship do **not** constitute work or tasks for the purposes of this policy; no animal brought solely for any of these reasons shall be permitted on school grounds.

Individuals with disabilities shall be permitted to be accompanied by their service animals in all areas of a public entity's facilities where members of the public, participants in services, programs or activities, or invitees, as relevant, are allowed to go.

A service animal shall be under the control of its handler. A service animal shall have a harness, leash, or other tether, unless either the handler is unable because of a disability to use a harness, leash, or other tether, or the use of a harness, leash, or other tether would interfere with the service animal's safe, effective performance of work or tasks, in which case the service animal must be otherwise under the handler's control by means of voice control, signals, or other effective means.

A service animal shall be groomed to prevent shedding and dander and shall be kept clean of fleas and ticks.

District staff may ask an individual with a disability to remove a service animal from the premises if:

- (1) The animal is out of control and the animal's handler does not take effective action to control it;
- (2) The animal is not housebroken; or

(3) Making reasonable accommodations for the service animal's presence would fundamentally alter the nature of the service, program, or activity.]

If the district excludes a service animal due to the reasons listed above, the district shall give the individual with a disability the opportunity to participate in the service, program, or activity without having the service animal on the premises.

The District and its staff are not responsible for the care or supervision of a service animal brought onto district property or into district facilities by an individual with a disability. Students with service animals are expected to care for and supervise their animal. In the case of a young child or a student with disabilities who is unable to care for or supervise the service animal, the parent is responsible for providing care and supervision of the animal. Prior to working in the school, any person responsible for providing care and supervision of the animal must go through the same process for background checks as required of all employees of the school system.

The District shall not ask or require an individual with a disability to pay a surcharge, even if people accompanied by pets are required to pay fees, or to comply with other requirements generally not applicable to people without pets.

Individuals should be aware that under Arkansas law the misrepresentation of an animal as a service animal or a service animal in training to a person or entity operating a public accommodation may subject the individual to a civil penalty.

Additional information on the distinction of an emotional support animal from a service animal can be found in A.C.A. § 20-14-1001 et seq.

Legal References: 28 CFR § 35.104
 28 CFR § 35.136
 A.C.A. § 20-14-304
 A.C.A. § 20-14-308
 A.C.A. § 20-14-314
 A.C.A. § 20-14-1001 et seq.

Date Adopted: January 19, 2015

Last Revised: June 15, 2023

7.19.1—THERAPY ANIMALS

Definitions

“Therapy animal” means an animal that is a graduate of a program through an assistance dog organization that is a member of Therapy Dogs International or a similar nonprofit organization that attempts to select the highest standard of training for animals for the purpose of emotional support, well-being, comfort, or companionship to school district students. Therapy animals are the personal property of a school district employee and are not owned by the school district. Therapy animals do not meet the definition of “service animals” under the Americans with Disabilities Act.

“Therapy animal handler” means an employee of the school district who has received training and passed an evaluation from Therapy Dogs International or a similar nonprofit organization for handling a specific therapy animal and who will be handling and overseeing care of that specific therapy animal for the entire time the animal is on a Bryant School District campus.

The Bryant School District recognizes that specially trained therapy animals can provide educational benefits for Bryant School District students. Bryant School District staff who wish to have therapy animals made available to students shall submit a plan to the building principal. The proposal shall address all of the following areas:

1. The location for the therapy animal to be kept when the therapy animal is on campus, which must meet all of the following conditions:
 - a. Direct access to the outdoors to permit the therapy animal to enter and exit the building without using the building’s interior hallways;
 - b. Free of an intake for the building ventilation system or an independent ventilation system;
 - c. Non-porous surfaces, including carpet-free floors, for easy hair removal, cleaning, and sanitation;
2. The proposed therapy animal or the therapy animal service provider:
 - a. The certification the proposed therapy animal has received, including the training required to receive the certification;
 - b. The credentials of the certification providers;
 - c. Copy(ies) of the temperance evaluation(s) of the proposed therapy animal;
 - d. The credentials of the temperance evaluator(s);
 - e. Proof demonstrating the therapy animal is current on all vaccinations;
3. Students:
 - a. The set(s) of students whom the therapy animal is intended to serve;
 - b. Proposed training to be provided to students on the appropriate behavior and treatment of the therapy animal;
 - c. Consequences for inappropriate treatment of the therapy animal;
 - d. The anticipated goals for and intended uses of the therapy animal;
4. The therapy animal’s handler must provide:
 - a. The individual(s) who will be responsible for handling the therapy animal;
 - b. Training obtained by the proposed handler(s);
 - c. The credentials of the providers of the handler’s training;

- d. Proposed schedule for the handler(s) to provide necessary care for the therapy animal, including exercise, feeding, watering, bodily functions, and any cleanup resulting from caring for the animal; and
- e. Proof of an insurance policy that provides liability coverage for the therapy animal while on Bryant School District property.

The building principal may reject the proposal if:

- The proposal does not meet the requirements of this policy;
- The principal does not perceive any educational benefit to be achieved based on the information contained in the proposal;
- The building principal believes that the time required to meet the needs of the therapy animal is inconsistent with the assigned duties of the school employee(s) proposed as the therapy animal's handler(s); or
- The proposal is otherwise inconsistent with the needs of the school or school building.

The building principal shall submit any proposal the principal desires to be approved to the superintendent, or designee, for final review and approval. If the superintendent, or designee, approves the proposal, the superintendent, or designee, shall submit written approval for an individual documented therapy animal or for a therapy animal service before the individual animal or an animal provided by the therapy animal service may be present on a Bryant School District campus.

Any approved therapy animal program may have its approval suspended or curtailed, at any time, for any reason. Bryant School District employees shall not receive any additional pay, stipend, or compensation for providing the therapy animal or for being the handler and/or the owner of the therapy animal. The supervision and care of the approved therapy animal is solely the responsibility of the therapy animal handler(s) when the therapy animal is on a Bryant School District campus. The therapy animal handler will assume full responsibility and liability for any damage to school district property or injury to school district staff, students, or others while the therapy animal is on a Bryant School District campus. The therapy animal handler must maintain an insurance policy that provides liability coverage for the therapy animal while on Bryant School District property.

Approved therapy animals must be clean, well groomed, in good health, house broken, and be current on all vaccinations and immunizations. An approved therapy animal shall have appropriate identification identifying it as a therapy animal at all times while on Bryant School District property. The therapy animal shall be under the control of the therapy animal's handler(s) at all times, which requires the therapy animal be attached to the therapy animal's handler by means of a leash or harness whenever the therapy animal is on Bryant School District property and outside of its designated room.

The building principal is to receive a verbal report within fifteen (15) minutes of any act of aggression or defensive behavior by the therapy animal towards a human, which includes vocalizations such as growling, or any aggressive or inappropriate behavior by a student directed toward a therapy animal. A full written incident report shall be submitted to both the building principal and the superintendent, or

designee, before the close of the following school day. An act of aggression or defensive behavior by a therapy animal shall result in:

- An immediate end of the current student's session with the therapy animal;
- The prohibition of any further interactions between the therapy animal and students for the remainder of the school day; and
- Exclusion of the therapy animal from campus until the superintendent, or designee, completes an investigation and authorizes the therapy animal's return to campus.

A student shall not schedule or have contact with the therapy animal until the student's parents, or the student if over eighteen (18) years of age, provides written authorization for the student to use the services of a therapy animal.

If a student demonstrates symptoms of an allergic reaction during or after a session with the therapy animal, the student's parents shall receive written notification of the possibility of their student's allergy and that the student shall not have any future sessions with the therapy animal. If other student's in the same classroom demonstrate symptoms of an allergic reaction following a student's return to class after a session with the therapy animal, no further sessions with the therapy animal shall be scheduled for students in that classroom and the parents of a student who demonstrated symptoms of an allergic reaction shall receive written notification of their student's possible allergy.

This policy is not intended to, and does not, allow students, parents, or staff to bring emotional support animals onto any Bryant School District campus. Individuals who bring an animal onto a Bryant School District campus that does not meet the definition of a service animal under policy 7.19—SERVICE ANIMALS or that has not been approved under this policy shall be asked to leave campus. Repeated violations may result in disciplinary or legal action.

Cross Reference: 7.19—SERVICE ANIMALS

Date Adopted: September 15, 2022

Last Revised:

7.20—ELECTRONIC FUND TRANSFERS

District funds shall only be disbursed by the district treasurer upon the receipt of checks or warrants signed by the District Board of Directors' Disbursing Officer and the Superintendent or through the electronic transfer of funds. Any electronic transfer of funds must be initiated by the District and authorized in writing by both the Disbursing Officer of the school district Board of Directors and the Superintendent.

For the purposes of this policy, "initiated by the District" means the District controls both the timing and the amount of the funds transfer.

The district treasurer shall maintain evidence of authority for the disbursement in the form of invoices, payrolls that conform with written contracts on file in his/her office, or other appropriate documentation indicating an authority to disburse District funds.

"Other appropriate documentation" includes one-time, signed authorization for recurring transactions. The Board of Directors Disbursing Officer must pre-authorize the electronic transfer of funds for non-recurring transactions which can be accomplished by a signed authorization or an email authorizing such a disbursement of funds.

Cross Reference: 1.16 —DUTIES OF BOARD DISBURSING OFFICER

Legal References: A.C.A. § 6-13-701(e)
 Commissioner's Memo Com-12-036

Date Adopted: January 19, 2015

Last Revised:

7.21—RESERVED

7.22—RESERVED

7.23—HEALTH CARE COVERAGE AND THE AFFORDABLE CARE ACT

Definitions

“Dependent”, for purposes of this policy, means an employee’s child(ren) and/or spouse who are enrolled by the employee in health care coverage through the District’s health care plans.

“Full-time school bus driver” means a person employed by the District to drive regular routes during the annual school year:

1. Who contracts with the District to operate a school bus for at least seven hundred twenty (720) hours during the school year;
2. Whose primary source of income during the school year is obtained by operating a school bus for the District; or
3. Who contracts with the District to operate a school bus and is designated by the superintendent as a full-time school bus driver, regardless of the number of hours for which the person is contracted.

“Full-time employee”, for purposes of this policy, means an employee who is:

- a. In a position requiring on average thirty (30) hours of actual performance per week during the annual school year; or
- b. A full-time school bus driver.

“Responsible individual” means a primary insured employee who, as a parent or spouse, enrolls one or more individual(s) in health care coverage through the District’s health care plans.

“Variable hour employee”, for the purposes of this policy, means an individual, other than a full-time school bus driver, who has no base minimum number of hours of performance required per week.

Health Insurance Enrollment

All full time District employees are eligible to enroll themselves; their spouse, so long as the spouse is not otherwise eligible for insurance through his/her employer's sponsored plan; and their child(ren) in one of the insurance plans through the Public School Employee Life and Health Insurance Program (PSELHIP). Variable hour employees are not eligible to enroll in a PSELHIP plan. If a variable hour employee’s measurement period finds that the employee averaged thirty (30) or more hours per week, then the employee is treated as a full time employee rather than a variable hour employee and is eligible for health insurance. New full time employees have sixty (60) days following the start date of the employee’s contract to elect to enroll in a PSELHIP plan; all new employees shall be informed in writing of the start date of the employee’s contract and that the employee has sixty (60) days from that date to elect PSELHIP coverage. Coverage for new employees who choose to enroll in a PSELHIP plan shall take effect on the first of the month following the date on the enrollment application. Coverage shall be in effect until the end of the calendar year. Employees who experience a Qualifying Status Change Event have sixty (60) days from the date of the Qualifying Status Change Event to file an application to change coverage information. All employees who continue to be eligible may elect to continue coverage and make changes to their PSELHIP plan for the following plan year during the yearly open enrollment period.

The District shall ensure all employees are provided education annually on the advantages and disadvantages of a consumer-driven health plan option and effective strategies of using a Health Savings Account (HSA). Any

employee who enrolls in a PSELIP consumer driven health care plan is required to establish an HSA unless the employee is ineligible for an HSA.

District Contribution to Premiums

At a minimum, the District shall distribute the established contribution rate to all employees who are enrolled in one of the PSELHIP plans. In accordance with the State Health Insurance Portability Rules (SHIP), the District shall continue to pay the premium contribution for an employee who transfers to another Arkansas school district that also participates in the SHIP through August 31 of the calendar year the employee leaves the district so long as the employee:

- 1) Completes his/her contract with the District;
- 2) Provides the District with notice that the employee is transferring to another district by no later than June 15;
- 3) Provides the District with proof of employment at another Arkansas district; and
- 4) Has the employee portion of the premium deducted from his/her end-of-year checks or pays the District business office the employee's portion of the premium by the 15th of both July and August.

Measurement Method of Employee Hours

The District uses the look-back method for determining if an employee qualifies as a full-time employee.

W-2

For all full-time employees who are enrolled in a PSELHIP plan, the District shall indicate in box twelve (12) of the employee's Form W-2 the cost of the employee's health care coverage by using code "DD".

IRS Returns

The District will electronically file with the IRS by March 31 of each year the forms required by the IRS on the health insurance coverage of each full-time employee for the previous calendar year, whether or not the full-time employee participates in a health insurance plan through the PSELHIP.

Statement of Return

The District shall send to each full-time employee a Statement of Return (Statement) regarding the IRS Return filed on the employee. The Statement shall contain: The District's name, address, and Employer Identification Number (EIN) as well as a copy of the IRS Return filed on the employee. The District shall send a copy of the Statement to the employee on or before January 31 of the calendar year following the calendar year the information in the Statement covers. The District shall send only one Statement to the household of an employee who meets the definition of a responsible individual that will include all requisite information for both the responsible individual and the responsible individual's dependents(s). The Statement will be mailed to the employee's address on record.

Record Retention

The District shall maintain copies of the Statements sent to employees in accordance with the requirements for documents transmitted to the IRS in Policy 7.15-Record Retention and Destruction.

Cross Reference: 7.15—RECORD RETENTION AND DESTRUCTION

Legal References: A.C.A. § 6-17-1117
A.C.A. § 21-5-401 et seq.
26 C.F.R. § 54.4980h-0 et seq.
26 C.F.R. § 31.6001-1

Date Adopted: January 19, 2015

Last Revised: June 20, 2019

7.24 – SCHOOL BUSES

The school transportation program shall be operated in accordance with applicable laws, regulations, and guidelines developed by the Arkansas Department of Education.

School buses will be used only on school business and are not to be rented out or used by any other organization.

Safety and efficiency take precedence over convenience in selecting school bus stops. As a general policy, bus stops shall not be located over two per one-quarter mile or four per mile. Exceptions to this policy will be considered in case of hardship, safety, and bad weather. The location of school bus stops shall be determined by the Transportation Director.

Students will not be transported on school buses if they live within two miles driving distance of their campus. The determination of driving distances to schools will be made by the Transportation Director. When students attend an out-of-zone school at the parents' request, the district is under no obligation to provide transportation.

Under the authority granted by A.C.A. § 6-19-129 and the Commission for Arkansas Public School Academic Facilities and Transportation Rules Governing Advertising on School Buses, the District has chosen not to permit the selling of advertising space on District owned school buses but may use the space provided by law to place items created by the District's information office.

Date Adopted: January 19, 2015

Last Revised: April 18, 2018

7.25 – PROCEDURES FOR BEGINNING AND ENDING EMPLOYMENT

Beginning Employment

New employees in the Bryant School District are provided with keys, material, equipment, and other articles for which they are expected to be responsible. A list of items that are provided to the employee will be created upon initial employment and the employee will be asked to sign a form to acknowledge receipt.

Materials and/or equipment assigned to an employee shall not be transferred to another employee without a record of the transfer being completed with approval by the Principal. If an item is lost, damaged, or destroyed, the employee to whom it was assigned may be held financially responsible and may be required to reimburse the District. In addition, if it is determined that the loss, damage, or destruction is due to employee negligence or misuse, the employee may be subject to disciplinary action up to and including non-renewal or termination of the employment contract.

Ending Employment

Whenever employees leave the District, an exit interview will take place with the principal or immediate supervisor. At this interview, all equipment or other materials that were assigned to the employee shall be returned and documented. If the employee has been on direct deposit for payroll purposes, this designation shall be changed so that the final payroll is withheld until all district property that was assigned to the employee has been returned and documented.

Date Adopted: January 19, 2015

Last Revised: