

CCCMS STAFF HANDBOOK

2023-24

CLAY CENTER COMMUNITY MIDDLE SCHOOL

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PURPOSE OF THIS HANDBOOK

The purpose of this handbook is to inform staff of some of the policies, practices, and related information concerning the Clay Center Community Middle School. An attempt has been made to provide information that will be helpful to you. However, please realize that the answers to all questions may not be found in this handbook. In the event you cannot find an answer in the handbook, feel free to contact the principal.

This handbook is merely a guide and it should be realized that many of its provisions can be supplemented at any time by the administration.

CODE OF ETHICS

No teacher is worthy of membership in their profession unless they are thoroughly imbued with a determination to render the service for which the profession exists. The following are important professional responsibilities of all teachers:

1. Every member of the profession should be a progressive student of education.
2. Every member should willingly assume his/her proportional share of the civic and social obligations of the community.
3. Every member should use only constructive criticism when dealing with others.
4. Every member should hold his/her contract inviolate unless voluntarily released by their employing body.
5. Every member should direct his/her criticism or suggestions to the principal.
6. Every member should be honest, sincere, and cooperative with their colleagues.
7. Every member should refrain from criticizing his/her predecessor.

Period	Approx. Time
PAWS	8:10 – 8:30
Breakfast	8:30 – 8:40
1st	8:40 – 9:24
2nd	9:27 – 10:10
3rd	10:13 – 10:57
4th	11:00 – 11:44
5th	11:47 – 12:53 (includes lunch)
6th	12:56 – 1:40
7th	1:43 – 2:27
8th	2:30 – 3:14
Tech. Return	3:15 – 3:20

1st Hour	8:10 – 8:43
2nd Hour	8:46 – 9:19
3rd Hour	9:22 – 9:55
4th Hour	9:58 – 10:31
5th Hour	10:34 – 11:06
6th Hour	11:09 – 11:30
7th Hour	11:33 – 12:24 Includes Lunch
8th Hour	12:27 – 1:00
No PAWS Class	

TEACHER MEETINGS

Staff meetings will be held as needed. Staff meetings will usually begin at 7:30 a.m. and 3:30 p.m. Staff members are expected to attend all staff meetings unless excused, in advance, by the principal.

REPORTING AND LEAVING

Teachers are expected to be in the building by 7:45 a.m. and to be present until 3:45 p.m. unless they have cleared with the building principal to leave before then. With careful planning, it should not be necessary for a teacher to go to town for supplies during the school day. If it becomes necessary for the teacher to leave the building during the school day, he/she must clear with the building principal and sign out in the office.

PROFESSIONAL DRESS

All faculty are professionals and should dress as professionals. Jeans may be worn on Fridays, with a school-pride shirt, only.

RESPONSIBILITY FOR KEYS

Each teacher should have a set of keys for his/her room and the building. Teachers are requested to take good care of keys. They should not be left where students may take them. Master keys will not be checked out to teachers. Teachers should use extreme care in letting students use keys. Please be reminded that teachers are responsible for whatever use is made of their keys.

Instructors must hold the respect of their students. They should not call one another by their first names before the students. Neither should they call the students by nicknames in class. At all times, the teacher should maintain a proper distance from the students and set a good social standard for the students to follow. Serious and embarrassing situations may be avoided if instructors hold their proper place.

TEMPORARY LEAVE POLICY

School personnel will be granted ten days temporary leave per year, cumulative to sixty (60) days. Teachers who are ill should contact AESOP as soon as possible, so that arrangements can be made for a substitute. Substitutes will be secured by and paid by the school district. All personal and professional leave must have the approval of the building principal and the superintendent in advance (personal leave at least five working days prior to the date requested). A copy of the sick leave policy can be found in the negotiated agreement.

SUBSTITUTE TEACHERS

Each teacher will maintain a substitute notebook in his/her classroom where it can be easily accessed in his/her absence. The folder will contain the following:

1. Special plans for the next day or week (assemblies, etc.).
2. Current class rosters for each hour.
3. Duties for that week.
4. Lunch Schedule - when to take/pick up students from lunchroom.
5. Special needs of students.
6. Seating chart for each hour.
7. Classroom rules and negotiations.
8. Class schedule (entire school and individual teachers).
9. Student discipline forms.
10. Copy of fire evacuation route and tornado drill procedures.
11. General emergency plans (two days).

Additional items that should be out or close to the substitute notebook.

1. Lesson plan book
2. Copy of student handbook
3. Grade book, with instructions for use
4. Hall passes
5. Absentee slips, with instructions for when and how to use them.

Room assignments are made for the purpose of giving the teacher a definite bulletin board space, desk, and storage area. It also includes the responsibility of reporting to the principal any janitorial work that needs to be taken care of in the room, pencil sharpeners, blinds, desk tops, lock, etc. Other responsibilities which the teacher should assume are:

1. Orderliness of material on the shelves
2. Care of desktops
3. Care of walls
4. Individual room libraries
5. Chalk/dry-erase marker and erasers

The teachers' desks often set the tenor for the student's attitude toward room cleanliness and care; therefore, it is a good plan for teachers to keep their desktops orderly and neat as possible. On the first day of school, teachers should impress upon the students the desire for neatness in the school building and in the room. Have students "pick up" around their desks at the close of each class period. Definite seating arrangements will contribute to the cleanliness of the classroom.

Classroom doors are to be locked at all times while students are present in the classroom.

Teachers will be responsible for the closing of windows and shutting off fans and lights at the close of the day. Each teacher is responsible for **locking the classroom doors** at the end of the day and during the **noon hour** or **whenever you leave the room so nothing of value** will be taken. Please do not leave these tasks for the custodians to do. Establishing good rapport and understanding and appreciating the custodians will make your work much more pleasant and enjoyable.

PLANNING PERIODS

The instructor's assigned planning period should be used for classroom preparation and other teaching responsibilities. Continuous loafing in the faculty lounge or the office area is an indication of lack of interest in maintaining high-quality programs. If it is necessary to leave the building at any time during the day on school business, the principal must be notified. It goes without saying that seeing teachers driving home or spending time at home during school hours is extremely poor public relations and will not be tolerated. It is hoped that all faculty members will observe these suggestions so as to avoid any embarrassment for themselves or their principal. Several teachers standing in one area and visiting, while leaving their classroom or hall unsupervised, is not good practice and should be avoided.

TEACHER RESPONSIBILITY

Teachers should be in their rooms during class-time. If a teacher needs to leave the room, he/she should find someone to supervise their students until the teacher returns. A classroom of students should always be supervised.

HALL SUPERVISION

Teachers are responsible for reporting any type of undesirable action noted in the halls. They should

keep the halls clear of traffic and avoid unnecessary noise without being unreasonable. **Each instructor is expected to be at the door of his or her classroom or in the hall outside the door while classes are passing.** This aids in hall discipline and tends to keep the students moving. There will be some noise and we should expect students to visit, but yelling, whistling, running, pushing, or any unfriendly act should not be tolerated.

ASSEMBLIES

Instructors will sit with their respective classes in assemblies and be present at all class meetings. Teachers are responsible for the behavior of their students during assemblies.

SUPERVISED STUDY

It is recommended that faculty members plan their classroom procedures so that ample time is allowed for most students to complete their classroom assignments while the teacher is present. Homework assignments should be reasonable and in line with the expectations of the school. Meaningful homework should be assigned as needed.

CLASSROOM AND EQUIPMENT CUSTODY

Faculty members are responsible for equipment in their rooms or under their authority. Any damage or theft of equipment should immediately be reported to the principal by the classroom teacher. They should see that all equipment is returned to its proper place as soon as the teacher or student has finished using it. Equipment in need of repair or replacement should be reported to the principal. When leaving the building for the day, teachers should see that the windows in their classroom are locked, that lights are turned off, and the door is locked.

COPY MACHINES

1. No students are to run the copier except the one in the library after proper instruction from the librarian.
2. Copier use is taken from our building instructional budget.

USE OF FACILITIES

Use of the middle-school building needs prior approval of the building principal. All events or use must be scheduled through the building principal, in advance.

WINTER BREAK BASKETBALL AND ACTIVITY PRACTICE

There will be **NO BASKETBALL PRACTICE** between the dates of December 23-27. No activity which uses school property or equipment will be allowed to practice during these dates.

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ABSENCE AND TARDY

Teachers are required by law to keep an accurate record of the attendance of their students. PowerSchool: Daily attendance is taken on PowerSchool. At the beginning of each period each day,

teachers must take roll and post it on PowerSchool. All students who are not in your room must be listed--even if you know where they are. **Be sure to note plainly in your gradebook the day a student adds or drops from your class. Teachers should take roll every hour and immediately report to the office any student that they feel is not absent from school and has not shown up for class.**

Students are expected to be in class on time. Tardies are to be given to students who are not in your class. Tardies are not to be given for students who do not bring work, etc., and must return to their lockers or are not sitting at the bell. You can assign classroom detentions for these infractions according to your class rules. Students who are tardy to class without an acceptable reason should be given an unexcused tardy. The slip should note the reason for the unexcused tardy. The office will handle all unexcused tardies for first hour; the classroom teacher will handle all unexcused tardies occurring second hour through PAWS Time.

STUDENTS ON ACTIVITY TRIPS OR MISSING CLASS TIME

If you are taking students off school grounds for any reason, a parent permission form must be sent home and signed and the district' parent permission form must be signed before the trip takes place.

Students who are representing the school at home or in other towns at the request of the school will be listed on a field trip request form. The faculty member responsible for the group will fill out a field trip request form at least one week in advance, the principal will sign the form and the secretary will copy and distribute it.

These forms need to be filled out any time a group of students will miss class time (i.e., stu. co. meetings, band practices, etc.)

These students should be given the opportunity to make up their work, if at all possible, before they go on the activity trip. Absence for an activity is not counted as a day missed. However, a student is expected to cooperate with his/her teachers to make arrangements for completing classroom work missed while participating in a school activity. It is the responsibility of the teacher to have the assignment ready at least two days in advance so the student may secure it.

COMMUNICATION TO PARENTS

It is important that communication between teachers and parents be established and maintained to inform the parents of the student's progress - good or bad. At the end of every fourth week of the nine weeks, progress reports will be sent out to the parents to let them know how their child is doing in each class. In addition to the progress reports, communication should be sent out on a weekly basis when there is a noticeable change in student performance in your classes. Examples would be a grade-level drop in a short period of time, etc. Do not forget to send progress reports home when a student has made a noticeable improvement in your class. It is the teacher's responsibility to be sure this is completed.

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HALL PASSES

No student will be allowed to go from one room to another room unless he/she first obtains permission from the instructor in charge of the room and a pass is issued to that student. No student will be permitted to go into another room alone unless there is another teacher to supervise them. Students

will be allowed to go from one classroom to another preferably at the request of the teacher whose classroom he wishes to attend. Students should be carrying their Agenda with the hall passes in them. The student should have his/her agenda with him/her at all times.

DISCIPLINE

The discipline of **ALL** students is the concern of **ALL** teachers. Good discipline in the school is extremely important to all. In the end, good discipline is most important to students, for upon it depends the kind of education they will receive. Without good discipline, the schools cannot discharge their primary function of guiding the development of new citizens. Without it, students cannot realize their greatest opportunities for growth.

Most discipline offenses are symptoms of deeper difficulties, and common corrective measures may remove the symptoms but not the cause. If the student can be taken aside in a private conference as soon as possible after an offense, there is no gallery to play to. A sincere and friendly approach by the teacher may lead to the heart of the problem and result in a change in the personality of the student. In maintaining discipline, teachers must be able to proceed with the assurance that support will be forthcoming from the principal and the board of education. In order to give the support which the teacher needs, the principal and the board of education must know that the teacher's procedure has been in accordance with good educational practice.

In order to form the basis of mutual understanding between the board of education and its employees, the following principles are set forth:

1. Good discipline is usually positive rather than negative in nature. It consists of keeping students interested and busy doing things that are constructive and worthwhile, rather than punishing students for doing things that are destructive and antisocial.
2. Not all students respond to positive discipline, and punishment or curbing of some kind is required.
3. Good discipline is always fair, dignified and in good temper.
4. Corporal punishment must not be used as a means of discipline for students at Clay Center Community Middle School.
5. When conferences with the teacher and principal, and joint conferences with parents, fail to bring about acceptable classroom behavior, long-term-suspension proceedings may result.

Conduct of Students Leading to Suspension or Expulsion

Students at CCCMS are expected to conduct themselves in a manner befitting young adults. Classroom and hallway behavior is expected to contribute to the educational atmosphere of the school. In cases involving classroom behavior problems, the procedure listed below will be followed. This procedure is listed in sequence; however, the treatment of each incident will hinge upon the merits of the case and will be decided upon by the principal.

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1. At the first indication of a behavior problem, the teacher will arrange for a conference with the individual student. A written summary of this conference will be forwarded to the principal.
2. If the problem continues, the teacher will schedule a conference with the team and the student and the **teacher will contact the parent**. A written record of this conference and any action will be signed by the teacher and the student and will be sent to the student's parents.
3. If a serious problem arises with the student after the teacher-student-team conference, the

student will be sent to the office and the parent will be notified of this problem. The student or the school will call the parents. A conference may be established with the parents to discuss the re-admission of the student to class.

4. If satisfactory results and improvement are not obtained from the above steps, or should any further trouble arise, the student will be sent to the principal for disciplinary action and may be assigned alternative learning center placement (ALC), Saturday School, or out-of-school suspension (OSS).
5. Should further disciplinary problems arise with the student, a recommendation for the expulsion of the student may be made to the superintendent by the principal.
6. In extreme disciplinary situations, the teacher may refer the problem to the principal immediately.

Detentions

1. A teacher may not assign more than one detention to a student for a particular infraction. If more than one detention may be necessary, the teacher should remove the student from the room.
2. If a detention is assigned by a teacher, the teacher must write a discipline referral to the office, contact the parent as to the problem, and establish a time for the detention to be served with the teacher. The teacher will give the "Student Discipline Sheet" to the office. The parent contact should be logged on the referral as well as the date the detention was served.
3. A detention room will be used daily for the purpose of students making up detentions that are given through the office (i.e., tardies, truants). Each teacher will be in charge of the detention room for 2 to 3 days (Monday) during the school year. The building principal will create a schedule at the beginning of the school year.

SENDING STUDENTS FROM THE ROOM

Students are to be sent from the classroom only when such measures seem absolutely necessary. For the teacher's own good, he/she should try to handle all of his/her own disciplinary problems so far as possible. When and if you do send students from the room or class, never send them to the library but directly to the office. Be sure to notify the office immediately by intercom if a student is sent from your room. You must contact the principal as soon as reasonably possible to explain the circumstances causing the student to be sent from the room. A written discipline notice must reach the office as quickly as possible if a student has been sent from the room.

The placing of students alone, in the hall or in a vacant classroom is not a legal responsibility you want to assume and it is not an acceptable practice in this building. Students whom you feel need to be isolated should be isolated in the classroom or another solution used if necessary.

ACTIVITIES IN THE SCHOOL BUILDING

When it is necessary for a teacher to have an organization or activity in the building, it is most important that the teacher make the proper arrangements through the principal for the use of the building. The teacher must be present to allow only those who are taking part in the activity to enter the building.

Students are expected to be under the supervision of the teacher at all times. They are expected to be in the same room as the teacher unless excused from the room. Do not permit destruction of property or the use of equipment, which is not part of the activity. If the meeting is scheduled for a certain time, be sure to arrive well in advance of that time. **Do not leave until all students are picked up from the event.**

In order that there be no conflicts on activities, the teacher must register with the principal the date and purpose of the activity so that it may be placed on the official calendar in the principal's office. Activities in which students are to perform before the public outside of school must also be registered well ahead of the time so that the last minute conflicts will not arise.

GOAL ACTION PLANS

It is the responsibility of each instructor that is to be evaluated the following school year to have an accurate copy of his/her goal action plan for the upcoming school year on file with the principal. These should be turned in to the office during May for returning teachers. Every new teacher should have his/her goal action plan turned in by September 15.

CLASS ACTIVITIES

CCCMS class activities should be well organized and planned in such a way that they encourage our students to want to attend and to participate. After the activity begins, anyone leaving the building is not to re-enter the building. The closing time is to be established by the organization and its sponsor with the approval of the principal. CCCMS activities generally run from 6:30 to 8:30 p.m. Teachers are encouraged to attend school functions for the purpose of building school spirit. No classroom parties should be planned during the school day without prior approval of the principal. These should be kept to an absolute minimum.

GUM AND POP IN THE CLASSROOM, FOR ADULTS

All school employees should be good role models and hold themselves to the same expectations as we hold the students to. The wellness policy encourages adults not to drink pop in front of students. As school employees, we need to walk the talk when it comes to drinking pop and chewing gum in front of students.

CARE OF THE BUILDING AND PROPERTY

1. School rooms should be kept as neat and inviting as possible.
2. Desks should be cleared every evening. Marker-boards should be erased as soon as information on them is no longer needed.

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3. Nails and tacks should not be driven into the walls. No tape or sticky hangers, etc., should be placed on drywalls. Any alterations of the room or equipment must be cleared with the principal and the work completed by the custodian.
4. Teachers should keep their desk, bookcases and storage areas neat.
5. If anything in your room needs the attention of the building custodian, be sure that the principal is notified in order that the same may receive the proper attention.

COMMITMENT IN ACTION (CIA)

1. The CIA is a school-wide, comprehensive program that promotes youth, leadership development.
2. The CIA consists of agents (members at large) and directors (18 students selected through an application process).
3. The CIA will meet on a regular basis and sponsor special activities throughout the school year to promote involvement and school pride.

USE OF EQUIPMENT

All teachers should know how to operate the different machines, which the school has. This includes TV-VCR, computer, overhead projector, copier/fax machine, projector, CPS system, DVD player, and LCD projector, Laptop, iPad, etc. Whenever school equipment is not working properly, please notify the office at once.

USE OF EQUIPMENT OUTSIDE OF SCHOOL

School equipment should not be taken from the building for personal use. This includes sewing machines, power equipment, tools, business machines, typewriters, DVD player, projector, etc. Any equipment which is to be taken from the building must be cleared with the principal in advance. Possession of a key that fits another teacher's room does not give permission to enter and use equipment. Specific arrangements should be made with the party responsible for the equipment.

CORRIDOR AND CLASSROOM DECORUM

1. Students are not to loaf in classrooms after school hours. If they are not late-bus riders, they are to be out of the building by 3:20 p.m. unless under the direct supervision of an instructor. (If it is necessary to remain for practices, etc., coaches or sponsors should establish ground rules in advance and students are to remain in the commons.)
2. Teachers will insist upon the students being reasonably quiet while passing from class and into or out of the building. Don't allow running, pushing, or whistling.
3. All classes must begin and dismiss on time. All students must be in the next class when it is time for class to begin.

MAIL

Each teacher has a mail box in the office where mail will be placed daily. Each teacher should visit his/her box when arriving in the morning and at noon. Do not let mail or other items accumulate in your box as this tends to give the office an unsightly appearance.

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CLASSROOM EXPECTATIONS

Each teacher must have posted in their rooms a set of 3-4 classroom expectations that are easily read by all who enter. Keep the expectations simple, but to the point. Example would be to "Always do your best work," etc. The building principal will be looking for these to be in place by the first day of school.

STAFF IDENTIFICATION BADGES

An identification badge shall be issued to each employee at the time of initial employment. Badges shall be worn when the employee is on duty, and shall be displayed between the waist and the shoulder on the outer garment or on a lanyard. If any employee comes to work without the permanent badge, a temporary badge may be obtained from Human Resources, the building administrator, or immediate supervisor. A temporary badge must be returned at the end of that day.

The loss of a permanent badge shall be immediately reported to Human resources, which will issue a replacement badge at a cost to the employee of \$ 3.00. Badges remain the property of USD 379 and shall be returned to Human Resources at the time of resignation, retirement, or termination.

Failure to wear the badge as required may subject the employee to disciplinary procedures as specified in employee handbooks or the negotiated agreement, as applicable.

E-MAIL/COMPUTER/POWERSCHOOL

With the continued, increased use of classroom computers for e-mail, PowerSchool, etc., it is imperative that every teacher turn his/her computer on upon arrival in the morning. Teachers should be routinely checking their e-mail and will be responsible for putting grades, attendance, etc. on their laptop computer daily. **Grades should be entered weekly.** If a student is allowed to use a teacher's computer, (laptop) for research, etc., he/she must be monitored closely by the teacher. No student should ever be allowed to get on the Internet without supervision. Students are absolutely not to be in a classroom, alone, working on a computer. Teachers' passwords should not be given to students, substitutes, or other staff members under any circumstances. Students should not be allowed to check a teacher's e-mail or use programs designed for teacher/staff use only (i.e. PowerGrade).

ANNOUNCEMENTS

Announcement bulletins will be distributed during the third period each morning via e-mail. Teachers wishing to include announcements on this bulletin must notify the office before 8:00 a.m., by the use of the Announcement for Morning-Announcement/Memo form. These announcements, if possible, should be in the office by 3:30 p.m. on the previous day. Announcements will be read on the intercom as needed. **All teachers must read these announcements to the students each day.**

USE OF CLASSROOMS/GYM

From time to time throughout the school year a teacher's classroom, the gym, etc., may be needed for other activities (assemblies, etc.). The teacher requesting such use must notify the building principal and the teacher whose room is in question in advance of the activity. The building principal may also request the use of your room from time to time as needed. Flexibility in this area is a must.

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MORNING DUTY/BUS DUTY

Teachers and staff will be assigned a duty at the beginning of the school year. They should become familiar with the day and time of the duty and be there on time to supervise students. Being consistently late for your duty is not an acceptable practice. **If you cannot make your duty for any reason, it is the teacher's responsibility to be sure a replacement has been secured.**

LUNCH

Teachers must know their lunchtime and pick-up time. You should not take your class early and you

must be sure to pick them up on time. If teachers are late or early, it can create a problem in the lunchroom, as not enough seats are available, etc. An extra three or four minutes may not seem like much to the teacher, but it creates supervisory problems in the lunchroom. Please pay close attention to your lunch times and be sure to inform your substitute as to the procedures and times. Students should be escorted by the teacher to the lunch line.

Staff will not be allowed to charge more than \$20 on their lunch account. All lunch bills need to be paid in full at the end of each semester.

SUPPLIES

Teachers will be given a budget at the beginning and end of the year for supplies. Supplies must be ordered with a requisition and approved by the principal and superintendent. This is done for the purpose of keeping better records of purchases, avoiding duplication of purchases, and assuring receipt and payment. Please be considerate and try to avoid last-minute orders. **Under no circumstances should a teacher buy items and expect reimbursement without prior approval of the building principal.**

GRADING PRACTICES

1. All CCCMS teachers use the following grading scale:

A superior	90 - 100
B above average	80 - 89
C average	70 - 79
D below average	60 - 69
F failing	59 - below
2. To be flexible in meeting the learning needs of their students, teachers may want to use grading systems that differ from the one presented above. In these instances, the teacher will gain administrative approval prior to altering the grading system and will provide parents and students with an explanation of the grading system to be implemented.
3. A student may receive other than a letter grade, but all students will receive a mark to indicate his or her relative performance (ex. pass/fail, incomplete, modified).
4. As a precaution against unexpectedly low grades, progress reports will be sent home upon completion of four weeks of school during each quarter.
5. First-quarter report cards are distributed at parent-teacher conferences. The rest of the report cards will be mailed home.

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TELEPHONE CALLS

No teacher or para will be called from a class to answer the phone except for emergencies. The number will be taken and given to the individual called so they may call back when free from class. Cell phone use will only be permitted when not supervising students, at lunch, or during personal plan time. Emergencies are an exception to the above. Students may take or make calls during the noon hour, before school, or after school if absolutely necessary. **If you try to make a phone call between classes, you should plan on it being over by the time the bell rings and be sure your class/hall is covered. If the phone call cannot be completed during passing period, it should not be made until a more convenient time.**

INTER-COMMUNICATION SYSTEM

An intercom system is installed for our convenience. It is to be used for school purposes. You may call the office at any time by depressing the button and calling in. Please release the button so the office may respond. All announcements must be approved by the office.

BREAKAGE

With numerous students about the building, accidents can happen. Accidents generally happen because of carelessness. Help to prevent accidents. If damage is sustained, students are to be held liable unless it was unavoidable.

USE OF SCHOOL VEHICLES

The school will attempt to provide transportation for teachers to attend meetings and events which are part of their school responsibilities. You must make arrangements with the principal and superintendent for the use of school vehicles. Please try to give ample advance notice.

INVENTORIES

All teachers are expected to take a complete inventory at the beginning and end of the school year. It is to be filed in the office. Instructors should record the description, cost, date of purchase, serial number, etc. of all items in his/her room.

BUILDING BUDGET

Each teacher has been assigned a classroom budget. If a teacher wishes to purchase something out of his/her budget, a requisition must be completed and turned in to the building principal. If funds are available in your budget, the request will probably be approved. Teachers need to keep an accurate account of their budgets, as they will not be allowed to overspend. Special requests should be discussed with the building principal.

COLLECTION OF STUDENT BILLS

All money collected from students must be turned in to the office for accounting purposes. This includes lost or damaged library materials, lost or damaged textbooks, broken equipment, etc. Teachers should not be collecting money and keeping it to purchase new books, etc. This money must be turned in to the central office and proper replacement items need requisitioned.

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The building principal will help in the collection of bills as needed after teachers have exhausted all their efforts. It is the responsibility of the teacher to be sure all classroom bills are collected by the end of the school year. You should start in April (or before) and begin sending notices to parents for books, project, etc. money. As the year draws closer to the end, teachers should make phone calls to try to get the materials returned or paid for. Bills are easier to collect when the students have not left for the summer.

HANDLING SCHOOL ACTIVITY FUNDS

All funds raised by any school organization through any school activities of the group are school money and not the property of the individuals of that group. All funds so raised must be spent in

accordance with school regulations and the approval of the group sponsors and the administration. Such approval and regulations shall be subject to policy adopted by the board of education of USD 379 and any question of policy may be referred to the superintendent of schools. The following general regulations shall apply to all activity funds:

1. All funds raised by any school organization shall be deposited in the activity fund and shall be paid out on approval of group sponsors and officers, in accordance with approved school policy, subject to approval of the school administration. In all cases, the books of the treasurer of the organization should show all receipts and expenditures.
2. Funds raised by school organizations by group activity may not be spent for personal entertainment of the members of that group except where these funds were raised for specified purposes, such as junior-senior prom/banquet, etc., where approval is given by the school administration for the fund-raising activity and the expenditure. (This is not to be interpreted as including assessments made on members for entertainment purposes.)
3. Gifts to any individual or organization outside the school may not be made by any school organization from funds raised by any such school activity. Gifts to sponsors, play coaches, etc., with the school should be limited to nominal sums. (It is suggested that gifts should be kept under \$25.00.) Classes, such as the senior class, may indicate their preferences for a gift or disposition of any funds they may have left at the close of their senior year, subject to the principal's approval. [See KASB recommended policies GAJ and JL.]
4. If funds are left by any organization without agreement as to their disposition, they will become the property of the school and must be spent for school purposes that will benefit the school groups in general. [See KASB recommended policies DK and JKH.]

TEXTBOOKS

Teachers are responsible for the textbooks under their supervision. Be sure you can account for every book assigned to you because replacement costs are taken out of the CCCMS instructional supply budget. Suggestions for textbook check-out and inventory:

1. List all books assigned to a classroom on the check-out form, whether they are checked out or not.
2. List books in numerical order on the check-out sheet.
3. Keep track of destroyed and lost books, writing down whether or not they were paid for.
4. When the textbooks are checked in at the end of the year, please leave the check-out form with the textbooks for the textbook inventory summer staff.

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REPORTING STUDENT ACCIDENTS

When a student under the supervision of a teacher is injured or involved in an accident, the supervising teacher must report the accident to the principal and the school nurse. An accident report must be completed by the supervising teacher.

VIDEOS

Videos can be a useful and important part of a student's education. At enrollment, a form will be filled out with the parent indicating if they wish to be notified in advance by a teacher if their student's class is going to view a film rated anything except "G". If parents wish to be contacted, it is the teacher's responsibility to let the parent know in writing what is to be shown, the rating, and allow a chance for previewing if the parent so desires. One week's notice should be sufficient; with proper lesson planning, this should not be a problem. An alternative for the student(s) who will not view the film

should be available with no grade penalty or other punishment for not viewing the film. **It is the teacher's responsibility to know which student(s) in their classes parents must be notified in advance.**

RATED R Movies

1. Any individual who wishes to show all or a portion of an R rated video or film will need to inform the building administrator prior to the proposed date of use.

Also the following guidelines for the video must be met:

- The use of an R rated video or film must be related to an instructional objective
- Parent permission slips must be sent home at least 2 weeks prior to the viewing of the film to the parents/guardians of students explaining how R rated video or film will be used and the instructional objective which it supports.
- Signed parent/guardian authorization will be required of all students prior to viewing an R rated video or film.
- Parent notification must be sent home to the parents/guardians of students explaining how the R rated video or film will be used, the instructional objective which it supports, and an explanation that an alternative assignment can be provided if the parent does not want the student to view the film.
- Students whose parent/guardian do not authorize viewing of an R rated video or film will be provided with an alternative assignment.
- No student's grade will be penalized for not taking part in the lesson using the R rated video or film.

Teachers should never show a film that they have not previewed themselves and should only be showing films that are educationally relevant to the curriculum in their class.

SCHOOL IMPROVEMENT/AdvancED

All staff is responsible for the development and implementation of the established target goals for the QPA/NCA school improvement process. You will be assigned to a school improvement team and expected to help with the work of the team as needed. Implementation of the school improvement goals in **all** classrooms is mandatory and will be necessary for the accreditation of CCCMS.

LESSON PLANS

An organized direction for the class to proceed should be planned by the teacher formally in his/her daily lesson plan book. This gives the teacher a space to reflect on the class progress and plan for the week's coming activities. These should be thoroughly thought through and written out with the state QPA outcome and state standards. Teachers will need to complete the 2020-2021 Curriculum Standards Alignment Overview and turn in a copy/copies at the end of each quarter, to the principal.

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SCHOOL SECRETARIES

The secretaries have many duties to perform. Their first responsibility is to their office duties and to the principal. They will do tasks for the staff as time permits. Please do not expect that they will be able to complete tasks for you.

CCCMS EVALUATIONS

The following is a schedule of the minimum number of formal evaluations required by state law. However, it is possible that, on occasion, teachers may be evaluated more times than the schedule calls for. Professional evaluation exists because improvement of competence is always possible.

		Number of Evaluations						
		20-21	21-22	22-23	23-24	24-25	25-26	26-27
Tinkler	Eric		2	2	1	1		
Pigorsch	Brandon		1			1		
Pfizenmaier	Courtney	1			1			
Taylor	Patrick		2	2	1	1		
Rickley	Craig		1			1		
Walsh	Jason				1	1		
Fickes	Karla		1			1		
Lane	J.D.		1			1		
Schooley	Seth		1			1		
McClure	Halle		2	2	1	1		
Dunn	Michelle		1			1		
Brownell	Alisha	2	1	1			1	
Lund	Jeremy			1			1	
Koster	Marah	1			1			1
Kelly	Jon		2	2	1	1		
Sleichter	Jay						1	
Lane	Ian						1	
Griffiths	Megan				2	2	1	1
Williams	Jenn			1			1	
Brummet	Nick			1			1	
Kalivoda	Greg		1			1		
McDonald	Traci			1			1	
Roe	Emilie				2	2	1	
Siemers	Tasha	1			1			1
Snyder	Ashley		1		1	1	1	
Argo	Marsha	1			1			1
Brown	Deanna		2	2	1	1		

The first evaluation for all non-tenured teachers is to be completed by the sixtieth (60th) school day, and the second evaluation by the sixtieth (60th) day of the second semester. Evaluations for tenured teachers (scheduled to be evaluated this year) are to be **completed by February 15, 2024.** (For more information on evaluation, see certified staff evaluation policy handbook.)

NOTIFICATION FOR BOMB THREATS

Keeping in compliance with CCCMS Emergency/Crisis Plan, a warning system has been established to evacuate the building upon receiving bomb threats at CCCMS. A secretary will announce, "Teachers, may I have your attention. We need to evacuate. Please bring your class rosters, emergency numbers, and building keys." The fire alarm will be sounded immediately following the announcement. This informs the staff that they are to evacuate the building and move away as far as possible. Quickly take roll and await transport to the Baptist Church, where teachers will again take role. (Please refer to the

emergency/crisis plan for additional information).

FIRE DRILL

The fire alarm is a long, shrill, continuous sound, which is heard in the hallways. Lights flash in the hallways and the fire doors automatically shut during this drill.

As quickly as possible when the fire alarm sounds, staff and students should evacuate the building in an orderly fashion by the appropriate exits as posted in each room. Staff and students should be familiar with each possible exit they may need to use. If your first exit is blocked, the students and staff should exit by the second exit as posted in each room. Students and staff should move as far away as possible from the building, quickly take roll, and wait for the all-clear signal to be given by the building principal or his designee. When the all-clear is given, the students and staff will return in an orderly fashion back to the appropriate classroom.

The staff is to take their classroom rosters with them during any evacuation. They should be the last ones out of their classroom and be sure all students have evacuated.

Teachers with handicapped students: The para assigned to those students will be responsible for being sure they are removed safely from the room. In the para's absence, the teacher assigned to the room will be responsible for removing any handicapped students as needed.

This procedure should be reviewed with all staff and students frequently.

TORNADO DRILL

The tornado drill alarm is a ringing, continuous, warbling sound, which is heard through the intercom. When the alarm is sounded, students are to go to designated areas as posted in each room.

Students will remain in these areas until the all-clear is given by the principal or his/her designee. When the all-clear is given, the students and staff will return in an orderly fashion back to the appropriate classroom.

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The staff is to take their rosters with them during any evacuation. They should be the last ones out of their classroom and be sure all students have evacuated.

Teachers with handicapped students: The para assigned to those students will be responsible for being sure they are removed safely from the room. In the para's absence, the teacher assigned to the room will be responsible for removing any handicapped student as needed.

This procedure should be reviewed with all staff and students frequently.

CRISIS PLAN

Teachers should be familiar with procedures used in the CCCMS Crisis Plan. Practices of certain areas of the plan (i.e., lockdown) will be held during the school year. A written exam over the crisis plan will be given each semester for the teacher and staff to complete.

FIRST DAY OF SCHOOL

1. Be at school early. See that you have what you need for your room and that it is in good order. Remember you are teaching STUDENTS, not SUBJECTS. In teaching the fundamentals, remember they consist of more than the three Rs.
2. The students have just come in from a long vacation. They are sometimes restless and listless. Govern your plans by these uncontrollable factors.
3. Get acquainted with your students and learn their names early.
4. Take time to explain to students your plan of procedure and the rules for general movement about the room and building. A great deal of time can be saved by proper organization. Be sure all students understand your instructions.
5. Make assignments definite. Students do not know what you want them to learn unless you tell them plainly. You cannot explain your assignments too well.
6. Have a definite plan for seating students, passing materials, distributing supplies, and getting the school day underway in the shortest possible time. Use seating charts to locate students and learn names quickly.

CLASSROOM CONTROL

The following are some ideas that were helpful to me in the classroom. I am sure you have used them before, but a review might be helpful in dealing with classroom control problems:

1. Know each individual student through cumulative card and health card. Have him sit where he can see and hear.
2. Maintain a neat room environment. Make an attempt to arrange the room so students can move around without disturbing one another. A smooth organization of routines should be planned and agreed upon by teacher and students.

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3. Plan for the group, but consider the individual. Keep the lesson length within the attention span of the group and provide maximum opportunity for student participation. The lesson should be interesting, varied, challenging and presented with confidence.
4. Be prepared by having all necessary materials on hand. Anticipate routine needs, including passing and collecting materials. Anticipate clean-up.
5. When teaching a lesson, stimulate, provide variety, use different methods of presentation, be sure each student knows what to do, allow time for asking and answering questions, and provide for slow learners and gifted children. Try to avoid asking questions which could result in a chorus answer. Instead of "Did we do that?" say "Did we do that, Bill?"
6. Obtain attention through a signal, which says, "May I have your attention, please?" Obtain undivided attention. Establish the fact that the signal is given ONCE. Never teach to inattention. Compliment those who are ready--who are really helping the group. Remember to speak definitely, firmly, with confidence and authority, yet softly. Give one direction at a time,

clearly, using a minimum of words. Give students an opportunity to ask legitimate questions.
EXPECT THE BEST!

7. Get a good start. Be in your room early and make preparations to start class activities as soon as the bell rings. Do not permit any student to monopolize your time at the very beginning of a class. Establish a routine for roll taking and getting into the activities of the day. If you know what you are going to do and the students know what you are going to do and what is expected of them, the battle is half won.
8. Change your pace. It is overly optimistic to expect a group of students to give complete attention to a given line of work for an hour.
9. Teach on your feet as much as possible. Not only are you in a position to see and hear what goes on, but students can see and hear you better.
10. Be fair. Students are particularly sensitive to any injustice, real or imagined. Do not have obvious pets. Give each student a chance to gain some recognition. Marks are the pay-checks which these students receive from you for their work. Be sure the grades are fair. When a question concerning fairness or accuracy of a grade arises, nothing can be lost by discussing the matter with a student. If there is any doubt in your mind after the discussion, no harm can come in giving the student the benefit of the doubt.
11. Do not harangue an entire class. It is usually fruitless. If an entire class seems to be in error, the trouble may be at least partly the teacher's own doing. If a disciplinary matter arises in which several students are involved, you probably will be more successful in handling them one at a time. Pick the most flagrant offender first and ignore the others until you have finished with him/her. This procedure may take a little longer, but in the long run it will be worth it.
12. Reprimand in private. Accord the student the courtesy of a private dressing down.
13. Do not threaten any action which you might not be able to carry out. It is better not to threaten at all. Act! Act with consistency.

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GENERAL INSTRUCTIONS FOR ALL TEACHERS

1. This handbook is prepared especially for beginning teachers and teachers who are new to CCCMS; however, the information contained herein is applicable to all teachers. It should be used as a guide only; it does not attempt to answer all questions with which you may be faced, but each teacher should become familiar with the contents of this handbook.
2. The teachers' workday begins thirty minutes before the opening of school and ends thirty minutes after school is dismissed.
3. Teachers are to remain at the school building during working hours, unless specifically excused by the principal. The same is true of students. Teachers are not to send students to run errands of any kind during school hours without the knowledge and approval of the principal.
4. Teachers shall not dismiss their students earlier than the regular scheduled time without the permission of the principal.

5. Teachers may hold students after school for conferences only with the permission of the principal.
6. Teachers shall be directly responsible to the principal. They shall promptly and consistently carry out the instructions of their principal.
7. Teachers shall observe all school regulations, seek professional growth, and participate in curricular study.
8. Teachers shall make immediate report of any unusual disorder among students under their charge.
9. Teachers shall be responsible for classification and grading, as well as promotion of their students in accordance with policy and instruction of the principal.
10. Teachers shall not loan school property, nor shall they take school property from the building. Keys issued to teachers are for their personal use, and shall in no instance be loaned to people not directly connected with the school. Keys should never be given to students to enter the building.
11. Teachers shall be responsible for the discipline of students enrolled in their classes and for the discipline of students on school property.
12. Teachers shall be responsible for the proper care of all books, apparatus, bulletins, supplies, and furniture owned by the school district.
13. Teachers shall notify Elizabeth the evening before (if possible) when they must be absent for illness. Time is needed to find a substitute.
14. Teachers are expected to attend all faculty meetings unless specifically excused, in advance, by the principal.

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15. In the case of suspected abuse/neglect or other situations that a teacher or staff member feels may need SRS attention, you are required by law to report the situation directly to SRS. A staff member may also notify the building principal of the situation, but it is the teacher's responsibility to report the matter to the proper authorities.
16. All problems and situations involving a custodian shall be channeled through the building principal, except in the event of an emergency.

WHAT IS EXPECTED OF THE TEACHER

1. Be dependable; be on time.
2. No teacher or class may make a decision for another teacher.
3. Keep your students where they belong and under your supervision.
4. Do not leave a class unsupervised.
5. Do not send students off the grounds during school hours.
6. Discourage leaving the room. Do not permit a student to go to another class to talk to another student.
7. Excuse your class on time.

8. No class is to be dismissed ahead of schedule without approval of the principal.
9. Require excuses for tardies and absences.
10. Keep accurate attendance records and reports.
11. Never use a nickname on any school record.
12. Teach manners and citizenship at all times.
13. Teach students to respect good honest work by doing it.
14. Discourage loud talk and roughness in the buildings or on school property.
15. Teach spelling in all classes.
16. Do not sit on chair top or desk top while conducting class.
17. Discourage students lounging with feet in another chair.
18. **There is no problem important enough to consistently keep you from your door before and after school and during change of classes.**
19. Report any unusual happenings to the office.
20. Report approaching discipline problems to the office before they become serious.
21. Classroom discipline is the responsibility of the teacher.
22. If in doubt about authority to discipline students--discipline them.
23. Keep students occupied with constructive work at all times.
24. All supplies must be purchased by requisition.
25. Faculty members are to attend assemblies.
26. Do not leave the building during school hours without approval of the principal.
27. All scheduling will be done in the office. Do not try to influence students to change their schedule after school starts.
28. Do not give your keys to students.
29. Take all reasonable precautions to care for equipment.
30. Make no commitment for another faculty member and make no promise you cannot deliver.
31. **FACULTY MEMBERS/COACHES WHO HAVE STUDENT GROUPS IN THE BUILDING, AT TIMES OTHER THAN SCHOOL HOURS, SHOULD BE THE FIRST TO ARRIVE AND THE LAST TO LEAVE THE BUILDING.**
32. Be firm, reasonable, and businesslike in your dealings with students.

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33. Remember: schools are for students--not teachers.
34. Salesmen are not to approach teachers during school hours.
35. If you have a problem that the office can help you solve, come in and present it.
36. All visitors shall check in the office prior to visitation.

WRITING ASSIGNMENTS AS PUNISHMENT

Forcing a student to write sentences, compositions, list of words or copying magazine articles as punishment is not to be used. There can be no justification for using writing as a form of punishment. How can we expect children to enjoy writing if we use such a disciplinary technique?

SEXUAL HARASSMENT - EMPLOYEES

No district employee shall be sexually harassed by an employee or non-employee or permit sexual harassment of an employee or a student by an employee or non-employee. Violations of this policy shall result in disciplinary action, including termination, against any employee. Violation of this policy also includes any supervisor's failure to follow the policy or to investigate complaints. If an employee's immediate supervisor is the object of a harassment complaint, the employee may bypass the supervisor and report directly to the superintendent. Complaints against the superintendent

shall be heard by the board.

Definition

It shall be a violation of district policy to harass another employee sexually, or to permit the sexual harassment of an employee by an employee or a non-employee. Sexual harassment may include, but not be limited to:

Sexually oriented communication, including sexually oriented verbal "kidding" or harassment or abuse;

Subtle pressure or requests for sexual activity;

Persistent, unwelcome attempts to change a professional relationship into a personal, social-sexual relationship;

Creating a hostile work environment, including the use of innuendoes or overt or implied threats;

Unnecessary touching of an individual, e.g., patting, pinching, hugging, repeated brushing against another person's body;

Requesting or demanding sexual favors accompanied by implied or overt threats concerning an individual's employment;

Requesting or demanding sexual favors accompanied by an implied or overt promise of preferential treatment with regard to an individual's employment; or

Sexual assault or battery as defined by current law.

Any person who believes he or she has been subjected to sexual harassment, should discuss the problem with his/her immediate supervisor. Regardless of the means selected for resolving the problem, the initiation of a complaint of sexual harassment will not cause any reflection on the complainant nor will it affect his or her employment, compensation, or work assignment. The initiation of a complaint shall not adversely affect the job security or status of an employee. If a finding of fact determines that the employee acted improperly, appropriate action shall be taken. Strict confidentiality shall be maintained throughout the complaint procedure.

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SEXUAL HARASSMENT - STUDENT

District employees shall not sexually harass, or permit sexual harassment of a student by another employee, student, non-employee or non-student. Neither shall a student sexually harass another student or students. Violation of this policy shall result in disciplinary action, including termination, of an employee, or disciplinary action against the student(s) involved. Supervisors who fail to follow this policy or who fail to investigate complaints shall be in violation of this policy. If the principal is the object of a harassment complaint, the student may bypass the principal and report directly to the superintendent. Complaints against the superintendent shall be heard by the board.

Definitions

Sexual harassment may include, but not be limited to:

Sexually oriented communication, including sexually oriented verbal "kidding" or harassment or abuse;

Subtle pressure or requests for sexual activity;

Persistent, unwelcome attempts to change a professional relationship into a personal, social-sexual

relationship;

Creating a hostile school environment, including the use of innuendoes or overt or implied threats;

Unnecessary touching of an individual, e.g., patting, pinching, hugging, repeated brushing against another person's body;

Requesting or demanding sexual favors accompanied by an implied or overt promise of preferential treatment with regard to a student's grades or status in any activity; or

Sexual assault or battery as defined by current law.

Any student who believes he or she has been subjected to sexual harassment should discuss the problem with his/her principal or another certified staff member. Initiation of a sexual harassment complaint will not cause any adverse reflection on the student. The initiation of a student's complaint shall not adversely affect the job security or status of any employee or student until a finding of fact determines that improper conduct occurred. Strict confidentiality shall be maintained throughout the complaint procedure.

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USD 379 WORKERS' COMPENSATION PROVIDER

The board of education of USD 379 named the Clay Center Family Physicians as the district's designated workers'-compensation provider in its regularly-scheduled meeting on March 6, 2006. In order to be eligible for workers'-compensation benefits, any employee incurring a work-related injury **must** utilize the Clay Center Family Physicians as the first medical contact. All incidents must be reported to your direct supervisor immediately and necessary forms completed.

Office hours and locations serving you:

Clay Center, 609 Liberty; 632-2181

Monday - Friday, 8:30 a.m. - 5:00 p.m.

Saturday (Urgent Care, Only), 8:00 a.m. - 12:00 noon

Clyde, 815 Campbell Street; 446-2226

Monday - Friday, 8:30 a.m. - 4:30 p.m.

Linn, 706 West 3rd Street; 348-5503

Monday, Wednesday, and Thursday, 8:30 a.m. - 4:30 p.m.

Tuesday and Friday, 8:30 a.m. - 12:00 noon

After hours, call the Clay County Medical Center at 785 632-2144.

EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

LEAVE ENTITLEMENTS



Eligible employees who work for a covered employer can take up to 12 weeks of unpaid, job-protected leave in a 12-month period for the following reasons:

- The birth of a child or placement of a child for adoption or foster care;
- To bond with a child (leave must be taken within 1 year of the child's birth or placement);
- To care for the employee's spouse, child, or parent who has a qualifying serious health condition;
- For the employee's own qualifying serious health condition that makes the employee unable to perform the employee's job;
- For qualifying exigencies related to the foreign deployment of a military member who is the employee's spouse, child, or parent.

An eligible employee who is a covered servicemember's spouse, child, parent, or next of kin may also take up to 26 weeks of FMLA leave in a single 12-month period to care for the servicemember with a serious injury or illness.

An employee does not need to use leave in one block. When it is medically necessary or otherwise permitted, employees may take leave intermittently or on a reduced schedule.

Employees may choose, or an employer may require, use of accrued paid leave while taking FMLA leave. If an employee substitutes accrued paid leave for FMLA leave, the employee must comply with the employer's normal paid leave policies.

While employees are on FMLA leave, employers must continue health insurance coverage as if the employees were not on leave.

Upon return from FMLA leave, most employees must be restored to the same job or one nearly identical to it with equivalent pay, benefits, and other employment terms and conditions.

An employer may not interfere with an individual's FMLA rights or retaliate against someone for using or trying to use FMLA leave, opposing any practice made unlawful by the FMLA, or being involved in any proceeding under or related to the FMLA.

BENEFITS & PROTECTIONS

ELIGIBILITY REQUIREMENTS

An employee who works for a covered employer must meet three criteria in order to be eligible for FMLA leave. The employee must:

- Have worked for the employer for at least 12 months;
- Have at least 1,250 hours of service in the 12 months before taking leave;* and
- Work at a location where the employer has at least 50 employees within 75 miles of the employee's worksite.

*Special "hours of service" requirements apply to airline flight crew employees.

REQUESTING LEAVE

Generally, employees must give 30-days' advance notice of the need for FMLA leave. If it is not possible to give 30-days' notice, an employee must notify the employer as soon as possible and, generally, follow the employer's usual procedures.

Employees do not have to share a medical diagnosis, but must provide enough information to the employer so it can determine if the leave qualifies for FMLA protection. Sufficient information could include informing an employer that the employee is or will be unable to perform his or her job functions, that a family member cannot perform daily activities, or that hospitalization or continuing medical treatment is necessary. Employees must inform the employer if the need for leave is for a reason for which FMLA leave was previously taken or certified.

Employers can require a certification or periodic recertification supporting the need for leave. If the employer determines that the certification is incomplete, it must provide a written notice indicating what additional information is required.

EMPLOYER RESPONSIBILITIES

Once an employer becomes aware that an employee's need for leave is for a reason that may qualify under the FMLA, the employer must notify the employee if he or she is eligible for FMLA leave and, if eligible, must also provide a notice of rights and responsibilities under the FMLA. If the employee is not eligible, the employer must provide a reason for ineligibility.

Employers must notify its employees if leave will be designated as FMLA leave, and if so, how much leave will be designated as FMLA leave.

ENFORCEMENT

Employees may file a complaint with the U.S. Department of Labor, Wage and Hour Division, or may bring a private lawsuit against an employer.

The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective bargaining agreement that provides greater family or medical leave rights.

For additional information or to file a complaint:

1-866-4-USWAGE

(1-866-487-9243) TTY: 1-877-889-5627

www.dol.gov/whd

U.S. Department of Labor | Wage and Hour Division

