

Greenfield Community Unit School District No. 10

EMPLOYEE HANDBOOK

2025-2026

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**GREENFIELD COMMUNITY UNIT SCHOOLS
GREENFIELD, ILLINOIS
2025-2026**

INTRODUCTION

This employee handbook is a source of information about payroll, privileges, benefits, and procedures, along with a few general rules and policies. This handbook is not a legal document or an employment contract. It is for your information.

Greenfield Community Unit School District No. 10 reserves the right to amend, add or change the policies, protocols, procedures and/or employee benefits listed or offered in this handbook.

After reading this handbook, if you still have questions, contact the Superintendent's Office at 368-2447 between the hours of 8:00 a.m. and 4:00 p.m.

SUPERINTENDENT OFFICE HOURS

The Superintendent's Office will be open each day from 8:00 a.m. to 4:00 p.m. At various times it is necessary for the Superintendent to be out of the district or in conference with employees and/or parents or citizens. Therefore, in order to assure that your needs are met in a timely fashion, please schedule an appointment with this office when desiring to meet with the Superintendent.

DISTRICT VISION, MISSION, & TAGLINE

Vision

To be a district committed to academic excellence and future preparation, equipping every student with the skills, knowledge, and mindsets to thrive in school and in life.

Mission

In partnership with families and the community, Greenfield CUSD 10 is committed to fostering a positive school culture that prioritizes student well-being and responsible behavior, provides necessary resources and support for all students and staff, and delivers a relevant and rigorous curriculum that prepares all students to thrive in their future.

Tagline

Small Schools, Big Opportunities

DISTRICT #10 GOALS

Strategic Priority Goals

Each strategic priority is supported by a set of 2-5 goals that articulate the district's approach. Within each goal is a set of potential projects designed to progress toward the goal. The potential projects may be revised each year as needed.

#	STRATEGIC PRIORITY	GOALS
1	Student Success & Learning, Engagement, & Future Readiness	Goal 1.1. Ensure Future Readiness Goal 1.2. Explore Innovative Teaching & Learning Practices Goal 1.3. Advance Academic Outcomes Goal 1.4. Deliver Targeted and Personalized Student Support Goal 1.5. Boost Student Engagement
2	School Culture & Climate	Goal 2.1. Cultivate Student Belonging Goal 2.2. Clarify Schoolwide Expectations Goal 2.3. Foster a Supportive Staff Culture
3	Staff Excellence & Support	Goal 3.1. Strengthen Staff Resources Goal 3.2. Enhance Staff Communication and Collaboration Goal 3.3. Expand Professional Learning
4	Facilities, Safety, & Operations	Goal 4.1. Optimize Facility Maintenance and Upkeep Goal 4.2. Modernize School Facilities and Equipment Goal 4.3. Bolster Safety and Security Systems Goal 4.4. Upgrade Technology and Operational Resources
5	Family/Community Communication & Engagement	Goal 5.1. Improve Family/Community Communication Goal 5.2. Deepen Family/Community Engagement

Please see the district #10 website at www.greenfieldschools.org and select Strategic Plan for more details.

PHILOSOPHY OF THE BOARD OF EDUCATION

It is the responsibility of the district to provide an educational program which will enable the children of the community to grow physically, intellectually, morally, socially and emotionally, that they may live happily as children and that they may become productive citizens of our democracy, realizing the most complete life possible within the limits of their individual needs, interests and abilities. As a basis for building this educational program, we believe that:

1. Education is a continuous growth process by which people learn to think and act more effectively.
2. The individual has worth and dignity as a person.
3. The individual's welfare is dependent upon the welfare of others and all must have an understanding of the mutual rights and problems of all people.
4. A respect for and an understanding of the policies of democratic government must be held by all.
5. The privileges of the democratic way of life enjoyed by the individual imply a responsibility to help maintain this democracy.
6. Education should strive to remove class and cast barriers and to promote social mobility in our society.
7. Ours is a dynamic society, a society where change is the rule and not the exception, one in which we must advance by guiding progress through the evaluation of alternatives and the outcome thereof.
8. Complete citizenship can be realized only through the development of a personality, characterized by intellectual, emotional and social maturity.
9. We must provide ways and means for the individual to discover and develop his ability and personality.

10. In our democratic society, an opportunity for the development and mastery of fundamental attitudes, habits and skills must be offered, at a manageable rate for the individual, to all the people.
11. Each person should acquire an understanding of and a respect for the traditions, customs, and heritage of this country which have contributed to its development and which will affect its future progress.

GENERAL POLICIES

ABSENCES

Each of the provisions in this policy applies to all educational support personnel to the extent that it does not conflict with an applicable collective bargaining agreement or individual employment contract or benefit plan; in the event of a conflict, such provision is severable and the applicable bargaining agreement or individual agreement will control.

Personal Leave

The Board shall grant up to a maximum three (3) days* leave for all employees working at least thirty (30) hours weekly and all certified staff. Employees working less than thirty (30) hours weekly shall be granted one (1)** personal leave day, two (2)*** personal leave days after twenty (20) years. These days will be granted in one-half ($\frac{1}{2}$) day or full day increments without loss of pay and shall accumulate from year to year as sick leave. All employees prior to June 25, 1999, shall be considered full time employees with 20 clock hours per week. This shall remain in effect until affected employees are no longer employed. Staff may carry over two (2) unused personal days per year with the maximum of 5 personal days allowed at any one time.

- 3 personal leave days *
- 1 personal leave day **
- 2 personal leave days ***

The use of the above leaves the day before or after a school holiday, during teacher institutes or workshops, and/or during the first and last week of school is subject to administrative approval. No more than three (3) certified and three (3) non-certified employees will be permitted personal leave on the same day. Personal

and business leave shall be granted subject to approval of the building principal and the superintendent.

Sick Leave

At the beginning of each work year, each employee shall be credited with twelve (12) sick leave days without loss of pay. The unused portion of said sick leave shall accumulate to the TRS allowable amount (340 days) and the IMRF allowable amount (240 days).

- A. Sick leave shall be interpreted to mean personal illness, quarantine at home, illness or death in the immediate family or household. The immediate family, for the purpose of this section shall include: parent, step-parent, spouse, brother, sister, child, step-child, foster child, grandparent, grandchild, parent-in-law, daughter-in-law, son-in-law, brother-in-law, sister-in-law, aunt, uncle, niece, nephew, domestic partner, and legal guardian. Other sick days may be used for bereavement upon superintendent approval.
- B. The employee will provide the District Office with a statement from their physician stating that the employee is able to return to work indicating restrictions if any following any prolonged absence due to medical condition or injury. A prolonged absence is considered three (3) or more absences. The district may request a doctor's note after three (3) consecutive days of absences.

Staff members are entitled to use up to 30 days of paid sick leave because of the birth of a child that is not dependent on the need to recover from childbirth. Such days may be used at any time within the 12-month period following the birth of the child. Intervening periods of nonworking days or school not being in session, such as breaks and holidays, do not count towards the 30 working school days. As a condition of paying sick leave beyond the 30 working school days, the Board or Superintendent may require medical certification.

For purposes of adoption, placement for adoption, or acceptance of a child in need of foster care, paid sick leave may be used for reasons related to the formal adoption or the formal foster care process prior to taking custody of the child or accepting the child in need of foster care. Such leave is limited to 30 days, unless a longer leave is provided in an applicable collective bargaining agreement, and need not be used consecutively once the formal adoption or foster care process is underway. The Board or Superintendent may require that the employee provide evidence that the formal adoption or foster care process is underway.

Child Extended Bereavement Leave

Unpaid leave from work is available to employees who experience the loss of a child by suicide or homicide. The Child Extended Bereavement Leave Act governs the duration, scheduling, continuity of benefits, and all other terms of the leave. Accordingly, if the District employs at least 50 but not more than 249 employees on a full-time basis, an employee is entitled to a total of six weeks of unpaid leave within one year after the employee notifies the District of the loss. An employee may elect to substitute other forms of leave to which the employee is entitled for the leave provided under the Child Extended Bereavement Leave Act.

Family Bereavement Leave

State law allows a maximum of 10 unpaid work days for eligible employees

(Family Medical Leave Act of 1993, 20 U.S.C. § 2601 et seq.) to take family bereavement leave. The purpose, requirements, scheduling and all other terms of the leave are governed by the Family Bereavement Leave Act. Eligible employees may use family bereavement leave, without any adverse employment action, for: (1) attendance by the bereaved staff member at the funeral or alternative to a funeral of his or her child, stepchild, domestic partner, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, or stepparent (2) making arrangements necessitated by the death of the covered family member, or (3) grieving the death of the covered family member, or (4) absence from work due to a Significant Event, which includes: (i) miscarriage, (ii) an unsuccessful round of intrauterine insemination or of an assisted reproductive technology procedure, (iii) a failed adoption match or an adoption that is not finalized because it is contested by another party, (iv) a failed surrogacy agreement, (v) a diagnosis that negatively impacts pregnancy or fertility, or (vi) a still birth. An employee qualifying for leave due to a Significant Event will not be required to identify which specific reason applies to the employee's request.

The leave must be completed within 60 days after the date on which the employee received notice of the death of the covered family member or the date on which an event under item (4) above occurs. However, in the event of the death of more than one covered family member in a 12-month period, an employee is entitled to up to a total of six weeks of bereavement leave during the 12-month period, subject to certain restrictions under State and federal law. Other existing forms of leave may be substituted for the leave provided in the Family Bereavement Leave Act. This policy does not create any right for an employee to take family bereavement leave that is inconsistent with the Family Bereavement Leave Act.

Court Duty Leave

When an employee is called for jury duty, the employee shall be granted leave with full pay, but the employee shall pay to the district only money received for actual duty. Leave for jury duty shall not be counted against allowance for personal leave or sick leave.

There shall be no deduction in pay for absence due to attendance in Court in response to a subpoena.

For more leave policy information, please see board policy: https://www.boardpolicyonline.com/?b=greenfield_10&s=1790787

Announcements

Announcements will be prepared daily for students and staff. Any information to be included within these announcements should be submitted to the school secretary the day before the announcement is to be read to ensure its inclusion.

Attacks on School Personnel

Upon receipt of a written complaint from any school personnel, the superintendent shall report all incidents of battery committed against teachers, teacher personnel, administrative personnel or educational support personnel to the local law enforcement authorities immediately after the occurrence of the attack and to the Department of State Police's Illinois Uniform Crime Reporting Program no later than 3 days after the occurrence of the attack.

Attendance

Teachers are required to take student attendance each day.

Elementary School – Teachers should take attendance and lunch count each morning and enter it via computer. This should be sent to the building office as soon as possible.

High School – Teachers should enter attendance each hour via computer. Students

Board of Education

Greenfield Community Unit School District #10 Board of Education meetings are open to the public and employees are encouraged to attend. Regular meetings are held on the third Monday of each month at 7:00 in the district office. Regular meetings are subject to change and special meetings can be called, but must be posted at least 48 hours ahead of time. If you wish to address the Board, contact should be made with the Superintendent at least one week prior to the meeting to ensure inclusion on the agenda.

Calendar

A monthly calendar of events is created for students and staff. Any events to be placed on this calendar should be shared with the building secretary. An updated School Calendar can be found here:

<https://www.greenfieldschools.org/documents/calendars/calendars-and-schedules/598093>

CELL PHONES

This policy outlines the use of personal cell phones at work, the personal use of District cell phones and the safe use of cell phones by employees. This policy applies to phone calls, text messaging, pictures, etc.

Personal Cellular Phones

While at work employees are expected to exercise the same discretion in using personal cellular phones as is expected for the use of District phones. Excessive personal calls during the workday, regardless of the phone used, can interfere with employee productivity and be distracting to others. Employees are therefore encouraged to make personal calls on non-work time where possible and to ensure that friends and family members are aware of the district's policy. Flexibility will be provided in circumstances demanding immediate attention.

Communicable and Chronic Infectious Disease

The Superintendent shall develop and implement procedures for dealing with known or suspected cases of a communicable and chronic infectious disease involving a District employee consistent with State and federal law, rules of the Illinois Department of Public Health, and School Board policies.

Employees with a communicable or chronic infectious disease will be permitted to retain their positions whenever, after reasonable accommodations and without undue hardship, there is not substantial risk of transmission of the disease to others, provided an employee is able to continue to perform the position's essential functions. Employees who cannot retain their positions shall remain subject to the Board's employment policies including sick leave, physical examinations, temporary and permanent disability, and termination. Determining whether an employee with a communicable or chronic infectious disease may retain his or her position will be made in accordance with established procedures.

The recommendation of whether the employee's placement is appropriate shall be made on a case-by-case basis by the District's Administrative Team

COMPUTER USAGE/REPAIRS

The Greenfield School District's network and internet system is provided in order to facilitate the educational program provided by the district. Activities using the technology and the internet include communications in support of researching educational questions and programs by providing access to resources. To remain eligible as a user, the use of technology, the internet and computers must be in support of, and consistent with, the educational objectives of the district.

Transmission of any material in violation of any federal or state regulation is prohibited. Use for commercial activities is prohibited. Use for product advertisement is prohibited.

Faculty and staff members are permitted use of one e-mail account as provided by the ISBE through the Learning Technology Hub #5 and the Regional Office of Education. Such accounts are to be used for educational purposes. Electronic mail is not private. District administration and technology staff have access to all mail. Messages relating to or in support of illegal activities will be reported to the authorities and will result in loss of user privileges and legal action against the user. The use of the district network and the internet is a privilege, not a right. Inappropriate use, including any violations of these conditions and rules, will result in revocation of the privilege. The district administration will make all decisions

regarding whether or not a user has violated the conditions and rules and may deny, revoke, or suspend access at any time.

Greenfield CUSD #10 reserves the right to review any material accessed by the user and to monitor the file server space in order to make determinations on whether specific uses of the network are appropriate.

Each staff member will be provided with sufficient space on the district network server to save individual materials and work. All materials stored on the district server are property of the district and can be reviewed at any time. Any programs or work written or developed on district computers, with district technology, is the property of the district and may not be sold or provide profit to any staff member. Security on any computer system is a high priority, especially when the system involves many users. Users must protect their passwords to ensure system security. Staff members who release their passwords and accounts to students are subject to disciplinary action.

Vandalism is defined as any attempt to harm, modify or destroy data or another user, internet, computers, other networks connected to the internet backbone or any other computer program used at Greenfield CUSD #10. Vandalism and harassment will result in cancellation of user privileges and possible legal action.

Users shall not play games or use the computer resources for other non- academic activities. No user should download any games.

On the internet it is impossible to control the content of data and material that may be encountered which is controversial and which users, parents, teachers or administrators may consider inappropriate or offensive. It is the user's responsibility not to initiate access to such material.

Any user violating these rules, applicable state and federal laws or classroom/district rules will lose district network and internet privileges and will be subject to other CUSD #10 disciplinary action. In addition, any unauthorized internet access, attempted access or use of any computing and/or network system that is in violation of applicable state or federal laws will be subject to criminal prosecution.

It is the responsibility of staff members to report problems with any element of the district's technology network to the building administrator or supervisor.

Department of Child and Family Services

Child sexual abuse and grooming behaviors harm students, their parents/guardians, the district's environment, its school communities, and the community at large, while diminishing a student's ability to learn. The Board has a responsibility and obligation to increase awareness and knowledge of: (1) issues regarding child sexual abuse, (2) likely warning signs that a child may be a victim of sexual abuse, (3) grooming behaviors related to child sexual abuse and grooming, (4) how to report child sexual abuse, (5) appropriate relationships between District employees and students based upon State law, and (6) how to prevent child sexual abuse.

To address the Board's obligation to increase awareness and knowledge of these issues, prevent sexual abuse of children, and define prohibited grooming behaviors, the Superintendent or designee shall implement an Awareness and Prevention of Sexual Abuse and Grooming Behaviors Program.

The Program will:

1. Educate students with:
 - a. An age-appropriate and evidence informed health and safety education curriculum that includes methods for how to report child sexual abuse and grooming behaviors to authorities, through policy 6:60, Curriculum Content:
 - b. Information in policy 7:250, Student Support Services, about: (i) District counseling options, assistance, and intervention for students who are victims of or affected by sexual abuse, and (iii) community-based Children's advocacy Centers and sexual assault crisis centers and how to access those serving the district.
2. Train District employees about child sexual abuse and grooming behaviors by January 31 of each school year with materials that include:
 - a. A definition of prohibited grooming behaviors and boundary violations pursuant to policy 5:120, Employee Ethics; Conduct; and Conflict of Interest;
 - b. Evidence-informed content of preventing, recognizing, reporting, and responding to child sexual abuse, grooming behaviors, and/or boundary violations pursuant to policies 2:260, Uniform Grievance Procedure; 5:90, Abused and Neglected Child Reporting.

3. Provide information to parents/guardian in student handbooks about the warning signs of child sexual abuse, grooming behaviors, and boundary violations with evidence-informed educational information that also includes:
 - a. Assistance, referral, or resource information, including how to recognize grooming behaviors, appropriate relationships between District employees and students based upon policy 5:120, Employee Ethics; Conduct; and Conflict of Interest, and how to prevent child sexual abuse from happening;
 - b. Methods for how to report child sexual abuse, grooming behaviors, and/or boundary violations to authorities; and
 - c. Available counseling and resources for children who are affected by sexual abuse; including both emotional and educational support for students affected by sexual abuse, so that the student can continue to succeed in school pursuant to policy 7:250, Student Support Services.
 - d. Provide parents/guardians of students in any of grades K through 8 with not less than five days' written notice before commencing any class or course providing instruction in recognizing and avoiding sexual abuse, as well as the opportunity to object in writing.

Any District employee who suspects or receives knowledge that a student may be an abused or neglected child or, for a student aged 18 through 21, an abused or neglected individual with a disability, shall:

(1) immediately report or cause a report to be made to the Ill. Dept. of Children and Family Services (DCFS) on its Child Abuse Hotline 1-800-25-ABUSE (1-800-252- 2873) (within Illinois); 1-217-524-2606 (outside of Illinois); or 1-800-358-5117 (TTY), and

(2) follow directions given by DCFS concerning filing a written report within 48 hours with the nearest DCFS field office. Any District employee who believes a student is in immediate danger of harm, shall first call 911. The employee shall also promptly notify the Superintendent or Building Principal that a report has been made. The Superintendent or Building Principal shall immediately coordinate any necessary notifications to the student's parent(s)/guardian(s) with DCFS, the applicable school resource officer (SRO), and/or local law enforcement.

Negligent failure to report occurs when a District employee personally observes an instance of suspected child abuse or neglect and reasonably believes, in his or her professional or official capacity, that the instance constitutes an act of child abuse or neglect under the Abused and Neglected Child Reporting Act (ANCRA) and he or she, without willful intent, fails to immediately report or cause a report to be made of the suspected abuse or neglect to DCFS.

Any District employee who discovers child pornography on electronic and information technology equipment shall immediately report it to local law enforcement, the National Center for Missing and Exploited Children's CyberTipline 1-800-THE-LOST (1-800-843-5678) or online at www.report.cybertip.org or www.missingkids.org. The Superintendent or Building Principal shall also be promptly notified of the discovery and that a report has been made.

Any District employee who observes any act of hazing that does bodily harm to a student must report that act to the Building Principal, Superintendent, or designee who will investigate and take appropriate action. If the hazing results in death or great bodily harm, the employee must first make the report to law enforcement and then to the Superintendent or Building Principal.

Hazing is defined as any intentional, knowing, or reckless act directed to or required of a student for the purpose of being initiated into, affiliating with, holding office in, or maintaining membership in any group, organization, club, or athletic team whose members are or include other students.

Abused and Neglected Child Reporting Act (ANCRA), School Code, and Erin's Law Training.

The Superintendent or designee shall provide staff development opportunities for District employees in the detection, reporting, and prevention of child abuse and neglect.

All District employees shall:

1. Before beginning employment, sign the Acknowledgement of Mandated Reporter Status form provided by DCFS. The Superintendent or designee shall ensure that the signed forms are retained.
2. Complete mandated reporter training as required by law within three months of initial employment and at least every three years after that date.

The Superintendent will encourage all District educators to complete continuing professional development that addresses the traits and identifiers that may be evident in students who are victims of child sexual abuse, including recognizing and reporting child sexual abuse and providing appropriate follow-up and care for abused students as they return to the classroom setting.

Alleged Incidents of Sexual Abuse; Investigations

An alleged incident of sexual abuse is an incident of sexual abuse of a child, as defined in 720 ILCS 5/11-9.1A, that is alleged to have been perpetrated by school personnel, including a school vendor or volunteer, that occurred: on school grounds during a school activity; or outside of school grounds or not during a school activity.

If a District employee reports an alleged incident of sexual abuse to DCFS and DCFS accepts the report for investigation, DCFS will refer the matter to the local Children's Advocacy Center (CAC). The Superintendent or designee will implement procedures to coordinate with the CAC.

DCFS and/or the appropriate law enforcement agency will inform the district when its investigation is complete or has been suspended, as well as the outcome of its investigation. The existence of a DCFS and/or law enforcement investigation will not preclude the district from conducting its own parallel investigation into the alleged incident of sexual abuse in accordance with policy 7:20, Harassment of Students Prohibited.

Special Superintendent Responsibilities

The Superintendent shall execute the requirements in Board policy 5:150, Personnel Records, whenever another school district requests a reference concerning an applicant who is or was a District employee and was the subject of a report made by a District employee to DCFS.

The Superintendent shall notify the State Superintendent and the Regional Superintendent in writing when he or she has reasonable cause to believe that a license holder was dismissed or resigned from the district as a result of an act that made a child an abused or neglected child. The Superintendent must make the report within 30 days of the dismissal or resignation and mail a copy of the notification to the license holder.

Special School Board Member Responsibilities

Each individual Board member must, if an allegation is raised to the member during an open or closed Board meeting that a student is an abused child as defined in ANCRA, direct or cause the Board to direct the Superintendent or other equivalent school administrator to comply with ANCRA's requirements concerning the reporting of child abuse.

If the Board determines that any District employee, other than an employee licensed under 105 ILCS 5/21B, has willfully or negligently failed to report an instance of suspected child abuse or neglect as required by ANCRA, the Board may dismiss that employee immediately.

Discipline

You are expected to meet school district standards for work performance, punctuality, attendance and personal conduct.

Violations of school district policies and procedures are misconduct and appropriate disciplinary procedures will be initiated. Examples of disciplinary action include, but are not limited to, the following: oral warning, written warning, suspension with or without pay, and discharge. Disciplinary actions are noted in your personnel file.

The following is a non-inclusive list of examples of misconduct which violates Greenfield School District policy:

- Supplying false or misleading information when applying for employment.
- Possession of dangerous or deadly weapons on school district premises or while performing school district duties off premises.
- Reporting to work unfit for work, drinking alcoholic beverages during work, using or possessing controlled substances either on school district time or premises.
- Failure or refusal to submit, or consent to a required medical or physical examination, including but not limited to, a drug or alcohol test.
- Immoral or indecent conduct; soliciting persons for immoral purposes or aiding and abetting any of the above.
- Insubordination, including, but not limited to refusing to obey an order or directive of a supervisor.
- Disruptive conduct on company premises: gambling, fighting, horseplay, coercion, intimidation or threats against supervisors or other employees, vulgarity, abusive treatment or discourtesy to a customer or fellow employee.
- Theft or misappropriation of property or money belonging to Greenfield School District employees or a third party.
- Excessive absenteeism or tardiness.
- Making or publishing false, vicious or malicious statements concerning an employee, supervisor, parent, guardian, or child.
- Disclosing confidential information.
- Falsifying a time card or any other employment record.
- Destruction or misuse of school district property.
- Careless, improper or neglectful use of school district vehicles including trucks, autos and mechanical units such as forklifts, scissor lifts, etc.
- Unauthorized removal of school district property or documents from the premises.
- Failure to observe safety rules or failure to wear required safety equipment.
- A general disregard for the policies set forth in this handbook.
- Falsely stating or making claims of injury. In addition to discipline, you may be subject to criminal prosecution for filing a fraudulent workers' compensation claim.
- Failure to timely report an injury.

Dress

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

Drug and Alcohol-Free Workplace

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

1. Unlawful manufacture, dispensing, distribution, possession, or use of an illegal or controlled substance.
2. Distribution, consumption, use, possession, or being under the influence of an alcoholic beverage; being present on District premises or while performing work for the District when alcohol consumption is detectable, regardless of when and/or where the use occurred.
3. Possession or use of medical cannabis.

For purposes of this policy, a controlled substance means a substance that is:

1. Not legally obtainable,
2. Being used in a manner different than prescribed,
3. Legally obtainable, but has not been legally obtained, or
4. Referenced in federal or State controlled substance acts.

As a condition of employment, each employee shall:

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

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

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

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

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Drug and Alcohol Testing

To support the policy of a drug and alcohol-free workplace, testing for alcohol, drugs & chemical substances may be required under the following circumstances:

(1) Pre-Employment:

- As part of the application process. No applicant testing positive will be employed. This includes all applicants for employment and re-employment, whether for temporary, part-time or full-time positions.

(2) Post-Accident:

- After a work-related accident where judgment, coordination or physical or mental ability may have been impaired.

(3) Reasonable Suspicion:

- Whenever the District has reasonable suspicion to believe an employee has consumed or used or is under the influence of alcohol, illegal drugs, a controlled substance, or cannabis during the course of the work day. Supervisory personnel shall ascertain whether reasonable suspicion exists and document the basis for any reasonable suspicion prior to testing. The employee shall be provided a copy of the basis for any reasonable suspicion.

(4) Periodic or Random

- On an unannounced and random basis for those working in a safety sensitive position.

Tobacco Prohibition

All employees are covered by the conduct prohibitions contained in policy 8:30, Visitors to and Conduct on School Property. The prohibition on the use of tobacco products applies both

- (1) when an employee is on school property, and
- (2) while an employee is performing work for the District at a school event regardless of the event's location. Tobacco shall have the meaning provided in section 10-20.5b of the School Code.

District Action Upon Violation of Policy

An employee who violates this policy may be subject to disciplinary action, including termination. Alternatively, the School Board may require an employee to successfully complete an appropriate drug-or alcohol-abuse rehabilitation program.

The Board shall take disciplinary action with respect to an employee convicted of a drug offense in the workplace within 30 days after receiving notice of the conviction.

Should District employees be engaged in the performance of work under a federal contract or grant, or under a State contract or grant of \$5,000 or more, the Superintendent shall notify the appropriate State or federal agency from which the district receives contract or grant monies of the employee's conviction within 10 days after receiving notice of the conviction.

Education of Homeless Children

Each child of a homeless individual and each homeless youth has equal access to the same free, appropriate public education, as provided to other children and youths, including a public pre-school education. A “homeless child” is defined as provided in the McKinney Homeless Assistance Act and State Law. The Superintendent shall act as or appoint a Liaison for Homeless Children to coordinate this policy’s implementation.

A homeless child may attend the district school that the child attended when permanently housed or in which the child was last enrolled. A homeless child living in any District school’s attendance area may attend that school.

The Superintendent or designee shall review and revise rules or procedures that may act as barriers to the enrollment of homeless children and youths. In reviewing and revising such procedures, consideration shall be given to issues concerning transportation, immunization, residency, birth certificates, school records and other documentation, and guardianship. Transportation shall be provided in accordance with the McKinney Homeless Assistance Act and State law. The Superintendent or designee shall give special attention to ensuring the enrollment and attendance of homeless children and youths who are not currently attending school. If a child is denied enrollment or transportation under this policy, the Liaison for Homeless Children shall immediately refer the child or his or her parent/guardian to the ombudsperson appointed by the Regional Superintendent and provide the child or his or her parent/guardian with a written explanation for the denial. Whenever a child and his or her parent/guardian who initially share the housing of another person due to loss of housing, economic hardship, or a similar hardship continue to share the housing, the Liaison for Homeless Children shall, after the passage of 18 months and annually thereafter, conduct a review as to whether such hardship continues to exist in accordance with State law.

Equal Employment Opportunity

The School District shall provide equal employment opportunities to all persons regardless of their race; color; creed; religion; national origin; sex; sexual orientation; age; ancestry; marital status; arrest record; military status; order of protection status; unfavorable military discharge; citizenship status provided the individual is authorized to work in the United States; use of lawful products while not at work; being a victim of domestic violence, sexual violence, or gender violence; genetic information; physical or mental handicap or disability, if

otherwise able to perform the essential functions of the job with reasonable accommodation; pregnancy, childbirth, or related medical conditions; credit history, unless a satisfactory credit history is an established bona fide occupational requirement of a particular position; or other legally protected categories. No one will be penalized solely for his or her status as a registered qualifying patient or a registered designated caregiver for purposes of the Compassionate Use of Medical Cannabis Program Act, 410 ILCS 130/.

Persons who believe they have not received equal employment opportunities should report their claims to the Nondiscrimination Coordinator and/or a Complaint Manager for the Uniform Grievance Procedure. These individuals are listed below. No employee or applicant will be discriminated or retaliated against because he or she:

1. Requested, attempted to request, used, or attempted to use a reasonable accommodation as allowed by the Illinois Human Rights Act, or
2. Initiated a complaint, was a witness, supplied information, or otherwise participated in an investigation or proceeding involving an alleged violation of this policy or State or Federal laws, rules or regulations, provided the employee or applicant did not make a knowingly false accusation nor provide knowingly false information.

Administrative Implementation

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

Nondiscrimination Coordinator:

Name: Andy Stumpf, Superintendent

Address: 311 Mulberry Street, Greenfield, IL 62044

Telephone: 217-368-2447

Complaint Managers:

Name: Julie Williams, Elementary School Principal

Address: 115 Prairie Street, Greenfield, IL 62044

Telephone: 217-368-2551

Name: Beth Bettis, High School Principal

Address: 502 East Street, Greenfield, IL 62044

Telephone: 217-368-2219

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

Minority Recruitment

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

Employee Ethics; Conduct; and Conflict of Interest

Professional and Appropriate Conduct:

All District employees are expected to maintain high standards in their school relationships, to demonstrate integrity and honesty, to be considerate and cooperative, and to maintain professional and appropriate relationships with students, parents, staff members, and others. In addition, the Code of Ethics for Illinois Educators, adopted by the Illinois State Board of Education, is incorporated by reference into this policy. Any employee who sexually harasses a student, willfully or negligently fails to report an instance of suspected child abuse or neglect as required by the Abused and Neglected Child Reporting Act (325 ILCS 5/), or otherwise violates an employee conduct standard will be subject to discipline up to and including dismissal.

Statement of Economic Interests

The following employees must file a Statement of Economic Interests as required by the Illinois Governmental Ethics Act:

1. Superintendent;
2. Building Principal;
3. Head of any department;
4. Any employee who, as the district's agent, is responsible for negotiating one or more contracts including collective bargaining agreement(s), in the amount of \$1,000 or greater;
5. Hearing officer;
6. Any employee having supervisory authority for 20 or more employees; and
7. Any employee in a position that requires an administrative or a chief school business official endorsement.

Ethics and Gift Ban

School Board policy 2:105, Ethics and Gift Ban, applies to all District employees. Students shall not be used in any manner for promoting a political candidate or issue.

Prohibited Interests; Conflict of Interest; and Limitation of Authority

In accordance with Section 22-5 of the School Code, "no school officer or teacher shall be interested in the sale, proceeds, or profits of any book, apparatus, or furniture used or to be used in any school with which such officer or teacher may be connected," except when the employee is the author or developer of instructional materials listed with the Illinois State Board of Education and adopted for use by the Board. An employee having an interest in instructional materials must file an annual statement with the Board Secretary.

For the purpose of acquiring profit or personal gain, no employee shall act as an agent of the District nor shall an employee act as an agent of any business in any transaction with the District. This includes participation in the selection, award or administration of a contract supported by a federal award or State award governed by the Grant Accountability and Transparency Act (GATA) (30 ILCS 708/) when the employee has a real or apparent conflict of interest. A conflict of interest arises when an employee or any of the following individuals has a financial or other interest in the entity selected for the contract:

1. Any person that has a close personal relationship with an employee that may compromise or impair the employee's fairness and impartiality, including a member of the employee's immediate family or household;
2. An employee's business partner; or
3. An entity that employs or is about to employ the employee or one of the individuals listed in one or two above.

Employees shall neither solicit nor accept gratuities, favors, or anything of monetary value from contractors, potential contractors, or parties to agreements or contracts. Situations in which the interest is not substantial or the gift is an unsolicited item of nominal value must comply with State law and Board policy 2:105, Ethic and Gift Ban.

Outside Employment

Employees shall not engage in any other employment or in any private business during regular working hours or at such other times as are necessary to fulfill appropriate assigned duties.

Evaluations

Official evaluation procedures are contained within the collectively bargained agreement between the Greenfield Education Association and the Board of Education. Tenured certified employees will be evaluated every other year. Non-tenured certified employees will be evaluated as many times as the administration deems appropriate, but not less than twice per school year. Non-certified employees will be evaluated annually.

Faculty Meetings

Faculty meetings will be scheduled throughout the school year. Some meetings will require all faculty members and some meetings will require specific faculty member attendance. It is extremely important that you attend all faculty meetings that pertain to you. Thank you in advance for all of the work you do for Greenfield CUSD #10.

The Family Educational Rights and Privacy Act

The Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g; 34 CFR Part 99) is a Federal law that protects the privacy of student education records. The law applies to all schools that receive funds under an applicable program of the U.S. Department of Education.

FERPA gives parents certain rights with respect to their children's education records. These rights transfer to the student when he or she reaches the age of 18 or attends a school beyond the high school level. Students to whom the rights have transferred are "eligible students."

- Parents or eligible students have the right to inspect and review the student's education records maintained by the school. Schools are not required to provide copies of records unless, for reasons such as great distance, it is impossible for parents or eligible students to review the records. Schools may charge a fee for copies.
- Parents or eligible students have the right to request that a school correct records which they believe to be inaccurate or misleading. If the school decides not to amend the record, the parent or eligible student then has the right to a formal hearing. After the hearing, if the school still decides not to amend the record, the parent or eligible student has the right to place a statement with the record setting forth his or her view about the contested information.
- Generally, schools must have written permission from the parent or eligible student in order to release any information from a student's education record. However, FERPA allows schools to disclose those records, without consent, to the following parties or under the following conditions (34 CFR § 99.31):
 - School officials with legitimate educational interest;
 - Other schools to which a student is transferring;
 - Specified officials for audit or evaluation purposes;
 - Appropriate parties in connection with financial aid to a student;
 - Organizations conducting certain studies for or on behalf of the school;
 - Accrediting organizations;
 - To comply with a judicial order or lawfully issued subpoena;
 - Appropriate officials in cases of health and safety emergencies; and
 - State and local authorities, within a juvenile justice system, pursuant to specific State law.

Schools may disclose, without consent, "directory" information such as a student's name, address, telephone number, date and place of birth, honors and awards, and dates of attendance. However, schools must tell parents and eligible students about directory information and allow parents and eligible students a reasonable amount of time to request that the school not disclose directory information about them. Schools must notify parents and eligible students annually of their rights under FERPA. The actual means of notification (special letter, inclusion in a PTA bulletin, student handbook, or newspaper article) is left to the discretion of each school.

Family and Medical Leave Act

Leave Description:

An eligible employee may use unpaid family and medical leave (FMLA leave), guaranteed by the federal Family and Medical Leave Act. The U.S. Department of Labor's rules (federal rules) implementing FMLA, as they may be amended from time to time, control FMLA leave.

An eligible employee may take FMLA leave for up to a combined total of 12 weeks each 12-month period on a rolling basis, beginning with each employee's first day of work.

During a single 12-month period, an eligible employee's FMLA leave entitlement may be extended to a total of 26 weeks of unpaid leave to care for a covered servicemember (defined in the federal rules) with a serious injury or illness. The "single 12-month period" is measured forward from the date the employee's first FMLA leave to care for the covered servicemember begins.

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

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

1. The birth and first-year care of a son or daughter.
2. The adoption or foster placement of a son or daughter, including absences from work that are necessary for the adoption or foster care to proceed and expiring at the end of the 12-month period beginning on the placement date.
3. The serious health condition of an employee's spouse, child, or parent.
4. The employee's own serious health condition that makes the employee unable to perform the functions of his or her job.
5. The existence of a qualifying exigency arising out of the fact that the employee's spouse, child, or parent is a military member on covered active duty or has been notified of an impending call or order to active duty, as provided by federal rules.
6. To care for the employee's spouse, child, parent, or next of kin who is a covered servicemember with a serious injury or illness, as provided by federal rules.

If spouses are employed by the district, they may together take only 12-weeks for FMLA leaves when the reason for the leave is 1 or 2, above, or to care for a parent with a serious health condition, or a combined total of 26 weeks for item 6 above.

An employee may be permitted to work on an intermittent or reduced-leave schedule in accordance with federal rules.

To be eligible for FMLA leave, an employee must be employed at a worksite where at least 50 employees are employed within 75 miles. In addition, one of the following provisions must describe the employee:

1. The employee has been employed by the district for at least 12 months and has been employed for at least 1,000 hours of service during the 12-month period immediately before the beginning of the leave. The 12 months an employee must have been employed by the district need not be consecutive. However, the District will not consider any period of previous employment that occurred more than seven years before the date of the most recent hiring, except when the service break is due to fulfillment of a covered service obligation under the employee's Uniformed Services Employment and Reemployment Rights Act (USERRA), 38 U.S.C. 4301, et seq., or when a written agreement exists concerning the district's intention to rehire the employee.
2. The employee is a full-time classroom teacher.

Requesting Leave

If the need for the FMLA leave is foreseeable, an employee must provide the Superintendent or designee with at least 30 days' advance notice before the leave is to begin. If 30 days' advance notice is not practicable, the notice must be given as soon as practicable. The employee shall make a reasonable effort to schedule a planned medical treatment so as not to disrupt the district's operations, subject to the approval of the health care provider administering the treatment. The employee shall provide at least verbal notice sufficient to make the Superintendent or designee aware that he or she needs FMLA leave, and the anticipated timing and duration of the leave. Failure to give the required notice for a foreseeable leave may result in a delay in granting the requested leave until at least 30 days after the date the employee provides notice.

Certification

Within 15 calendar days after the Superintendent or designee makes a request for certification for a FMLA leave, an employee must provide one of the following:

1. When the leave is to care for the employee's covered family member with a serious health condition, the employee must provide a complete and sufficient certificate signed by the family member's health care provider.
2. When the leave is due to the employee's own serious health condition, the employee must provide a complete and sufficient certificate signed by the employee's health care provider.
3. When the leave is to care for a covered servicemember with a serious illness or injury, the employee must provide a complete and sufficient certificate signed by an authorized health care provider for the covered servicemember.
4. When the leave is because of a qualified exigency, the employee must provide:
 - a. a copy of the covered military member's active-duty orders or other documentation issued by the military indicating that the military member is on active duty or call to active-duty status, and the dates of the covered military member's active-duty service, and
 - b. a statement or description, signed by the employee, of appropriate facts regarding the qualifying exigency for which FMLA leave is requested.

The district may require an employee to obtain a second and third opinion at its expense when it has reason to doubt the validity of a medical certification.

The district may require recertification at reasonable intervals, but not more often than once every 30 days. Regardless of the length of time since the last request, the district may request recertification when the,

- (1) employee requests a leave extension,
- (2) circumstances described by the original certification change significantly, or
- (3) District receives information that casts doubt upon the continuing validity of the original certification.

Recertification is at the employee's expense and must be provided to the district within 15 calendar days after the request. The district may request recertification every six months in connection with any absence by an employee needing an intermittent or reduced schedule leave for conditions with a duration in excess of six months.

Failure to furnish a complete and sufficient certification on forms provided by the district may result in a denial of the leave request.

Continuation of Health Benefits

During FMLA leave, employees are entitled to continuation of health benefits that would have been provided if they were working. Any share of health plan premiums being paid by the employee before taking the leave, must continue to be paid by the employee during the FMLA leave. A District's obligation to maintain health insurance coverage ceases if an employee's premium payment is more than 30 days late and the district notifies the employee at least 15 days before coverage will cease.

Changed Circumstances and Intent to Return

An employee must provide the Superintendent or designee reasonable notice of changed circumstances (i.e., within two business days if the changed circumstances are foreseeable) that will alter the duration of the FMLA leave. The Superintendent or designee, taking into consideration all of the relevant facts and circumstances related to an individual's leave situation, may ask an employee who has been on FMLA leave for eight consecutive weeks whether he or she intends to return to work.

Return to Work

If returning from FMLA leave occasioned by the employee's own serious health condition, the employee is required to obtain and present certification from the employee's health care provider that he or she is able to resume work.

An employee returning from FMLA leave will be given an equivalent position to his or her position before the leave, subject to:

- (1) permissible limitations the district may impose as provided in the FMLA or implementing regulations, and
- (2) the district's reassignment policies and practices.

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

Implementation

The Superintendent or designee shall ensure that:

- (1) all required notices and responses to leave requests are provided to employees in accordance with the FMLA; and
- (2) this policy is implemented in accordance with the FMLA. In the event of a conflict between the policy and the FMLA or its regulations, the latter shall control. The terms used in this policy shall be defined as in the FMLA regulations.

Field Trips

Field trips may not be taken unless they are approved in writing in advance by the building administrator. Once approval for the field trip is attained, the teacher will make all necessary arrangements for the field trip including transportation and an adequate number of chaperones (1 adult for every 10 students is recommended). Students must have a signed permission form from the parent to be allowed to participate in the field trip. No later than one week prior to the field trip a list of students attending will be provided to other affected teachers and the building administrator.

Fingerprinting and Criminal Background Check

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

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

Fundraising

Student fundraising shall be kept to a minimum. Sales of products or services by students to the community outside the school building must be approved by the Board of Education. Sponsors of student groups desiring to conduct a community fundraiser shall forward a request to conduct the fundraiser through administrative channels to the school board. No student, group, team, organization or similar body shall engage in fundraising without the express permission of the building administrator. All funds raised through student fund raising activities shall be deposited with the appropriate student account activities treasurer

Harassment

The School District expects the workplace environment to be productive, respectful, and free of unlawful discrimination, including harassment. District employees shall not engage in harassment or abusive conduct on the basis of an individual's actual or perceived race, color, religion, national origin, ancestry, sex, sexual orientation, age, citizenship status, disability, pregnancy, marital status, order of protection status, military status, or unfavorable discharge from military service, nor shall they engage in harassment or abusive conduct on the basis of an individual's other protected status identified in Board policy 5:10, Equal Employment Opportunity and Minority Recruitment. Harassment of students, including, but not limited to, sexual harassment, is prohibited by Board policy 7:20, Harassment of Students Prohibited.

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

Sexual Harassment Prohibited - The School District shall provide a workplace environment free of verbal, physical, or other conduct or communications constituting harassment on the basis of sex as defined and otherwise prohibited by State and federal law. The district provides annual sexual harassment prevention training in accordance with State law.

District employees shall not make unwelcome sexual advances or request sexual favors or engage in any unwelcome conduct of a sexual nature when:

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

Making a Complaint

Employees and nonemployees (persons who are not otherwise employees and are directly performing services for the district pursuant to a contract with the District, including contractors and consultants) are encouraged to promptly report information regarding violations of this policy. Individuals may choose to report to a person of the individual's same gender. Every effort should be made to file such complaints as soon as possible, while facts are known and potential witnesses are available.

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

Whom to Contact with a Report or Complaint

An employee should report claims of harassment, including making a confidential report, to any of the following: his/her immediate supervisor, the Building Principal, an administrator, the Nondiscrimination Coordinator, and/or a Complaint Manager.

Employees may also report claims using Board policy 2:260, Uniform Grievance Procedure. If a claim is reported using Board policy 2:260, then the Complaint Manager shall process and review the complaint according to that policy, in addition to any response required by this policy.

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

Nondiscrimination Coordinator:

Name: Andy Stumpf, Superintendent

Address: 311 Mulberry Street, Greenfield, IL 62044

Telephone: 217-368-2447

Complaint Managers:

Name: Julie Williams, Elementary School Principal

Address: 115 Prairie Street, Greenfield, IL 62044

Telephone: 217-368-2551

Name: Beth Bettis, High School Principal

Address: 502 East Street, Greenfield, IL 62044

Telephone: 217-368-2219

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

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

Enforcement

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

Retaliation Prohibited

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

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

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

Recourse to State and Federal Fair Employment Practice Agencies

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

The Superintendent shall also use reasonable measures to inform staff members, applicants, and nonemployees of this policy, which shall include posting on the district website and/or making this policy available in the district's administrative office, and including this policy in the appropriate handbooks.

Hazardous Chemicals

You must comply with all occupational safety and health standards and regulations established by the Occupational Safety and Health Act of 1970 and regulations which have been added to this act by both state and federal governments. If you believe that you are being exposed to a known or suspected hazard when working with toxic chemicals or substances, you have a right to know about such hazards through Material Safety Data Sheets (MSDS). Your supervisor will review the MSDS with you at the time of your hire and whenever new chemicals are introduced into the district for your use. MSDS will be maintained in an area that permits immediate accessibility to the information contained therein.

Keys

Employees will be assigned keys necessary to utilize their work areas and these will be issued through the elementary and high school office with the building administrator's or supervisor's consent. Keys are for the personal use of the employee and should not be loaned to students or to community members. At the end of the school year, employees should return or check out their keys through the elementary or high school office prior to leaving for the summer.

Lesson Plans

It is required that teachers keep lesson plans one week ahead. These must be available upon request to the building administrator on Fridays for the following week. Plans are to be in a convenient location in/on your desk or access to online lesson plans must be shared with your building administrator. A daily plan book or online lesson plan book access is supplied for your convenience. Your plans should include researched based teaching methods and content that aligns with the Illinois Learning Standards.

Lounge

The school provides a workroom for the faculty and staff. The workroom provides privacy for the purpose of class preparation and evaluation during those times when a teacher is not scheduled to be in class with his/her students. Students are not permitted to use this facility.

Mail

A mailbox with compartments for each teacher is located in the workroom. Please check this daily for mail, bulletins, office memorandum, etc.

Maintenance Requests

If you should need any type of maintenance in your work area or around the building, please fill out a maintenance report form and turn in to the building administrator or supervisor for approval.

Payday

Greenfield School District pays its employees via direct deposit once a month on the 20th of each month. If the 20th falls on a Saturday or Sunday, you will be paid on the Friday before the 20th.

Accurately recording time worked is the responsibility of every non-exempt employee. Time worked is all the time actually spent on the job performing assigned duties. Altering, falsifying, tampering with time records, or recording time on another employee's time record may result in disciplinary action up to and including discharge. Both the administrator/supervisor and the employee can be held responsible for any of these dishonest actions, which may result in criminal prosecution. All non-exempt employees shall ensure accurate reporting of hours worked and shall sign completed time record.

The building administrator/supervisor will review and then sign the time record before submitting it to payroll for processing. In addition, if the employee makes corrections or modifications to the time record, the administrator/supervisor must verify the accuracy of the changes by signing the time record. Time is calculated by using a fifteen-minute interval for determining "hours worked" and recording of time worked by all non-exempt employees.

Personal Technology and Social Media; Usage and Conduct

Definitions:

Includes - Means "includes without limitation" or "includes, but is not limited to."

Social media - Media for social interaction, using highly accessible communication techniques through the use of web-based and mobile technologies to turn communication into interactive dialogue. This includes, but is not limited to, services such as *Facebook, LinkedIn, Twitter, Instagram, Snapchat, and YouTube*

Personal technology - Any device that is not owned or leased by the district or otherwise authorized for District use and: (1) transmits sounds, images, text, messages, videos, or electronic information, (2) electronically records, plays, or stores information, or (3) accesses the Internet, or private communication or information networks. This includes laptop computers (e.g., laptops, ultrabooks, and chromebooks), tablets (e.g., iPads®, Kindle®, Microsoft Surface®, and other

Android® platform or Windows® devices), smartphones (e.g., iPhone®, BlackBerry®, Android® platform phones, and Windows Phone®), and other devices (e.g., iPod®).

Usage and Conduct

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

1. Adhere to the high standards for appropriate school relationships required by policy 5:120, Ethics and Conduct at all times, regardless of the ever-changing social media and personal technology platforms available. This includes District employees posting images or private information about themselves or others in a manner readily accessible to students and other employees that is inappropriate as defined by policy 5:20, Workplace Harassment Prohibited; 5:100, Staff Development Program; 5:120, Ethics and Conduct; 6:235, Access to Electronic Networks; 7:20, Harassment of Students Prohibited; and the Ill. Code of Educator Ethics, 23 Ill.Admin.Code §22.20.
2. Choose a District-provided or supported method whenever possible to communicate with students and their parents/guardians.
3. Not interfere with or disrupt the educational or working environment, or the delivery of education or educational support services.
4. Comply with policy 5:130, Responsibilities Concerning Internal Information. This means that personal technology and social media may not be used to share, publish, or transmit information about or images of students and/or District employees without proper approval. For District employees, proper approval may include implied consent under the circumstances.
5. Refrain from using the district's logos without permission and follow Board policy 5:170, Copyright, and all District copyright compliance procedures.
6. Use personal technology and social media for personal purposes only during non-work times or hours. Any duty-free use must occur during times and places that the use will not interfere with job duties or otherwise be disruptive to the school environment or its operation.
7. Assume all risks associated with the use of personal technology and social media at school or school-sponsored activities, including students' viewing of inappropriate Internet materials through the district employee's personal technology or social media. The Board expressly disclaims any responsibility for imposing content filters, blocking lists, or monitoring of its employees' personal technology and social media.

8. Be subject to remedial and any other appropriate disciplinary action for violations of this policy ranging from prohibiting the employee from possessing or using any personal technology or social media at school to dismissal and/or indemnification of the district for any losses, costs, or damages, including reasonable attorney fees, incurred by the district relating to, or arising out of, any violation of this policy.

The Superintendent shall:

1. Inform District employees about this policy during the in-service on educator ethics, teacher-student conduct, and school employee- student conduct required by Board policy 5:120, *Ethics and Conduct*.
2. Direct Building Principals to annually:
 - a. Provide their building staff with a copy of this policy.
 - b. Inform their building staff about the importance of maintaining high standards in their school relationships.
 - c. Remind their building staff that those who violate this policy will be subject to remedial and any other appropriate disciplinary action up to and including dismissal.
3. Build awareness of this policy with students, parents, and the community.
4. Ensure that no one for the district, or on its behalf, requests of an employee or applicant access in any manner to his or her social networking website or requests passwords to such sites.
5. Periodically review this policy and any procedures with District employee representatives and electronic network system administrator(s) and present proposed changes to the Board.

Professional Development

It is the desire of the Greenfield School District to provide opportunities for certified staff members to receive professional development. At various times throughout the school year speakers or programs will be presented to aid the faculty in keeping abreast of current, up-to-date research and ideas within education. CPDU's will be provided for re-certification credit. Teachers are expected to be present at these in-service teacher institutes.

Teachers may discover other professional development conferences or workshops that are of interest to them. Permission should be sought from the building administrator to attend these conferences/workshops.

Professionalism

Dress – The school district believes that student dress affects student behavior and as such thinks that employee dress affects students. Employees are expected to dress professionally as befits their assigned work activity. Employee dress should follow the student dress code as well.

Behavior – Behavior by employees should show a model of teaching by example. Proper language, gestures, emotional control and mannerisms should be a role model for students.

Ethics and Conduct – Please remember that the welfare of the child is the first concern of the school district. It is the responsibility of the employees to support programs and activities when in public. When making criticism of employees or programs, it should be done in a professional manner and to an administrator.

Employees are to be faithful and prompt in attendance; support and enforce board and building regulations; turn in reports on time; attend meetings as scheduled by the administration; look out for the safety and welfare of all students; dress professionally; refrain from using language, gestures, and mannerisms that are profane; and use the faculty workroom for its intended purpose.

Confidentiality – Comments and discussion regarding student personalities and records should only be discussed with appropriate people in the educational setting. Student behavior problems should not be part of public discussions. Professional discretion and courtesy should be used in discussing all staff and district concerns.

Purchase Orders/Requisitions

If an employee needs additional supplies, a requisition should be made and left with the building administrator or supervisor. Requisition forms are available from the building secretary. The original copy is for office use. After approval, a purchase order will be returned to the employee for his/her records. No purchase should be made without an approval requisition. The employee may be financially responsible for any debt which may evolve from an unapproved purchase.

Responsibilities Concerning Internal Information

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

Security

Employees are responsible for the security of their work areas and any district property connected with their employment. Classrooms, closets, offices, buses etc. should be locked; windows should be closed and secured; any money or valuables should be placed in the building safe or vault; computers should be shut down at the end of the school day. District buildings should be securely locked by the building administrator or supervisor. Employees are provided keys for their work areas. Employees should promptly report any loss of keys to the building administrator or supervisor. Loss of keys may result in employee being financially responsible to re-key building or area. Employees should be sure to re-secure any area accessed after school hours.

Special Education

Special education students are governed by their Individualized Education Plans (IEPs). These plans include educational accommodations required for the student to be successful in the school setting. It is the responsibility of teachers to know the accommodations required for any special education student enrolled in their class. These accommodations are not suggestions, they are mandatory. Students cannot be staffed into special education unless teachers have made multiple interventions with no success. These interventions must be sustained and documented. A Response to Intervention (RTI) team will be composed in each building to identify students and interventions. Teachers should comply with all reports requested from the special education department. Teachers should attend any IEP meetings if invited.

Substitutes

All teachers should have their subject matter planned in sufficient detail to enable a substitute to carry on. A substitute folder should also include:

- Emergency plans
- Daily schedule
- Seating charts for each class or study halls
- General expectations and classroom rules
- Location of materials, tests, and visual aids
- Name of colleague and room number who might be of assistance
- Name of students who may help in various ways

Supervision

The district employees are responsible for the supervision of students while they are participating in any part of the school program. This is most effective when all employees follow and enforce the same procedures and guidelines for supervision. It makes a very difficult situation for all when part of the employees deal with supervision problems and others ignore them. If all employees fulfill their responsibility for supervision, the school day will go well for everyone, including students. The overall supervision attitude should be common sense and complete commitment to the task at hand. Remember that supervision is everyone's responsibility anywhere and anytime whether the student(s) is/are directly under your specific control at that time. Do not ignore a situation just because the participants are not assigned to you at that time.

Classroom – generally, a teacher should never leave a classroom while students are present. However, in emergencies when a teacher must leave a class, they must make arrangements with a nearby teacher to look in on the class. Should behavior problems arise, or any incident occur which might tend to discredit a teacher due to inadequate classroom supervision, that teacher has been placed in a position that is most difficult to defend.

Building – before school all teachers should be in the area of their classrooms five (5) minutes before school begins and check the hallways outside their room periodically. Between classes and after school every teacher should supervise the hallway area outside his/her room when students are dismissed.

Employees are reminded that they also are individually responsible for all school property and facilities when a group or club under their supervision is using the school. When in charge of activities, an employee must remain in the school building until all students have gone and must see that all lights are out and all doors are locked. The employee should be the last person to leave the building.

Title IX Grievance Procedure

Sexual harassment affects a student's ability to learn and an employee's ability to work. Providing an educational and workplace environment free from sexual harassment is an important District goal. The district does not discriminate on the basis of sex in any of its education programs or activities, and it complies with Title IX of the Education Amendments of 1972 (Title IX) and its implementing regulations (34 C.F.R. Part 106) concerning everyone in the district's education programs and activities, including applicants for employment, students, parents/guardians, employees, and third parties.

Title IX Sexual Harassment Prohibited

Sexual harassment as defined in Title IX (Title IX Sexual Harassment) is prohibited. Any person, including a District employee or agent, or student, engages in Title IX Sexual Harassment when that person engages in conduct on the basis of an individual's sex that satisfies one or more of the following:

1. A District employee conditions the provision of an aid, benefit, or service on an individual's participation in unwelcome sexual conduct; or

2. 2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the district's educational program or activity; or
3. 3. Sexual assault as defined in 20 U.S.C. §1092(f)(6)(A)(v), dating violence as defined in 34 U.S.C. §12291(a)(11), domestic violence as defined in 34 U.S.C. §12291(a)(12), or stalking as defined in 34 U.S.C. §12291(a)(36).

Examples of sexual harassment include, but are not limited to, touching, rape, sexual battery, sexual abuse, sexual coercion, crude jokes or pictures, discussions of sexual experiences, teasing related to sexual characteristics, and spreading rumors related to a person's alleged sexual activities.

Definitions from 34 C.F.R. §106.30

Complainant means an individual who is alleged to be the victim of conduct that could constitute sexual harassment.

Education program or activity includes locations, events, or circumstances where the district has substantial control over both the Respondent and the context in which alleged sexual harassment occurs.

Formal Title IX Sexual Harassment Complaint means a document filed by a Complainant or signed by the Title IX Coordinator alleging sexual harassment against a Respondent and requesting that the district investigate the allegation.

Respondent means an individual who has been reported to be the perpetrator of the conduct that could constitute sexual harassment.

Supportive measures mean non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant or the Respondent before or after the filing of a Formal Title IX Sexual Harassment Complaint or where no Formal Title IX Sexual Harassment Complaint has been filed.

Title IX Sexual Harassment Prevention and Response

The Superintendent or designee will ensure that the District prevents and responds to allegations of Title IX Sexual Harassment as follows:

1. Ensures that the District's comprehensive health education program in Board policy 6:60, Curriculum Content, incorporates (a) age-appropriate sexual abuse and assault awareness and prevention programs in grades pre-K through 12, and (b) age-appropriate education about the warning signs, recognition, dangers, and prevention of teen dating violence in grades 7-12. This includes incorporating student social and emotional development into the District's educational program as required by State law and in alignment with Board policy 6:65, Student Social and Emotional Development.
2. Incorporates education and training for school staff as recommended by the Superintendent, Title IX Coordinator, Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, or a Complaint Manager.
3. Notifies applicants for employment, students, parents/guardians, employees, and collective bargaining units of this policy and contact information for the Title IX Coordinator by, at a minimum, prominently displaying them on the District's website, if any, and in each handbook made available to such persons.

Making a Report A person who wishes to make a report under this Title IX grievance procedure may make a report to the Title IX Coordinator, Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, a Complaint Manager, or any employee with whom the person is comfortable speaking.

School employees shall respond to incidents of sexual harassment by promptly making or forwarding the report to the Title IX Coordinator. An employee who fails to promptly make or forward a report may be disciplined, up to and including discharge.

The Superintendent shall insert into this policy and keep current the name, office address, email address, and telephone number of the Title IX Coordinator. Title IX Coordinator:

Title IX Coordinator

Name: Andy Stumpf, Superintendent

Address: 311 Mulberry Street, Greenfield, IL 62044

Telephone: 217-368-2447

Title IX policy: https://www.boardpolicyonline.com/?b=greenfield_10&s=1790720

Tobacco

In keeping with Greenfield CUSD #10's intent to provide a safe and healthful work environment and in compliance with the Illinois School Code and Smoke-Free Illinois Act, smoking and vaping is ***prohibited*** in all school buildings, vehicles used for school purposes, and school property. Further, the use of tobacco is prohibited on school property by any employee, student, or other person when such property is being used for any school purposes. "School purposes" include but are not limited to all events or activities or other use of school property that the Board or school officials authorize or permit on school property, including without limitation all interscholastic or extracurricular athletic, academic, or other events sponsored by the Board or in which pupils of the district participate. "Tobacco" shall mean cigarette, cigar, electronic cigarette, or tobacco in any other form, including smokeless tobacco which is any loose, cut, shredded, ground, powdered, compressed or leaf tobacco that is intended to be placed in the mouth without being smoked.

This policy applies equally to all employees and visitors.

Tuition Reimbursement

The Board will reimburse tuition for certified staff or noncertified staff (for classes to become a teacher) at a rate of \$200.00 per semester hour. Reimbursement will be dependent upon a grade of B (3.0) or better and the teacher must show acceptance into an approved masters' degree program or leading toward additional certification or endorsement, with the superintendent's approval. The district will reimburse at the same rate for any course they request an employee to take, but will reimburse at 100% of tuition costs for any course the district requires an employee to take. ** See GEA Contract for additional details

For non-certified staff, required recertification expenses will be reimbursed not to exceed \$135.00 per year.

Vehicles

All employees must get authorization to use District vehicles. When using District vehicles, employees must follow all state and Federal laws. Employees shall pay any tickets in violation of the law. An employee must agree to pre-employment and regular checks of MVR and are required to maintain a good driving record in order to drive District vehicles.

Volunteers and Visitors

Guests are welcome in our school buildings. In order for these guests to be received properly, the office should be notified. **ALL** guests are required to sign in at the office and receive a visitor's pass before reporting to the classroom. Volunteers should fill out a volunteer sheet. Teachers may schedule volunteers according to their classroom needs.

Workers' Compensation, Accident and Injury Reporting

If an employee is injured at work or while performing work-required duties away from the job site, he/she is required to contact the District Office to report the injury as soon as possible. If an employee is injured at work or while performing work-required on school district property, he/she is required to notify the school nurse and immediate supervisor. The school nurse and supervisor will report the accident to the district office.

Student Related Items

Absences – Excused/Unexcused

Excused – excused absences give a student the opportunity to make-up work. The length of time allowed is usually at the rate of two days make-up time for every day missed, however, the teacher may make other arrangements especially in the event of a lengthy absence.

Unexcused – unexcused absences will result in zeroes in each class period.

Cell Phones/Electronic Devices

Student cell phone use is prohibited during the school day including between classes. Cell phones must be kept out of sight and be turned off. Electronic devices are also to be turned off and kept out of sight during the school day. The student handbook has guidelines for discipline.

Classroom Management

Classroom management is different than discipline. Effectively managing your classroom is an essential part of maintaining control and discipline. The number one problem in the classroom is not discipline; it is the lack of procedures and routines. Classroom management deals with the procedures that you must establish at the beginning of the school year. Students must know how you want them to

begin the day, pass in papers, sharpen their pencils, line up, etc. Procedures must be rehearsed over and over again until the students do them automatically.

Remember, the beginning of the year is the best time to start good discipline in order for students to understand what is expected of them. Young people will accept fair discipline. Try not to put a student in a situation where, from their frame of reference, they have no way out. Avoid spending too much time in admonitions to individual students and classes in general. Consequences will speak louder than words.

Discipline plan – Each teacher should develop a discipline plan for their classroom, which shall be posted in the room and turned in to the office. The plan shall include rules to follow in the room, consequences for not following the rules, and possible rewards for following the rules. When all alternatives have been exhausted in the classroom, the teacher should ask the principal for help. Teachers should contact the parents informing them of any constant behavior concerns. Any disciplinary action taken should be reasonable, swift and consistent.

Closing of School

Building and district administrators will be notified of any school closings right away. They will do their best to notify all employees under their supervision. The district will then send all school closings to via the following:

- Post on [Greenfield CUSD#10 Facebook page](#)
- Post on [Greenfield CUSD#10 Website](#)
 - Please download the website app and allow notifications for the latest information: [Android app for Greenfield CUSD#10 website](#)
[iPhone app for Greenfield CUSD#10 website](#)
- Automated robocalls/texts/emails to parents/guardians
- Local news and radio stations

Please make sure your building secretaries have the correct contact information so you receive all texts and calls.

Detentions

Elementary School – Teachers fill out a Disciplinary Action form which can be obtained from the school office. Detentions are served during lunch or after school with parent cooperation.

High School - Teachers fill out an office referral for disciplinary reasons. Students will meet with the principal to determine appropriate consequences. If detention is assigned, students will serve during lunch.

Disaster Drills

Procedures for fire and tornado should be posted in each classroom. Students should be aware of these procedures and drills will be conducted periodically throughout the school year. Also, State Law mandates a law enforcement drill be completed within the first 90 days of school.

Errands

You are not to send students on errands off the school grounds unless specific permission has been received from a parent and the building administrator. The student should sign out in the office. Do not dismiss class except at the scheduled time without permission of the building administrator.

Extracurricular Conflicts

If students are scheduled to participate in two school activities whose times overlap or conflict, the teachers, coaches, or sponsors involved should cooperate so that the students may participate in both events if at all possible. If there is a continual schedule conflict between two activities, the student should choose between the activities with the advice and consent of the building administrator and parents

Field Trips

Students may not participate in a field trip without a signed permission form. Students are responsible for all class assignments missed due to the field trip. Teachers should provide a list to other affected faculty at least one week prior to the field trip for proper class preparation.

Grades

Deficiency Reports – Mid-term deficiency reports are sent home after approximately 5 weeks of each quarter. A notice will be made in the teachers' section of the daily announcements to coordinate the mailing. From these reports a Deficiency List will be compiled of all students receiving a failing grade. Students on this list will have restricted movement until the next grading report. Students may visit the teacher to receive help in a class, but all other pass privileges are revoked.

Extracurricular Eligibility – Extracurricular eligibility will be checked each week throughout the school year. Greenfield High School will follow IHSA guidelines and Greenfield Elementary School will follow IESA guidelines.

Grade Checks – Special education teachers and the school counselor may make requests for grades on select students throughout the school year to report to parents. Please cooperate with these reports in a timely fashion.

Incomplete Grades – A grade of incomplete is denoted if there is missing work at the time of the grade report. A reasonable amount of time and a deadline will be given to the student to complete the missing work. After that deadline, the incomplete grade will be changed to the correct letter grade.

Records – It is important that you keep a complete, accurate record of student grades. Grades are to be kept on the computer provided system and updated no less than each week. A complete and accurate up-to-date record in the grade book will include attendance. Please see your building administrator for any concerns regarding the online grading system.

Report Cards – Report cards are handed to students one week after the grading period is over. Teachers are required to have grades entered by the end of the day on Tuesday following a grading period.

Scale – Teachers are required to utilize the Board approved grading scale. It is as follows: A+ (100 - 98), A (97 – 95), A- (94 – 93), B+ (92 – 91), B (90 – 87), B- (86 – 85), C+ (84 – 83), C (82 – 77), C- (76 – 75), D+ (74 – 73), D (72 – 67), D- (66 – 65), and F (64 – below).

Semester/Final Exams – Greenfield High School will give semester and final exams. An exam schedule will be generated by the building administrator. Reviews and exams should be conducted on the day provided for in the schedule. Some students will be exempt from these exams. A list of exempt students should be provided to teachers by the office. Any exempt student should have no semester or final exam grade reported.

Hall Passes

Teachers should issue a hall pass to any student leaving the classroom. Hall passes should have the date, time, student's name, his/her destination, and teacher's signature.

Injuries/Accidents

Pupil accidents which occur during the school day, or on the way to or from school, are to be reported to the building administrator immediately and an accident report form completed. Except in cases of extreme emergency, it shall be the responsibility of the parent to call a doctor for the child or to take him/her to the doctor's office or hospital. In cases where it is impossible to reach the parent and it is deemed necessary to take such action, emergency medical facilities shall be used and the parent shall be notified as soon as possible. The district nurse should make this decision if at all possible. In any case, the responsibility for the payment of medical, ambulance and hospital fees shall be the parents. Anytime an accident report is filled out on any student in the unit, it is to be done in triplicate. One copy is to be sent to the building secretary and one copy is sent to the district office. This will serve as notice that an accident has occurred and will also serve as a basis for insurance procedures.

Please provide the building secretary a list of pupils that go with you on field trips. This list will be used to inform the public in case of an accident involving several children.

In School Suspensions/Alternative Placement

Students that receive an in-school suspension or alternative placement must be allowed to make up work that they miss in class. Teachers should provide the office with class assignments for the student to work on while he/she is in alternative placement.

Medications

Administering Medicines to Students

Students should not take medication during school hours or during school-related activities unless it is necessary for a student's health and well-being. When a student's licensed health care provider and parent/guardian believe that it is necessary for the student to take a medication during school hours or school-related activities, the parent/guardian must request that the school dispense the medication to the child and otherwise follow the district's procedures on dispensing medication.

No School District employee shall administer to any student, or supervise a student's self-administration of, any prescription or non-prescription medication until a completed and signed "School Medication Authorization Form" is submitted by the student's parent/guardian. No student shall possess or consume

any prescription or non-prescription medication on school grounds or at a school-related function other than as provided for in this policy and its implementing procedures.

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

The Building Principal shall include this policy in the Student Handbook and shall provide a copy to the parents/guardians of students.

Self-Administration of Medication

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

School District Supply of Undesignated Opioid Antagonists

The Superintendent or designee shall implement Section 22-30(f) of the School Code and maintain a supply of undesignated opioid antagonists in the name of the district and provide or administer them as necessary according to State law. Opioid antagonist means a drug that binds to opioid receptors and blocks or inhibits the effect of opioids acting on those receptors, including, but not limited to, naloxone hydrochloride or any other similarly acting drug approved by the U.S. Food and Drug Administration. Undesignated opioid antagonist is not defined by the School Code; for purposes of this policy, it means an opioid antagonist prescribed in the name of the district or one of its schools. A school nurse or trained personnel, as defined in State law, may administer an undesignated opioid antagonist to a person when they, in good faith, believe a person is having an opioid overdose. Each building administrator and/or his or her corresponding school nurse shall maintain the names of trained personnel who have received a statement of certification pursuant to State law.

School District Supply of Undesignated Epinephrine Auto-Injectors

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

Void Policy; Disclaimer

The School District Supply of Undesignated Epinephrine Auto-Injectors section of the policy is void whenever the Superintendent or designee is, for whatever reason, unable to:

- (1) obtain for the district a prescription for undesignated epinephrine auto-injectors from a physician or advanced practice nurse licensed to practice medicine in all its branches, or
- (2) fill the district's prescription for undesignated school epinephrine auto-injectors.

The School District Supply of Undesignated Opioid Antagonists section of the policy is void whenever the Superintendent or designee is, for whatever reason, unable to:

- (1) obtain for the district a prescription for opioid antagonists from a health care professional who has been delegated prescriptive authority for opioid antagonists in accordance with Section 5-23 of the Alcoholism and Other Drug Abuse and Dependency Act, or
- (2) fill the district's prescription for undesignated school opioid antagonists.

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

Upon implementation of this policy, the protections from liability and hold harmless provisions as explained in Section 22-30(c) of the School Code apply. No one, including without limitation parents/guardians of students, should rely on the district for the availability of an epinephrine auto-injector and/or opioid antagonist. This policy does not guarantee the availability of an epinephrine auto-injector and/or opioid antagonist; students and their parents/guardians should consult their own physician regarding such medication(s).

Out of School Suspensions

Students that receive an out of school suspension must be allowed to make up work that they miss due to the suspension. This work should be compiled as quickly as possible and provided to the student so that the work can come back completed with the student when he/she returns after the suspension.

Planners

Students are issued a planner on the first day of school. This planner is a key organizational tool for student academic success. Teachers are encouraged to utilize the planners as much as possible and to urge students to record assignments within the planner. Students can purchase another planner for \$5.00 from the office if they lose their planner.

Release During School Hours

Teachers may not release students from school at other than the regular dismissal times without prior approval of the Building Principal. No student will be released from school to any person other than the custodial parent(s)/guardian(s) without the written or oral permission of the custodial parent(s)/guardian(s).

Student Records

School student records are confidential. Information from them shall not be released other than as provided by law. A school student record is any writing or other recorded information concerning a student and by which a student may be identified individually that is maintained by a school or at its direction by a school employee, regardless of how or where the information is stored, except as provided in State or federal law as summarized below:

- (1) Records kept in a staff member's sole possession.
- (2) Records maintained by law enforcement officers working in the school.
- (3) Video and other electronic recordings (including without limitation, electronic recordings made on school buses) that are created in part for law enforcement, security, or safety reasons or purposes. The content of these recordings may become part of a school student record to the extent school officials create, use, and maintain this content, or it becomes available to them by law enforcement officials, for disciplinary or special education purposes regarding a particular student.
- (4) Any information, either written or oral, received from law enforcement officials concerning a student less than the age of 17 years who has been arrested or taken into custody.

State and federal law grants students and parents/guardians certain rights, including the right to inspect, copy, and challenge school student records. The information contained in school student records shall be kept current, accurate, clear, and relevant. All information maintained concerning a student receiving special education services shall be directly related to the provision of services to that child. The district may release directory information as permitted by law, but a parent/guardian shall have the right to object to the release of information regarding his or her child. However, the District will comply with an ex-parte court order requiring it to permit the U.S. Attorney General or designee to have access to a student's school records without notice to, or the consent of, the student's parent/guardian. Upon request, the district discloses school student records without consent to officials of another school district in which a student has enrolled or intends to enroll, as well as to any person as specifically required by State or federal law.

The Superintendent shall fully implement this policy and designate an official records custodian for each school who shall maintain and protect the confidentiality of school student records, inform staff members of this policy, and inform students and their parents/guardians of their rights regarding school student records.

Student Biometric Information Collection

The Superintendent or designee may recommend a student biometric information collection system solely for the purposes of identification and fraud prevention.

Such recommendation shall be consistent with budget requirements and in compliance with State law. Biometric information means any information that is collected through an identification process for individuals based on their unique behavioral or physiological characteristics, including fingerprint, hand geometry, voice, or facial recognition or iris or retinal scans.

Before collecting student biometric information, the district shall obtain written permission from the person having legal custody/parental responsibility or the student (if over the age of 18). Upon a student's 18th birthday, the district shall obtain written permission from the student to collect student biometric information. Failure to provide written consent to collect biometric information shall not be the basis for refusal of any services otherwise available to a student.

All collected biometric information shall be stored and transmitted in a manner that protects it from disclosure. Sale, lease, or other disclosure of biometric information to another person or entity is strictly prohibited.

The district will discontinue use of a student's biometric information and destroy all collected biometric information within 30 days after:

- (1) the student graduates or withdraws from the School District,
or
- (2) the district receives a written request to discontinue use of biometric information from the person having legal custody/parental responsibility of the student or the student (if over the age of 18). Requests to discontinue using a student's biometric information shall be forwarded to the Superintendent or designee.

The Superintendent or designee shall develop procedures to implement this policy consistent with State and federal law.

Tardy

Do not admit a student to class late without a pass from either another teacher or from the office. If you detain a student, please send him/her with a pass so the student can be admitted to the next class. Students that come to class with an unexcused tardy may receive detention for the next day.

General Rules of Conduct

To assure orderly operations and provide the best possible work environment, we expect employees to follow rules of conduct, performance, and attendance. This will protect the interests of all employees and the district.

For the guidance of all employees, listed below are some rules of conduct, performance and attendance. Violation of any of these rules may result in disciplinary action, including discharge, at the district's discretion. This list is by way of illustration only and should not be deemed to limit the districts right to discipline or discharge for other reasons not specifically listed.

The following acts are prohibited and constitute violations of District Rules of Conduct:

1. Possession of any dangerous weapon or explosive device while on District property.
2. Reporting to work under the influence of, or introducing, possessing, or using on District property, any intoxicating or controlled substance (including drug paraphernalia) not prescribed by a licensed physician. Employees with prescription drugs, which could impair motor function, must advise their administrator when first reporting for work after receiving such a prescription.
3. Fighting with, threatening, intimidating, coercing, physically abusing or interfering with another employee or persons doing business with the district.
4. Taking or receiving, without authorization, goods, materials, equipment or property belonging to the district, employees, or persons doing business with the district.
5. Practicing or promoting discrimination against or harassment of another employee or group of employees on the basis of race, color, national origin, sex, sexual orientation, age, religion, or disability.
6. Willful destruction of property, including but not limited to falsification of report(s); employment application; tallies; data; time card(s); commission of deliberate error; concealment of such acts committed by employee or others.
7. Insubordination (refusal to carry out administrator's instructions). Using profane or abusive language or displaying the abusive conduct toward an employee or person.

8. Participation or instigation of horseplay, scuffling, pranks, and/or otherwise creating a disturbance in the workplace.
9. Committing any felony or misdemeanor crimes as prohibited by federal, state, or local laws or failure to report unlawful conduct.
10. Transaction of personal business, including telephone calls, during working hours (excluding lunch) without consent of an administrator.
11. Use of seatbelt is required while riding in or operating a District vehicle on public roads.
12. Negligent work performance, concealment or failure to report errors, which may result in economic damage or adverse conditions.
13. Sleeping during working time.
14. Failure to report an accident or injury to the appropriate administrator.
15. Excessive employee absenteeism or tardiness or failure to notify of absence or tardiness within an hour of the scheduled work time.
16. Leaving District premises during working hours without permission.
Unauthorized entrance on District property during non-working hours.
17. Working in an unsafe manner or violating District safety policies and procedures.
18. Falsification of employee applications.
19. Improper use of sick leave or unpaid personal leave.
20. Unauthorized use of District equipment.
21. Making modifications in equipment or buildings including heating, cooling, electrical, water or sewer systems unless authorized by job descriptions or supervisors.
22. Unauthorized possession or use of District keys, keycards, or access fobs, including master keys.
23. Bringing personally owned equipment or furniture to school without advance written authorization from the building administration. If permission is granted, the district assumes no liability for lost, damaged, or stolen personal property.
24. Promoting the services, products, ideologies (political, religious, or organizational), or goals of non-school organizations, exclusive of educational goals.
25. Failing to be truthful to the Board of Education or the administration in regard to matters relating to employment or directly related to the employee's work duties.
26. Falsifying documents, or creating documents, which are substantially misleading.
27. Making false claims for insurance or any other benefit.

28. Misrepresenting to any other person the extent of her or his job authority, or purport to act on behalf of the district when not authorized to do so.
29. Incurring expenses or entering into contracts on behalf of the district without the authority to do so.
30. Failure to conduct oneself in a same manner at all times. Failure to read, understand and apply all safety instructions related to procedures or equipment, or defeating or attempting to defeat any safety device.
31. Working under the influence of any intoxicating liquor or illegal drug; concealing or maintaining any intoxicating liquor or illegal drug in or on any school property or at any school sponsored event; working while bearing the odor of alcohol or illegal drugs.
32. Engaging in acts that are dangerous to property, health, safety, or welfare of the district, students, other employees, or the general public. This rule shall not be deemed violated by accidental acts that are not intended by the employee, but the employee shall act with prudence and ordinary caution at all times.
33. Engaging in activities during non-school hours that intentionally cause injury or harm or attempt to cause injury or harm to other employees, children, their property, or the district or its property. Any employee who has been convicted of any felony offense or who has committed any criminal acts involving substantial risk of harm to other persons or property may be unsuitable for school employment and is subject to discharge, at the discretion of the Board.
34. Bringing onto school property or to any school activity firearms, ammunition, explosives, fireworks, or other substances or devices likely or capable of causing harm to persons or property.
35. Failure to report to the direct supervisor any damaged or broken equipment or other school property in his or her assigned area of responsibility.
36. The loss of driving rights or privileges for any position requiring a current driver's license shall be cause for dismissal. The employee must advise the district of lost driving privileges.
37. Failure to maintain or the loss of any certificate, license, or other document issued by any governmental entity or office necessary or required for the employee's position shall be cause for dismissal.
38. Failure to promptly deposit, report or account for any funds, gate receipts, or other money or property of the district, students, or others coming into the employee's hands as a result of the employee's work, responsibilities, duties, or employment.

39. Unauthorized use, retaining without authorization, or stealing money or property of students, other employees, or others.
40. Release, disclosure, or granting access to information found in any student record except in the exercise of job responsibilities, or when such disclosure would constitute a violation of the Illinois School Student Records Act or the Family Educational Rights and Privacy Act. Employees may seek clarification of their responsibilities under this rule from their immediate supervisor.
41. Release, disclosure, or granting access to information found in any employee file or disclosure of confidential information about other employees without advance authorization from a supervisor. Employees may seek clarification of their responsibilities under this rule from their immediate supervisor.
42. Educational support employees shall not discipline students except as authorized by job description.
43. Fighting and physical altercations of all kinds. Employees may take reasonable steps to protect themselves from physical violence and may reasonably restrain a student to protect the employee, another employee, other students, or District property.
44. Engaging in any behavior while at school, at its sponsored events, or during work hours, which constitutes gross disrespect for the property or rights of others including but not limited to insensitive remarks about another person's race, color, religion, creed, national origin, sex, age, ancestry, or marital status. Such remarks will result in employee discipline.
45. Using profanity when speaking to parents or students, or address other employees utilizing profanity.
46. Engaging in any sexual or romantic relationship with any student. Employees shall not make sexually suggestive remarks or engage in sexual conduct or acts on or towards students. Employees shall not illegally discriminate against students on the basis of the student's sex. Employees shall personally report evidence of any such activity to the Superintendent. No employee shall instruct or dissuade another employee from making such a report.
47. Making unwelcome sexual advances toward or request sexual favors from other employees. Engaging in verbal or physical conduct or communication of a sexual nature which constitutes sexual harassment or otherwise creates an intimidating, hostile, or offensive work environment.
48. Aide, solicit or engage any student, or any employee in any activity that is illegal or immoral. Employees shall personally report evidence of illegal or immoral activity to the Superintendent.

49. Conviction of any felony offense involving dishonesty or violence, or that would have precluded an employee's initial employment as a matter of law irrespective of the jurisdiction, shall be cause for dismissal.
50. Willfully refusing to obey written or oral instructions of the immediate supervisor, a member of the administrative staff.
51. Willfully refusing to obey the policies, rules and regulations of the Board of Education or attempt to violate the Board of Education policy, rule or regulation.
52. Willful behavior that interrupts the orderly process of school affairs.
53. Repeated minor incidents of misbehavior may be cause for discharge, if other disciplinary measures have failed to deter misconduct.
54. To knowingly surrender or deliver a child to a person other than the child's parents (or in the case of divorce, the custodial parent) or other guardian, without the approval from the parent, legal guardian, or the building principal. No employee shall intentionally surrender or deliver a child to a person who is prohibited such contact by an Order of Protection, or other Order of Court
55. Failure to personally report evidence of child abuse to the DCFS Hotline. No employee shall instruct or dissuade another employee from making such a report. The employee shall notify the building principal that a report was made.
56. Outside employment that may interfere with the performance of job duties.
57. Accepting unauthorized rebates, gifts, gratuities, premiums or promotional materials from suppliers for personal use or gain.
58. Utilizing District computers, networks or Internet access to view, obtain, or download any pornographic or sexually explicit material.
59. Failing to maintain strict confidentiality of passwords or other security techniques or accessing any computer, network, server, or other information thereon that the employee is not authorized to access.
60. Violation of any copyright, including, but not limited to copyright in software, information, music, data or other material obtained over the Internet.

**ACKNOWLEDGEMENT, AGREEMENT
AND RECEIPT OF EMPLOYEE HANDBOOK**

The undersigned hereby acknowledges receipt of a copy of the Greenfield CUSD #10 Employee Handbook via the district's website or requested a hard copy from the district office. The undersigned hereby acknowledges and agrees that nothing contained in the employee handbook including policies, practices, and benefits stated herein are intended to create any contractual right, express or implied, to employment or to any particular term or condition of employment. The district retains the right to revise, amend this handbook, or terminate any policy unilaterally without notice at any time, and the employee's continued employment will be deemed acceptance of such revisions and modifications. I understand I am required to read and apply all work rules. I understand that if I violate any work rule, I may be disciplined. I further acknowledge that discipline, in some circumstances, may include my immediate discharge.

Employee Signature_____

Witness Signature_____

Date_____

(This acknowledgement and agreement will be retained in the employee's personnel file).