

Monticello Community School District



2025-26 Administrative Staff Handbook

Notice of Nondiscrimination-Policy #102.0E2

Students, parents, employees, and others doing business with or performing services for the Monticello Community School District are hereby notified that the District does not discriminate on the basis of race, color, national origin, sex, disability, religion, creed, age, sexual orientation, gender identity, or genetic information (for employment) in any of its education programs, activities, or employment opportunities, pursuant to Title IX of the Education Amendments of 1972, Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act, and other applicable state and federal laws. This prohibition on discrimination applies to admission and employment. The District has adopted grievance procedures for processing and resolving formal and informal Title IX sex discrimination and sexual harassment complaints and other discrimination complaints. Inquiries regarding sex discrimination pursuant to Title IX of the District's nondiscrimination policy may be directed to the District's Title IX Coordinator, Todd Werner, 860 East Oak Street, Monticello, Iowa 52310, 319-465-3000 ex2101, todd.werner@monticello.k12.ia.us; other grievances or complaints related to the District's nondiscrimination policy may be directed to the District's Equity Coordinator, Todd Werner, 860 East Oak Street, Monticello, Iowa 52310, 319-465-3000 ex2101, todd.werner@monticello.k12.ia.us. Inquiries related to sex discrimination pursuant to Title IX may also be referred to U.S. Department of Education (attn. Assistant Secretary, Office for Civil Rights; 400 Maryland Avenue Southwest, Washington, DC 20202; 800-421-3481; OCR@ed.gov). Inquires related to other grievances or complaints may be directed to the Director of the Office for Civil Rights U.S. Department of Education, Citigroup Center, 500 W. Madison Street, Suite 1475, Chicago, IL 60661-7204, Telephone: (312) 730-1560 Facsimile: (312) 730-1576, Email: OCR.Chicago@ed.gov)

Approved: 6/23/2025

Monticello Community School District

Mission Statement:

The Mission of the Monticello Community Schools, a District striving for educational excellence, is to prepare students through challenging experiences, to be caring, productive, creative citizens who will be lifelong learners.

Vision:

Providing rigorous, authentic personalized learning utilizing the local and global community

Core Values:

Effective Instruction ~ Technology & 21st Century Learning ~ Collaborative Relationships

2025-26

Monticello Board of Education

Craig Stadtmueller - President

Mandy Norton - Vice President

John Schlarmann

Mark Rieken

Tony Amsler

Handbook Guidelines

This document is provided as a guideline to administrative staff employees concerning their benefits and related procedures as well as rules and responsibilities related to employment. It is not intended to be, nor should be understood to be, a contract between the district and any of these employees individually or as a group. This handbook cannot anticipate every situation or answer every question about policy or employment. The school board allows the Superintendent the discretion to interpret and apply the rules in this handbook. In addition, the school board reserves the right to interpret and apply the rules in this handbook, if necessary. Additional information related to this handbook may be included in Board Policy. **All Board policies are on the district website at www.monticello.k12.ia.us.**

The District may from time to time adopt and publish changes in these work rules. Such changes shall become effective only after they have been board approved and communicated to employees. All employees shall comply with the work rules. To receive all listed benefits, full time employment is implied. Benefits will be pro-rated for part-time employment.

This handbook covers the following administrative staff: Activities Director/SAM, Business Manager/School Business Official, Curriculum Director & Special Programs Director, Director of Buildings & Grounds, Director of Transportation, Food Service Director, Principals, and Superintendent.

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Anti-Bullying and Harassment (Policy 503.10) - Harassment and bullying of students or employees are against federal, state, and local policy and are not tolerated by the board. The board is committed to providing all students and employees with a safe and civil school/work environment in which all members of the school community are treated with dignity and respect. To that end, the board has in place policies, procedures, and practices that are designed to reduce and eliminate bullying and harassment as well as processes and procedures to deal with incidents of bullying and harassment. Bullying and harassment of students or employees by students, school employees, or volunteers who have contact with students will not be tolerated in the school or school district.

Board Policies - Board policies are established for the success, safety, and protection of all school employees in the performance of their job duties. Board policies are available at the district office and on the district website. Staff is responsible for carrying out the policies established by the board of education and the internal rules and regulations administered by the building principals/Superintendent for the operation of the school.

Cell Phones/Electronic Devices - Personal cell phone use or electronic devices or texting should only be done during sanctioned break periods. District and personal phones and message devices are to be used appropriately at times that do not conflict with the employee's duties. Texting or cell phone use is prohibited while operating a school owned vehicle (bus, van, or car) unless otherwise designated by the Superintendent. When using the cell phone in an emergency situation, the school vehicle will be at a complete stop.

Confidentiality Guidelines for All School Personnel

1. Do not voluntarily discuss personal information about students except with other professions who need to know the information to help students.
2. Do not repeat rumors or gossip that you hear regarding the personal lives of students, their families, or faculty/staff.
3. If you know a student is experiencing a problem, send or accompany that student to the appropriate district employee (counselor, nurse, and administrator).
4. Do not discuss personal situations regarding students in public areas. Go to a private office.
5. Never give any type of information regarding students to non-school parties. Refer those requesting information to the administrative offices.
6. Avoid personal involvements with students. Refer students who request help with personal problems to those within the district whose jobs are to provide assistance.
7. Limit discussions of students and written statements about them or contents you know to be true or have reason to believe is true. Remember, people outside the school might see what you have written or hear what you have said.
8. Always assume statements made in front of others will be repeated.
9. If you believe a student poses a threat to themselves or others, inform the appropriate administrator immediately.

Dress Code & Personal Hygiene – All employees are required to dress in a professional and appropriate manner. Clothing deemed inappropriate will be discussed with the employee. Any clothing which could be deemed unsafe or otherwise inappropriate should not be worn. As role models for students, all staff members are expected to not only to dress appropriately, but to practice exemplary hygiene. The dress code for staff is business casual attire.

Drug and Alcohol-Free Workplace (Policy 409.0) - The board expects the school district and its employees to remain substance free. No employee engaged in work for the district shall unlawfully manufacture, distribute, dispense, possess or use on or in the workplace any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, alcohol or any other controlled substance as defined by federal or state law. "Workplace" is defined as the site for the performance of work done in the capacity as a District employee. This includes a school building or school premises; a school-owned vehicle or a school-approved vehicle used to transport

students to and from school or school activities; and off school property during a school sponsored or school-approved activity, event or function, such as a field trip or athletic event, where students are under the jurisdiction of the district or where the employee is engaged in school business.

Employees shall notify their supervisor of the employee's conviction under any criminal drug status for a violation occurring in the workplace as defined above, no later than five (5) days after such conviction.

Employees shall abide by the terms of this policy respecting a drug-free workplace. Failure to abide by this policy may lead to discipline, including termination from employment with the district. An employee who violates the terms of this policy may be required to participate in a drug abuse assistance or rehabilitation program approved by the board. If the employee fails to successfully participate in such a program, the employee may be subject to discipline, including termination. Furthermore, the district may choose not to require participation in a drug abuse assistance or rehabilitation program and move directly to discipline, including termination.

Drug and Alcohol Testing (Policy 409.1) - The district may conduct random drug and/or alcohol testing if suspicious activity is suspected.

Duties - An employee work assignment is defined by a job description. Employees will follow the job description in the performance of their work assignment. Other duties may be assigned. Summer duties may differ from school-year duties.

Email Communication and Iowa's Open Records Law - Iowa Code Chapter 20 is Iowa's Open Records Law. A public record includes e-mail messages sent and received by a school district employee on a school owned computer. Because e-mails to and from a district employee on a school computer comes under the jurisdiction of the Open Records Law, it is important that school district employees exercise a high level of responsibility when using e-mail as a communication tool.

Evaluations

- All administrative employees will be evaluated yearly.
- At any point an evaluation can be conducted per employee or supervisor request.
- The employer's immediate supervisor will meet with the employee to discuss the evaluation.
- The employee's evaluation will be reviewed and filed in the employee's personnel file.

Holidays – Administrative staff will receive the following paid holidays:

(Food Service Director receives paid holidays when school is in session.)

New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Eve Day, Christmas Day and New Year's Eve Day.

If a holiday falls on a weekend, the date the holiday will be observed will be determined annually by the Superintendent.

Injury at Work (Policy 408.6) - If an employee is injured at work, school personnel may administer minor or emergency first aid. If necessary, a member of the family shall be notified or the employee shall be transported to a district approved medical facility. If an employee is injured at work, notify your supervisor or building secretary **immediately** to make a report. Each employee shall maintain an up-to-date confidential emergency medical form on file in the building office.

Insurance

Medical Insurance –To be eligible for district paid health insurance, you must work for an average of thirty (30) hours per week.

The district will contribute an amount equal to the single premium HMO Plan, with a \$2,500 deductible, per month for the current established group health plan for each full-time administrative employee (other than the Superintendent). Administrative employees may have the additional premiums for family insurance coverage or different plan coverage deducted from their salary on a pre-tax basis. Insurance coverage will begin on the first day of the first full month of employment for eligible employees. For the Superintendent, the District shall pay the premium for the family PPO \$1,250/2,500 deductible plan for health and major medical coverage.

A licensed, classified, or non-bargaining employee, along with their spouse and dependents, who is currently enrolled in the district's group medical, dental and/or vision plan will have the ability to continue coverage upon retirement before the age of 65 provided he or she meets the requirement of the insurer. Eligible employees are those who have attained at least age 55 as of the retirement date, applied for retirement with IPERS. Retirees covered by the plan are responsible for 100% of the plan premiums. Medical benefits under the district's group retiree plan will cease for the retiree and their spouse and/or dependents on the first day of the month the employee turns 65. If the employee waives coverage at any time after retirement, they are not able to re-enroll in the district's plans.

If a licensed employee leaves the district other than retirement, their medical coverage will be terminated on July 1 and will be eligible for continuation of group health plans following the provisions of the Consolidated Omnibus Budget Reconciliation Act (COBRA).

If a classified employee leaves the district other than retirement, their medical coverage will be terminated on the first day of the month following their termination and will be eligible for continuation of group health plans following the provisions of the Consolidated Omnibus Budget Reconciliation Act (COBRA).

Life Insurance – The Board will provide a \$50,000 term life insurance policy for the Superintendent and \$40,000 term life insurance policy for the Principals, Curriculum Director & Special Programs Director, and Business Manager/School Business Official.

Long Term Disability Insurance - The Board of Education will provide a long-term disability insurance benefit for employees working a minimum of 20 hours per week. The policy will provide 60% of basic monthly earnings to a maximum benefit of \$4,000 per month.

Voluntary Insurance/Benefits-(Offered to those that work for a minimum of 20 hours per week)
Dental Insurance, Vision Insurance, Short-Term Disability Insurance, Accident Insurance, Critical Illness w/Cancer Insurance, or Hospital Indemnity Insurance, Flexible Spending Accounts, Voluntary Group Life Insurance, Identity Theft Protection/Legal Guard, 403b Retirement Investment

The open enrollment period for all insurance is in May of each year.

Iowa Public Employees' Retirement System (IPERS) - The district participates in the Iowa Public Employees' Retirement System (IPERS). This defined benefit plan provides a lifetime retirement benefit to you upon retirement in accordance with a formula based on your age, years of service and the average of your highest five years of wages. For additional information, please contact IPERS at 1-800-622-3849 or visit the IPERS website at www.ipers.org/index.html.

Keys/FOBS – District-issued keys/fobs are used to gain access to district property solely for legitimate, job-related purposes. All school keys must be recorded with the Buildings & Grounds Department. Loss of keys/fobs should be reported immediately to the Buildings & Grounds Department. A replacement cost may be issued. Do not duplicate or lend any keys/fobs to other individuals (including school employees) without the express permission of the Buildings & Grounds Department. Students should NEVER be given keys/fobs to the schools. Keys/FOBS must be turned in at the end of employment to your building secretary.

Leaves - You must request leave each time you plan to be gone. To request leave, the employee must complete an appropriate leave request in the time clock system and contact the Superintendent in advance or as soon as it is practical. The Superintendent's leave shall be approved by the Board President. If the leave is due to an unexpected illness or an emergency that requires immediate departure from work, the leave request is to be completed immediately upon your return. The Superintendent is to be notified as soon as possible when an emergency situation is present. Leave may be taken in ¼-hour increments.

We suggest you try to make personal appointments outside of work time when possible.

The following number of days is based on a full year of employment. During the first year of employment, leaves will be prorated accordingly if employment is not a full year. Leave is based on a July 1st to June 30th calendar.

1. Sick Leave

All employee accumulated sick leave days may be used for personal illness or family illness (family defined as the spouse, children or stepchildren, father, or mother of the employee or as approved by the Superintendent). Sick leave days in excess of 10 consecutive days must be approved by the Superintendent. If the Superintendent requests sick leave days in excess of 10 consecutive days, the request must be approved by the Board President.

Superintendent, Curriculum Director & Special Programs Director, Principals, and Business Manager/School Business Official: 25 sick days each year.

Other Administrative Staff: Activities Director/SAM, Director of Buildings & Grounds, Director of Transportation, and Food Service Director.

Part-time administrative staff that hold other positions in the district will be granted sick leave at the appropriate percentage for each position. Staff members who transfer to an administrative position within the Monticello Community School District will maintain the sick days accumulated in their sick leave bank, up to 120 days.

| | |
|--|---------|
| 1st year of employment | 10 days |
| 2nd year of consecutive employment | 11 days |
| 3rd year of consecutive employment | 12 days |
| 4th year of consecutive employment | 13 days |
| 5th year of consecutive employment | 14 days |
| 6th year of consecutive employment and each year thereafter: | 15 days |

Unused annual sick leave is cumulative to a maximum of 120 days. The Administration may require a statement from the individual's physician for any absence. **A statement shall be brought from a physician for sick leaves of three days or longer.** Sick leave is accumulated on consecutive years of employment. To request paid sick leave, the employee must complete a sick leave request in the time clock system and contact the Superintendent by phone call in advance or as soon as is practical.

2. Personal Leave

Administrative staff shall be granted two (2) days of paid personal leave per year for the purpose of conducting personal business. The Activities Director/SAM, Director of Buildings & Grounds, Director of Transportation, and Director of Food Service will be allowed to use one (1) personal day before or after a vacation day or holiday if prior approval is secured from the Superintendent of Schools fourteen (14) days in advance of the day of leave. Weekends are not considered vacation days unless they are immediately preceded or followed by summer vacation days or vacation days or holidays, which are in the current calendar. The employee must complete a proper leave request in the time clock system and have approved by the Superintendent. The Activities Director/SAM, Director of Buildings & Grounds, Director of Transportation, and Director of Food Service will be allowed to accumulate up to four (4) Personal Leave

days or submit a Personal Leave Payment Request form to the superintendent's office prior to May 25 to be reimbursed at their daily rate of pay for each unused personal day.

3. Bereavement Leave

In case of death in any employee's immediate family, the employee will be granted up to five (5) days with pay per year. Immediate family shall be defined as the employee's: spouse, children, stepchildren, parents, brother, sister, grandparents, grandchildren, mother-in-law, father-in-law, brother-in-law, sister-in-law, spouse's grandparents and grandchildren. The employee must complete a proper leave request in the time clock system and have it approved by their supervisor. In the event of a death of a significant other person not listed as immediate family, the employee may use bereavement leave, with pay, as approved by the superintendent.

4. Unpaid Leaves (Policy 406.3)

Unpaid leave requests may be requested after personal leave or other applicable leaves have been exhausted. Leave of absence without pay may be granted by the Superintendent at his/her sole discretion. Please refer to policy 406.3 Unpaid Leaves of Absence for further information.

5. Jury Duty/Subpoenas (Policy 406.1)

Employees called for jury service or subpoenaed to testify in a judicial proceeding on a school-related matter, and not a personal matter, shall be permitted to be absent from duties with pay. Pay received for jury service, except travel expense, shall be remitted to the district. In order to receive payment, the employee must give at least one days' prior notice of the summons for service and must furnish satisfactory evidence that such service was performed on the days for which payment is claimed. An employee not required to perform jury duty all day shall return to work.

6. Emergency Services Leave (firefighter, EMT, paramedic, police, etc.)

Paid Emergency Services Leave may be granted to non-certified employees who serve as a volunteer for emergency services in an emergency situation on a case-by-case basis approved by their supervisor for up to 40 hours per fiscal year. (Paid emergency leave will not be granted for those who want to attend a meeting or convention related to their volunteer service.) If an employee is paid for their services outside of the school district, they will need to reimburse the school district for their time absent. The employee must complete a proper leave request in the time clock system and have approved by their supervisor.

7. Leaves of Absence for Military Service (Policy 406.0)

Leaves of absence are granted for military purposes, but are not to exceed the enlistment or draft period. On completion of the military service, the individual is entitled to reinstatement at the same position and classification he/she would have received had he/she not taken such leave but subject to the following conditions:

- That the position was not abolished;
- That he/she is physically and mentally capable of performing the duties of the position;
- That he/she makes written application for reinstatement to the Superintendent/ designee within 90 days after termination of military service; and
- That he/she submits an honorable separation from the military service.

A leave of absence will be granted for reservists for training purposes when ordered by proper authority to active state or federal service, but not for a period exceeding a total of thirty (30) days in any calendar year without loss of pay. Leaves for training purposes are granted without loss of pay, but employees are expected to take such training during times the school is not in session whenever possible.

8. Professional Leave:

Professional leave may be granted for the purpose of attending meetings, trainings, and conferences related to their assignments. Employees will be paid for the time that they are in attendance at the specified meeting and their travel time (to and from place of meeting only, no personal stops). Application for the leave must be presented to the Superintendent five (5) days prior to the meeting date. We recommend you use a school vehicle, but if one is not available you may be reimbursed at the state approved rate.

9. Family and Medical Leave Act (Policy 405.0) – The district will grant up to twelve (12) weeks per year in *unpaid* family and medical leave pursuant to state and federal laws. For purposes of this policy, a year is defined to begin on July 1 of each year, and to end on June 30 of each year. Requests for family and medical leave shall be made to the Superintendent. See Appendix A.

Who can take FMLA leave?

In order to be eligible to take leave under the FMLA, an employee must:

- work for a covered employer;
- have worked 1,250 hours during the 12 months prior to the start of leave; (special hours of service rules apply to airline flight crew members)
- work at a location where the employer has 50 or more employees within 75 miles; and
- have worked for the employer for 12 months. The 12 months of employment are not required to be consecutive in order for the employee to qualify for FMLA leave. In general, only employment within seven years is counted unless the break in service is (1) due to an employee's fulfillment of military obligations, or (2) governed by a collective bargaining agreement or other written agreement.

Employees may be allowed to substitute paid leave for unpaid family and medical leave by meeting the requirements set out in the family and medical leave administrative rules. Employees eligible for family and medical leave must comply with the family and medical leave administrative rules and the family and medical leave regulations in these policies prior to starting family and medical leave. Please see Board Policy #405.0 for complete policy guidelines.

10. Vacation Leave – *To be eligible for vacation, you must work 12 months and at least 30 hours per week*

- **Superintendent, Principals, Curriculum Director & Special Programs Director, Business Manager/School Business Official:**
5 weeks of paid vacation per fiscal year upon initial employment.
The Board will not reimburse the Administrator for any unused vacation.
- **Other Administrative Staff:** Director of Buildings & Grounds, Director of Transportation, *(Food Service Director is excluded from vacation benefit due to 9-month contract and the Activities Director/SAM is excluded from vacation benefit due to 9-month SAM contract and less than full time status as Activities Director is excluded from vacation benefit due to less than full-time employment status.):*

5 days – earned after completion of the 1st year through completion of 2nd year**

10 days – earned after completion of the 2nd year through completion of the 5th year

15 days - earned after completion of the 5th year through completion of the 10th year

20 days – earned after completion of 10th year and subsequent years

**Vacation time is accrued during the 1st year of employment, but not available for use until the second year. Likewise, for subsequent years of employment. Vacation time may

not accrue from one year to the next. Employees entering the system during any fiscal year will have the first year's vacation entered on the vacation log as a proration from the time of hire to June 30 of the first-year rate.

Vacation time is based upon the July 1 to June 30 calendar.

To request vacation time, the employee must complete a proper leave request in the time clock system and have approved by the Superintendent in advance.

Vacation time is based on consecutive years of full time, 12-month employment.

11. Other Paid Leave - Winter Break Leave

- **Superintendent, Principals, Curriculum Director & Special Programs Director, Business Manager/School Business Official, Director of Buildings & Grounds, and Director of Transportation:**

The 3 days during winter break (between Christmas day and New Year's Eve day) will be paid time off for the above employees.

Pay Periods - Payment will be made on the 25th of each month for the preceding month's pay period for actual hours worked. When a pay date falls on or during a school holiday or vacation weekend, employees shall receive their paychecks on the last previous working day. Pay periods end on the last Saturday of each month. Payment will be by direct deposit. Notification of a change in your payroll direct deposit must be in the business office by the 25th of the preceding month.

Physicals (Policy 408.0) - The Monticello Community School District believes good health is important to job performance.

Employees whose physical or mental health, in the judgement of the administration, may be in doubt will submit to additional examinations to the extent job-related and consistent with business necessity, when requested to do so, at the expense of the school district.

The district will comply with occupational safety and health requirements as applicable to its employees in accordance with the law.

All information regarding the medical condition or history of an employee must be kept in files separate from the employee's personnel records and treated as a confidential medical record subject to state and federal confidentiality laws.

Possession of Weapons (Policy 503.5) - The board believes weapons, other dangerous objects and look-a-likes in school district facilities, and at school district-approved events, cause material and substantial disruption to the school environment or present a threat to the health and safety of students, employees and visitors on the school district premises or property within the jurisdiction of the school district.

All weapons, dangerous objects and look-a-likes are prohibited to be carried, possessed, transported or otherwise stored on school district property and at school district-approved events. Exceptions to this policy include weapons carried by the following individuals in performance of their official duties:

- law enforcement;
- military personnel;
- corrections officers;
- individuals approved in writing by the Superintendent, and;

- students and individuals approved in writing by the Superintendent who are actively engaging in a school district approved firearms safety course, hunter education course or shooting sports activity.

Prohibition of Harassment (Policy 401.2) - It is the policy of the district to maintain an environment that is free from harassment. The district, therefore, prohibits acts of discrimination or harassment toward employees on the basis of age, race, creed, color, sex, sexual orientation, gender identity, national origin, religion, disability, or genetic information, as required under state and federal laws, rules, and regulations.

All members of the district, including, but not necessarily limited to, the board, the administration, the faculty, the staff, and the students, are expected to conduct themselves at all times so as to provide an atmosphere free from sexual harassment.

Sexual harassment shall consist of unwelcome sexual advances, requests for sexual acts or favors, and other verbal or physical conduct of a harassing nature where:

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 that individual; or
3. Such conduct has the purpose or effect of substantially interfering with an individual's employment or creates an intimidating, hostile, or offensive employment environment.

Sexual harassment may include, but is not limited to the following:

- unwelcome verbal, written, or electronic harassment or abuse;
- unwelcome pressure for sexual activity;
- unwelcome, sexually motivated or inappropriate patting, pinching, or physical contact, other than necessary restraint of students by teachers, administrators or other school personnel to avoid physical harm to persons or property;
- Unwelcome sexual behavior or words, including demands for sexual favors, accompanied by implied or overt threats concerning an individual's employment status or implied or overt promises of preferential treatment with regard to an individual's employment status;
- unwelcome behavior or words directed at an individual because of gender;
- coercing, forcing or attempting to coerce or force the touching of anyone's intimate parts;
- coercing, forcing or attempting to coerce or force sexual intercourse or a sexual act on another;
- threatening to force or coerce sexual acts, including the touching of intimate parts or intercourse, on another;
- graffiti of a sexually offensive nature;
- sexual gestures or jokes; or
- spreading rumors about or rating other individuals as to sexual activity or performance.

Retaliation against any person, because the person has filed a harassment complaint or assisted or participated in a harassment investigation or proceeding, is prohibited. Individuals who knowingly file false harassment complaints and any person who gives false statements in an investigation shall be subject to discipline by appropriate measures, as shall any person who is found to have retaliated against another in violation of this policy. Any student found to have retaliated in violation of this policy shall be subject to measures up to, and including, suspension and expulsion. Any school employee found to have retaliated in violation of this policy shall be subject to measures up to, and including, termination of employment. Any school volunteer found to have retaliated in violation of this policy shall be subject to measures up to, and including, exclusion from school grounds. It shall be the responsibility of the board members, administrators, licensed and classified employees, students and others having business or other contact with the school district to act appropriately under this policy. It shall be the responsibility of the superintendent and investigator to inform and educate employees or students

and others involved with the school district about harassment and the school district's policy prohibiting harassment. *Please refer to the full policy for more guidance. All Board policies are on the district website at www.monticello.k12.ia.us.*

Salary - The Board of Education establishes salaries for administrative staff on an annual basis.

Smoke and Tobacco-Free Environment (Policy 409.2) - It is the goal of the board to have a smoke and tobacco-free environment in all district-controlled motor vehicles, buildings, and property. All district-controlled motor vehicles, buildings and property shall be off limits for smoking and/or using tobacco products. This ban extends to all employees and all other individuals, including spectators at outdoor school sponsored or school approved events.

Persons violating this policy shall be asked to refrain from smoking and/or using tobacco products. Persons failing to abide by this request shall be required to leave the district-controlled premises/property immediately.

It shall be the responsibility of all school personnel to adhere to and to enforce this policy. It shall be the responsibility of the Superintendent/designee to develop administrative regulations in concert with this policy.

Trainings – All administrative staff are required to complete the following trainings and to turn in a copy of their certificate of completion to the District Office for the following:

- Bloodborne Pathogens – yearly
- Right to Know/Hazardous Chemicals – yearly
- Mandatory Reporter (Child Abuse) – every 3 years
- Homelessness Awareness – every other year
- Note: other trainings may be required that are specific to your position.

All certified staff are required to complete the following trainings and to turn in a copy of their certificate of completion to the District Office for the following:

- Bloodborne Pathogens – yearly
- Right to Know/Hazardous Chemicals – yearly
- Mandatory Reporter (Child Abuse) – every 3 years
- Adverse Childhood Experiences (ACES) – yearly
- Suicide Prevention & Postvention – yearly
- Homelessness Awareness – every other year
- Note: other trainings may be required that are specific to your position.

Travel Reimbursement & Use of District Vehicle (Policy 412.0) - The Board of Directors of the Monticello Community School District shall reimburse employees at the state rate for travel in the employee's personal vehicle which has been approved by the Superintendent. Each employee requesting to use his/her personal vehicle on school business shall have a valid Iowa driver's license and shall have personal liability insurance.

Employees and approved volunteers may be authorized to use a school vehicle to conduct business for the district or to attend district-related conferences or activities. The vehicle shall be checked out from the Director of Transportation after completion of an authorization form. The vehicle shall not be used for personal use. Only the person(s) authorized on the form shall be allowed to drive the vehicle. The employee shall record the mileage and other pertinent information as requested by the Director of Transportation. All authorized drivers must have a valid Iowa driver's license and must be insurable under the district's liability insurance. No tobacco products shall be used in the vehicles, and no alcoholic beverages or illegal substances shall be placed in the vehicle or consumed in the vehicle.

Overnight Travel:

- a. Appropriate expenses, that have been authorized by an administrator, will be reimbursed to the individual upon submission of appropriate documentation.
- b. When possible, lodging will be set up on a direct-billed basis by using a purchase order to reserve the room(s). If needed, the employee can use the district credit card to purchase the room.
- c. As of 1/1/22, all in-state lodging must be provided by those that have been certified for Human Trafficking Prevention. They must be certified at the time of your stay. Certified locations are being maintained and updated at <https://stopthiowa.org/certified-locations>. You will need to include a screenshot of the search on this site of the lodging provider with a copy of the invoice to the district office.
- d. Personal expenses will not be charged to the school district. Snacks or refreshment items purchased during the day are considered personal expenses.
- e. Whenever possible, a district vehicle will be assigned to employees traveling on behalf of the district.
- f. Per our auditor's requirements, an **itemized** restaurant receipt must be submitted to receive a meal reimbursement.
 - a. The district will not reimburse for drinks/beverages that contain alcohol.
 - b. It is preferred that only district employees be included on the receipt.
 - c. Tips are allowed up to 15% of the meal expense, before taxes.
 - d. When circumstances dictate that other than approved district employees or officials are included in the receipt total, the names and exact amounts of each meal to be reimbursed are to be identified.
 - e. Meals will be reimbursed up to the following amounts:
Breakfast-\$10
Lunch-\$15
Supper-\$25

Professional development that does not require overnight travel, is not eligible for meal reimbursement.

Appropriate Use of District Technology, Network Systems and Internet Access (Policy

605.1) - Because technology is a vital part of the school district curriculum, technology hardware (computers, iPads, etc.), computer software, and the Internet will be made available to employees and students. Appropriate and equitable use of computer hardware, software, and the Internet will allow employees and students to access resources unavailable through traditional means. However, access is a privilege, not a right. Each student and staff member must have a signed acceptable use agreement on file prior to having access to and using the district's technology, network and the internet. The use of the district's technology, network and internet access shall be for educational purposes only. Students and staff members shall only engage in appropriate, ethical, and legal utilization of the district's technology, network systems, and internet access. Student and staff member use of the district's technology, network and internet access shall comply with all district policies and regulations.

Use of Video Cameras- (Policy 703.1) - The Monticello Community School District Board of Directors has authorized the use of video cameras in the school district's buildings and on school property. The video cameras will be used to monitor student and employee behavior to maintain a safe, secure, and healthy environment for students and staff. Employees are hereby notified that the content of the video recordings may be used in an employee disciplinary proceeding. The content of the video recordings may be confidential records and, if so, will be retained in the employee's personnel file. Video recordings will only be retained if necessary for use in an employee disciplinary proceeding or other matter as determined necessary by the administration. Employees may request to view video recordings if the video recordings are placed in the employee's personnel file. Any such request shall be processed by the school district in accordance with applicable law. All audio and video recordings will require permission of the building principal.