

SEVASTOPOL SCHOOL DISTRICT

EMPLOYEE HANDBOOK

August 2017

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INTRODUCTION

INTRODUCTORY STATEMENT

This Employee Handbook has been prepared for all employees of the School District of Sevastopol. The provisions described herein are the terms and conditions governing employment in the Sevastopol School District and compliance with them is required.

This Employee Handbook is a collection of selected employment policies and administrative guidelines, as well as rules and regulations of the Sevastopol School District (“District”). It has been prepared to acquaint all employees with the policies and administrative guidelines, rules, and regulations that govern their employment in the District, and to provide for the orderly and efficient operation of the District.

It is each employee’s responsibility to read and become familiar with this information and to comply with the policies adopted by the Board and/or the administrative guidelines promulgated by the Superintendent that are available electronically on the District website, as well as the rules and regulations contained herein.

If you have questions regarding any of the Board policies and/or Superintendent’s administrative guidelines, and/or the rules or regulations set forth in this Handbook, or about matters which are not covered, please direct them to your immediate supervisor.

DISCLAIMER STATEMENT

This Employee Handbook has been prepared for informational purposes only. None of the statements, policies and administrative guidelines, rules, or regulations contained herein constitutes a guarantee of employment, a guarantee of any other right or benefit, or a contract of employment, express or implied. All of the District’s employees are employed, “at-will”, and employment is not for any definite period, unless otherwise provided by individual contract. Termination of employment may occur at any time, with or without notice, and with or without cause, at the option of the District or the employee. The District’s professional staff members employed under individual contracts with the Board may be terminated or non-renewed consistent with the terms of the contract and consistent with Board Policy.

Furthermore, any employee who violates any of the terms and conditions of employment set forth in this Employee Handbook may be subject to disciplinary action in accordance with Policies 3139/4139 – Staff Discipline.

The provisions set forth in this Handbook may be altered, modified, changed, or eliminated at any time by the District, with or without notice. This Employee Handbook supersedes any and all previous handbooks, statements, policies and administrative guidelines, rules, or regulations given to employees, whether verbal or written.

STATEMENT OF PHILOSOPHY

The greatest asset of our community is its young people. Therefore, it is the philosophy of the Board of Education to encourage and assist each individual to develop a sense of responsibility to himself/herself and to others, to be aware of external conditions sufficient to allow him/her to wisely exercise his/her prerogatives in a democracy, and to instill in him/her the desire to continue learning from life after his/her formal education is completed.

The District shall strive to meet the following belief statements:

- Students are our highest priority.
- Every person can learn.
- People learn in different ways, at different rates and at different times.
- Self-esteem is essential and success builds self-esteem.
- Assessment of educational competencies is essential to monitor student learning.
- To get the best you must expect the best.
- Quality education requires quality school personnel.
- Children learn best in a safe, nurturing, cooperative and orderly environment.
- Education is the shared responsibility of parents, students, school personnel, and the community.
- Educated citizens are essential to our democratic society and the global community.
- People need to learn throughout their lives.
- Every person has an intrinsic desire to learn.
- Schools have a responsibility to adapt as best they can to the educational needs of each student.
- Each person has intrinsic value and deserves to be treated with respect and dignity.
- Risk is a part of change and growth.

CHAIN OF COMMAND

The chain of command is the formal line of authority, communication, and responsibility within the District.

Policies 3112/4112 – Board-Staff Communications

II. EMPLOYMENT

EQUAL EMPLOYMENT OPPORTUNITY

The Board of Education does not discriminate in the employment of any employee on the basis of any characteristic protected under State or Federal law including, but not limited to: race, color, age, creed or religion, genetic information, handicap or disability, marital status, citizenship status, veteran status, military service (as defined in Section 111.32, Wisconsin Statutes), sexual orientation, national origin, ancestry, arrest record, conviction record, use or non-use of lawful products off the District's premises during non-working hours, or declining to attend an employer-sponsored meeting or to participate in any communication with the employer about religious matters or political matters or any other characteristic protected by law in its employment practices.

If any employee has questions regarding Equal Employment Opportunity or how to file a complaint regarding equal employment (s)he should refer to:

Policies 3122/4122 - Nondiscrimination and Equal Employment
Opportunity

AG 3122/4122 - Nondiscrimination and Equal Employment Opportunity

AG 3122B/4122B - Complaint Procedures for Nondiscrimination and Equal
Opportunity/Access

ANTI-HARASSMENT POLICY

The Board of Education is committed to a work environment that is free of harassment of any form. The Board will not tolerate any form of harassment and will take all necessary and appropriate action to eliminate it. Any member of the School District community who violates this policy will be subject to disciplinary action, up to and including termination of employment. Additionally, appropriate action will be taken to stop and otherwise deal with any third party who engages in harassment against our employees.

For purposes of anti-harassment, "School District community" means individuals subject to the control and supervision of the Board including, but not limited to, student, teachers, staff, volunteers, and Board members. "Third party" means individuals outside the School District community who participate in school activities and events authorized by the Board including, but not limited to, visiting speakers, participants on opposing athletic teams, and vendors doing business with, or seeking to do business with, the District.

Harassment consists of unwelcome conduct, whether verbal, physical, or visual, that is based on a person's protected status, such as sex, color, race, ancestry, creed, religion, genetic information, national origin, age, handicap, disability, marital status, veteran status, citizenship status, sexual orientation, arrest record, conviction record, or other protected group status, which affects tangible job benefits, interferes unreasonably with an individual's work performance, or creates an intimidating, hostile, or offensive working environment. Harassment may occur employee-to-employee, student-to-employee, male-to-female, female-to-male, male-to-male, or female-to-female.

The Superintendent has prepared written administrative guidelines for employees to follow when reporting alleged harassment. The process that will be followed when conducting an investigation regarding alleged harassment that is prohibited is also set forth in these administrative guidelines.

For more information employees shall refer to:

- Policies 3362/4362 - Employee Anti-Harassment
- Policies 3362.01/4362.01 - Threatening Behavior Toward Staff Members
- AG 3362/4362 - Employee Anti-Harassment
- AG 3362A/4362A - Reporting Threatening Behaviors

JOB DESCRIPTIONS

The Board of Education recognizes that it is essential for employee accountability that each employee is fully aware of the duties and responsibilities of his/her position. Job descriptions document and describe the essential functions for employees and thereby promote organizational effectiveness and efficiency.

For more information regarding job descriptions, employees shall refer to Policies 3120.01/4120.01 – Job Descriptions. Further, if a copy of a job description is required or desired, the employee shall ask their immediate supervisor or go to the central office and request a duplicate copy.

HIRING OF RELATIVES (NEPOTISM)

The District has established clear rules regarding the employment of relatives (nepotism) that can be found in:

- Policy 3120 - Employment of Professional Staff
- Policy 4120 - Employment of Support Staff

IMMIGRATION REFORM ACT COMPLIANCE

The District complies with the provisions of the Federal Immigration Reform and Control Act of 1986, including, but not limited to, requiring verification of authorization to accept employment in the United States from all employees.

For more information regarding this compliance, please refer to the following:

- Policies 3111/4111 - Creating a Position

CONFLICT OF INTEREST

Employees are expected to maintain high standards of honesty, integrity, impartiality, and professional conduct. Further, employees are expected to perform their duties in a manner free from conflict of interest pursuant to Section 19.59 Wisconsin Statutes.

- Policy 1130 - Conflict of Interest - Private Practice
- Policies 3210/4210 - Staff Ethics

OUTSIDE ACTIVITIES OF STAFF

It is imperative that employees avoid situations in which their personal interests, activities, and associations may conflict with the interests of the District. If an employee is involved in an activity that threatens that staff member's effectiveness within the school system, the District Administrator shall evaluate the impact of such interest, activity, or association upon the employee's responsibilities.

For more information regarding the Board's expectations concerning interests, activities or associations that may conflict with the interests of the District, employees should review the following:

- Policies 3231/4231 - Outside Activities of Staff

COMMUNICATIONS AND SUGGESTIONS

The District values the comments and suggestions of its employees concerning work methods and operations. Employees should follow the chain-of-command when offering a suggestion or comment.

Employees should refer to the detailed procedure regarding communication set forth in:

Policies 3112/4112 - Board-Staff Communication

POLITICAL ACTIVITIES

Political activities that do not contribute to a positive learning climate may be disruptive, divisive and distracting. Therefore, the Board has concluded that such activities are not appropriate within the school setting. It is the intention of the Board of Education to regulate such activities on all Board owned or used property, within all school buildings and at all school sponsored activities.

AG 3231A – Participation in Political Activities

AG 4231 – Outside Activities

III. EMPLOYMENT STATUS AND RECORDS

EMPLOYMENT CATEGORIES

The Board establishes the specific categories of employment by which staff are identified as categorized in Policies 3120/4120.

PERSONNEL FILES

It is critical to effective human resource management and necessary for satisfaction of legal obligations that the Board maintains accurate personnel records. Further, the access granted for review and inspection of a personnel file must be completed in accordance with state law and applicable collective bargaining agreements. The District shall maintain personnel records of employees and grant access to inspect or review those records in accordance with Policy 8320 – Personnel Records and State law.

LICENSURE

All teachers and support staff who require licensure for positions to which they are assigned are responsible for application and payment for such licensure.

PERSONNEL FILE RECORD CORRECTION

If there is any disagreement with the content or information contained in an employee's personnel record, the employee will follow the process established in Policy 8320 – Personnel Records to either have a correction made to the information in question, or to have the content in question removed from the file.

PERFORMANCE EVALUATION

The Superintendent has established and will implement a program of staff evaluation.

This program shall focus upon the early identification of specific areas in which the employee needs improvement so that appropriate assistance may be provided in a systematic way. The evaluations shall be consistent with the following:

- A. applicable State statutes
- B. Policies 3220/4220 - Staff Evaluation
- C. AG 3220A - Evaluation of Staff
- D. AG 4220 - Evaluation

PROFESSIONAL GROWTH REQUIREMENTS

Professional staff members are expected to comply with the Professional Development Plan requirements of their license and provide timely verification of progress towards fulfilling this responsibility.

Policy 3242 – Professional Growth Requirements

STUDENT SUPERVISION AND WELFARE

The Board requires each employee maintain a standard of care for supervision, control and protection of students commensurate with the employee's assigned duties and responsibilities.

For the Board's expectations in this regard employees should refer to Policies 3213/4213 - Student Supervision and Welfare.

ASSIGNMENT AND TRANSFERS

The Superintendent is responsible for the proper assignment of all employees in conformance with any legal requirements or certification requirements. Further, employees may be transferred between schools when the Superintendent determines that the needs of the students, the school or District so require.

Policy 3130 - Assignment and Transfer of Professional Staff
Policy 4130 - Assignment and Transfer

STAFF DISCIPLINE

Staff discipline and required investigations regarding potential wrongdoings of an administrator or an employee shall be consistent with the terms established in Policies 3139/4139 - Staff Discipline

REDUCTION IN STAFF

The Board may abolish employees and/or reduce the administrative and/or staff as necessary. Such staff reductions will be made in compliance with Policies 3131/4131 - Reduction in Staff.

TERMINATION AND RESIGNATION

Individual employment contracts may be terminated or non-renewed upon a majority vote of the full membership of the Board.

Employees may be terminated or non-renewed for any reason, provided that the decision is not arbitrary or capricious, or in violation of any applicable law.

Any decision to terminate a staff member's employment contract shall be subject to review consistent with Policies 3340/4340 - Grievance Procedure.

Finally, a staff member may resign in accordance with the terms of his/her individual employment contract.

Policies 3140/4140 - Termination, Non-Renewal and Resignation

IV. EMPLOYEE PAY AND BENEFITS

PAY PERIODS

All employees shall be paid in accordance with the provisions established in AG 6510B – Payroll Authorization.

BENEFITS

The Board provides a competitive and comprehensive package of benefits to its employees. The Board retains the final authority to establish, modify, rescind, add or in any way affect employee benefits. Annually, in conjunction with the budget process, the anticipated share cost of all employee benefits, specifying both the employee and employer share shall be approved through Board action.

Policy 3425 - Benefits

LEAVES OF ABSENCE (extended leave)

Any employee may request a voluntary leave of absence from employment by the Board. All requests for unpaid leaves shall be presented to the Board for approval and will provide the reason for the leave and the expected duration of the leave.

If the leave is approved, the Board action will also provide the conditions applicable for the employee to return to work.

Leaves will be granted in accordance with Policy 3430 - Leaves of Absence

EMPLOYEE LEAVES

Employees may request leave for several qualifying circumstances. Those circumstances include the following:

- personal leave
- bereavement leave in the event of the death of a relative,
- military leave so that the employee can perform obligations to the United States Armed Forces, or
- leave for jury duty when called to perform their civic responsibility as a potential juror or to serve on a jury.

Additional information concerning leave for professional and support staff are provided in respective appendices.

If an employee has approved leave under these specific circumstances they may be provided compensation or job protection during such absence from their assigned job duties for the District. These leaves will be granted pursuant to Policies 3431/4431 – Employee Leaves.

EMPLOYEE SICK LEAVE

Staff members may use paid sick leave and must follow the protocol established in Policies 3432/4432 – Employee Sick Leave.

FAMILY AND MEDICAL LEAVE

In accordance with Federal and State law, the Board of Education will provide family and medical leave for employees. The provisions of both the Federal and State family and medical leave provisions require specific eligibility and qualifying reasons to access this leave; to determine if you are eligible or qualify for family and medical leave refer to Policies 3430.01/4430.01 – Family and Medical Leave of Absence (FMLA).

HEALTH INSURANCE BENEFITS

Health Insurance will be provided to all full-time employees in accordance with Policies 3420/4420 – Health Insurance Benefit.

PRIVACY PROTECTIONS OF FULLY INSURED GROUP HEALTH PLANS

Eligible employees who are provided coverage under fully insured group health plans are assured the privacy protections required by Federal and State law.

Policies 3419.02/4419.02 - Privacy Protections of Fully Insured Group Health Plans.

V. WORKING CONDITIONS AND HOURS OF WORK

DRESS CODE

The Board has exercised its authority to specify dress and grooming guidelines for staff.

When on duty, employees are expected to dress in a manner that is consistent with the expectations described in Policies 3216/4216-Staff Dress and Grooming.

ATTENDANCE AND REPORTING ABSENCES

Staff members are expected to report for duty daily; however, when a staff member must be absent the procedures established by the employee's immediate supervisor must be adhered to. All teacher and aide leave requests must be processed through Aesop. If your Aesop entry is after 6:30 a.m., you must also call your building principal. All Aesop entries must be made by 7:30 a.m. or the request will not be accepted by Aesop.

PLANNING/CONFERENCE PERIOD

Schedules shall be established by the employee's immediate supervisor in conformance with all other rules and regulations of the school district.

PERFORMANCE EVALUATION

The Superintendent has established and will implement a program of staff evaluation. This program shall aim at the early identification of specific areas in which the staff member needs help so that appropriate assistance may be provided or arranged for. The evaluations shall be consistent with applicable State statutes, and Policies 3220/4220 – Staff Evaluations and AG 3220A – Evaluation of Staff and AG 4220 - Evaluation.

PERSONAL COMMUNICATIONS

During work hours, personal communications made or received, regardless of whether on a Wireless Communication Device (WCD), regular telephone, or network computer, can interfere with employee productivity, distract others, and/or set a bad example for students. Employees are expected to use discretion in using personal WCDs while at work. Employees are expected to limit personal communication to breaks and lunch period and to inform friends and family members of the Board's policy in this regard.

Policy 7530.01 – Wireless Communication Allowance and Staff Use of Wireless Communication Devices

USE OF EMPLOYER PROPERTY/EQUIPMENT

Personal use of District equipment or facilities by employees will be in accordance with the Superintendent's guidelines.

Policy 7530 – Lending of District-Owned Equipment
AG 7530 – Personal use of District Equipment/Facilities

EMERGENCY CLOSINGS

The Superintendent shall make the decision regarding emergency closings in accordance with the Plan for Emergency Preparedness as established in accordance with Policy 8420 – Emergency Evacuation of Schools.

TRAVEL EXPENSES

The Board of Education may provide for the payment of the actual and necessary expenses, including travel expenses, of any employee that is incurred in the course of performing services for the District, whether within or outside the District, under the direction of the Board and in accordance with the Superintendent’s administrative guidelines.

Policies 3440/4440 – Job-Related Expenses
AG 3440A/4440A – Job-Related Expenses
AG 3440B/4440B – Use of Private Car for School Business

VI. SAFETY AND HEALTH

SMOKING

The Board of Education is committed to providing students, employees, and visitors with a tobacco and smoke-free environment. Accordingly, the Board prohibits employees from using tobacco in any form on District premises, in District vehicles within any indoor facility owned or leased or contracted for by the District and used to provide education or library services to children, and at all District-sponsored events.

Policy 3215 – Use of Tobacco by Professional Staff
Policy 4215 – Use of Tobacco by Support Staff

TRAINING

Employees for whom training in the following areas is deemed necessary and appropriate, shall be trained in:

- A. the use of automated external defibrillators (Policy 8452 – Automated External Defibrillators),
- B. the control of blood borne pathogens (Policy 8453.01 - Control of Blood-Borne Pathogens)
- C. the control of casual-contact communicable diseases (Policy 8450 – Control of Casual Contact Communicable Diseases), and

- D. understanding the method of transmission and prevention of diseases that are direct contact communicable diseases (Policy 8453 – Direct Contact Communicable Diseases).

REPORTING WORK RELATED INJURY

Any accident that results in an injury, however slight, to an employee of the Board, must be reported promptly and in writing to the District Business Office in compliance with Policy 8442 – Reporting Accidents. The injured employee shall complete a form that includes the date, time and place of the incident; the names of persons involved; the nature of the injury to the extent that it is known; and a description of all relevant circumstances.

VII. EMPLOYEE COMMUNICATION & TECHNOLOGY

ACCEPTABLE USE OF DISTRICT TECHNOLOGY, THE INTERNET, AND THE DISTRICT'S NETWORK

Staff use of the District's Network will be governed by Policy 7540.04 – Staff Network and Internet Acceptable Use and Safety and the related administrative guidelines.

The due process rights of all users will be respected in the event there is a suspicion of inappropriate use of the Network. Users have a limited privacy expectation in the content of their personal files and records of their online activity while on the Network.

EMAIL

When available, the District's e-mail system must be used by employees for any official District e-mail communications.

Employees are required to keep their inbox and folders organized by regularly reviewing e-mail messages, appropriately saving e-mails that constitute a public record or student record and e-mails that are subject to a litigation hold, and purging all other e-mails that have been read.

The District complies with all Federal and State laws pertaining to electronic mail. Accordingly, e-mails written by or sent to District employees may be public records, or education records if their content includes personally identifiable information about a student. E-mails that are public records are subject to retention and disclosure, upon request, in accordance with Policy 8310 – Public Records.

The District retains the right to monitor or access any District e-mail accounts at any time. Users should not expect that their communications sent or received through the District e-mail system will remain confidential and personal.

Employees should be aware of the framework for the proper use of e-mail established in Policy 7540.06 – Electronic Mail and the Superintendent’s established guidelines regarding e-mail.

SOCIAL MEDIA

In accordance with Policies 3213/4213 - Student Supervision and Welfare, employees shall not engage students in social media and online networking media, such as Facebook, Twitter, MySpace, etc.

VIII. EMPLOYEE CONDUCT AND DISCIPLINARY ACTION

STAFF DISCIPLINE

Staff discipline and required investigations regarding potential wrongdoings of a staff member shall be consistent with Policies 3139/4139 – Staff Discipline

GRIEVANCE PROCEDURE

Each employee of the District shall be provided an opportunity to understand and resolve matters affecting employment that the employee believes to be unjust as provided in Policies 3340/4340 – Grievance Procedure.

The grievance procedure is available in the case of any employee’s disagreement with discipline or termination of employment, as well as any matter relating to workplace safety.

All employee grievances must be filed by the aggrieved employee(s). The grievance must be filed within five (5) working days after the employee knew or should have known of the cause of such grievance. The procedures detailed in Policies 3340/4340 – Grievance Procedure shall be followed when a grievance has been filed.

DRUG AND ALCOHOL USE

Consistent with the Drug-Free Workplace Act, the Board prohibits the manufacture, possession, use, distribution, or dispensing of any controlled substance, including alcohol, by any employee at any time while on District property or while involved in any District-related activity or event. Any staff member who violates Policies 3122.01/4122.01 – Drug-Free Workplace shall be subject to disciplinary action in accordance with Policies 3139/4139 – Staff Discipline and the District Administrator’s guidelines, as well as any applicable terms of any collective bargaining agreements.

Any employee who feels that he or she needs assistance with drug or alcohol dependency is encouraged to contact the Superintendent for information about the District’s Employee Assistance Program (EAP). Employees receiving assistance in this regard are not exempted from compliance with the District’s prohibition on the manufacture, possession, use, distribution, or dispensing of any controlled substance while on duty or on school premises or at any school sponsored activity.

Policies 3170.01/4170.01 – Employee Assistance Program (EAP)

Salary Ladder 2017-2018

Steps	Base Salary	Increase Over 2016-2017 Step
20	\$67,060	\$1,500.00
19	\$67,328	4.75%
18	\$66,046	4.75%
17	\$64,751	4.75%
16	\$63,482	4.75%
15	\$62,237	4.75%
14	\$61,001	5.75%
13	\$59,224	5.75%
12	\$57,499	5.75%
11	\$55,824	5.75%
10	\$54,198	5.75%
9	\$53,117	6.75%
8	\$51,320	6.75%
7	\$49,584	6.75%
6	\$47,907	6.75%
5	\$46,287	6.75%
4	\$44,506	6.75%
3	\$42,794	6.75%
2	\$41,148	6.75%
1	\$39,566	6.75%
0	\$38,044	6.75%

Additional Stipends

Hard to Staff Positions	\$1,500.00
Licensure	\$1,500.00
Master's Degree	\$2,000.00

Probationary Staff

New staff members will serve a minimum of three (3) years on probation during which time they may be non-renewed by the School Board without recourse. New staff members who have Wisconsin School Certificates will serve a minimum of two (2) years on probation.

TEACHER BENEFITS

2017-2018 MONTHLY INSURANCE RATES:

	<u>Single</u>	<u>Family</u>
Health Insurance (HMO)	91.01	1539.71
Health Insurance (POS)	749.20	1669.37
Dental Insurance	52.30	135.08
Long-Term Disability (Per Thousand)	.56	.56
Life Insurance	1.30	1.30

Part-time teachers working 50% or more are eligible to receive health and dental insurance on a prorated basis to a maximum of 90% paid by the District.

Additional insurance coverage items approved by the Board of Education on June 19, 2014:

- 1) Domestic partners are allowed coverage for health and dental insurance.
- 2) A spouse of a deceased retiree who was receiving post-employment benefits can continue coverage through the end of the post-employment benefit period.
- 3) An employee who is on continuous FLMA leave may continue with school sponsored health and dental insurance and is responsible for the employee portion of the premiums.

DRUG CARD LEVELS: (Retail/Mail Order 30-90 Day Supply)

Generic (Tier 1)	\$20.00/\$40.00	Non-Preferred	(Tier 3)\$60.00/\$120.00
Preferred (Tier 2)	\$40.00/\$80.00	Specialty (Tier 4)	\$60.00/No Mail Order

ANNUAL DEDUCTIBLES:

HMO	\$1,000 Single/\$2,000 Family
POS Plan In-Network	\$1,000 Single/\$2,000 Family
POS Plan Out-Of-Network	\$1,500 Single/\$3,000 Family

NOTE: POS deductibles track independently of each other.

RETIREMENT INFORMATION

The District will contribute the employer's share to the Wisconsin Retirement System. This amount is based on employee gross earnings.

LEAVES OF ABSENCE – Prior approval from the Superintendent is required.

All teacher leave requests must be processed through Aesop. If your Aesop entry is after 6:30 a.m., you must also call your building principal. All Aesop entries must be made by 7:30 a.m. or the request will not be accepted by Aesop.

Sick Leave – 10 days per year, cumulative to 125 days. Sick leave is prorated for part-time employees.

Personal Leave – 2 days per year, non-cumulative. Employees shall be entitled to two (2) paid personal leave days per year on a non-cumulative basis. The personal leave day shall be used only for personal business or personal emergency and may not be used for vacation or recreation or to extend a holiday, vacation, or break, during the first two weeks or final two weeks of the school year. Personal days may not be used during in-service days with the exception of emergencies. The personal leave day may be taken only if the Superintendent is given three (3) days written notice of the date (three days notice is not required when shorter notice is unavoidable). Personal leave days shall be deducted from accumulated sick leave when used.

Military Leave – Staff members will be afforded protected leave from employment to perform their obligations to the United States Armed Forces, whether for reserve duty or a call to active duty, and potential deployment.

Jury Duty Leave – Staff members will receive their full compensation for any time lost, provided that any jury fees received by the staff member are signed over to the District.

Bereavement Leave – These days will be deducted from accumulated sick leave.

Immediate Family Members	maximum of 3 per instance
Near Relative	maximum of 1 per instance
Pall Bearer	maximum of 1 per instance

Professional Staff Post-Employment Benefits

POST-EMPLOYMENT BENEFITS

A. A teacher who has taught full-time in the Sevastopol School District for at least twenty (20) years prior to retirement and who is at least fifty-seven years of age has the right to remain and participate in the group health insurance and dental insurance plans maintained by the District. A teacher shall be eligible to remain in group plans maintained by the District for a maximum of four years unless expressly prohibited by the insurance carrier.

B. A teacher is eligible for up to four (4) years of insurance coverage after the effective date of such teacher's retirement or until Medicare eligibility, whichever comes first. The district will contribute a maximum of \$14,500.00 per year for a three (3) year period toward the retired employee's health and dental insurance. The fourth year district contribution will be based entirely on the sick leave payout for the employee at the time of retirement. The formula for the retirement payout is a maximum of 120 sick days accumulated multiplied by \$100.00 per day. The fourth year maximum payout by the district towards the retiree's insurance would then be \$12,000.00. The retiree is responsible for the remaining payment of premiums on a schedule to be determined by the District.

C. The district will pay an amount not to exceed the benefits described in section B above for any employee reaching Medicare eligibility who is eligible for retirement benefits. This district contribution shall be towards a Secondary Payer Policy and will not exceed the yearly benefit amount listed in section B above.

D. A teacher planning to take post-employment benefits shall notify the District Administrator in writing on or before January 31, to qualify for the following year.

E. If any teacher, who participates in this post-employment benefits program and who receives unemployment compensation benefits that the district is responsible for paying, during the period that they are receiving post-employment benefits, the amount the District is obligated to pay to such retired teacher under this post-employment benefits program shall be reduced by an amount equal to the unemployment compensation benefits received by such retired teacher.

F. A teacher retiring underneath this provision forfeits all re-employment rights with the District, except that the retired teacher will be eligible for substitute teaching positions, co-curricular advisor, mentor or curriculum work.

G. Validity: If any aspect of this agreement is found to be discriminatory or violative of the Federal Age Discrimination in Employment Act, the Wisconsin Fair Employment Act, or any other state or federal law by any court of competent jurisdiction or administrative agency, then the entire article shall be considered null and void.

H. It is agreed that any teacher who elects to participate in this post-employment benefits incentive must, as a condition on eligibility for the post-employment benefits herein, shall provide the District with a written waiver and release of claims signed by such teacher which unequivocally and explicitly:

1. Waives any rights or claims which the employee may have under the Federal Age Discrimination in Employment Act of 1967 (29 U.S.C 621 et seq.) as amended by the Older Workers Benefit Protection Act (S. 1511 1990) and the Wisconsin Fair Employment Act (sec. 111.31, 111.33, Wis. Stats).

2. Acknowledges that the employee has been placed on notice by this statement that he/she had the right to consult with his/her attorney before signing this post-employment benefits agreement. The employee, by voluntarily accepting this incentive, unequivocally and explicitly acknowledges that he/she has received the requisite notice as listed in the first sentence of Section 7, Subsection B, supra.

3. Acknowledges that the employee has received at least forty-five (45) days to consider whether or not to accept the post-employment benefits incentive contained in this Agreement.

I. The employee has the right to revoke the waiver contained in Section I, Subsections 1, 2 and 3, if he/she notifies the District within seven (7) calendar days after signing the waiver.

LAY-OFF/REDUCTION OF PROFESSIONAL STAFF

Teachers who are to be laid off or have their contracts reduced for the forthcoming school year shall be notified by June 1 and the following procedures shall apply:

- A. Certification classification categories are defined as the certification categories identified under state law for licensure of school district personnel.
- B. All eligible teachers will be promptly notified of position openings for which they are certified.
- C. Teachers desiring reinstatement under this provision shall keep the Board informed of current address and teacher certification.

In the event that the District determines to reduce the number of positions, or the number of hours in any position, the District may consider any of the following criteria. The extent to which the District considers any of these criteria lies in its sole discretion.

- A. Educational needs of the District;
- B. Qualifications as established by the District;
- C. Qualifications of the remaining employees in the grade level/department/program certification area;
- D. Performance of the employees considered for Reduction in Workforce;
- E. Value of High Quality Service to the District; and
- F. Any other information that the District deems necessary.

Lay-off is a separation of employment due to financial reasons or for any other non-disciplinary purpose that rightfully falls within the decision-making authority of the Board of Education to efficiently operate the District.

2017-2018 SUPPORT STAFF SALARY SCHEDULE

	<u>Step I</u> <u>Beginning</u>	<u>Step II</u> <u>After 6 Mos.</u>	<u>Step III</u> <u>After 18 Mos.</u>
Secretaries	16.80	18.52	21.48
Secretary I	18.91	20.63	22.54
Custodians	15.31	16.80	18.42
Teacher Aides			
W/Certification	15.31	16.64	18.27
W/O Certification	14.05	15.28	16.80
Cooks	14.52	15.95	17.56
Head Cook	15.31	16.80	18.42

Custodians who work the night shift shall receive an additional \$.25 for all such hours worked.

In order to qualify for Aide with Certification Pay, one of the following requirements must be met:

- 1) Hold a Department of Public Instruction teaching certificate, or
- 2) Hold a Department of Public Instruction Special Education Aide certificate and working in the special education area, or

2017-2018 BUS DRIVER SALARY SCHEDULE

Regular Routes	22.04
Special Trips	18.88

SUPPORT STAFF BENEFITS

BUS DRIVER INSURANCE BENEFITS

(Monthly rates unless indicated otherwise)

	<u>Single</u>	<u>Family</u>
Health Insurance (HMO)	691.01	1,539.71
Health Insurance (POS)	749.20	1,669.37
Dental Insurance	52.30	135.08
Long-Term Disability (Per Thousand)	.56	.56

Employees who are regularly scheduled to work at least twenty (20) hours per week shall be eligible for health, dental and long term disability insurance.

The Board shall contribute 88% per month for single health and dental insurance plans. Employees may choose to have family health and/or dental plans and they will be responsible to pay the amount in excess of the single dental premium and 52% of the family health premium. Employees who drive special trips during each season (minimum of three in the Fall, five in the Winter, and seven in the Spring will be responsible to pay only 50% of the family premium for that school year. Employees may pay their portion of these insurance premiums and other allowable expenses by way of a Section 125 plan established by the district. The difference between the insurance premiums and the Board contributions shall be paid by the employee by payroll deduction.

The Board shall pay the full premium for a long-term disability plan for each eligible bargaining unit member.

Additional insurance coverage items approved by the Board of Education on June 19, 2014:

- 1) Domestic partners are allowed coverage for health and dental insurance.
- 2) A spouse of a deceased retiree who was receiving post-employment benefits can continue coverage through the end of the post-employment benefit period.
- 3) An employee who is on continuous FLMA leave may continue with school sponsored health and dental insurance and is responsible for the employee portion of the premiums.

SUPPORT STAFF (EXCLUDING BUS DRIVER) INSURANCE BENEFITS:

(Monthly rates unless indicated otherwise)

	<u>Single</u>	<u>Family</u>
Health Insurance (HMO)	691.01	1,539.71
Health Insurance (POS)	749.20	1,669.37
Dental Insurance	52.30	135.08
Long-Term Disability (Per Thousand)	.56	.56
Life Insurance	1.30	1.30

Additional insurance coverage items approved by the Board of Education on June 19, 2014:

- 1) Domestic partners are allowed coverage for health and dental insurance.
- 2) A spouse of a deceased retiree who was receiving post-employment benefits can continue coverage through the end of the post-employment benefit period.
- 3) An employee who is on continuous FLMA leave may continue with school sponsored health and dental insurance and is responsible for the employee portion of the premiums.

DRUG CARD LEVELS: (Retail/Mail Order 30-90 Day Supply)

Generic (Tier 1)	\$20.00/\$40.00	Non-Preferred	(Tier 3)\$60.00/\$120.00
Preferred (Tier 2)	\$40.00/\$80.00	Specialty (Tier 4)	\$60.00/No Mail Order

ANNUAL DEDUCTIBLES:

HMO	\$1,000 Single/\$2,000 Family
POS Plan In-Network	\$1,000 Single/\$2,000 Family
POS Plan Out-Of-Network	\$1,500 Single/\$3,000 Family

NOTE: POS deductibles track independently of each other.

The Board shall contribute the following amounts per month for single and family insurance plans and dental insurance plans. Employees may pay their portion of these insurance premiums and other allowable expenses by way of a Section 125 plan established by the District. The difference between the insurance premiums and the Board contributions shall be paid by the employee by payroll deduction.

Employees working equal to or greater than 1,250 regularly scheduled hours per year:

- | | | | |
|------------------|-----|------------------|-----|
| a. Single Health | 88% | b. Family Health | 88% |
| a. Single Dental | 88% | b. Family Dental | 88% |

Employees working greater than 990 regularly scheduled hours per year but less than 1,250 regularly scheduled hours per year:

- | | | | |
|------------------|-----|------------------|-----|
| a. Single Health | 80% | b. Family Health | 50% |
| a. Single Dental | 80% | b. Family Dental | 50% |

The Board shall pay the full premium for a long-term disability plan for each eligible employee.

RETIREMENT INFORMATION

The District will contribute the employer's share to the Wisconsin Retirement System for eligible employees. This amount is based on employee gross earnings.

LEAVES OF ABSENCE – Prior approval from the Superintendent is required.

All aide leave requests must be processed through Aesop. If your Aesop entry is after 6:30 a.m., you must also call your building principal. All Aesop entries must be made by 7:30 a.m. or the request will not be accepted by Aesop.

Sick Leave – 10 days per year, cumulative to 100 days. Sick leave is prorated for part-time employees. Employees requesting sick leave that do not use Aesop need to call in by 6:30 a.m. unless there are extenuating circumstances.

Military Leave – Staff members will be afforded protected leave from employment to perform their obligations to the United States Armed Forces, whether for reserve duty or a call to active duty, and potential deployment.

Jury Duty Leave – Staff members will receive their full compensation for any time lost, provided that any jury fees received by the staff member are signed over to the District.

Bereavement Leave – These days will be deducted from accumulated sick leave.

- | | |
|--------------------------|---------------------------|
| Immediate Family Members | maximum of 3 per instance |
| Near Relative | maximum of 1 per instance |
| Pall Bearer | maximum of 1 per instance |

Personal Leave -

Secretaries, aides, cooks, and custodians shall be entitled to two (2) paid personal leave days per year on a non-cumulative basis. Bus drivers are entitled to one (1) paid personal leave day per year on a non-cumulative basis. The personal leave day shall be used only for personal business or personal emergency and may not be used for vacation or recreation or to extend a holiday, vacation, or break or during the first two weeks or final two weeks of the school year. Personal days may not be used during in-service days with the exception of emergencies. The personal leave day may be taken only if the Superintendent is given three (3) days written notice of the date (three days notice is not required when shorter notice is unavoidable). Personal leave days shall be deducted from accumulated sick leave when used.

In order to provide consistent and continuous services, unpaid personal leave is not available.

HOURS OF WORK

- A. The normal work week shall be forty (40) hours, Monday through Friday.
- B. Employees shall be paid at the rate of time and one-half (1-1/2) for all hours worked over 40 in the workweek.
- C. Full-time employees shall be provided a thirty (30) minute duty-free lunch period at a time approved by their supervisor. Night custodians will receive paid lunch of thirty (30) minutes, duty free, during their regular eight (8) hour shift.
- D. Employees who are regularly scheduled to work thirty (30) to forty (40) hours per week shall have one (1) paid fifteen (15) minute break per work day. Employees who are regularly scheduled to work less than thirty (30) hours per week shall have one (1) paid ten (10) minute break per work day.
- E. Custodians scheduled or called in to perform building checks on Saturdays, Sundays, holidays or snow days shall receive one hour straight-time pay or overtime pay if total weekly hours exceed forty (40) hours for that week. Custodians shall be paid their applicable rate if the call-in exceeds one hour.
- F. In the event school is delayed or is closed early due to inclement weather or an emergency and not rescheduled, employees shall not suffer a loss in pay for time absent from work for the first day that school is closed.

HOLIDAYS – (Non-Bus Drivers)

1. Employees shall be entitled to paid holidays as follows:
 - a. Thanksgiving, the day following Thanksgiving, Christmas Eve, Christmas, New Year's Day, and Good Friday for all employees.
 - b. Memorial Day, Labor Day and Fourth of July for all twelve (12) month employees;
 - c. Labor Day and Memorial Day for all employees scheduled to work beginning before Labor Day and after Memorial Day.
2. Employees must work a full assigned scheduled workday the workday before and the day after the holiday to receive holiday pay except for excused absence.
3. Holiday pay shall be paid at the employee's regular rate at the regular number of scheduled hours.
4. If a holiday falls on a Saturday or Sunday, the day off will be scheduled at the District's discretion.

VACATIONS

- A. Full-time twelve (12) month employees earn vacation time according to the following schedule:
 - One year of service – one week
 - Two through three years – two weeks
 - Four through five years – two weeks and one day
 - Six through seven years – two weeks and two days
 - Eight through ten years – two weeks and three days
 - Eleven through fifteen years – three weeks
 - Sixteen years and over – four weeks
- B. Full-time twelve (12) month employees employed in multiple District job classifications, but compensated for a total of forty (40) hours per week shall earn vacation time according to the schedule above at the hourly rate of this contract.
- C. Secretaries and custodians working more than 1600 hours per year shall earn three (3) days of vacation each year after one (1) year of service to the District and five (5) days of vacation each year after five (5) years of service to the District.

- D. Employee vacation requests shall be submitted to the employee's supervisor for approval with sufficient notice. If necessary for the efficient operation of the District, as determined by the district administrator, vacation time may be denied.
- E. Vacation time for all employees shall be the same as their normal workweek (e.g., a forty (40) hour employee shall be paid for forty (40) hours while on vacation).
- F. If a holiday falls during the employee's vacation, the additional time off will be granted.
- G. Vacation days can be used to extend a vacation, Holiday, or break.
- H. Vacation days are not cumulative. They must be used during the year or forfeited.
- I. If an employee is retired, laid off or terminated from their employment with the District and has vacation time coming for that year (or portion of the year), they will be compensated for said vacation time.

POST-EMPLOYMENT BENEFITS – SUPPORT STAFF

Employees who have worked for the District for 20 years or more and who voluntarily retire after age sixty-two (62) shall be eligible to remain in the District's group health and dental insurance plans for three (3) years immediately following their retirement provided they make the same employee contribution as is required of those employees covered by this Agreement. Upon eligibility for Medicare, the District instead will pay eighty-eight percent (88%) of the family base plan premium and eighty-eight percent (88%) of a single base plan premium of a Medicare carve-out plan as is available under the insurance policy under this contract. The District will not be separately responsible for providing benefits under this section. Whether or not eligible for Medicare, the District's payments are capped at three (3) years.

If any aspect of this provision is found to be discriminatory or violative of the Federal Age Discrimination in Employment Act, the Wisconsin Fair Employment Act or any other state or federal law by any court of competent jurisdiction or administrative agency, only the specific portion of the article found to be invalid will be null and void and the parties will immediately bargain a successor clause to replace the voided language.

POST-EMPLOYMENT BENEFITS – BUS DRIVERS

Employees who have worked for the District for 20 years or more and who voluntarily retire after age sixty-two (62) shall be eligible to remain in the District's group health and dental insurance plans for three (3) years immediately following their retirement provided they make the same employee contribution as is required of those employees covered by this Agreement. Upon the retired employee's eligibility for Medicare, the District contribution will be eighty-eight percent (88%) of a single base plan premium and the percentage for the last year of full employment for the family base plan premium (forty-eight percent for regular route drivers and fifty percent for regular route drivers who drive year long special routes) for the supplementary insurance coverage (Medicare carve-out plan) available through the insurance policy under this contract, for the remainder of the three (3) year period. In the event that supplementary insurance coverage is not an available option through the insurance policy under this contract the District will not be separately responsible for providing

benefits under this section. The District's total contributions and total payments under this provision shall not exceed three (3) years for eligible employees from the date of retirement, regardless of Medicare eligibility.

If any aspect of this provision is found to be discriminatory or violative of the Federal Age Discrimination in Employment Act, the Wisconsin Fair Employment Act or any other state or federal law by any court of competent jurisdiction or administrative agency, only the specific portion of the article found to be invalid will be null and void and the parties will immediately bargain a successor clause to replace the voided language.

Post employment benefits will be in effect for all employees hired by the District prior to July 1, 2005. Any employee hired on or after July 1, 2005 will not be eligible for early retirement benefits under this provision.

IX. EMPLOYEE RECEIPT AND ACKNOWLEDGMENT

I acknowledge that I have received and read Sevastopol School District's Employee Handbook and understand the provisions contained herein. I understand that the terms described in the Employee Handbook may be altered, modified, changed, or eliminated by the Board at any time, with or without prior notice.

I further understand that the Employee Handbook and any other provisions contained therein do not constitute a guarantee of employment or an employment contract, express or implied. I understand that my employment is at-will unless governed by my individual employment contract and that my employment may be terminated at any time with or without cause or terminated or not renewed consistent with the terms of my individual contract.

(Employee Signature)

(Printed Name)

(Date)