

MONROE ELEMENTARY SCHOOL

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**2019 – 2020
STAFF HANDBOOK**

Staff Handbook Contents

Topic	Page #
Introduction	3
Sweetwater County School District #2 Beliefs	3
Absences and Tardiness (Students)	3
Birthdays and Celebrations	4
Books or Fines	4
Building Intervention Team (BIT) Referral Procedures	4
Building Security	4
Children in the Classroom during Recess	5
Classroom Supervision	5
Class Attendance	5
Computer Lab	5
Computer Use	5
Confidentiality	5
Crisis Management	6-8
Delegation of Authority during Principal's Absence	8
Discipline	8
Discrimination/Harassment Policy	8-10
Dress Code	10
Duty Assignments	10
Emergency Evacuation	10
Employees Acceptable Use of Personally Owned Electronic Communication Devices	10-11
Evaluation	12
Field Trips	12
Fire/Crisis Drills	12
First Day of Class	12
Grades and Grading Procedures	13
Ill or Injured Children	13
Library Use	13
Local Purchase Orders	13
Lunch Count	13
Lunchroom	13
Meetings	14
New Teachers	14
Parent Teacher Conferences	14
Parties	14
Pets on the Playground and in the School	14
Phone Calls and Staff Messages	14
Playground Rules	14
Professional Staff Time Schedules/Working Hours	15
Releasing Students	15
Reporting Suspected Child Abuse/Neglect	15
Room Care	15
Sign-Out Sheet	15
Special Classes	15
Staff Ethics	15-16
Student Handbooks	16
Student Transportation in Private Vehicles	17
Teacher Leave-Calling for a substitute	17
Teaming	17
Title IX/Section 504	17
Travel/Professional Development Requests	17
Windows, Doors and Lights	17
Certified Staff Duties, Responsibilities and Professionalism Policy	17-19
2019 - 2020 District Calendar	20

TO THE TEACHERS OF MONROE ELEMENTARY SCHOOL:

The information in this handbook is provided to all staff in order to facilitate building management, and to make you aware of routines and procedures, which governs the operation of Monroe school. Please read this and keep it convenient as a reference.

Sweetwater County School District #2 **BELIEF SYSTEM**

We believe that interactions among students, teachers and parents create opportunities for lifelong success.

WE BELIEVE:

- ◇ All people can learn.
- ◇ Each learner is unique and education develops each learner cognitively, socially, emotionally and physically.
- ◇ That trust and communication among community, parents, students, and staff will enable a quality learning environment.
- ◇ That outcomes must be clearly identified, communicated, implemented and assessed.
- ◇ That all students will be expected to demonstrate the essential outcomes identified by the District.
- ◇ That immediate and specific communication of results promotes the learning for students, parents, staff and community.
- ◇ That each individual will be given opportunities to achieve at higher cognitive levels.
- ◇ Enhancing each individual's view of self as a learner and as a worthwhile person will have a direct bearing on success.
- ◇ Education is an ongoing process in which everyone makes a commitment to growth that enhances life-long learning.
- ◇ That schools control the variables within the school environment which influence success.
- ◇ Educational behaviors must be based on research, knowledge, and best practices.

Absences and Tardiness (Students)

If a student is developing a pattern for tardies and absences, communicate with the parents early to prevent continued occurrences. If the pattern continues, **please notify the principal** who will also communicate with the parents. Students with 5 or more tardies or unexcused absences are subject to a letter from the office.

An 'excused absence' is one which the student's absence is determined by the principal to be permissible and occurring as a result of personal illness, a death in the family, or other such reasons approved by the principal.

Birthdays and Celebrations

Students are welcome to bring treats for their birthdays. Please try to encourage children to bring snacks low in sugar and fat.

Books or Fines

The school literacy resource teacher will communicate with classroom teachers about overdue books at report card time. Damaged textbooks should be assessed a penalty depending on the extent of the damage. Textbook penalties will be determined by the building principal.

Building Intervention Team (BIT) Referral Procedures

Guidelines for referring a student to the Building Intervention Team (BIT) will be reviewed at the beginning of each school year. We will collect data from our classroom, district and state assessments. When a child is considered “at risk” we will monitor that child. When progress (either academic or behavior) is not improving at a rate that will bring the child up to grade level expectations, the teacher should contact the child’s parents and let them and the building principal know there is a concern. At that time, the child should be referred to BIT so more intensive interventions can be documented and data on the individual child can be tracked. The following are guidelines for the BIT and Special Education Referral Process:

1. Assessment data and classroom data are compiled.
2. Classroom teacher contacts parent with concerns and shares the discussed information with the building principal.
3. Classroom teacher fills out a referral packet for BIT and returns it to BIT chair.
4. Principal or designee calls BIT meeting so the classroom teacher can discuss concerns and interventions that have been tried. Parents should be a part of this team, and should be informed of all meetings from this point on.
5. BIT will generate ideas to be tried and assist the classroom teacher in compiling data and searching for research based interventions to implement. Progress monitoring should be done every week until the next meeting.
6. The team will meet again on the child in 6 to 8 weeks to discuss the child’s progress (or lack thereof) and to see if (a) progress is being made at an appropriate rate, (b) another intervention is needed, or (c) testing for special education services is warranted. If the answer is “a” or “b” steps 4-6 are repeated. If the answer is “c” move to step 7.
7. The testing process is explained to the parent(s). Parental procedures and safeguards are offered and parents are asked to sign permission to test forms.
8. A multi-disciplinary assessment team and a case manager are designated.
9. Testing and observation takes place. When completed, the case manager schedules a child study committee meeting to discuss results and make recommendations.
10. A staffing is held, with the parent, and members of the MDT, to discuss testing results.
11. If warranted, an IEP is written and signed. Time may be given to the parent to review the findings and make a decision.
12. Should the child not qualify for special education services, the child should continue in the BIT process. Once the team has established enough evidence that a child needs assistance, an RTI team would be able to override testing to qualify the child.

Building Security

All exterior doors are to remain locked at all times. Please take your ID with you to use to enter back into the building. Room keys should be with you at all times.

Children in the Classroom during Recess

The district asks that we not use recess as a punishment on a regular basis per our Wellness Policy. If a child must stay in because of missed work or because of behavior, please notify the principal. If you do keep a child in from recess, make sure the child is under the supervision of you or another staff member. **Do not leave children alone in the classroom.**

Children who are to stay in due to illness must have a note from home (or permission from the office if a parent has called). These students are to be sent to the office where they will sit by the front window. Please send them with a book or some kind of work to do. If a child has to stay in for more than two days we ask that a note from a doctor is presented.

Classroom Supervision

You are responsible for the well being of students in your room. They must be supervised at all times. If it is necessary for you to leave your classroom briefly, please ask a fellow staff member to cover for you.

Class Attendance

Please take roll in the morning on Infinite Campus by **9:00 a.m.** If you know you will be gone, please leave a class list for attendance with your lesson plans on your desk. Take roll again after lunch by **1:00 p.m.** Students coming to school **before 9:10 AM** are marked tardy by the office. If a child comes to **school after 9:10 AM** he/she is counted as being absent ½ day. If a child leaves school before **3:00 PM**, that child will also be marked absent for ½ day by the office. After **3:00 PM**, an absence is considered an early dismissal. Students must check into the office if they come late and must leave through the office if they leave early. Please ask for an admit pass or call the office if a child has come into your classroom late.

Computer Lab

The computer lab is an extension of the classroom. Classroom teachers will accompany and remain with their students while they are in the lab. Teachers will require all students to follow lab rules, work with the technology teacher or staff development aide to insure consistency, monitor correct use of equipment, and allow student use of equipment authorized by the technology staff. Do not allow any student to go in to an unattended computer lab and please keep lab doors locked when unattended.

Our literacy support teacher and instructional facilitator can be available to you during your lab time to assist with technology integration. Please ask them ahead of time if you would like assistance. The technology teacher will also be available, except when on duties and during lunch.

Computer Use

Each staff member is required to read, sign and follow the “Technology Terms and Conditions” in order to have computer access through Sweetwater County School District #2. We will have a follow up training yearly to review these expectations. **All staff should read their email at least twice daily as important memos and reminders are sent via email.**

Confidentiality

Students and staff have the right to confidentiality. It is vital that information regarding staff and students **not be shared**. If you need to discuss a child or a staff member it should be done privately.

Please don't talk about staff, parents or students in hallways, the teacher's lounge, the grocery store, etc. Keep your conversations professional, even when someone else starts the conversation.

Crisis management policy

A primary responsibility of public schools is to provide a safe and secure environment for students, employees, and the public. A standard of reasonable care under the doctrine of **in loco parentis** compels our district to establish clearly defined policies and procedures for responding to crisis. The Trustees of the Sweetwater County School District No.2 Board believe it is necessary to have a comprehensive plan to deal with crisis.

A school crisis is defined as an event that threatens the safety and security of staff or students, is likely to escalate in intensity, interfere with normal functioning of the school, involve the media, interfere with learning, and/or jeopardize the school's image. It is the policy of the Sweetwater County School District No. 2 Schools to respond quickly and effectively to crisis in our schools by:

1. Developing, implementing, and periodically updating a district crisis management plan. This plan will establish a District Crisis Management Plan, provision for safe building environments and procedures, and communication with the media.
2. Development of building crisis management plans to include training for all personnel.
3. Crisis management procedures will be reviewed annually by all personnel.

Each crisis plan will include the following:

PREVENTION Procedures and educational programs designed to avoid, when possible, crisis events at school

INTERVENTION Procedures to prepare students and district personnel to manage and respond appropriately to crisis events

POSTVENTION Post-crisis procedures to help students and staff get through the pain and trauma of the crisis, learn from the crisis, and return to a normal, productive educational environment as quickly as possible

STANDARD RESPONSE PROTOCOL

Depending on the given situation one of four different commands will be delivered:

- **Lockout**
- **Lockdown**
- **Evacuate**
- **Shelter**

Each protocol has specific staff and student actions that are unique to the action. In the event student or staff identifies the initial threat, calling 911 and administration is advised.

STANDARD RESPONSE PROTOCOL (cont.)

Lockout: “Secure the Perimeter”

Students are trained to:

- Return to inside of building
- Do business as usual

Teachers are trained to:

- Recover students and staff from outside of building
- Increase situational awareness
- Take roll and account for students
- Do business as usual

Lockdown: “Locks, Lights, Out of Sight”

Students are trained to:

- Move away from sight
- Maintain Silence

Teachers are trained to:

- Lock Classroom Door
- Lights out
- Move away from sight
- Maintain Silence
- Do Not open door
- Take roll, account for students

Evacuate: “To a Location”

Students are trained to:

- Leave stuff behind
- Bring their phone
- Form a single file line

Teachers are trained to:

- Grab a roll sheet if possible
- Lead students to evacuation Location
- Take roll, account for students

Shelter: “For a hazard using a safety strategy”

Hazards might include:

- Tornado
- Hazmat
- Earthquake

Safety Strategies might include:

- Evacuate to a shelter area
- Seal the room
- Drop cover and hold
- Get to high ground

Students are trained in:

- Appropriate Hazards and safety strategies

Teachers are trained in

- Appropriate Hazards and Safety Strategies
- Take roll, account for students

- Report Injuries or problems, at the evacuation assembly, to first responders using red card/Green Card Method.

STANDARD RESPONSE PROTOCOL (cont.)

The protocol carries an obligation. An implicit part of the SRP is that authorities and teachers tell students what is going on. While tempered at the elementary school, middle school students and above need accurate information for the greatest survivability, to minimize panic and to mitigate recovery.

Delegation of Authority during Principal's Absence

Should your building principal be gone and an administrative substitute is not available, Mark Hyde and/or Cathy Hemker are delegated to cover administrative duties. Should these people not be available, someone else will be delegated by the building principal or the superintendent of schools for the duration of the principal's absence.

Discipline

At the beginning of the school year, introduce each student to the school expectations of *safety, respect and responsibility*. This will include class discussions of what a positive learning environment should look like and how each individual should act to help make a positive learning experience. This means that children will help their teachers establish responsible rules and procedures that will lead to a responsible, respectful and safe classroom.

A discipline problem exists when a student keeps a teacher from teaching, other students from learning, or the health and safety of others is put in jeopardy. At any time that learning is affected, or when any physical or verbal aggression is occurring, please ask for help from the office or send the child to the office (call and let us know to expect this child or children if an adult can't accompany him/her to the office).

Discrimination/Harassment Policy

Policy: GBN/GDR

Sweetwater County School District 2 is committed to providing equal of employment opportunities to all individuals. It is the policy of this District to maintain a working environment that is free from discrimination and/or harassment.

The District prohibits discrimination and/or harassment by employees, supervisors, or non-employees based on sex, race, color, creed, religion, national origin, age, political belief, marital or parental status, or sexual orientation. Sexual harassment is a form of sexual discrimination, which violates Section 703 of Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e, et seq., the Educational Amendments of 1972 (Title IX), 20 U.S.C. § 1681, et seq., and the Wyoming Fair Employment Practices Act of 1965. The prohibition against sexual harassment applies whether the alleged sexual harassment is between members of the same sex or members of the opposite sex.

The District is committed to taking any immediate and appropriate corrective action necessary to eliminate existing discrimination and/or harassment and its effects. The District shall conduct a

prompt, thorough, and impartial investigation of all complaints of discrimination and/or harassment filed pursuant to its policies and procedures. The District is committed to taking affirmative steps to protect employees and all others who participate in the investigation of complaints of discrimination and/or harassment.

Discrimination/Harassment Policy (cont.)

The District will discipline as provided in this policy and administrative regulation and considering the seriousness of the offense, any employee who has been found to be in violation of this policy, or any employee making a false malicious complaint under this policy.

The District requests students, parents, and staff to assist the Superintendent and the Board of Trustees in identifying barriers to a discrimination-free working environment in the District. Inquiries regarding discrimination and/or harassment should be directed to the designated Human Resources Administrator, 351 Monroe Avenue, Green River, WY 82935 (307) 872-8813.

CONFIDENTIALITY

The District will respect the confidentiality of the complainant and the respondent to the extent reasonably possible and consistent with the District's legal obligations and the necessity to investigate allegations of discrimination and/or harassment and take appropriate disciplinary action when the conduct has occurred.

Retaliation

The District shall discipline any individual who retaliates against any person who reports alleged discrimination and/or harassment or any person who testifies, assists or participates in any investigation, proceeding or hearing relating to a complaint under this policy. Retaliation includes, but is not limited to, any form of intimidation, harassment, threats and menacing behavior, coercion, or discriminatory acts taken against any person who reports, files a complaint, or participates in an investigation conducted pursuant to this policy.

Such discipline shall be in accordance with applicable Board policies, consistent with applicable state and federal laws.

CONSEQUENCE FOR FALSE ACCUSATION

A false accusation of discrimination and/or harassment under this policy can have a serious detrimental effect on innocent parties. Any individual who is found to have made a deliberate or intentional false accusation, report, or complaint is subject to discipline in accordance with this policy and administrative regulation. A finding that a claim under this policy is not substantiated after investigation does not equate to a false accusation, if the claim is made in good faith.

RIGHT TO ALTERNATIVE COMPLAINT PROCEDURES

This policy and related administrative regulation do not deny the right of any individual to pursue other avenues of recourse which may include filing charges with the Equal Employment Opportunity Commission, the Wyoming Fair Employment Program, or the Office for Civil Rights (U.S. Department of Education), or from initiating civil action, or seeking redress under state criminal statutes and/or federal law.

DISSEMINATION OF POLICY AND TRAINING

This policy shall be included in the employee handbook and shall also be available to the public on the District's website in a manner to be determined by the Superintendent and his/her designee. The District shall incorporate yearly training and education on this policy in its professional development programs.

Discrimination/Harassment Policy (cont.)

Adopted: August 9, 1994
Revised: December 13, 1994
Revised: August 8, 1995
Revised & Adopted: January 10, 2006
Revised: July 19, 2006
Revised: August 10, 2010
Revised: February 12, 2019

LEGAL REFS.: W.S. 21-4-305. 12-4-306; 9-4-101 et. Seq.
Wyoming Education Policies Manual, code JGD/JGE
Title VI of the Civil Rights Act of 1964
Title VII of the Civil Rights Act of 1964
Americans with Disabilities Act

CROSS REF.: JGD/JGE Student Suspension/Expulsion
JGD/JGE-R Student Suspension/Expulsion
BDE Procedures for Conducting Hearings
GBN Certified Staff Harassment
GCPD Suspension and Dismissal of Professional Staff Members
GCP Professional Staff Termination of Employment
GDR Support Harassment
GDPD Suspension and Dismissal of Support Staff Members

Dress Code

Staff is expected to dress using the same dress code as students (see student handbook). We ask that you dress as professionally as possible, understanding that each of us has different styles. Mondays are casual, and most staff wear Monroe shirts (or their favorite sport team) and nice jeans.

Duty Assignments

Teachers assigned to recess duty incur a responsibility for the welfare and safety of each child. Keep a record of when you are on duty, be prompt and be consistent with established school/playground rules. Show your duty assignment in your lesson plans in case you have a substitute in your room. All staff may have duty times during the regular school week. Supervision must be provided when children are present on the playground. Playground rules need to be consistently and uniformly enforced by all teachers. Before going outside, please make sure you have your cell phone in case of an emergency. When outside, supervisors should not stand together but locate themselves at strategic points to adequately monitor the playground activities.

Emergency Evacuation

Policy: GBH and GDH

Maps for emergency evacuation are to be displayed prominently in every schoolroom where classes are held (right next to the door). These maps and procedures for evacuation must be thoroughly explained to and understood by the children. We will have a fire drill sometime every month that children are in school. We will have emergency drills of some kind every month paired with an alarm. We will let you know when the first two are, but after that, the drills will be at any time during the day/week/month.

Employees Acceptable Use of Personally Owned Electronic Communication Devices

Overview:

This policy governs an employee's use of electronic devices during the workday and during other assigned duty times including, but not limited to, instructional time, school-sponsored programs or activities, meetings, in-service training, parent/teacher conferences, or any other time where there is a reasonable expectation of quiet and/or attentiveness.

Employees Acceptable Use of Personally Owned Electronic Communication Devices (cont.)

The possession and use of personally owned electronic communication devices by District employees is appropriate. The District is not responsible for any damages that may be incurred to personal devices. Each user is responsible for taking reasonable precautions to ensure he or she does not introduce viruses into the Districts' network. All personal devices used within the District are required to have virus protection that is kept up to date in order to protect the District.

Definitions: An 'electronic communication device' includes cellular and PCS telephones, camera telephones, Personal Digital Assistants (PDAs), two-way radios or video broadcasting devices, pagers, and any other device that allows a person to record and/or transmit, on either a real time or delayed basis, sound, video or still images, text, or other information (i.e. iPads, iPhones, Chromebooks, cell phones, Android devices). Personal laptops must be approved by the Technology department and must have an up to date virus protection.

Description: Employees are expected to use electronic communication devices in an ethical and responsible manner, and in compliance with all applicable federal, state and local laws and regulations. Employees are also to refrain from subjecting others at school and at District- or school-sponsored activities from video or audio capture, recording, or transmission of others' words or images without express prior notice and explicit consent for the capture, recording or transmission of such words and images. Employees may carry and use personally owned electronic communication devices on school property subject to rules and regulations promulgated by the Board of Education. Employees who violate this policy may be subject to disciplinary action.

Electronic communication devices should not be used during scheduled work hours and Extra Duty Contract hours except under the following conditions --

- when being used for instructional purposes
- during school-related emergencies or school-related situations that require prompt communication to ensure health and safety
- with pre-approval from the Superintendent, the building principal or designee
- during normal break times, lunch times and preparation times

Employees operating a school bus, or any other District-owned or leased vehicle, are prohibited from operating the vehicle while using an electronic communication device, whether personally owned or District-issued, except --

- during an emergency situation
- when the school bus or other vehicle is parked
- (after stopping the vehicle) to call for assistance if there is a mechanical breakdown, other mechanical problem, or if student information is needed

If a phone rings while you are driving a District vehicle, do not answer it immediately. Pull over safely and stop the vehicle.

Evaluation:

Evaluation by principal following established timeline

Field Trips

Field trips need to be pre-approved by your building principal. All approved transportation requests for field trips must be submitted to your school secretary at least one week prior to the field trip.

All field trips must be connected to a district standard, which should be documented on the transportation request. See district guidelines for “School Sponsored Trips” should you wish to request an out of state trip. You must notify food service at least one and a half weeks in advance when your students will not be eating school lunch, and four weeks in advance if you will be requesting school sack lunches.

Fire/Crisis Drills

Teachers need to familiarize themselves with all evacuation routes prior to having students.

- A. When the alarm sounds classes should wait for the announcement from the office for direction of which drill/evacuation we are performing.
- B. The class should follow the first person out of the door to the designated place (away from the school)
- C. The teacher should close the windows and door(s) and turn off all lights.
- D. The following teachers are responsible for checking restrooms:
 - Mrs. McCully – K-1 Pod girls & boys**
 - Mrs. Janssen/Mrs. Munoz—3 & 5 Pod girls & boys**
 - Reading/Speech – Mrs. Anderson & Mr. Hyde**
 - Mrs. Wright/Mrs. Cordova—2 & 4 Pod girls & boys**
 - Mr. Wisniewski, Mrs. Hemker – girls and boys.**
 - Music & Art Room: Mrs. Held & Mrs. Davenport**
 - Media & Lab – Mrs. Eveatt**

The other teachers in the same wing or floor will assist in supervising the children coming from these teachers’ rooms.

Kindergarten Teachers will check Kindergarten Restrooms
- E. When the students reach the assigned area, the teacher is to call roll to account for each child.
- F. Do not re-enter the building until the all-clear signal is given.
- G. Specials teachers should stay with all students under their supervision at the time of the drill.
- H. If a hall is blocked or if a door is locked, go to the nearest alternate exit on your own.

See the crisis management packet for instructions on additional drills. These will all be covered in staff meetings throughout the school year.

First Day of Class

On the first day of school following introduction and assignment of seats, please include time for the following items: hand out and discuss the contents of the student handbook, go over playground rules, hand out free and reduced lunch application forms, hand out student insurance forms, and the medication letters, and explain emergency exit procedures. Please be sure to inform your students of the procedure to exit from the lunchroom. Review Monroe expectations of *being respectful, responsible, and safe*. Specials teachers please take time to teach exit procedures during the first meeting with each of your classes.

Grades and Grading Procedures

Keep your grades current and posted on Infinite Campus. If you know of parents who do not have internet access, please send copies of their child's grades throughout the quarter.

Grades for Transfer Students

For grading purposes, a transfer student must be enrolled in Sweetwater County School District #2 for 20 school days in order to receive grades at the end of the current nine-weeks. If enrolled longer than 20 days, grades will be averaged into previous school grades, if available, and entered on the report. Otherwise, the previous grades will be given. Conferences will still be provided to parents of new students and any data we have on the child (Aimsweb, WY-TOPP, etc.) should be shared.

Ill or Injured Children

Injured or ill children should be sent to the office for treatment. If you suspect a serious injury, do not hesitate to contact the office for assistance rather than taking the child to the office. All calls to home due to an illness need to be made in the office or nurse's office. **Please use common sense when deciding whether or not to respond to a child's request to visit the nurse or get an ice bag.** Sometimes that extra attention can make the child's day go better. ☺

Library Use

The library is available for teacher use at all times. When the library is not attended by a librarian, do not send your children to the library without an adult. Our library is not secured so it is important to teach your students that they should only be there with an adult.

Local Purchase Orders

Local purchase orders are obtained through the office. The white and pink copy must always be returned to the school office. Local purchase orders are good only with vendors who charge school district purchases and may only be written for orders in the amount of \$500.00 or less. The building secretary has a list of the approved vendors. These must be pre-approved by your building principal.

Lunch Count

Lunch count is to be turned into the lunchroom as soon as possible, preferably by 8:55 AM. Lunch money is also to be turned into the lunchroom by that time. The lunchroom manager will return lunch envelope to your classroom along with notes to parents when lunch money is due. Please write the number of each food selection directly on the menu that is on the envelope provided to you by Food Service.

No children will be allowed to go home for lunch without written permission from their parents on file in the office. They will not be released to go without an adult (with parental permission) to accompany them.

Lunchroom

In the lunchroom children are asked to be considerate of those around them. They may talk in the lunchroom, but must stay in their seats until their class is dismissed. Children should raise their hand at their seat when they are through eating and then ask to scrape their trays. The duty person(s) will check their area to make sure it's clean. Students will visit quietly at their seats until their class is dismissed.

Meetings

Staff meeting dates and times will be posted on your Monroe Calendar. Staff members are expected to attend all general staff meetings unless otherwise excused by your building principal. Those on morning duty should leave when the morning bell rings at 8:25 and those on bus duty should come after all students have left the school.

Certified staff may also be asked to attend BIT meetings and special education meetings, school wide staff development meetings and teacher staff development days.

New Teachers

New teachers will be assigned to a mentor who will guide, teach, encourage, and support them through an orientation period. This will include, but not be limited to, use of equipment, familiarity with facilities, introduction to staff, where to locate things, and general routines and procedures. Responsibilities and expectations of new teachers and mentors will be discussed at the mentoring meetings throughout the school year.

Parent Teacher Conferences

This year fall conferences will be the evenings of Tuesday, October 22nd and Wednesday, October 23rd and spring conferences will be Tuesday, March 10th and Wednesday, March 11th. Appointments will be available for parents who are unable to attend an evening conference. Friday, October 25th and Friday, March 13th, schools will be closed to accommodate for the evening hours teachers have facilitated to meet with parents.

Parties

Classrooms will celebrate three building wide parties: Halloween/Fall, Christmas/Winter, and Valentine's Day. Party times will be determined by the classroom teachers and shall not exceed one hour in length.

Pets on the Playground and in the School

Every year we have problems with pets in the play area. If any dogs or cats are on the playground, report it to the office immediately. The Green River Animal Control Officer will be called. No animal should be brought for "Show and Tell" unless a parent can bring it and take it home afterwards. Due to allergies to pet hair, we ask that these "Show and Tell" days happen when the weather is good and they can be held outside.

Phone Calls and Staff Messages

Personal long distance calls are your responsibility. **Log calls to parents in the Contact Log in Infinite Campus so we can document contacts.** Training for this will be provided.

Unless it is an emergency, you will not be interrupted during class time to take a phone call. Messages will be delivered at your prep time or before the end of the school day.

Playground Rules

Playground rules are listed in the student handbook. Be sure to review the rules with your class. Make sure new children in your class also become familiar with the rules. When on playground duty, enforce all the rules listed and be consistent. We need the cooperation of both teachers and children.

Professional Staff Time Schedules/Working Hours

As per Board Policy File: GCJ, all teachers must be in the building 30 minutes before school starts and stay at least 30 minutes after school is dismissed unless leaving the building to attend a district meeting or district activity at another site. **Unless you are directed otherwise, paraprofessionals report at 8:15 a.m. and can leave at 3:45 with one 15-minute break and a 30-minute unpaid lunch.**

Releasing Students

All releases must go through the office—**no exceptions**. See student handbook.

Reporting Suspected Child Abuse

Wyoming State Statutes require any person having reasonable cause to believe that a child under the age of eighteen is or has been the subject of child abuse as defined, shall report the matter to the administrator, social worker, counselor, or school nurse. Should a report be filed, the building principal **must** be informed of the incident.

Room Care

Please have students pick up the room at the end of the day and put their chairs on the desks at least twice a week. Children are expected to pick up the mess they make. If glue, paint, milk or any other substance that can stain the carpet is spilled in your room please have someone notify the custodian to clean it immediately.

Please use the Gaffer's Tape (see custodian) if you are going to tape out areas on your carpet. This tape does not leave permanent adhesive on the carpet and is easily removed.

Sign-Out Sheet

The office has a teacher sign-out sheet for you to record your early departure on when you must leave the building before 3:55 PM. Before signing out, please clear your departure with the principal if you are leaving during the contract day.

Special Classes

Specials will begin immediately the first day and will go to the end of the school year, unless approved by the staff.

Staff Ethics

All District employees serve as role models to students and, as such, are expected to model positive, healthy human behavior and relationships that are emotionally, physically and intellectually safe. Such safe and healthy relationships are to be evidenced by Staff through appropriate boundaries in their relationships with students on and off District property, appropriate usage of technology, and respectful interactions with others.

For purposes of this policy, Staff includes any District employee, including administrators, certified staff, and support staff. Staff has a responsibility to maintain an atmosphere conducive to learning, modeling self-control, understanding, respect and cooperation. Staff should be professional at all times in their relationships with other staff members, students, and student guardians.

Staff Ethics (cont.)

For purposes of this policy, professionalism means the display of respect and work ethic, within our job roles and throughout our work hours, to teach, model and encourage honesty, productivity, the honoring of confidentiality, and the acceptance of differences. Staff has an ethical responsibility to model appropriate dress, manners, and behavior on school property and while performing school duties. Staff is responsible for maintaining student discipline and shall be treated with respect by students at all times. At school or school-related activities, students will not address Staff on a first-name basis.

Although it is desirable that Staff have a sincere interest in students as individuals, partiality and impropriety are to be avoided. Inappropriate involvement with individual students should be avoided regardless of whether or not the student may have “consented” to such conduct. Such conduct is not compatible with professional ethics.

Staff shall use good judgment in their relationships with students, both inside and outside of the school environment. Unethical behavior can be reported by visiting the Lighthouse Services website at <http://www.lighthouse-services.com/sw2> or by calling Lighthouse Services at 877-472-2110. Any staff member who engages in prohibited conduct under this policy may be subject to discipline, up to and including termination of employment, subject to all applicable due process rights.

Adopted: Date of Manual Recodification
Revision Adopted: August 9, 2011
CROSS REF.: BBF-E School Board Member Ethics File: GBC
STAFF ETHICS

Student Handbooks

Please go over information contained in the Student Handbook early in the year. Feel free to refer to them frequently. Please refer to this handbook for the following information:

- Curriculum and class offerings
- Visitors
- School hours
- Student leaving school grounds
- Student absences and excuses
- Administering medicine
- Behavior expectations
- Severe behaviors, harassment,
- Student withdrawals from school
- Student use of phone
- Report cards
- Students bringing things to school
- Playground, bike & scooter rules
- Food Service
- Transportation

- intimidation and bullying
- Weapon policy
- Transfer policy
- Student dress code
- Care of school property
- Professional disclosure statement (NCLB)

Student Transportation in Private Vehicles

File:EEAE

District Personnel shall not transport students in personal vehicles at any time.

Teacher Leave-Calling for a substitute

If you are ill, please **call the substitute hotline (872-8819) as soon as possible**—call the night before if you know you will not be able to come in the next day. If you call in the morning, please do so by **6:30 AM** or as early as possible to better the chances of getting the right substitute for you. Also, please contact the school secretary or the building principal so that a person knows that you will be gone.

Your building principal must approve all personal and professional leave requests. Please request them as soon as the dates are confirmed. Forms are available in the office. Personal leave can be declined if no substitutes are available, or if shorter than 3 days is given for the request.

Teaming

All teachers are expected to be a part of the educational team at Monroe and teaming is expected and encouraged. Teaming is the intentional focus on the task of teaching the District Curriculum by planning together, and using the District adopted Instructional Process and working with other teachers in the building and throughout the district to provide opportunities for students to exceed.

Title IX/Section 504

District #2 pledges to comply fully with the provisions of Title IX and Section 504. **The District designated the Human Resource Director and/or his /her designee as the Coordinator for Title IX and the Special Services Director for Section 504. Title IX questions or complaints should be directed to the Office of Human Resources at (307) 872-8813. Section 504 questions and complaints should be directed to the Director of Special Services Office at (307) 872-5503.**

Travel/Professional Development Requests (When not involving students)

Travel for Professional Development outside of Green River must be approved initially by your building principal. Staff members must fill out a Travel/Training Authorization Request (available through your building secretary). Once this form is completed and approved by your immediate supervisor it should be sent to the budget administrator who will be paying for the PD (i.e. Curriculum Director, Director of Special Education, etc.) The budget administrator will approve the request and

give it to Becky Gomez who will take care of all travel arrangements (i.e. means of transportation, hotel, conference or course fee, etc.). You will receive documents for the trip once they are arranged. If the request is not approved, your principal will notify you.

Windows, Doors and Lights

It is imperative that all windows and doors be locked at the end of the day. Lock your classroom door at the end of the day when you leave. The front doors must be checked when leaving the building after hours. Please turn off lights every time you leave your classroom.

Certified Staff (Non-Administrative) School Board Policy

Monroe Elementary follows School Board Policy File: GCAG for Duties, Responsibilities and Professionalism of Teachers.

Terms of Employment

Professional contract issued stating length of contract.

Working hours: Contract employee

Assignment:

Employees shall be assigned to apposition that fits the needs of the District in accordance with their Wyoming Teacher Certification endorsements. Assignments may be changed by the Superintendent or designee whenever the best interest of the district will be served (Policy GCI).

Activity Assignment:

A certified teacher could be assigned to an extracurricular activity if no suitable candidate can be located through a district employment search. Only certified employees will be assigned to positions requiring certification.

Salary Schedule:

As per Current Professional Salary Scheduled based on 185 days per year.

Education Requirements, Certifications, and Endorsements:

All certified employees will have valid Wyoming Professional Teaching Standards Board certification with endorsement(s) in their assigned field(s) of teaching. It is strongly encouraged that teachers placed at the seventh and eighth grade level have a subject area endorsement that matches their major teaching assignment.

Essential Skills and Knowledge:

Interpersonal communication skills; Oral and Computer hardware and software application.

Purpose:

To provide instruction or services to the students of Sweetwater County School District No. 2.

General Duties and Responsibilities:

Certified employees shall:

- Look directly at the principal for rules and suggestions covering all normal school procedure and activities.
- Not absent themselves from school without the approval of the principal. Teachers, who have planning periods shall remain in the building in which they teach during this time, unless explicitly excused by the principal or the principal's' designee.

- Abide by the policies and regulations of the Board of Trustees.
- Be responsible for the care, instruction, and discipline of pupils in their charge as assigned by the principal.
- Be responsible for carrying out policies and regulations pertaining to pupil conduct as directed by school handbooks.
- Report promptly to the school administrator or designee any serious accident, illness, or suspected abuse affecting any child in their charge.
- Prepare and submit all required records.
- Be prepared for daily lessons or services and provide lesson plans if requested by the building principal.
- Administer evaluation of pupil achievement.
- Participate in curriculum and building in-service programs.
- Attend staff meetings as directed by principal.
- Participate in close supervision of halls, rooms, bus loading, cafeteria, and playgrounds as directed by building principal.
- Compile an inventory of books, supplies, and other equipment as directed by the building principal.
- Assist in the planning and evaluation of curriculums and assessments.
- Notify building administrator of absence due to illness or emergency as directed in the handbook.
- Follow building procedures (in handbook) for scheduling parties, activities, field trips and schedule transportation services through the Activities Office of the District.
- Not furnish student or district employee names and addresses to anyone but school officials. Exception: Student names (not addresses) for valentines.
- Follow building procedure for release of students from class or building.
- Use and distribute items from commercial advertising only as approved by the Superintendent or building administrator.
- Follow the chain of command for complaints and grievances (Policy GBM).
- Complete a physical examination at the request of the Superintendent.
- Be encouraged to discuss their problems with the Superintendent. No teacher should approach the Superintendent without having first consulted the principal unless following a specific policy, (i.e. sexual harassment). Any complaint or grievance that a teacher may have, that merits the attention of the Board, shall be submitted through the Superintendent. This provision shall not be construed to deprive any teacher of a hearing before the Board.

Adopted: July 20, 1994; Revised: 12/11/2007

SWEETWATER COUNTY SCHOOL DISTRICT NO. 2 2019-2020 CALENDAR Adopted 5/10/2016



First Day of School - August 21, 2019
 End of 1st Qtr (42 days) - October 18, 2019
 End of 2nd Qtr (41 days) - December 20, 2019
 End of 3rd Qtr (45 days) - March 6, 2020
 Last Day of School (47 days) - May 20, 2020

- NO STUDENTS**
- W: Teacher Workday (2)
 - SD: Teacher Staff Development (5)
 - PT: Parent/Teacher Conferences (2)
 - SO: School Out (8)
 - H: Holiday (18)
- EARLY OUT STUDENTS**
- E-QE: Early Out Quarter End (3)
 - E-SD: Early Out Teacher Staff Dev (4)
- NO SCHOOL STAFF (9 / 10 MONTH)**
- SO: School Out (8)
 - H: Holiday (Pass - 18 / 19 mo - 11)
- DISTRICT CLOSED**
- H: Holiday (12)

ACT April 22 (date unknown)
 Graduation: GRHS-May 18th, Exp Aca-May 19th
 School Offices Open: July 31, 2019
 Last Day School Offices Open: June 8, 2020

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