



Employee Handbook

Comprehensive Revision: 08/01/2018

Last Update: 6/24/2025

This is not a contract, express or implied.

Cedar Falls Community Schools
A Tradition of Excellence

Mission Statement

Educating each student to be a lifelong learner
and a caring, responsible citizen.

Electronic copy can be found at:

www.cfschools.org/staff/resources/handbooks

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ABOUT THIS HANDBOOK

This handbook generally describes a number of policies, procedures, guidelines and summary information that govern the employment relationship between Cedar Falls Community School District and its employees. **It is not a contract.** All employees (except licensed teachers and administrators) are hired on an at-will basis; employment is for no specific length of time; either the employee or the employer has the right to terminate the relationship at any time; nothing in the handbook should be construed as a contract or a guarantee of future employment.

This handbook is an evolving document. The policies, practices and procedures stated in this handbook are subject to change at the sole discretion of the District, at any time and without notice. They are not intended to be all inclusive. There may be situations that arise that are not covered, either directly or indirectly, by these policies, practices or procedures. Such instances will be addressed on a case-by-case basis and will not be considered precedent setting. Employees are encouraged to consult Board Policies Series 400 available on the website <http://www.cfschools.org/school-board/policies> which also address the employment relationship.

This handbook supersedes and replaces all prior handbooks and policy manuals of the District unless specifically indicated otherwise. You may receive notice that changes have been made from time to time. The most current version of the handbook will be accessible on the District website under the Staff Resources tab <http://www.cfschools.org/staff/resources/handbooks>. Supervisors, managers and administrators are expected to fulfill their duties and responsibilities in accordance with the policies established by the Board. If an employee believes a policy has been disregarded or incorrectly interpreted or applied, s/he should discuss the matter with his/her immediate supervisor and/or contact Human Resources. When a subject in the handbook is also covered by a collective bargaining agreement, the provisions of the collective bargaining agreement shall apply to those employees in the relevant bargaining unit.

NOTE: *Section headings which include a number in parenthesis are policies which have been adopted by the District Board of Directors. All other entries are practices, procedures and expectations established by the administration.*

ADMINISTRATIVE STATEMENT ON EQUAL EMPLOYMENT

The Cedar Falls Community School District has been and will continue to be, an equal opportunity employer as stated in Board Policy 401.2 Equal Employment Opportunity. To implement this policy, we will assure that:

1. The Cedar Falls Community School District will select for employment qualified applicants for each position without improper discrimination on the basis of race, color, creed, religion, sex, sexual orientation, national origin, ethnic background, age, disability, or genetic information. Persons with disabilities who can perform the essential functions of an assignment with or without reasonable accommodations shall be considered qualified applicants. The District shall take equal employment in the recruitment, appointment, assignment and advancement of personnel to accomplish the goals of equal employment opportunity. In keeping with the law, the District shall consider the veteran status of applicants.
2. The Cedar Falls Community School District will not discriminate against any individual with respect to compensation, terms, conditions, or privileges of employment because of such individual's race, color, creed, religion, sex, sexual orientation, national origin, ethnic background, age, disability, or genetic information.
3. Any applicant or employee alleging discrimination on the basis of race, color, creed, religion, sex, sexual orientation, national origin, ethnic background, age, disability, or genetic information may follow the complaint procedures set forth in Board Policy 401.4 Employee Complaint Procedures. The complainant may bypass any step of the complaint procedure where the person to whom the complaint is to be lodged is the alleged perpetrator. The complainant may file the initial complaint with the compliance officer, whose decision may be appealed to the superintendent. Inquiries or complaints may also be directed to federal and state agencies including the Iowa Civil Rights Commission, the Equal Employment Opportunity Commission, and the Office of Civil Rights of the United States Department of Education. The complainant may be required to complete a complaint form and to turn over copies of evidence of discrimination including, but not limited to, recordings, memoranda, letters and pictures. The investigator shall promptly commence an investigation and proceed to completion. Both the complainant and the alleged perpetrator will be given an opportunity to give a statement. A written investigation report shall be completed, and a summary of the report, including a finding that the complaint was founded, unfounded, or inconclusive will be forwarded to the complainant and to the alleged perpetrator.
4. The director of human resources shall be designated as the District's compliance officer to insure that applicants and employees are treated in accordance with this policy. In the event the director of human resources is the alleged perpetrator, the director of secondary education shall be the alternate compliance officer. The right of confidentiality, both of the complainant and of the alleged perpetrator, will be respected consistent with the District's legal obligations to investigate allegations of misconduct and to take corrective action when misconduct has occurred. Complaints of discrimination shall not be filed in the complainant's personnel file.

5. No person shall retaliate against another person because the person has filed a discrimination complaint, assisted or participated in an investigation, or has opposed language or conduct that violates this policy, as long as the participation or action was done in good faith.
6. The District will take action to halt any improper discrimination or retaliation and will take other appropriate corrective actions to remedy all violations of this policy. This may include disciplinary measures, including discharge of a perpetrator.
7. The District will consider requests for reasonable accommodations in our effort to advance employment opportunities for persons with disabilities.

January 21, 1991
December 1995 – revised
April 2008 – revised
August 2009 – revised
August 2016 – revised
July 2021 – reviewed
July 2022 – reviewed
June 2025 - revised



Superintendent of Schools



Cedar Falls Community Schools 2025-2026 Calendar



July 2025

S	M	T	W	T	F	S
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August 19-22	All Staff Workshop
August 23	7-12 First Day of School
August 25	K-6 No School: P/T Input Conferences
August 26	K-6 First Day of School
August 29	Professional Development - PM
September 1	Labor Day - No School
September 2	First Day of Preschool
October 10	Professional Development; PK-12 No School
October 24	PK-6 Noon Dismiss
October 27	10-12 Evening P/T Conferences
October 28	Fall Mid-Term
October 28	PK-9 Evening P/T Conferences
October 30	PK-12 Noon Dismiss: P/T Conferences
October 31	PK-12: No School
November 18	End of First Trimester
November 26-28	Thanksgiving: No School

Dec 22 - January 1	Winter Break: No School
January 2	Professional Development; PK-12 No School
January 3	PK-12 Students Return to School
January 13	End of Semester
January 16	7-12: No School - Teacher Workday
January 19	MLK Jr. Day: No School

February 20	Professional Development; PK-12 No School
March 2	End of Second Trimester
March 9	10-12 Evening P/T Conferences
March 10	PK-9 Evening P/T Conferences
March 12	PK-12 Noon Dismiss: P/T Conferences
March 13	PK-12: No School
March 16-20	Spring Break
March 31	Spring Mid-Term

April 17	Professional Development - PM
May 20	No Kindergarten Classes
May 20	1-6 Noon Dismiss/Performance Writing
May 24	Graduation
May 25	Memorial Day: No School
June 1	Last Day of School for Students
June 2	Staff PD Day
June 3	Teacher Workday

	Vacation
	Holidays
	Professional Development
	Workshop/Workday
Days missed due to inclement weather will be made up on subsequent week days at the end of the school year.	

January 2026

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Cedar Falls, Iowa

Long-Range District Goals

1. All K-12 students will achieve at high levels in reading comprehension, prepared for success beyond high school.
2. All K-12 students will achieve at high levels in mathematics, prepared for success beyond high school.
3. All K-12 students will achieve at high levels in science, prepared for success beyond high school.
4. All K-12 students will use technology in developing proficiency in reading, mathematics, and science.
5. All students will choose healthy lifestyles and feel safe and connected to school.
6. Support services will operate effectively and contribute to improved student and parent satisfaction.

EMPLOYEE RELATED POLICIES, PROCEDURES, RULES and REGULATIONS

All Staff Members

Statement of Guiding Principles (400)

Created: 9/8/2008 Last Revised: 09/11/2017 Last Reviewed: 07/11/2022

It is the policy of the Board of Education of the Cedar Falls Community School District to provide an educational program of the highest standard possible and feasible, and to fulfill the mission statement of the District. Success in attaining these goals is dependent in large measure upon the competency of the employees of the District. Therefore, it shall be the policy of the Board of Education to recruit, select and retain employees who exhibit the highest standards of professionalism and competency.

Each member of the District's staff provides an important service for the students, whether teaching or assisting in the classroom, working in the office, preparing meals, maintaining facilities, transporting students, or performing other duties. Each employee has an impact on the school environment by his/her dedication to work and his/her actions, verbal and nonverbal. Each employee shall be expected to be a positive role model for the students. All District personnel shall strive to promote a cooperative, enthusiastic, and supportive learning environment.

It is the policy of the Board of Education to delegate to the superintendent or designee and the superintendent or designee's administrative staff decisions regarding personnel matters, except as may be specifically limited by Board of Education policy or by law.

The Board recognizes its duty to bargain collectively with duly certified collective bargaining units. To the extent a group of employees has a recognized collective bargaining unit, the provisions of the master contract regarding such topics shall prevail. All employees of the District shall be governed by the policies of the Board of Education and by administrative procedures, rules and directives. Persons employed by another organization to perform services for the District shall not be granted salary or benefits by the District, but shall be subject to other District policies and administrative procedures, rules and directives while performing services for the District.

The Board of Education reserves discretion, which may be delegated to administrative personnel, to determine the number of positions and employees, the qualifications for and the duties of each position in the District, and the required standards of performance of employees.

Definitions (401.1)

Created: 9/8/2008 Revised: 08/08/2022

The following terms shall have the following meanings as used in these Series 400 policies:

Administrators

The term "administrators" shall include professional licensed employees employed under contracts issued pursuant to Iowa Code Section 279.23 and shall include the Superintendent of Schools, the Associate Superintendent of Instruction and Learning, the Executive Director of Student Services, the Executive Director of Enrichment and Special Programs, principals, and associate principals. The term shall also include the Executive Director of Human Resources and the Chief Financial Officer, positions not covered by the stipulations of Iowa Code Section 279.23.

Directors, Associate Directors, Supervisors, Managers and Coordinators

Unless the context otherwise requires, such as by reference to an employee's "immediate supervisor," the term "supervisors" shall include supervisory employees who are not licensed employees, including the Supervisor of Financial Services, the Director, Supervisor and Manager of Food Services, the Director of Buildings and Grounds, Manager of Custodial Services, the Director of Transportation, and the Director of Information Technology Services. Directors, Associate Directors, and Coordinators provide leadership for a function or area, which may include the work direction of other employees, typically under the direction and guidance of a higher level supervisor or administrator. Such positions

include, but not limited to the Director of Communications and Community Relations, Associate Director of Student Services, Associate Director of Curriculum and Instruction, Associate Director of Instructional Technology, Coordinator of TAP (Transition Alliance Program), and Coordinator of Preschool.

Licensed Employees

The term “licensed employees” shall include all professional employees who hold certificates, licenses or statements of professional recognition from the Iowa Department of Education and the Iowa Board of Educational Examiners or a license from the Board of Nursing, whether full-time or part-time, when such certificates, licenses or statements are required for the position the employee is holding, including administrators, teachers, nurses, school counselors, teacher librarians, and coaches.

It is solely the responsibility of the employee to file and maintain a valid license with the Human Resource Department. No licensed employee will be employed or permitted to serve without a current and valid license.

Classified Employees

Classified employees are employees who are not administrators, supervisors, or licensed employees. Classified employees are employed to fulfill their duties on a monthly or hourly basis. The term “classified employees” shall include the following employees, whether full-time or part-time:

- a) transportation employees
- b) clerical employees
- c) custodial and maintenance employees
- d) paraeducators
- e) food service employees
- f) child care employees
- g) information technology employees
- h) School Administration Manager (SAM)

Full-Time Employees

The term “full-time employees” shall include all employees who are contracted to work a minimum of 40 hours per week, except in cases where the term is otherwise defined by law.

Part-Time Employees

The term “part-time employees” shall include all employees who are contracted to work fewer than 40 hours per week, except in cases where the term is otherwise defined by law.

Temporary Employees

The term “temporary employees” shall include all employees who have been employed for a period of time of four consecutive months or less. In addition, all substitute teachers, school counselors, teacher librarians, and nurses not on continuing contracts shall be deemed temporary employees.

12-Month Employees

The term “12-month employees” shall include all employees who are employed for 252 or more days per year, i.e. July 1 through June 30.

Equal Employment Opportunity/Affirmative Action (401.2)

Created: 9/8/2008 Last Revised: 09/28/2020 Last Reviewed: 03/19/2024

Selection for Employment and Assignments

The Cedar Falls Community School District will select for employment qualified applicants for each position without improper discrimination on the basis of race, color, creed, religion, sex, sexual orientation, gender identity, national origin, ethnic background, age, disability, or genetic information. The District will provide equal opportunity to all employees and applicants for employment that includes hiring, placement, promotion, transfer or demotion, recruitment, advertising or solicitation for employment, treatment during employment, rates of pay or other forms of compensation, and layoff or termination. Persons with disabilities who can perform the essential functions of an assignment with or without reasonable accommodations shall be considered qualified applicants. The District shall take affirmative action in the recruitment,

appointment, assignment, and advancement of personnel in major job categories where women, men, federally designated racial and ethnic minority groups and persons with disabilities are underrepresented. In keeping with the law, the District shall consider the veteran status of applicants.

Employment Conditions

The Cedar Falls Community School District will not unlawfully discriminate against any individual with respect to compensation, terms, conditions, or privileges of employment because of such individual's race, color, creed, religion, sex, sexual orientation, gender identity, national origin, ethnic background, age, disability, or genetic information.

Complaints of Discrimination

Any applicant or employee alleging discrimination on the basis of race, color, creed, religion, sex, sexual orientation, gender identity, national origin, ethnic background, age, disability, or genetic information may follow the complaint procedures set forth in Policy 401.4. The complainant may bypass any step of the complaint procedure where the person to whom the complaint is to be lodged is the alleged perpetrator. The complainant may file the initial complaint with the compliance officer, whose decision may be appealed to the superintendent or designee. Inquiries or complaints may also be directed to federal and state agencies including the Iowa Civil Rights Commission, the Equal Employment Opportunity Commission, and the Office of Civil Rights of the United States Department of Education.

The complainant may be required to complete a complaint form and turn over copies of evidence of discrimination including, but not limited to, recordings, memoranda, letters, and pictures. The investigator shall promptly commence an investigation and proceed to completion. Both the complainant and the alleged perpetrator will be given an opportunity to give a statement. A written investigation report shall be completed, and a summary of the report (including a finding that the complaint was founded, unfounded, or inconclusive) will be forwarded to the complainant and to the alleged perpetrator.

Compliance Officer

The executive director of human resources shall be designated as the District's compliance officer to insure that applicants and employees are treated in accordance with this policy. In the event the executive director of human resources is the alleged perpetrator, the associate superintendent for teaching and learning shall be the alternate compliance officer. The compliance officer shall also be responsible for coordinating the preparation, implementation, evaluation, and updating of written equal employment opportunity and affirmative action plans, with systematic input from diverse racial/ethnic groups, women, men, and persons with disabilities.

Confidentiality

The right of confidentiality, both of the complainant and of the alleged perpetrator, will be respected to the extent possible consistent with the District's legal obligations to investigate allegations of misconduct and to take corrective action when misconduct has occurred. Complaints of discrimination shall not be filed in the complainant's personnel file.

No Retaliation

No person shall retaliate against another person because the person has filed a discrimination complaint, assisted or participated in an investigation, or has opposed language or conduct that violates this policy, as long as the participation or action was done in good faith.

Corrective Action

The District will take action to halt any improper discrimination or retaliation and will take other appropriate corrective actions to remedy all violations of this policy. This may include disciplinary measures, including discharge of a perpetrator.

Notice

In order to effectively communicate and interpret the District's policy to all levels of the administration and to all other employees, applicants, educational agencies and to the public, a statement of the District's policy shall be distributed to all applicants for employment and shall be disseminated annually to employees, students, parents, and recruitment sources. District employees involved in the hiring or supervision of personnel shall be trained on proper equal employment opportunity procedures.

Title IX: Discrimination and Harassment Based on Sex Prohibited

The District has separate procedures for reports or complaints of sexual harassment governed by Title IX of the Education Amendments Act of 1972. The policy governing such instances is Code No. 504.5.2: Discrimination and Harassment Based on Sex Prohibited. Procedures for addressing such reports or complaints are available as follows:

Electronically on the District website at www.cfschools.org/about-us/TitleIX

Paper copies are available in the administrative office and school counselor's office at each school as well as in the Human Resource Department in the Robinson Administration Center.

Harassment (401.3)

Created: 8/13/2007 Last Revised: 09/28/2020 Last Reviewed: 07/11/2022

Purpose

The District is committed to promoting positive intercultural, intergroup relationships. The District, therefore, prohibits acts of intolerance or harassment toward others because of race, color, religion, creed, ethnic background, national origin, age, disability, sex, sexual orientation, gender identity, genetic information, or other factors that are likewise not reasonably related to the individual's employment.

Employees are expected to conduct themselves at all times in a manner which fosters an atmosphere of tolerance, mutual respect, and collaboration. The following will not be tolerated: verbal, nonverbal, physical or other acts, gestures, statements, and the like which place another employee in reasonable fear of harm to the employee or his/her property; has a detrimental effect on the employee's physical, emotional, or mental health; has the effect of substantially interfering with the employee's work performance; or creates an intimidating, offensive or hostile environment.

Sexual Harassment

General – It is the policy of the Cedar Falls Community School District to maintain a learning and working environment that is free from sexual harassment. Because of the District's strong disapproval of offensive or inappropriate sexual behavior at work, all employees, officials and visitors must avoid any action or conduct which could be perceived as sexual harassment. It shall be a violation of this policy for any employee, official or visitor of the District to harass others through conduct or communications of a sexual nature as defined below.

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

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
2. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting that individual; or
3. Such conduct is so sufficiently severe, persistent, or pervasive that it has the purpose or effect of substantially interfering with an individual's employment or creates an intimidating, hostile, or offensive employment environment.

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

- verbal or written harassment or abuse
- pressure for sexual activity
- repeated remarks to or about a person with sexual or demeaning implications
- unwelcome touching
- suggesting or demanding sexual involvement accompanied by implied or explicit threats concerning one's job
- the telling or showing of offensive jokes and stories
- display of sexually graphic pictures

Harassment Complaint Procedures

Any employee who alleges improper harassment by any person in the District may follow the complaint procedures set forth in Policy 401.4. The complainant may bypass any step of the complaint procedure where the person to whom the complaint is to be lodged is the alleged perpetrator. The complainant may file the initial complaint with the compliance officer, whose decision may be appealed to the superintendent or designee. Inquiries or complaints may also be directed to federal and state agencies including the Iowa Civil Rights Commission, the Equal Employment Opportunity Commission, and the Office of Civil Rights of the United States Department of Education.

The complainant may be required to complete a harassment complaint form and to turn over copies of evidence of harassment, including, but not limited to, letters, recordings, and pictures. The investigator shall promptly commence an investigation and proceed to completion. Both the complainant and the alleged perpetrator will be given an opportunity to give a statement. A written investigation report shall be completed, and a summary of the report "including a finding that the complaint was founded, unfounded, or inconclusive" will be forwarded to the complainant and to the alleged perpetrator.

Compliance Officer

The executive director of human resources shall be designated as the District's compliance officer to insure that applicants and employees are treated in accordance with this policy. In the event the executive director of human resources is the alleged perpetrator, the associate superintendent shall be the alternate compliance officer.

Confidentiality

The right to confidentiality, both of the complainant and of the alleged perpetrator, will be respected to the extent possible consistent with the District's legal obligations to investigate allegations of misconduct and to take corrective action when misconduct has occurred. Complaints of harassment shall not be filed in the complainant's personnel file.

No Retaliation

No person shall retaliate against another person because the person has filed a harassment complaint, assisted or participated in an investigation, or has opposed language or conduct that violates this policy, as long as the participation or action was done in good faith.

Corrective Actions

The District will take action to halt any improper harassment or retaliation and will take other appropriate corrective actions to remedy all violations of this policy. This may include disciplinary measures, including discharge of a perpetrator.

Notification

Notice of this policy will be circulated on an annual basis and incorporated into staff handbooks.

Staff Development

Periodic training shall be provided all staff regarding the nature and prohibition of harassment.

Title IX: Discrimination and Harassment Based on Sex Prohibited

The District has separate procedures for reports or complaints of sexual harassment governed by Title IX of the Education Amendments Act of 1972. The policy governing such instances is Code No. 504.5.2: *Discrimination and Harassment Based on Sex Prohibited*. Procedures for addressing such reports or complaints are available as follows:

Electronically on the District website at www.cfschools.org/about-us/TitleIX

Paper copies are available in the administrative office and school counselor's office at each school as well as in the Human Resource Department in the Robinson Administration Center.

Violence in the Workplace (402.13)

Created: 2/26/1996 Last Revised: 08/08/2016 Last Reviewed: 07/11/2022

Cedar Falls Community School District is committed to providing a safe, professional work environment that is free of violence, either by employees against other employees or by third parties against employees. Work place violence may

include, but is not limited to, the following when such conduct is committed on school district property, at a school district activity or event, or in connection with a school district activity or event:

- offensive and/or unlawful touching by one person against another,
- threats of bodily harm to another,
- causing physical harm or injury to another,
- use of abusive language, threatening, or intimidating comments,
- possession of unauthorized firearms or weapons,
- conduct detrimental to school personnel, which may cause undue disruption of work or be perceived as endangering the safety of persons or property,
- stalking, or
- causing or encouraging another to commit conduct as listed above.

Such conduct will be subject to disciplinary action, up to and including termination of employment. Employees who believe they have been subjected to violence in the work place, as defined in this policy, should immediately terminate all contact and communication with the offending party, inform their immediate supervisor and file a written complaint with the Director of Human Resources. Allegations of work place violence shall be investigated, documented and, if substantiated, disciplinary action shall be taken. Initiating legitimate complaints under this policy shall not cause any negative impact on the complainant, nor shall it affect their employment, compensation or work assignments.

Drug and Alcohol-Free Workplace (402.12.1)

Created: 06/11/1990 Last Revised: 08/08/2016 Last Reviewed: 07/11/2022

General

No employee shall possess, use, be under the influence of, distribute, dispense, or manufacture any alcoholic beverage or controlled or illegal substance in the workplace, or during work time unless legally prescribed by a physician. "Workplace" includes school district premises, property, facilities or vehicles; "workplace" also includes non-school property if the employee is at any school-sponsored, school-approved or school-related event, activity or function including, but not limited to, field trips and athletic events where students are under the control of the school district or where the employee is engaged in school business. Any violation of this policy shall be grounds for discipline, up to and including immediate discharge.

Federal Grant Employees

Prohibition

In addition, no employee engaged in work in connection with a federal grant shall unlawfully manufacture, distribute, dispense, possess or use, on or in the workplace, any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana or any other controlled substance as defined in schedules I through V of section 202 of the Controlled Substances Act and as further defined by federal regulation.

"Workplace" is defined to mean the site for the performance of work done in connection with a federal grant. This includes, but is not limited to, any building or any school premises, any school-owned or approved vehicle used to transport students to and from school or school activities, off school property during any school-sponsored or approved activity, event, or function, where students are under the jurisdiction of the District where work on a federal grant is performed.

Reporting

As a condition of employment on any federal grant, each employee who is engaged in performance of a federal grant shall agree to abide by this policy and shall notify his or her supervisor of his or her conviction of any criminal drug statute for a violation occurring in the workplace as defined above, no later than five days after such conviction.

Sanctions

An employee who violates the terms of this policy may be suspended or discharged, at the discretion of the District and in accordance with law.

Notification

The superintendent or designee shall give a copy of this policy to each employee engaged in the performance of federal grants. The superintendent or designee shall also notify the granting agency within 10 days after receiving notice of a conviction.

Programs

The superintendent or designee shall also establish a drug-free awareness program to inform employees of this policy, possible sanctions for violation of this policy, of the dangers of drug abuse in the workplace, and of any available drug counseling, rehabilitation and employee-assistance programs.

No Limitations

This policy is not intended to limit the rights of the District to discipline, including discharging, any employee who engages in an illegal act involving alcohol or drugs away from school when such violation adversely affects the employee's ability to perform his/her duties. Further, the section on a drug-free workplace under federal grant programs shall not limit the District's authority to prohibit other alcohol and drug-related behavior as set forth in this policy.

Drug and Alcohol Policy and Testing Program for Non CDL Positions (402.12.3)

Created: 02/09/2010 Last Revised: 08/08/2016 Last Reviewed: 07/11/2022

Statement of Policy

In order to foster an appropriate environment for the education of students and to protect the health and safety of employees, it is the policy of the Cedar Falls Community School District that the following conduct is prohibited: the use, sale, offering for sale, distribution, manufacturing, or possession of illegal drugs, controlled substances, imitation controlled substances or counterfeit controlled substances in the workplace;

- (1) any improper use of "legal" or physician-prescribed drugs in the workplace,
- (2) the use, sale, offering for sale, or possession of alcoholic liquor (beer, wine, or alcohol) in the workplace, and
- (3) being under the influence of illegal drugs or controlled substances, alcoholic liquor (beer, wine, or alcohol) or improperly used prescription drugs in the workplace.

Application

The portion of this policy which pertain to testing (Sections C through M) apply to all individuals who are not required to possess a commercial driver's license in order to perform the duties of their position, with the exception of Section E, Pre-employment Testing, which shall not apply to substitute employees, temporary or seasonal employees.

Unless otherwise specified, this policy applies to all District employees, including part-time employees.

This policy applies to off-site lunch periods or breaks when an employee is scheduled to return to work. Visitors, vendors, and contractor employees are governed by this policy while on District premises and will not be permitted to conduct business if found to be in violation of this policy.

Testing Provisions

The District will conduct drug testing when the District makes an offer of employment to individuals who are not required to possess a commercial driver's license in order to perform the duties of their position.

The District may conduct drug and alcohol testing of individuals who are not required to possess a commercial driver's license in order to perform the duties of their position under the following circumstances:

- Where there is reasonable suspicion of the use of illegal drugs, controlled substances or alcohol,
- When investigating certain workplace accidents, and/or injuries, and
- During or after rehabilitation.

Definitions

- (1) As used in this policy, the term "controlled substance" means any substance specified in Schedule I, II, III, IV, or V of the federal Controlled Substances Act, 21 U.S.C. 801 et. seq. and published at 21 CFR 1308.11 and 21 CFR 1308.12, and any substance defined as a "controlled substance" by federal or state law.
- (2) Workplace is defined as the site for the performance of work done in the capacity as an employee. This includes school District facilities, other school premises or school District vehicles. Workplace also includes non-school property if the employee is at any school sponsored, school-approved or school-related event, activity or function including, but not limited to, field trips and athletic events where students are under the control of the District or where the employee is engaged in school business.
- (3) Alcohol means the intoxicating agent in beverage alcohol, ethyl alcohol or other low molecular weight alcohol including methyl or isopropyl alcohol. The term "alcohol" may include, but is not limited to, beer, wine, liquor, other alcoholic beverages, and medicines containing alcohol (unless the packaging seal is unbroken).

Pre-Employment Testing

Applicants for employment will undergo drug testing as part of the physical requirements prior to commencement of their duties for employment. The testing will be conducted at a laboratory or testing facility approved under rules adopted by the Department of Health and specified by the District. If the test of an individual results in a Medical Review Officer (MRO)-verified positive test for the use of controlled substances, the applicant will not be eligible for employment.

Reasonable Suspicion Testing

Any employee who is reasonably suspected of being impaired by or under the influence of a controlled substance or alcohol will be suspended from their job duties pending an investigation and verification of their condition. Employees who are reasonably suspected of being impaired by or under the influence of a controlled substance or alcohol will not be permitted to drive a motor vehicle after they have been suspended. If the employee has driven a motor vehicle to work, the employee must either make arrangements with another individual to drive their vehicle or must make arrangements for alternative transportation.

Employees may be subject to testing when the superintendent or designee has reason to believe that an employee is using or has used alcohol or other drugs in violation of the District's written policy drawn from specific objective and articulable facts and reasonable inferences drawn from those facts in light of experience. For purposes of this provision, facts and inferences may be based upon, but are not limited to, any of the following:

- Observable phenomena while at work such as direct observation of alcohol or drug use or abuse or of the physical symptoms or manifestations of being impaired due to alcohol or other drug use.
- Abnormal conduct or erratic behavior while at work or a significant deterioration in work performance.
- A report of alcohol or other drug use provided by a reliable and credible source.
- Evidence that an individual has tampered with any drug or alcohol test during the individual's employment with the District.
- Evidence that the employee has manufactured, sold, distributed, solicited, possessed, used, or transferred drugs while working or while on the District's premises or while operating the District's vehicle, machinery, or equipment.

Reasonable suspicion testing will only be required during, just before, or just after the period of the day when the employee is engaged in work functions.

Employees who are required to submit to reasonable suspicion testing will be suspended from their job duties pending an investigation and the report of the tests. If the test of the employee produces an alcohol concentration result of less than 0.04 and/or Medical Review Officer (MRO) verified negative test result for the use of controlled substances, then the period of suspension will be with pay. If the test of the employee leads to an MRO-verified positive test result for the use of controlled substances or an alcohol concentration of 0.04 or greater, then the period of suspension will be without pay and further disciplinary action may be taken up to and including termination of employment.

Post-Injury Testing

Employees may be subject to testing if they have suffered a work-related injury for which a report could be required under Iowa Code Chapter 85, Workers Compensation. Iowa Code Section 85.16(2) provides that worker's compensation benefits will not be allowed for an injury which was caused by the employee's intoxication, if the intoxication was a substantial factor in causing the injury. In determining whether an employee will be required to submit to a post-injury drug test, the District will apply the standards set forth in Part F of this policy ("Reasonable Suspicion Testing").

The employee is permitted to obtain necessary medical attention following an accident, to leave the scene of an accident for the period necessary to obtain necessary emergency medical care, but the employee will be subject to post-injury testing and must remain readily available for testing or the employee will be deemed to have refused to submit to testing.

Alcohol tests will be administered as soon as practicable, but no later than eight hours after the injury. Tests for illegal drugs or controlled substances will be administered as soon as practicable, but no later than 32 hours after the injury.

Rehabilitation

Employees who have tested positive on a drug or alcohol test and whose employment has not been terminated will be subject to testing during, and after completion of, drug or alcohol rehabilitation. The number, type, and frequency of follow-up tests will be as directed by the substance abuse professional and, unless otherwise recommended, will consist of at least six tests in the first 12 months following the employee's return to duty.

Cooperation Required

Any individual who refuses to submit to an alcohol or controlled substance test, who provides false information in connection with a test, or who attempts to falsify test results through tampering, contamination, adulteration, or substitution will be subject to disciplinary action. The phrase "refuses to submit to an alcohol or controlled substance test" means that the individual:

- Fails to provide adequate breath for testing without a valid medical explanation after he/she has received notice of the requirement for breath testing, or
- Fails to provide adequate urine for controlled substance testing without a valid medical explanation after he/she has received notice of the requirement for urine testing, or
- Engages in conduct that clearly obstructs the testing process.

All employees are encouraged to make use of available resources for treatment of substance abuse problems. Under certain circumstances, employees may be referred for treatment for substance abuse. An employee will be subject to disciplinary action for:

- A failure or refusal to submit to an evaluation.
- A failure or refusal to undergo treatment recommended as a result of an evaluation.
- Withdrawal from or a failure to satisfactorily complete the treatment program recommended as a result of an evaluation.
- Withdrawal from or a failure to satisfactorily participate in an aftercare program, if aftercare is prescribed as a part of treatment.

Testing will be conducted in a manner to assure the highest degree of accuracy and reliability by using techniques and laboratory facilities which meet the requirements of the Iowa Department of Health.

Confirmatory Testing

If the result of the initial test for alcohol is positive or if the result of the initial test is positive for the presence of a controlled substance, a confirmatory test must be performed. The confirmatory test will use a different chemical process than was used in the initial screen for drugs or alcohol. The confirmatory drug or alcohol test will be a chromatographic technique such as gas chromatography/mass spectrometry, or another comparably reliable analytical method.

Employee Requested Testing

If a confirmed positive drug or alcohol test for a current employee is reported to the District by the Medical Review Officer (MRO), the District will notify the employee in writing by certified mail, return receipt requested, of the results of the test, the employee's right to request and obtain a confirmatory test of the second sample collected at an approved laboratory of the employee's choice, and the fee payable by the employee to the District for reimbursement of expenses concerning the test. The fee charged an employee will be an amount that represents the costs associated with conducting the second confirmatory test, which will be consistent with the District's cost for conducting the initial confirmatory test on an employee's sample.

If the employee, in person or by certified mail, return receipt requested, requests a second confirmatory test, identifies an approved laboratory to conduct the test, and pays the District the fee for the test within seven days from the date the District mails by certified mail, return receipt requested, the written notice to the employee of the employee's right to request a test, a second confirmatory test will be conducted at the laboratory chosen by the employee. The results of the second confirmatory test will be reported to the medical review officer who reviewed the initial confirmatory test results and the medical review officer will review the results and issue a report to the District on whether the results of the second confirmatory test confirmed the initial confirmatory test as to the presence of a specific drug or alcohol. If the results of the second test do not confirm the results of the initial confirmatory test, the District will reimburse the employee for the fee paid by the employee for the second test and the initial confirmatory test will not be considered a confirmed positive drug or alcohol test for purposes of taking disciplinary action.

If a confirmed positive drug or alcohol test for a prospective employee is reported to the District by the medical review officer, the District will notify the prospective employee in writing of the results of the test, of the name and address of the medical review officer who made the report, and of the opportunity for the prospective employee to request records.

Employee Requested Testing

Post Offer/Pre-Employment:

If the test of an individual who is applicant for employment results in a Medical Review Officer (MRO)-verified positive test for the use of controlled substances, the applicant will not be eligible for employment.

Employees:

Disciplinary action, including termination of employment, may be taken against employees for any of the following reasons:

- A violation of any provision of Board of Education Policy.
- If the test of the employee results in a Medical Review Officer (MRO)-verified positive test for the use of controlled substances or an alcohol concentration of 0.04 or greater.
- A failure or refusal to submit to testing.
- Engages in conduct that clearly obstructs the testing process.
- A failure or refusal to submit to an evaluation.
- A failure or refusal to undergo treatment recommended as a result of an evaluation.
- Withdrawal from or a failure to satisfactorily complete the treatment program recommended as a result of an evaluation.

- Withdrawal from or a failure to satisfactorily participate in an aftercare program, if aftercare is prescribed as a part of treatment.

Payment for Evaluation and Treatment

The District's responsibility for the cost of any evaluation, treatment, or counseling will be limited to the benefits provided by the District's health insurance plan for such evaluation, treatment, or counseling.

Recruitment, Qualifications, Selection, Assignment and Transfer (401.5)

Created: 9/8/2008 Last Revised: 03/19/2024

The superintendent or designee shall be responsible for recruiting personnel for the various positions within the District, with the assistance of other employees as the superintendent or designee may so determine. The superintendent or designee shall take affirmative action to encourage persons to apply in accordance with the District's affirmative action plan.

The superintendent or designee shall use such methods, advertising media or other sources as may be appropriate to recruit personnel. Vacant positions shall be posted online at the Teachlowa.gov website as required by law. Vacant positions requiring licensed employees not filled via transfer shall generally be advertised in at least one print or electronic publication having statewide circulation. All applicants shall be required to complete an application. Applicants who provide false, inaccurate, or incomplete information in their application form or resume or who fail to disclose information requested in the application form may not be eligible for employment.

To the fullest extent permitted by state and federal law, the District may consider all information concerning an applicant or an employee in making hiring, termination, and other employment-related decisions. The term "all information" includes information of any kind (verbal, written, photographic, video graphic, etc.) that is accessible in any medium (print, electronic, etc.) from any source.

The District may consider public information and other information to which it has lawful access. This may include information that is contained in social networking sites, blogs, and other websites. If there is information that pertains to the applicant that requires explanation, interpretation, or clarification when it is considered by the District, it is the applicant's obligation to communicate this information to the District.

Information that is relevant to the District's decisions may be considered regardless of the date on which the District obtains the information and regardless of the date on which the information was first published, created, or made accessible to the District.

Employees who have provided false, inaccurate or incomplete information in their application form or resume or who have failed to disclose information requested in the application form will be subject to disciplinary action up to and including termination of employment. This policy applies to all employees regardless of the date on which the individual was employed and applies to all violations regardless of the date on which the District discovers the violation of this policy.

Applications for employment may be obtained and completed online at the District's website or applicants may contact the Human Resource Department for assistance in completing an application. Administrators and supervisors will follow district hiring practices to fill positions in their work area and will make recommendations to the superintendent or designee concerning employment and assignment.

Selection and assignment of staff shall be based upon the following:

- a. All professional employees shall be properly certificated, authorized or licensed as required by statute, the Iowa Department of Education and the Iowa Board of Educational Examiners and as required by the District's job descriptions.
- b. All classified employees shall be properly licensed by the State if a license is required by law or by the District's job description.
- c. Educational and other training where such training is necessary or appropriate for the position.
- d. Needs of the District.

- e. Demonstrated ability to fulfill all aspects and essential duties of the position.
- f. Demonstrated rapport with children, fellow workers, and others.
- g. Ability to exercise discretion and good judgment.
- h. Diligence and dependability.
- i. Honesty and integrity.
- j. Ability to follow instructions and suggestions of supervisors.
- k. Compatibility with the District's philosophy and programs.
- l. Adherence to professional ethics.
- m. Personal qualities advantageous to the position.
- n. History of past successful job experiences.
- o. If applicable, impact on the school and or department from which an employee is requesting an internal transfer, as well as the "fit" with the existing staff in the school and or department into which an internal transfer has been requested.
- p. Satisfactory outcomes on post-offer pre-employment testing and, where applicable, pre-assignment testing including, but not limited to, drug and alcohol testing and physical abilities testing.
- q. Other factors or qualities as may be determined from time to time by the administrative and supervisory staff.

The District shall carefully consider the facts relating to any applicant who has a known history of a criminal conviction or of a conviction or judicial or administrative finding of child, dependent adult, or sexual abuse, and shall make an employment decision in accordance with applicable law. An offer of employment shall be conditional upon the District performing post-offer pre-employment criminal and abuse background checks and drug and alcohol testing: as required by law and deemed necessary by the administration.

Based upon the results of the background check the District will determine whether an offer of employment will be extended. If the candidate is a teacher who has an Initial License from the Board of Educational Examiners issued within eight calendar months of the anticipated date of employment, then the requirement for a background check is waived. The District will perform repeat background checks on employees as required by law and as it deemed necessary by the administration.

Employees who operate school vehicles are subject to drug and alcohol testing if a Commercial Driver's License (CDL) is required to operate the school vehicle and the vehicle either transports 16 or more persons including the driver or weighs 26,001 pounds or more. For purposes of the drug and alcohol testing program, the term "employees" includes applicants who have been offered a position to operate a school bus or other vehicle requiring a CDL. The District will conduct Federal Motor Carrier Safety Administration (FMCSA) Clearing House pre-employment queries and annual queries as required by law. Job candidates and employees must provide written consent for the District to perform FMCSA Clearing House queries; candidates or employees who withhold consent will be prohibited from performing any safety sensitive function. The Board policy governing the drug and alcohol testing for bus drivers and other vehicles requiring a CDL is Code No. 402.12.2: Testing Program for Drivers of Buses and other Vehicles Requiring a Commercial Driver's License (CDL).

Employment of administrators and teachers shall require Board of Education approval. The Superintendent however, will have the authority to employ a licensed teacher on a temporary basis until a recommendation can be made and action can be taken by the Board on the position.

The superintendent or designee will have the authority to employ:

- licensed employees, other than administrators and teachers
- directors, associate directors, supervisors, managers and coordinators
- classified employees

Determining the assignment of each employee, the location where the assignment will be performed, and voluntary/involuntary transfers is within the sole discretion of the Board and the authority to make such decisions is delegated to the superintendent or designee.

Employees at Will (401.9)

Created: 9/8/2008 Last Revised: 08/08/2022

Classified employees, licensed employees, (with the exception of teachers and administrators), directors, associate directors, supervisors, and coordinators may have letters of appointment or may be issued written contracts stating the salary or hourly wage rate. Classified employees, licensed employees, supervisors, and coordinators are not guaranteed a minimum number of days or hours of employment. All classified employees, licensed employees (with the exception of teachers and administrators), directors, associate directors, supervisors, and coordinators whether they do or do not have written contracts are considered "at will" employees who may be terminated at any time for any reason. The superintendent or designee has the authority to hire classified employees, licensed employees (with the exception of teachers and administrators), directors, associate directors, supervisors, and coordinators without advance Board of Education approval. The superintendent or designee has authority to discipline and discharge classified employees, licensed employees (with the exception of discharge of teachers and administrators), directors, associate directors, supervisors, and coordinators without advance Board of Education approval, subject to the right of the employee to appeal such decision under the complaint procedure of Code No. 401.4, or as otherwise specified by law. Classified employees, licensed employees, (with the exception of teachers and administrators), directors, associate directors, supervisors, and coordinators are not automatically re-employed each school year.

Employees in any licensed, classified, supervisory, or professional job classification may also serve a probationary period based upon their performance and or conduct. Such probationary period shall be determined on a case-by-case basis in light of the circumstances surrounding the employee's performance or conduct as documented.

Resignations (401.11)

Created: 07/11/1977 Last Revised: 08/08/2022

Form

Resignations shall be submitted in writing, signed and dated by the resigning party and delivered to the director of human resources.

Regular Time for Submitting Resignations

Administrators

Administrators shall submit their written resignations in the last year of the term of their employment on or before May 1, or on or before the date specified by the Board of Education for return of the contract, whichever date occurs first.

Licensed Employees Other Than Administrators

Licensed employees, other than administrators, shall submit their written resignations on or before the last day of the school year or on or before the date specified by the Board of Education for return of the contract, whichever date occurs first. The Board of Education may require a continuing employee who has resigned from an interscholastic coaching contract to accept the coaching contract for one additional year if a good faith effort to find a suitable replacement has been made but the position is not filled by June 1.

Directors, Associate Directors, Supervisors, Coordinators, and Classified Employees

Employees shall submit their written resignations at least 14 calendar days prior to their departure dates.

Early Release Requests by Licensed Employees

The Board of Education recognizes that there are some circumstances which force an employee to request a release from a contract before the expiration date of the contract. The Board of Education also recognizes that the District suffers difficulties and expenses in finding a suitable replacement, fewer applicants may be available during a contract term, and

that a late resignation causes disruption to the District's programs. The Board of Education believes that any employee who signs a contract should fulfill the contract to the best of the employee's ability.

A licensed employee who wishes to resign a contract before the expiration date of the contract shall submit a signed written request setting out the reasons for the requested release and the date of the requested release. The licensed employee shall be released from the contract only if the Board of Education, in its sole discretion, determines that an unusual circumstance exists for an early release from the contract and a suitable replacement is found.

Licensed employees requesting a release from a contract after June 30 may be required to reimburse the District \$3,000 (three-thousand dollars) for the quantifiable and unquantifiable costs of finding a replacement including, but not limit to, staff resources, a diminished applicant pool, and other additional stressors. Payment of these costs shall be a condition for release from the contract.

The licensed employee shall be expected to continue performing services under the contract until a suitable replacement can be secured and a written release is obtained from the Board of Education.

A licensed employee may seek a waiver from the Board of Education of any of the conditions set forth for requesting a release prior to the expiration date of the contract. The Board of Education, on its own or following a request, may, in its discretion, waive any of the conditions.

In the event a licensed employee terminates employment without proper release, the superintendent or designee is directed to file a complaint with the Iowa Board of Educational Examiners, and the superintendent or designee may pursue any other remedies under the law.

Facts About the Americans with Disabilities Act

Title I of the Americans with Disabilities Act of 1990 prohibits private employers, state and local governments, employment agencies and labor unions from discriminating against qualified individuals with disabilities in job application procedures, hiring, firing, advancement, compensation, job training, and other terms, conditions and privileges of employment. The ADA covers employers with 15 or more employees, including state and local governments. It also applies to employment agencies and to labor organizations. The ADA's nondiscrimination standards also apply to federal sector employees under section 501 of the Rehabilitation Act, as amended, and its implementing rules.

An individual with a disability is a person who:

- Has a physical or mental impairment that substantially limits one or more major life activities;
- Has a record of such an impairment, or
- Is regarded as having such an impairment.

A qualified employee or applicant with a disability is an individual who, with or without reasonable accommodation, can perform the essential functions of the job in question. Reasonable accommodation may include, but is not limited to:

- Making existing facilities used by employees readily accessible to and usable by persons with disabilities.
- Job restructuring, modifying work schedules, reassignment to a vacant position;
- Acquiring or modifying equipment or devices, adjusting or modifying examinations, training materials, or policies, and providing qualified readers or interpreters.

An employer is required to make a reasonable accommodation to the known disability of a qualified applicant or employee if it would not impose an "undue hardship" on the operation of the employer's business. Reasonable accommodations are adjustments or modifications provided by an employer to enable people with disabilities to enjoy equal employment opportunities. Accommodations vary depending upon the needs of the individual applicant or employee. Not all people with disabilities (or even all people with the same disability) will require the same accommodation. For example:

- A deaf applicant may need a sign language interpreter during the job interview.
- An employee with diabetes may need regularly scheduled breaks during the workday to eat properly and monitor blood sugar and insulin levels.
- A blind employee may need someone to read information posted on a bulletin board.
- An employee with cancer may need leave to have radiation or chemotherapy treatments.

An employer does not have to provide a reasonable accommodation if it imposes an “undue hardship.” Undue hardship is defined as an action requiring significant difficulty or expense when considered in light of factors such as employer’s size, financial resources, and the nature and structure of its operation.

An employer is not required to lower quality or production standards to make an accommodation; nor is an employer obligated to provide personal use items such as glasses or hearing aids.

An employer generally does not have to provide a reasonable accommodation unless an individual with a disability has asked for one. If an employer believes that a medical condition is causing a performance or conduct problem, it may ask the employee how to solve the problem and if the employee needs a reasonable accommodation. Once a reasonable accommodation is requested, the employer and the individual should discuss the individual’s needs and identify the appropriate reasonable accommodation. Where more than one accommodation would work, the employer may choose the one that is less costly or that is easier to provide. An employer is not required to grant an accommodation which would be an “undue hardship” on the employer.

Title I of the ADA also covers:

- **Medical Examinations and Inquiries**

Employers may not ask job applicants about the existence, nature, or severity of a disability. Applicants may be asked about their ability to perform specific job functions. A job offer may be conditioned on the results of a medical examination, but only if the examination is required for all entering employees in similar jobs. Medical examinations of employees must be job related and consistent with the employer’s business needs.

Medical records are confidential. The basic rule is that with limited exceptions, employers must keep confidential any medical information they learn about an applicant or employee. Information can be confidential even if it contains no medical diagnosis or treatment course and even if it is not generated by a health care professional. For example, an employee’s request for a reasonable accommodation would be considered medical information subject to the ADA’s confidentiality requirements.

- **Drug and Alcohol Abuse**

Employees and applicants currently engaging in the illegal use of drugs are not covered by the ADA when an employer acts on the basis of such use. Tests for illegal drugs are not subject to the ADA’s restrictions on medical examinations. Employers may hold illegal drug users and alcoholics to the same performance standards as other employees.

It is also unlawful to retaliate against an individual for opposing employment practices that discriminate based on disability or for filing a discrimination charge, testifying, or participating in any way in an investigation, proceeding, or litigation under the ADA.

If you have a diagnosed disability, or a medical condition you believe constitutes a disability which is inhibiting your ability to perform your job and you want to request consideration of a “reasonable accommodation,” please contact Human Resources or your Supervisor.

Requesting a “reasonable accommodation”

Once an individual with a disability has requested a reasonable accommodation, the employer must determine the appropriate accommodation. Sometimes the appropriate accommodation will be obvious or included in the accommodation request, e.g., a request for a sign language interpreter. When it is not, the employer should use a problem-solving approach to determine the appropriate accommodation. This approach may include initiating an interactive process with the accommodation requestor that may entail: (1) analyzing the particular job involved and determining its purpose and essential functions; (2) consulting with the individual with a disability to ascertain the precise job-related limitations imposed by the individual’s disability and how those limitations could be overcome with a reasonable accommodation; (3) identifying potential accommodations and assessing the effectiveness each would have in enabling the individual to perform the essential functions of the position; (4) considering the preference of the individual to be accommodated, and selecting and implementing the accommodation that is most appropriate for both the employee and the employer; and (5) requesting additional medical information.

A reasonable accommodation is any change in the workplace or the way things are customarily done that provides an equal employment opportunity to an individual with a disability. While there are some things that are not considered reasonable accommodations (e.g., removal of an essential job function or personal use items such as a hearing aid that is needed on and off the job), reasonable accommodations can cover most things that enable an individual to apply for a job, perform a job, or have equal access to the workplace and employee benefits such as kitchens, parking lots, and office events.

Common types of accommodations include:

- Modifying work schedules or supervisory methods
- Granting breaks or providing leave
- Altering how or when job duties are performed
- Removing and/or substituting a marginal function
- Moving to different office space
- Making changes in workplace policies
- Providing assistive technology, including information technology and communications equipment or specifically designed furniture
- Providing a reader or other staff assistant to enable employees to perform their job functions, where the accommodation cannot be provided by current staff
- Removing an architectural barrier, including reconfiguring work spaces
- Providing accessible parking
- Providing materials in alternative formats (e.g., Braille, large print)
- Providing a reassignment to another job

For additional information about the Americans with Disabilities Act (ADA), please contact Human Resources or the Employee Assistance Program (EAP).

Non-Licensed Employee Reduction in Force

It is the exclusive power of the board to determine the appropriate number of non-licensed employees. The board delegates to the superintendent the authority to make such determinations, including when necessary, implementing a reduction in force. Due process will be followed for terminations due to a reduction in force.

When enacting a reduction in force, the superintendent will consider the relative qualifications, skills, ability demonstrated performance through evaluation procedures, disciplinary records, and such other factors as may be determined relevant and permitted by law. When the foregoing factors are relatively equal between employees being considered for reduction or terminations within a classification, then seniority shall be the determining factor.

Employee Assistance Program (EAP)

Created: 2/9/2010

The District provides employees and dependent immediate family member's access to an Employee Assistance Program (EAP). The services help individuals and families deal with life's difficulties, as well as the stress often associated with them. Services are provided by counselors employed by an outside agency. Services may be accessed through self-referral, or informal supervisory referral.

Goals of the Employee Assistance Program (EAP)

- A. To assist employees and their dependents in obtaining confidential EAP services.
- B. To provide assessments, short-term counseling, and referral when necessary, for employees and their dependents.
- C. To identify employees whose work performance can be improved by seeking assistance to resolve personal issues.

Examples

Issues covered by the Employee Assistance Program (EAP) include, but are not limited to:

- | | |
|-----------------------------------|-----------------------|
| A. Marital or family difficulties | F. Gambling |
| B. Depression/anxiety | G. Grief and loss |
| C. Job performance | H. Parenting issues |
| D. Relationship issues | I. Financial Problems |
| E. Alcoholism or drug abuse | J. Stress/Job Stress |

Confidentiality

Confidentiality for those employees or family members who use the Employee Assistance Program will be protected. No information regarding specific individuals will be released by the EAP service provider without written consent of the individual. However, state and federal regulations require EAP professionals to report to the Iowa Department of Human Services any suspected or known cases of child or elder abuse. If EAP professionals determine or have reasonable cause to believe that a client may be dangerous to him/herself or others, they are required to notify the appropriate persons.

Cost

EAP services are paid by the District, with a maximum of four (4) visits permitted per presenting problem/issue. EAP services cover visits with an EAP counselor for the initial problem assessment and short-term counseling. If medical assistance or additional counseling is needed, the employee or dependent will be referred to another agency. If referred beyond EAP services, the employee/ dependent will be responsible for any costs not covered by the District's medical insurance plan.

Procedure

1. Use of Employee Assistance Program can be accessed in two ways:

- A. Self Referral:
 - (1) The employee or family member contacts the EAP directly at their own discretion
- B. Informal Supervisory Referral:
 - (1) A supervisor offers the availability of EAP services as a source of support and confidential assistance. In some instances a supervisor may encourage or recommend that an employee contact EAP; however the decision whether or not to do so will remain the employee's.

2. Self or Informal Supervisory Referrals:

- A. The employee calls (319) 235-3550 or toll free 1-800-303-9996, 8 a.m. - 8 p.m. Monday-Thursday and 8 a.m.-3 p.m. Friday as the first step for confidential consultation. If a crisis occurs after hours or on weekends, call any of the previous numbers or 319-235-HELP. An on-call EAP counselor will contact the employee within one hour for identified crisis calls.
- B. After the initial assessment session, the employee may pursue short-term counseling with the counselor or be referred to an appropriate resource for assistance.
- C. All contacts made by the employee (and his/her dependents) are confidential, whether it is a self or informal supervisory referral.

Employee Rules of Conduct

Created: 8/2009 Last Revised: 8/4/2010

To support effective delivery of the educational program and to sustain the well-being of employees in a safe and healthy work environment, following employee rules of conduct serves the best interests of individual employees and the organization as a whole.

Listing all forms of behavior that are considered unacceptable in the work place is impossible. In addition to Board policies addressing harassment, discrimination, drugs, and violence in the work place, the following is an illustrative but not exhaustive list of employee actions considered to be unacceptable, a detriment to the desired culture of the organization, and likely to lead to disciplinary action up to and including termination of employment. When circumstances warrant, law

enforcement and/or external regulatory and licensing agencies will be contacted; employees may also be subject to personal legal liability:

- Unauthorized possession of district property, or the property of a fellow employee, visitor, or student;
- Willful damage or destruction to the property of the district or others;
- Deliberate misuse of, or unauthorized use of district supplies, materials, equipment, or services;
- Falsifying or altering district records or reports including one's time card or the time card of another;
- Deliberate deception which secures an employee unfair or unlawful gain;
- Dishonesty, or unethical behavior;
- Working unauthorized over time;
- Exceeding the number or length of break periods;
- Absenteeism or tardiness;
- Loafing, excessive visiting, engaging in unauthorized personal business, sleeping during scheduled work hours, or leaving the work area without supervisor permission or following established protocols for doing so;
- Making or receiving excessive personal phone calls, or other forms of electronic communication;
- Disobedience, insubordination, failure or refusal to carry out written or oral instructions from a person with supervisory authority;
- Interfering with or hampering another employee's efforts to fulfill his/her responsibilities;
- Use of abusive, threatening, or obscene language, or otherwise showing disrespect and mistreatment of coworkers, visitors, patrons, or representatives of outside agencies;
- Violation of sanitary or safety rules;
- Unauthorized disclosure of confidential information.
-

Employee Dress

Created: 8/4/2010 Last Revised: 08/08/2022

No mode of attire will be considered proper for school wear that distracts from or disrupts classroom and school decorum. Employees shall dress as professionals on a daily basis, in business-like attire in order to set a good example for students, co-employees, and the general public. Employee dress and grooming shall not detract from the learning/educational environment of students in their classes, school programs or other school-related activities. Visible tattoos shall not be obscene, vulgar, profane, representative of drug/alcohol use or gang affiliation, or distracting to the educational environment.

It is the responsibility of principals or supervisors to assure that all employees are properly dressed. Supervisors may make exceptions to the mode of dress in specific situations where deemed appropriate. Any concern of grooming or dress judged by the principal to be inappropriate shall not be allowed. ID Badges shall be worn when on duty during the school year.

"Dress Down" days will not be allowed. One day per month, preferably on a Friday or a day prior to a break, may be designated as red and black or school/spirit days for which school themed t-shirts, sweatshirts or other Tiger wear are acceptable, but jeans are not allowed. The first Friday of the month, at the building principal's discretion, participation in fund raising activities, i.e., "Dollars for Denim" will be allowed. The fund raising activity must be for a non-school, not-for-profit, non-political organization or purpose.

Administrators and Teachers Professional Dress Guidelines

Created: 07/21/2011 Last Revised: 08/08/2022

The personal appearance of Cedar Falls Community School District teachers and administrators affects the respect parents, community members, and others have for the school district, the staff, and the respect that employees have for themselves and others. As a representative of the Cedar Falls Community School District, employees are expected to dress with dignity and professionalism.

Employees shall dress as professionals on a daily basis, in business-like attire, in order to set a good example for students, co-employees and the general public. No mode of attire will be considered proper for school wear that detracts from or disrupts classroom and school decorum.

- Attire *not* acceptable on school days when students are present, or parent-teacher conferences includes: denim jeans (any color), novelty T-shirts or sweatshirts with logos or sayings inappropriate for school; tank tops, muscle shirts, tube tops, midriff tops or halter tops; spandex exercise or biking pants; spandex exercise shorts, cut-off shorts, gym or running shorts, sweat pants, short shorts, and short or long bib overalls. Shorts may not be worn in buildings that are fully air conditioned.
- Hats are not appropriate in the workplace. Head covers, or other attire that does not adhere to these guidelines, which are required for medical reasons, religious purposes or to honor cultural traditions are allowed.
- Flip-flops, slippers or pool shoes are not appropriate footwear for the workplace.
- Visible tattoos shall not be obscene, vulgar, profane, or representative of drug/alcohol use or gang affiliation, or a distraction to the educational environment.
- Jeans may be worn on Fridays or the last day of the week on which students attend. Torn, frayed or patched jeans are not permitted.
- One day per month, preferably on a Friday or a day prior to a break, may be designated as red and black or school/spirit days for which school themed t-shirts, sweatshirts or other Tiger wear are acceptable. The first Friday of the month, at the building principal's discretion, participation in fund raising activities may include variations in typical attire (e.g., costumes at Halloween); however, prohibited attire listed in this first bulleted section will remain in force. The fund raising activity must be for a non-school, not-for-profit, non-political organization or purpose.

Cedar Falls Community School District ID Badges shall be visible at all times on student days.

Exceptions to the above may be made by administrators based on employee assignment and/or responsibilities such as physical education, industrial technology or field trips.

If clothing fails to meet these standards, as determined by the employee's supervisor and/or Human Resources Director, the employee will be asked to refrain from wearing the inappropriate item to work in the future. If the problem persists, the employee may be sent home to change clothes and/or be subject to progressive discipline.

Workplace Inspections (403.6)

Created: 10/13/2008 Last Revised: 08/08/2016 Last Reviewed: 07/11/2022

Employees may be assigned desks, workspaces, lockers, or other storage areas, computers and electronic communications devices in connection with the performance of their job duties. These desks, workspaces, lockers, storage areas, computers and electronic communications devices are District property. The District retains the right to inspect these areas and devices including accessing, inspecting and reading anything stored in or on them at any time and for any reason, without notice, including checking for damage or for a violation of a District policy or rule. Employees have no expectation of privacy in desks, workspaces, lockers, storage areas, computers and electronic communications devices or in any materials or data therein, including any personal property or information stored in such spaces or on such devices.

The District assumes no responsibility or liability for any items of employee personal property which are placed in or on desks, workspaces, lockers, storage areas, computers and electronic communications devices. Employees are not to store hazardous materials, weapons, controlled substances not validly prescribed for the employee, or alcoholic beverages on District property, except that a small container of spray commonly used for self-defense may be stored on District property if the facility in which it is stored is locked.

Except in cases of emergency, if the District conducts an inspection or examination under the terms of this policy, there will be at least two individuals present at the time of the inspection or examination. Similarly, except in cases of emergency, if it is reasonably believed that an employee has a prohibited item inside a personal belonging the employee will first be asked to open the personal belonging before the inspection proceeds.

Nepotism (401.16)

Created: 09/08/2008 Last Revised: 08/08/2016 Last Reviewed: 07/11/2022

The District may employ more than one member of the same family. As with all employees, the employment of more than one individual in a family is a decision made on the basis of the individual's qualifications, credentials and records. Assignment of family members to the same building or department will be avoided, but is not prohibited, subject to review by the superintendent or designee.

Favoritism or other preferential treatment with regard to the employment of more than one individual in a family is strictly prohibited. No preferential treatment will be solicited or granted in any aspect of the employment relationship including, but not limited to, hiring, selection, assignment, evaluation, training, compensation, promotion, retention, discipline, or discharge.

No employee will directly supervise a family member.

For purposes of this policy family member is deemed to include individuals related within the third degree by birth or marriage. Family relationships covered by this policy include, but may not be limited to: spouse; parent (including step relationships); brother; sister; son or daughter (including step, adopted, foster, legal ward); in-law relations i.e. father, mother, brother, sister, son, daughter; grandparent; grandson or granddaughter; uncle; aunt; niece; nephew.

The superintendent or designee may recommend an exception to the restrictions in this policy on a case-by-case basis.

Tutoring and Conducting Personal Business (403.2)

Created: 10/13/2008 Last Revised: 08/08/2016 Last Reviewed: 07/11/2022

All instructional and extra-curricular services to students shall be provided as a part of the District's instructional and activity program. No employee shall accept fees or other compensation for private tutoring, lessons, coaching or any other educational services for District students during the school year or while under contract outside of the school year unless specific written approval is obtained in advance from the superintendent or designee.

No District facilities, equipment, materials or supplies shall be used by any employee for private tutoring, lessons, coaching or any other educational services or for an employee's private business or activities without prior specific approval from the superintendent or designee.

The Board of Education, through its administration, retains all rights to determine when individuals and employees, when on school property or during working hours, may conduct personal business.

Vacations and Holidays (402.2)

Created: 09/22/2008 Last Revised: 08/2018 Last Reviewed: 07/11/2022

Vacation days and holidays may be set forth in a collective bargaining agreement, employee handbook or individual contract approved by the Board of Education. This policy delineates vacations and holidays for employees not covered by a collective bargaining agreement.

To the extent a group of employees has a recognized collective bargaining unit, the provisions of the collective bargaining agreement regarding vacations and holidays, if any, shall apply. If a provision within this policy is not addressed in a collective bargaining agreement, the provision of this policy shall also apply to employees within the collective bargaining unit.

Vacation

Eligibility:

- All regular full and part-time 12-month supervisors, managers, coordinators
- All regular full and part-time 12-month classified clerical
- Secondary building SAM's (School Administration Manager)
- Custodial and Maintenance
- Information Technology
- Transportation Mechanics
- Administrators shall be eligible for vacations as specified in individual contracts

Exclusion: Elementary SAM's, school building clerical, paraeducators, bus drivers, teachers, as well as any individual employed on the basis of 200 days or less for the period of July 1 through June 30, are not eligible to accrue paid vacation. Unpaid vacation days during the school year are the Friday following Thanksgiving Day and generally at least seven (7) day winter break and a spring break of five (5) consecutive days.

Vacation accruals: Existing employees shall begin accruing on July 1 each year and shall be credited on the last day of each month. Vacation shall be available for use, subject to supervisory approval, in the month immediately following the month in which it was accrued. Upon initial employment new employees shall have vacation accrual prorated from the date of employment through June 30 of the initial year of employment, credited on the last day of each month. Thereafter vacation accrual shall begin on July 1 and be credited on the last day of each month

Vacation shall accrue as follows:

Service Period	Date	Annual Total (Weeks Or Hours)
Year 0	Start date through June 30	Proration of 2 weeks; i.e. 80 hours
Year 1-5	July 1 - June 30	2 weeks
Years 6-12	July 1 - June 30	3 weeks
Year 13 and above	July 1 - June 30	4 weeks

Note: The superintendent or designee may grant a deviation from this accrual schedule under circumstances deemed appropriate. Under no circumstances shall an employee, other than administrators, accrue more than a total of four weeks of vacation per year, excluding any amount which may have rolled over from a prior year.

Paid sick leave, vacation, personal leave and other paid leave are considered as time worked for the purpose of vacation accrual. Accrual shall be based on a regular 40 hour week and shall not include overtime hours. Unpaid time, including workers' compensation leave, shall not be included for purposes of accrual computation.

Vacation Rollover: As of June 30 of any school year, any vacation balance over the total vacation hours accrued during that school year, with the exception of administrators, will be forfeited.

Rate of Pay: Vacation shall be paid at the employee's regular straight time rate of pay per hour.

Holiday's During Vacation: If a recognized holiday falls within a period of paid vacation that day shall be treated as a holiday and shall not be debited from the employee's vacation balance.

Vacation Scheduling: Approval of requests to take vacation rests with the immediate supervisor or designee with managerial authority. Vacations may be scheduled at any time during the contract year. Vacation may be taken in one hour increments by Classified employees who are considered Non-Exempt employees under the Federal Fair Labor Standards Act and as such are compensated on an hourly wage basis. All other groups of employees are considered Exempt employees under the Fair Labor Standards Act and as such shall take vacation and all other paid time off in one-half or whole day increments.

Termination: Employees who provide a minimum of 14 calendar days' notice of intent to terminate employment shall be paid for all accrued but unused vacation earned as of the final day of paid employment. Any employee who has taken more vacation than has been either rolled over or accrued by the date of termination, shall have his/her final pay adjusted accordingly.

Discipline: Failure on the part of the employee to follow procedures for requesting vacation, failure of an employee to return to work on the specified date following vacation, failure to communicate in a timely manner an inability to return to work on the specified date, or failure to provide a legitimate reason for failing to return on the specified date, may be grounds for disciplinary action, including dismissal.

HOLIDAYS

Holiday pay eligibility: To receive holiday pay an employee must be both in an active paid status on the work day immediately preceding a holiday and would otherwise be scheduled to work on the day on which the holiday falls.

Holiday pay rate: Shall be at the regular straight time hourly rate for the employee, and shall be prorated on the basis of time worked per 40 hour week.

Working on a holiday: If an emergency situation requires an employee to work on a district designated holiday, the employee if regularly compensated on an hourly wage basis shall receive holiday pay at straight time plus double time pay for time worked.

Holidays which fall on a weekend: If a holiday falls on a Saturday, the preceding day shall be the designated paid holiday. If a holiday falls on a Sunday, the subsequent day shall be the designated paid holiday.

Holidays which fall during a vacation: If a recognized holiday falls within a period of paid vacation that day shall be treated as a holiday and shall not be debited from the employee's vacation balance.

Unless otherwise specified in a collective bargaining agreement, paid holidays for individuals newly hired or currently employed in a regular full or part time capacity on or after September 11, 2017 shall be as follows:

1. Individuals employed 252 or more days per year, July 1 through June 30:

July 4	Two-day Winter Holiday
Labor Day	Two days at New Years' time
Thanksgiving Day	Martin Luther King, Jr. Day
Friday after Thanksgiving	Memorial Day

2. Individuals employed 251 or less days per year, July 1 through June 30:

July 4	New Year's (1 day)
Labor Day	Martin Luther King, Jr. Day
Thanksgiving Day	Memorial Day
One-day Winter Holiday	

3. Excluded employee groups are not eligible for paid holidays:

- Teachers
- Bus Drivers
- Temporary Employees

Veteran's Day Holiday

Created: 1/10/2011

The 2010 Iowa legislature passed a law requiring employers to grant Veteran's Day as time off, for employees who are veterans. The employer may only deny a request to take this holiday if granting the time would adversely impact public health or safety, or it would cause the employer to experience significant operational disruption (code of Iowa 2010, 91A.5A).

Any District employee who is a military veteran and wishes to take this holiday, should submit a leave request form to his/her immediate supervisor; documentation signifying veteran's status e.g. federal certificate of release or discharge from active duty, or similar document, may be requested by the supervisor. The request should be submitted at least ten (10) business days prior to the holiday.

The Veteran's Day holiday is an **unpaid** holiday. An employee who has a paid Personal Day available may take that day to coincide with Veteran's Day, but there is no requirement to do so.

Leaves of Absence (402.3)

Created: 2/10/1969 Last Revised: 08/14/2023

Leaves of absence may be set forth in a collective bargaining agreement, handbook, or individual employment contract approved by the Board of Education. This policy delineates leaves of absence for employees not covered by a collective bargaining agreement.

To the extent a group of employees has a recognized collective bargaining unit, the provisions of the collective bargaining agreement regarding leaves of absence, if any, shall apply. If a specific leave provision within this policy is not addressed in a collective bargaining agreement, the provision of this policy shall also apply to employees within the collective bargaining unit.

Sick Leave

All regular full and part time employees, except teachers, shall be granted paid leave of absence for personal illness, injury, or associated treatment each consecutive service year in the following amounts:

- 1st full school year: 13 days
- 2nd full school year: 15 days
- Thereafter: 18 days

Teachers shall be granted 20 days of leave for personal illness, injury or associated treatment per consecutive service year.

Temporary employees shall not be granted paid sick leave.

Unused sick leave days may be accumulated to a maximum of 95 contract days, including the current year allocation. Accrued but unused sick leave is not "paid out" upon termination of employment, and shall not be reinstated if an employee later returns to the District.

Sick leave days will be prorated for employees who are not contracted for or who do not work a full contract year. Part-time employees shall be granted a pro-rata amount of sick leave based upon the ratio of the number of hours they work to 40 hours. Any individual employed on the basis of less than five days per week shall be granted a pro-rated amount of sick leave.

Up to a maximum of six days of paid sick leave may be approved under the following circumstances; such days will be deducted from the employee's personal sick leave balance:

- Leave for the parent of a new born or newly adopted child
- Illness, injury, or medical treatment for a member of the employee's immediate family.

"Immediate family" is defined as: a spouse, parent (including step relationships), or child (including step, adopted, foster, and legal guardian).

(NOTE: Elective and cosmetic surgery and related procedures, including but not limited to cosmetic treatments, orthodontic consultation or treatment, lasik surgery, periodic physicals and preventative health check-ups, etc. do not qualify for paid sick leave.)

An employee making a claim for paid sick leave, either for the employee's own illness or that of a family member, shall provide a medical report from a doctor confirming the necessity for such a leave of absence upon request of the superintendent or designee. A report may also be required to confirm fitness to return to duty.

Workers' Compensation

An employee injured or disabled on the job may be eligible to receive a weekly benefit under the Iowa workers' compensation law. If an employee receives workers' compensation benefits, the employee's accumulated sick leave will be reduced proportionate to the amount the workers' compensation benefits are to the employee's regular salary. At such time, the employee may also elect to have the workers' compensation benefits supplemented from the District by using either sick leave, vacation leave, personal leave, and/or earned compensatory time. If supplemental payments are elected, leave time will be reduced by one full day for each day of absence. When all leave time is exhausted, supplemental payments will cease. An employee who, in the course of employment, suffers a personal injury resulting from an episode of

violence toward that employee for which workers' compensation is payable, shall be entitled to have workers' compensation benefits supplemented in order for the employee to receive full salary and benefits for the shortest of:

- (a) one year from the date of the disability; or
- (b) the period during which the employee is disabled and incapable of employment.

Supplementation in such situations shall not be charged against sick leave, vacation time, personal leave, or earned compensatory time. The District may require the employee, as a condition of receiving benefits under this section, to provide a signed statement that justifies the use of this leave and, if medical attention is required, a certificate from a licensed physician that states the nature and duration of the leave.

Extended Disability Leaves of Absence

An administrator, supervisor or classified employee, except a temporary employee, who is unable to work because of personal illness or injury, and who has exhausted all paid leave available, may be granted an unpaid leave of absence and may continue all available fringe benefits at his/her own expense, except that the District shall provide benefits in accordance with the Family and Medical Leave Act.

Family and Medical Leave Act

Federal law requires the District to grant up to 12 weeks of unpaid leave per year to employees who have been employed at least 12 months and who have worked at least 1,250 hours during the preceding 12 months for the purpose of:

- (1) the employee's personal serious health condition,
- (2) caring for the employee's newly born child,
- (3) caring for a child placed for adoption or placement of a foster child,
- (4) caring for the employee's parent, spouse, or child (under 18 years of age, or 18 years of age or older and incapable of self-care because of a physical or mental disability) with a serious health condition, and
- (5) a qualifying exigency arising out of the fact that the employee's spouse, child, or parent is on active duty or has been notified of an impending call to active duty in the Armed Forces in a foreign country.

In addition, federal law requires the District to grant eligible employees up to 26 weeks of leave during a single twelve-month period to care for a covered service member with a serious illness or injury incurred or aggravated in the line of duty on active duty.

During FMLA the District requires an eligible employee to first utilize any earned paid sick leave, vacation time or other leave provided by policy or by a collective bargaining agreement to the extent the purpose is covered by and consistent with requirements for the paid leave time. Any FMLA leave in excess of available paid leave shall be unpaid.

At the employee's option, the District shall continue the District's contributions towards health insurance on behalf of the employee for up to 12 (or 26, if applicable) weeks as if the employee were still at work. If the employee has more than 12 (or 26, if applicable) weeks of paid leave available, the District shall continue the District's contribution until the paid leave is exhausted. The employee shall remit the employee's contribution towards health insurance by the date the District makes payment to the insurance carrier or within 30 days thereafter. Failure to make contributions when due may result in the employee losing coverage during the period of the leave. If the employer makes the employee-owed payments, the employee authorizes the District to offset such sums advanced against any sums owed to the employee. If the employee does not return to work at the end of the leave (except for reasons specified in the Act), the employee will be required to reimburse the District for all contributions made by the District while the employee was on unpaid leave.

Employees may request leave under the Family Medical and Leave Act for up to a total of 12 weeks per year (or a total of 26 weeks to care for a covered service member with a serious illness or injury incurred or aggravated in the line of duty). "Year" shall be defined as a 12-month period measured forward from the date an employee's first FMLA leave begins. Leave to care for a newly-born, adopted or foster child must conclude within 12 months of the birth or placement of the child. Spouses, both of whom are employed by the District, may take a combined 12-week allotment for the birth or placement of a child and/or spouses may take a combined 26-week allotment to care for a covered service member with a serious illness or injury incurred or aggravated in the line of duty. The District may require an employee to provide written certification from a health care provider when an employee requests family and medical leave for the employee's own

serious health condition or to care for the employee's parent, spouse, or child with a serious health condition, or to care for a covered service member with a serious illness or injury.

Bereavement Leave

Immediate Family

Employees, except temporary employees, may be granted up to five days paid leave per occurrence in the event of the death of a member of the employee's immediate family. The "immediate family" shall include spouse, child (including step, adopted, foster or legal guardian relationship), parent, step-parent, brother, sister, step brother or step sister of the employee. The five days shall be taken within 30 calendar days of the death.

Extended Family or Close Friend

Employees, except temporary employees, may be granted up to three days paid leave per contract year in the event of the death of a member of the employee's extended family. "Extended family" for a death is defined as in-law relations (i.e. father, mother, sister, brother, son, daughter), grandparent and grandchild, or close friend. The three days shall be taken within 30 calendar days of the death.

Extended Family or Close Friend: Illness or Injury

Employees, except temporary employees, shall be granted up to a total of three days of paid leave per contract year in the event of illness or injury in the extended family or of a close friend.

"Extended family" for purposes of illness or injury is defined as sister, brother, step sister or brother, grandparent, grandchild, in-law relations (i.e. father, mother, sister, brother, son, daughter) or close friend.

Death of a Student or Employee

In the event of death of a student or employee of the Cedar Falls Community School District, the principal of the building or supervisor of the effected department may, after consultation with Director of Human Resources, grant to an appropriate number of designated employees sufficient time to attend the funeral as representatives of the District; such time shall not be debited from employee leave balances. Other colleagues who wish to attend the funeral shall request applicable le

Personal Leave

Employees, except administrators and temporary employees are allowed up to two days of paid leave per year for personal leave. Personal leave may be granted for routine doctor or dental appointments including physicals, dental visits, well-baby appointments, preventive health checkups; visits with financial or legal advisors; or such other purposes as the employee may determine. Personal leave days may be accumulated up to four days, including the current year allotment.

Personal leave shall be taken by Classified Employees (except para educators, food service and bus drivers in one hour, one-half day, or full day increments. Para educators, food service, bus drivers and teachers may take personal leave in one-half day or full day increments. Personal leave days may be accumulated up to four days, including the current year allotment.

Personal leave may be requested for use at a time that extends a vacation or holiday. Personal leave shall not be granted for teachers on days scheduled for state mandatory testing; days scheduled for end of semester or end of year exams; days scheduled for building or district-wide parent/guardian conferences; or during the first five or last two service days of the school year. Generally teachers should avoid requesting personal leave on a day scheduled for district-wide or building level professional development

Unused personal leave days, which exceed the maximum accrual, shall roll into a separate leave category to be used for "disruptive life events" after other applicable sick leave, extended family or close friend illness or injury leave, bereavement leave or personal leave has been exhausted. Disruptive life events are specified as: threat to personal property from fire, flood, wind, and/or recovery from such events; personal illness or injury; illness, injury or death in the immediate or extended family or close friend; closure of a day care or adult care facility in compliance with county, state or federal regulations. Any days accrued for disruptive life events are not available to be used as personal leave days and shall not be paid out upon termination from employment.

Military Leave

Leaves for military service will be granted in accordance with applicable law which provides that employees (other than employees employed temporarily for six months or less) who are members of the national guard, organized reserves or any component part of the military, naval, or air force or nurse corps of Iowa or of the United States, or who may be otherwise inducted into the military service shall, when ordered by proper authority to service, be entitled to a leave of absence for the period of such service, and without loss of pay for the first 30 calendar days of such leave of absence.

Jury Duty and Subpoena Leave

Employees called for jury service, or subpoenaed in a civil or criminal court proceeding on a matter related to their employment with the District, shall be permitted to be absent from duties. Pay received for jury or witness service, except travel expense, shall be remitted to the District. In order to receive payment, the employee must give at least two days' prior notice of the summons for service or subpoena, and must furnish satisfactory evidence that such service was performed on the days for which payment is claimed. An employee not required to perform duty all day shall return to work.

Conference Leave

An employee appointed by the appropriate director to represent an area of service or instruction or the District, will be granted leave with pay to attend educational conferences or conventions. All approved costs will be borne by the District.

An employee approved by the appropriate director to attend an educational conference or convention directly or closely related to the employee's area of service shall be eligible for leave with pay. In such instances, the District shall provide a substitute, if necessary, and may partially or wholly reimburse the employee for approved expenses (depending upon factors which include, but are not limited to, the nature of the conference, the number of persons attending, and the costs related to the attendance).

An employee who is an officer or participant of a curriculum specialty event, conference, or convention may attend with pay if approved by the appropriate director. In such instances, the District shall pay for the cost of any required substitute, but will not reimburse the employee for any conference/convention-related expenses.

Requests for approval for leaves described in paragraphs two and three of this section must be made to the appropriate director at least two weeks before the beginning of the leave.

Public Office Leave

Leaves of absence for service in an elected municipal, county, state or federal office shall be granted in accordance with applicable law. The leave of absence shall be without pay or benefits and shall not exceed six years. The employee may continue all fringe benefits in effect for the duration of the leave at his/her own expense. In addition, an employee who becomes a candidate for elective public office shall be granted a leave commencing within 30 days prior to a contested primary, special, or general election and continuing until the day after the election. The employee shall first use any earned compensatory time, then vacation and personal leave time and then unpaid leave. An employee who is a candidate for any elective public office shall not campaign while on duty as an employee.

Other Absences

Leaves of absence for reasons other than those listed above, or in excess of the number of days allowed, may be granted by the superintendent or designee. The employee shall have deducted from his/her salary an amount equal to one day's pay for each day of absence. The District shall not continue fringe benefits, but the employee may continue the fringe benefits for the duration of the leave at his/her own expense, except that the District shall provide benefits in accordance with the Family and Medical Leave Act.

Discipline

Absences for reasons other than those provided for in this policy or in a negotiated agreement, or failure on the part of the employee to follow procedures for requesting leave of absence, failure of the employee to provide reasonable evidence confirming the necessity for the leave of absence following request by the District, failure of an employee to return to work on the specified date following the leave of absence, failure to communicate in a timely manner an inability to return to work on the specified date following the leave of absence, or failure to provide a legitimate reason for failing to return on the specified date following the leave of absence, or submitting a false or misleading explanation for the leave may be grounds for disciplinary action, including dismissal.

Procedure for Submitting Leave Requests Via AESOP

Effective July 1, 2012, all employee absences are to be submitted electronically through AESOP. Employees may access the program via the internet at www.aesopeducation.com or by calling 800-942-3767. Login and password information are provided by Human Resources and emailed to employees. Communications regarding absence approvals and/or denials are delivered through the employee's school email address.

Procedure for Submitting Child Bearing and/or Child Rearing Leave Requests

An Application for Child Bearing and/or Child Rearing Leave must be submitted to the Human Resources Department and the employee's building principal or immediate supervisor at least two (2) months before the anticipated date the leave is to begin.

Employees may access the form via the district website: www.cfschools.org/staff/resources.

Child Bearing Leave

Child bearing leave shall be granted for the period of time during which the employee is certified by her physician to be temporarily disabled by pregnancy (or complications of the pregnancy).

The employee shall submit a physician's statement of temporary disability to Human Resources Department in accordance with the procedures and forms provided.

The Board may require, at their discretion, medical certification.

Failure to return within five (5) working days after the termination of temporary disability or failure to report for work without being on an approved leave shall constitute grounds for termination of employment.

Employees shall be eligible for personal sick leave provisions for the period of temporary disability subject to the specific information provided by employee's physician. An employee returning from child bearing leave shall be re-employed in her former position, if the position is available. If that position is not available, the employee shall be re-employed in a position for which she is qualified.

Child Rearing Leave

Child rearing leave shall be available to full-time employees for a period of time up to the conclusion of the same school year, shall not in any case exceed 180 teaching days, and shall be for the purpose of caring for a newborn infant for which the applicant has legal responsibility for care and/or support. Such leave shall normally be subsequent to the birth of the employee's child or, in the case of adoption, when the child is physically turned over to the employee-parent. A request for Child Rearing Leave shall be submitted in writing to the employee's immediate supervisor and the Human Resources Department at least two (2) months before the leave is anticipated to begin.

By mutual agreement, the length of child rearing leave may be altered. The employee is encouraged to meet with the building principal or immediate supervisor to discuss the particular needs of the students and/or department, as well as those of the employee when determining an effective date for returning from such leave.

An employee returning from child rearing leave will be re-employed in the employee's former position if available.

If that position is not available, the employee shall be re-employed in a position for which he/she is qualified. Failure of the employee to return on the date approved shall constitute grounds for termination.

An employee who returns from child rearing leave shall retain all previous experience credit and leave time on record at the beginning of the leave. The employee shall not accrue additional experience credit or leave time during the period of the child rearing leave.

A request for child rearing leave if approved shall be a leave without pay.

Fact Sheet #73: FLSA Protections for Employees to Pump Breast Milk at Work:

8/2/23, 9:18 AM

Fact Sheet #73: Break Time for Nursing Mothers under the FLSA | U.S. Department of Labor



WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR

Fact Sheet #73: FLSA Protections for Employees to Pump Breast Milk at Work

Revised January 2023

Under the Fair Labor Standards Act (FLSA), most nursing employees have the right to reasonable break time and a place, other than a bathroom, that is shielded from view to express breast milk while at work. This right is available for up to one year after the child's birth.

This fact sheet provides general information on the FLSA's protections for nursing employees, as extended by the Providing Urgent Maternal Protections for Nursing Mothers Act (PUMP Act), which was signed into law on December 29, 2022 (P.L. 117-328).

ABOUT THE FLSA

The FLSA establishes minimum wage, overtime pay, recordkeeping, and child labor standards affecting full-time and part-time employees in the private sector and in Federal, State, and local governments. The FLSA also protects the rights of employees to pump breast milk at work.

Workers may have greater protections under State or local worker protection laws. The FLSA does not preempt State or local laws that provide greater protections to employees.

For more information about the FLSA, visit www.dol.gov/agencies/whd/flsa.

Break Time to Pump Breast Milk

Most employees have the right to take reasonable break time to express breast milk for their nursing child. For **one year after the child's birth**, covered employees may take reasonable break time "**each time such employee has need to express the milk.**" An employer may not deny a covered employee a needed break to pump.

The frequency and duration of breaks needed to express milk will likely vary depending on factors related to the nursing employee and the child.

Factors such as the location of the space and the steps reasonably necessary to express breast milk, such as pump setup, can also affect the duration of time an employee will need to express milk.

Employees who telework are eligible to take pump breaks under the FLSA on the same basis as other employees.

Private Space to Pump Breast Milk

Covered employees must be provided with "a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by an employee to express breast milk." Under the FLSA, a bathroom, even if private, **is not a permissible location** for the employer to provide for pumping breast milk.

The location provided must be functional as a space for expressing breast milk. If the space is not dedicated to the nursing employee's use, it must be available when needed by the employee in order to meet the statutory requirement. A space temporarily created or converted into a space for expressing breast milk or made available when needed by the nursing employee is sufficient provided that the space is shielded from view and free from any intrusion from co-workers and the public.

Workers who telework must also be free from observation by any employer-provided or required video system, including computer camera, security camera, or web conferencing platform.

Covered Employees

As of December 29, 2022, nearly all FLSA-covered employees have the right to take needed time and to access an appropriate space to express breast milk for a nursing child for up to one year after the child's birth. For more information about FLSA coverage, see [Fact Sheet #14](#).

Certain employees of airlines, railroads, and motorcoach carriers are exempt from nursing employee protections under the FLSA. Employees who are exempted may be entitled to break and/or space protections under State or local laws.

Employers with fewer than 50 employees are not subject to the FLSA break time and space requirements if compliance with the provision would impose an undue hardship. Whether compliance would be an undue hardship is determined by looking at the difficulty or expense of compliance for a specific employer in comparison to the size, financial resources, nature, and structure of the employer's business. All employees who work for the covered employer, regardless of work site, are counted when determining whether this exemption may apply.

Examples

- Julia cleans guest rooms at hotels on weekends. Julia is entitled to break time and space under the FLSA for one year after the birth of a child.
- Sam is a registered nurse who is exempt from receiving overtime pay under the FLSA. Beginning on December 29, 2022, Sam is entitled to break time and space for one year after the birth of a child.
- Irina is the shift manager at a fast-food restaurant with several locations and meets all requirements to be exempt from overtime pay requirements under the FLSA. When Irina returns to work after the birth of her child in March of 2023, in order to comply with the law, her employer provides an office to take four breaks a day of 25 minutes each to pump breast milk for the nursing child.

Compensation for Break Time to Pump Breast Milk

Under the FLSA, when an employee is using break time at work to express breast milk they either:

- Must be completely relieved from duty; or
- Must be paid for the break time.

Further, when employers provide paid breaks, an employee who uses such break time to pump breast milk must be compensated in the same way that other employees are compensated for break time.

For more information about time that must be compensated, see [Fact Sheet #22](#).

Examples

- Madison works on a farm. Madison's employer provides all employees with two paid 15-minute rest breaks each day. Madison chooses to use both of the paid 15-minute breaks to pump breast milk for her 6-month-old infant. If Madison needs additional breaks to pump, the additional break time does not have to be compensated as long as Madison does not perform any work during the breaks.
- Peyton is a third-grade teacher. Under the FLSA, Peyton is entitled to time to pump breast milk in a private space. Peyton chooses to grade papers and complete student records while pumping breast milk. Peyton must be compensated for the time spent pumping and doing this work at the same time.

- Lauren's employer requires all employees to attend a team-building meeting at 3pm on Thursdays. Lauren requests break time to pump during the Thursday meeting. Lauren's employer denies her request in violation of the FLSA. Lauren must be paid for the time attending the meeting and must be permitted time and space to pump.

FLSA Prohibitions on Retaliation

It is a violation of the FLSA for any person to "discharge or in any other manner discriminate against any employee because such employee has filed any complaint or instituted or caused to be instituted any proceeding under or related to this Act, or has testified or is about to testify in any such proceeding, or has served or is about to serve on an industry committee." Employees are protected regardless of whether the complaint is made orally or in writing. Complaints made to the Wage and Hour Division are protected, and most courts have ruled that internal complaints to an employer are also protected.

Example

- Leslie is a delivery truck driver for a department store and takes breaks to pump breast milk a couple of times each day. The supervisor complains that the breaks are interfering with the delivery schedule and moves Leslie to a lower-paying job as a result.

In this example, Leslie has experienced unlawful retaliation under the FLSA.

Remedies for Violations

Beginning April 28, 2023, an employer who violates an employee's right to reasonable break time and space to pump breast milk will be liable for appropriate legal or equitable remedies under the FLSA. Remedies may include employment, reinstatement, promotion, and the payment of wages lost and an additional equal amount as liquidated damages, compensatory damages and make-whole relief, such as economic losses that resulted from violations, and punitive damages where appropriate. These remedies are available regardless of whether the employee has also experienced retaliation.*

An employee may file a complaint with the Wage and Hour Division or may file a private cause of action seeking appropriate remedies. Special procedures may apply to filing a private action where an employer has failed to provide an employee with an appropriate space to pump. Special procedures **do not apply** before an employee or other party can file a complaint with the Wage and Hour Division or when an employee brings a private suit to enforce the reasonable break time requirement.

*Please Note: Before April 28, 2023, remedies for violations of the reasonable break time and space requirements of the FLSA are limited to unpaid minimum or overtime wages. An employee who experienced retaliation may also seek additional remedies including, but not limited to, employment, reinstatement, lost wages and an additional equal amount as liquidated damages, compensatory damages and make-whole relief, such as economic losses that resulted from violations, and punitive damages where appropriate.

Where to Obtain Additional Information

For additional information, visit our Wage and Hour Division Website:

<http://www.dol.gov/agencies/whd> and/or call our toll-free information and helpline, available 8 a.m. to 5 p.m. in your time zone, 1-866-4USWAGE (1-866-487-9243).

This publication is for general information and is not to be considered in the same light as official statements of position contained in the regulations.



Pregnant, Postpartum and Pumping Workers: KNOW YOUR RIGHTS IN THE WORKPLACE

Two new laws, the Pregnant Workers Fairness Act (PWFA) and the Providing Urgent Maternal Protections for Nursing Mothers Act (PUMP Act), provide expanded protections to workers who are pregnant, postpartum or pumping.

Federal Protections for Pregnant Workers

- The **Family and Medical Leave Act (FMLA)** provides eligible employees job-protected leave for prenatal care or when a pregnant worker is unable to work because of the pregnancy. The FMLA also provides a right to take leave for required counseling, court appointments and related travel prior to foster care placement or adoption.
- The **PWFA** requires covered employers to provide “reasonable accommodations” to a worker’s known limitations related to pregnancy, childbirth, or related medical conditions, unless the accommodation will cause the employer an “undue hardship.”
- **Title VII of the Civil Rights Act (Title VII)** prohibits discrimination and harassment based on pregnancy, childbirth, or related medical conditions in any aspect of employment including hiring, firing, pay, promotions, training and more.

Federal Protections for Postpartum and Pumping Workers

- The **FMLA** provides eligible employees of covered employers a right to unpaid, job-protected leave for their baby’s birth or placement of a child for adoption or foster care. This right is afforded for the birth or placement, and to bond with the child within the first year after birth or placement.
- The Fair Labor Standards Act (FLSA) as amended by the PUMP Act, requires most employers to provide covered **nursing workers reasonable break time** and a private space, other than a bathroom, to pump breast milk for one year after the baby’s birth.
- The protections of the **PWFA** and **Title VII** also apply to postpartum and pumping workers.
- It’s important that workers and employers also understand that **Title VII**, the **PWFA**, **FLSA**, and **FMLA** protect workers from discrimination or retaliation when they question employer practices or assert their rights.

More Information



or visit
dol.gov/agencies/whd/maternal-health
eeoc.gov/pregnancy-discrimination

Pregnant Workers Fairness Act (PWFA)

(created 12/2024)

Overview

The PWFA is a federal law that requires covered entities to provide a reasonable accommodation for the known limitations of a qualified individual related to pregnancy, child birth, or pregnancy related medical conditions unless it would cause an undue hardship. The intent of the law is to enable employees who need temporary accommodations related to pregnancy, child birth or pregnancy/childbirth related medical conditions to continue working. The Cedar Falls Community School District is a covered entity under this law.

Qualified Individual

To be eligible for accommodations under the PWFA, an employee or applicant must be “qualified.” The PWFA has two definitions of “qualified individual.” First, the PWFA adopts the Americans with Disabilities Act’s (ADA) definition of a qualified individual—that is, an individual who can perform the essential functions of the job with or without reasonable accommodation. Second, the PWFA extends its protections to employees or applicants even if they cannot perform one or more essential functions of a job under certain circumstances. Specifically, under the second part of the PWFA’s definition of a qualified individual, an employee or applicant affected by pregnancy, childbirth or related medical conditions who is not able to perform essential functions will nevertheless be entitled to PWFA accommodations absent undue hardship where:

- ☐ The inability to perform an essential function is for a temporary period (defined as lasting for a limited time, not permanent and may extend beyond “in the near future”); and
- ☐ The essential function could be performed in the near future (defined as generally within 40 weeks); and
- ☐ The inability to perform the essential function can be reasonably accommodated.

Essential Functions

“Essential functions” are the fundamental job duties an individual holds or desires. This term comes from the ADA and does not include the marginal functions of a position. A job function may be considered essential for any of several reasons. For example:

- ☐ A function may be essential because the reason the position exists is to perform that function;
- ☐ A function may be essential because of the limited number of employees available among whom the performance of that job function can be distributed; or
- ☐ A function may be highly specialized so that the incumbent in the position is hired for their expertise or ability to perform the particular function. The weight these factors receive depends on the specific facts of a situation. Evidence of whether a particular function is essential may include but is not limited to:
 - The employer’s judgment as to which functions are essential;
 - Written job descriptions prepared before advertising or interviewing applicants for the job;
 - The amount of time spent on the job performing the function;
 - The consequences of not requiring the incumbent to perform the function;
 - The work experience of past incumbents in the job; and
 - The current work experience of incumbents in similar jobs.

Pregnancy, Childbirth and Related Medical Conditions

The PWFA ensures reasonable workplace accommodations for workers whose ability to perform the functions of a job is limited by pregnancy, childbirth or a related medical condition. The law protects workers with known physical or mental conditions related to, affected by or arising out of pregnancy, childbirth or related medical conditions. This may include a need or problem related to maintaining the individual's health or the health of their pregnancy or seeking health care related to pregnancy, childbirth or a related medical condition itself. To qualify as a known limitation, the employee or applicant (or their representative) must have communicated the limitation to the covered entity.

While pregnancy and recent pregnancy are among the conditions that fall under the PWFA's protection, some covered conditions or limitations may occur even if a person is not or has not been pregnant. For example, an individual may qualify for PWFA accommodation because of:

- Potential pregnancy;
- Lactation, including breastfeeding and pumping;
- Use of birth control;
- Menstruation;
- Infertility and fertility treatments;
- Endometriosis;
- Miscarriage;
- Stillbirth; and

- Having or choosing not to have an abortion.

"Related medical conditions" are medical conditions that relate to, are affected by, or arise out of pregnancy or childbirth as applied to the specific employee or applicant in question. These may include conditions such as dehydration, loss of balance or high blood pressure".

An employee or applicant does not have to specify any particular condition or use medical terms to describe a condition in order to be eligible for reasonable accommodation. However, a condition must relate to pregnancy or childbirth as applied to the specific individual requesting accommodation to qualify. If an individual has a condition that is listed above or that the individual otherwise claims to be covered under the PWFA, but the condition does not relate to pregnancy or childbirth in that individual's particular situation, the condition is likely not covered under the law. For example, if an employee has high blood pressure unrelated to pregnancy or childbirth, any limitation arising from that condition would not be eligible for PWFA accommodation.

Reasonable Accommodation

Generally, reasonable accommodations are changes to the work environment or the way things are usually done. Accordingly, like accommodations for disability under the ADA, reasonable accommodations under the PWFA include: • Modifications or adjustments to a job application process that enable a qualified applicant with a known limitation to be considered for a position;

- Modifications or adjustments to a work environment or to the manner or circumstances under which a position is done to allow a person with a known limitation to perform the essential functions of the job; and

- Modifications or adjustments to the way things usually are done that enable an employee with a known limitation to enjoy equal benefits and privileges of employment. Because the PWFA also provides for reasonable accommodations when an individual temporarily cannot perform one or more essential functions of a position but could do so in the near future, reasonable accommodation under the PWFA also includes modifications or adjustments that allow an employee with a known limitation to temporarily suspend one or more essential functions of the position.

Reasonable Accommodation Examples Types of reasonable accommodation that a worker may seek under the PWFA include but are not limited to:

- Job restructuring;
- Part-time or modified work schedules;
- More frequent breaks;
- Acquisition or modification of equipment, uniforms (including safety apparel) or devices;
- Seating for jobs that require standing or standing in jobs that require sitting;
- Appropriate adjustment or modification of examinations or policies;
- The use of paid leave (whether accrued, short-term disability or another type of employer benefit) or the provision of unpaid leave, including to attend health care-related appointments and to recover from childbirth (regardless of whether an employer provides these as a benefit);
- Assignment to light duty;
- Telework; and
- Accommodation of an individual's inability to perform one or more essential functions of a job by temporarily suspending the requirement that the employee perform one or more essential functions of a job, if the inability to perform the essential function is temporary and the employee is expected to be able to perform the function again in the near future.

Denying Reasonable Accommodation Requests

In a situation where an employer is choosing between reasonable accommodations and does not provide the worker's preferred accommodation, the employer does not have to show that it is an undue hardship to provide the worker's preferred accommodation. Also, if leave or another temporary suspension of essential functions would pose an undue hardship due to the length, frequency or unpredictable nature of the time off that was requested, an employer may lawfully deny the request without proving undue hardship. In other cases involving denial of a reasonable accommodation, however, an employer must demonstrate that no accommodation among any of those considered can be made without causing undue hardship.

Undue Hardship

"Undue hardship" is a term from the ADA, and the PWFA uses a similar definition. The PWFA defines undue hardship as an action requiring significant difficulty or expense when considered in light of several specified factors. To prove undue hardship, an employer must show an accommodation would cause significant difficulty or expense for the employer. Under the PWFA, proving undue hardship requires an individualized assessment of current circumstances and the consideration of several specified factors. Factors that employers should consider when determining whether an accommodation request causes an undue hardship include:

- The nature and cost of the accommodation needed;
- The overall financial resources of the facility;
- The number of employees at the facility;
- The effect on expenses and resources of the facility;
- The overall financial resources, size, number of employees and, if applicable, the type and location of the employer's overall facilities;

- The type of operation of the employer; and
- The accommodation's impact on the operation of the facility. If an employer determines that a reasonable accommodation will cause undue hardship, it must consider whether there are other reasonable accommodations it can provide absent undue hardship. Additional factors must be considered if the adjustment needed is a temporary suspension of an essential job function. These additional factors include:
 - The length of time the individual will be unable to perform the essential function;
 - Whether, through the interactive process for potential reasonable accommodations related to the temporary suspension of essential functions or otherwise, there is work for the employee or applicant to accomplish;
 - The nature of the essential function, including its frequency;
 - Whether the covered entity has provided other employees or applicants in similar positions who are unable to perform essential function(s) of their positions with temporary suspensions of those functions and other duties;
 - Whether there are other employees, temporary employees or third parties who can perform or be temporarily hired to perform the essential function(s) in question, if necessary; and
 - Whether the essential function(s) can be postponed or remain unperformed for any length of time and, if so, for how long. When accommodating a worker's temporary suspension of an essential function would impose an undue hardship if extended beyond a certain time, an employer would only be required to provide that accommodation for the period that it does not impose an undue hardship.

Predictable Assessments

Many accommodations sought under the PWFA will be for modest or minor changes in the workplace for limitations that will be temporary. To increase efficiency and decrease the time that it takes for workers to receive certain accommodations, the EEOC has determined that four types of modifications, known as "predictable assessments," will, in virtually all cases, be found to be reasonable accommodations that do not impose an undue hardship when sought by a pregnant worker. These include allowing the individual to:

- Carry and drink water as needed;
- Take additional restroom breaks;
- Sit for those whose work requires standing and stand for those whose work requires sitting; and
- Take breaks as needed to eat and drink.

The identification of these modifications as predictable assessments does not change the definition of undue hardship or mean that employers will not have opportunities to bring forward facts to demonstrate a proposed accommodation imposes an undue hardship on the employer under its own particular circumstances. Likewise, it does not change the requirement for employers to conduct an individualized assessment when determining whether a modification will impose an undue hardship. Instead, the EEOC expects that, for these specific and simple modifications, individualized assessments will virtually always result in a finding that the modification is a reasonable accommodation that does not impose an undue hardship when requested by an employee due to pregnancy.

Prohibited Actions

The PWFA explicitly prohibits certain actions. Specifically, the PWFA prohibits covered employers from:

- Requiring an employee to accept an accommodation not determined through an interactive process;
- Denying a job or other employment opportunities based on the worker's need for a reasonable accommodation;
- Requiring or directing an employee to use leave where another reasonable accommodation can be provided that would let the employee keep working;

- Failing to provide a reasonable accommodation for a qualified individual with a known limitation when the accommodation does not impose an undue hardship;
- Unnecessarily delaying responding to an individual's request for a reasonable accommodation;
- Denying a reasonable accommodation due to a lack of supporting documents;
- Retaliating against an individual for requesting or using a reasonable accommodation, opposing unlawful discrimination or participating in a proceeding under the PWFA; and
- Interfering with an individual's rights under the law. Employers are also prohibited from disclosing medical information they receive about an individual, including the existence of a pregnancy.

Documentation

Employers are not required to seek supporting documentation from a worker who requests accommodation under the PWFA. In fact, the PWFA restricts employers' ability to require documentation. An employer is only permitted to require supporting documentation, including from a health care provider, if it is reasonable to require documentation under the circumstances for the employer to determine whether to grant the accommodation. When requiring documentation is reasonable, an employer is also limited to requiring documentation that itself is reasonable. The PWFA defines "reasonable documentation" as documentation that describes or confirms:

- The physical or mental condition;
- That the condition is related to, affected by or arising out of pregnancy, childbirth or related medical conditions; and
- That a change or adjustment at work is needed for that reason. For example, if an employee asks for leave as a reasonable accommodation to attend therapy appointments due to anxiety early in the employee's pregnancy, the employer could but is not required to ask for documentation confirming that there is a physical or mental condition that is related to, affected by or arising out of pregnancy as well as information about how frequent and long the leave would need to be. Examples of when it would not be reasonable for an employer to require documentation are:
 - When both the limitation and the accommodation need are obvious;
 - When the employer has sufficient information to substantiate that the individual has a limitation and needs an adjustment at work;
 - When a pregnant employee seeks certain modifications, such as carrying and drinking water as needed, taking more restroom or snack breaks as needed, and alternating sitting and standing; and
 - When the limitation for which an accommodation is needed involves lactation. If the covered entity meets the requirements laid out above to request documentation and does so, the covered entity may request documentation from an appropriate health care provider in the particular situation. An appropriate provider may vary depending on the situation.

Confidentiality

The PWFA does not include a provision specifically requiring employers to maintain the confidentiality of medical information obtained in support of accommodation requests under the PWFA. However, individuals covered by the PWFA are also covered by the ADA, which requires employers to keep medical documentation of applicants, employees and former employees confidential, with limited exceptions. Releasing medical information, threatening to release medical information, or requiring an employee or applicant to share their medical information with individuals who have no role in processing a request for reasonable accommodation may also violate the PWFA's prohibitions against retaliation and coercion.

Compensation and Salary Basis (402.4)

Created: 09/22/2008 Last Revised: 08/08/2022

Wages and Salaries

The Board of Education shall establish salary schedules and rates of pay for the several positions in the District not covered by a collective bargaining agreement. Wages and salaries shall be negotiated with properly certified bargaining representatives for employees who are covered by a collective bargaining agreement.

Changes to Wage Rates and Salaries for Individual Employees

Changes to wage rates and salaries for employees covered by a collective bargaining agreement shall be in accordance with that agreement. Individual changes to the salary schedule and rates of pay set by the Board for individual employees not covered by a collective bargaining agreement may be determined by the Superintendent in consultation with the Executive Director of Human Resources and the Chief Financial Officer. Wages and salaries will be reviewed at least annually and may be increased, frozen or decreased if there is a valid and legal basis to do so.

Overtime

Non-exempt employees shall be compensated on an hourly basis, which is at least the minimum wage set by federal or state law, whichever is higher. Over-time work must have the prior approval of the employee's supervisor. Failure to obtain approval shall result in disciplinary action. Non-exempt employees shall be compensated at one and one-half times their regular hourly wage rate for work over 40 hours in a work week, or shall be granted compensatory time at one and one-half time for work over 40 hours a work week. The District may require that the employee take compensatory time rather than over-time pay provided the employee is notified of this requirement prior to working the over-time hours. A work week shall run from Sunday at 12:01 a.m. to the following Sunday at 12:00 a.m. Holidays, paid vacations and paid leaves of absence shall not count towards the 40 hours for purposes of computing overtime, unless a collective bargaining agreement provides otherwise. Non-exempt employees shall complete daily time records showing actual time worked, or shall be required to use a time-clock. All time actually worked shall be paid. The time records shall be signed if requested. Failure of the employee to maintain such records or falsification of such records will be grounds for disciplinary action.

Salary Basis

The Fair Labor Standards Act (FLSA) is a federal law which requires that most employees in the United States be paid at least the federal minimum wage for all hours worked and overtime pay at time and one-half the regular rate of pay for all hours worked over 40 hours in a workweek.

However, the FLSA provides an exemption from both minimum wage and overtime pay for employees employed as bona fide executive, administrative, professional and outside sales employees. The FLSA also exempts certain computer employees. To qualify for exemption, employees generally must meet certain tests regarding their job duties and be paid on a salary basis at not less than the amount set by the U.S. Department of Labor. Job titles do not determine exempt status. In order for an exemption to apply, an employee's specific job duties and salary must meet all the requirements of the Department's regulations.

Salary Basis Requirement

To qualify for exemption, employees generally must be paid at not less than the amount set by the U.S. Department of Labor on a salary basis. These salary requirements do not apply to teachers, counselors, librarians, academic administrators i.e., those whose primary duty is performing administrative functions directly related to academic instruction or training, or employees whose primary duty is teaching, tutoring, instructing, or academic functions directly related to academic instruction or training, and exercise independent judgment. Exempt computer employees may be paid at least the amount set by the U.S. Department of Labor on a salary basis or on an hourly basis at a rate not less than the amount set by the U.S. Department of Labor.

Being paid on a "salary basis" means an employee regularly receives a predetermined amount of compensation each pay period on a weekly or less frequent basis. The predetermined amount cannot be reduced because of variations in the quality or quantity of the employee's work.

Subject to exceptions listed below, an exempt employee must receive the full salary for any work week in which the employee performs any work, regardless of the number of days or hours worked. Exempt employees do not need to be paid for any work week in which they perform no work. If the employer makes deductions from an employee's predetermined salary, i.e., because of the operating requirements of the business, that employee is not paid on a "salary basis." If the employee is ready, willing and able to work, deductions may not be made for time when work is not available.

Circumstances in Which the Employer May Make Deductions from Pay

Deductions from pay are permissible when an exempt employee is absent from work for one or more full days for personal reasons other than sickness or disability; for absences of one or more full days due to sickness or disability if the deduction is made in accordance with a bona fide plan, policy or practice of providing compensation for salary lost due to illness; to offset amounts employees receive as jury or witness fees, or for military pay; or for unpaid disciplinary suspensions of one or more full days imposed in good faith for workplace conduct rule infractions. Also, an employer is not required to pay the full salary in the initial or terminal week of employment, for penalties imposed in good faith for infractions of safety rules of major significance, or for weeks in which an exempt employee takes unpaid leave under the Family and Medical Leave Act. In these circumstances, either partial day or full day deductions may be made to the extent permitted by law.

Pay Deductions for Leaves of Absence

The District provides a variety of leaves of absence to allow non-exempt to be absent from work. As a public employer, the District is expected to record and monitor the work that employees perform and to conform to principles of public accountability in its compensation practices. Therefore, it is the policy of the District that when a non-exempt employee is absent from work for less than one work day, the employee's pay will be reduced or the employee will be placed on leave without pay if:

- the employee has not sought permission to use paid leave for this partial-day absence;
- the employee has sought permission to use paid leave for this partial-day absence and permission has been denied;
- the employee's accrued paid leave has been exhausted; or
- the employee chooses to use leave without pay.

In each case in which a non-exempt employee is absent from work for part of a work day, a deduction from compensation will be made or the employee will be placed on leave without pay for a period of time which is equal to the employee's absence from the employee's regularly scheduled hours of work on that day.

Compliance

It is District policy to comply with all applicable laws with respect to payments of wages, salaries, and benefits to employees, including the Fair Labor Standards Act, including specifically the salary basis requirements of the FLSA, and the Iowa Wage Payment Collection Act. Therefore, all administrators and supervisors are prohibited from making any improper deductions from the salaries of employees. Employees are to be aware of this policy and that the District does not allow deductions that violate federal or state law.

If an employee believes that an improper deduction has been made to the employee's salary, or that proper payment has not been made, the employee should immediately report this information in writing to the Chief Financial Officer. Reports of improper deductions or payments will be promptly investigated. If it is determined that an improper deduction has occurred, the employee will be promptly reimbursed for any improper deduction made. This procedure is in addition to any other complaint process that may also be available to employees.

Reporting Child and Dependent Adult Abuse (403.12)

Created: 10/13/2008 Last Revised: 08/08/2022

Any licensed employee or other mandatory reporter who within the scope of their professional duties, becomes aware, or has reason to believe, that a student has been abused or neglected as defined by law shall see that such alleged incidents of child abuse or neglect, dependent adult abuse or neglect, or suspected abuse or neglect, is reported to the Department of Human Services in compliance with the law. The District shall arrange for licensed staff members to complete training relating to the identification and reporting of child and dependent adult abuse.

When a mandatory reporter suspects a student is the victim of child abuse, the mandatory reporter shall make an oral report of the suspected child abuse to the Iowa Department of Human Services within 24 hours of becoming aware of the abusive incident and shall make a written report to the Iowa Department of Human Services within 48 hours following the oral report. If the mandatory reporter believes the child is in immediate danger, the local law enforcement agency will also be notified.

Within six months of their initial employment, mandatory reporters will take a two-hour training course involving the identification and reporting of child abuse, or submit evidence they've taken the course within the previous three years. Once the training course has been taken, the certificate will remain valid for three years. Employees who have taken the two-hour training course will take the one-hour follow-up training course every three years and prior to the expiration of their certificate.

Child Abuse Reporting Regulation (403.12R1)

Created: 10/13/2008 Last Revised: 08/08/2022

Iowa law requires licensed employees and other mandatory reporters to report to the Iowa Department of Human Services (DHS) instances of suspected child abuse which they become aware of within the scope of their professional practice. A "child" is defined as a person under 18 years of age.

The law further specifies that a licensed employee or other mandatory reporter who knowingly or willfully fails to report a suspected case of child abuse is guilty of a simple misdemeanor and that the licensed employee may be subject to civil liability for damages caused by the failure to report.

Employees participating in good faith in the making of a report or in a judicial proceeding that may result from the report are immune from liability as provided by law.

Child Abuse Defined

"Child abuse" is defined as:

- Any nonaccidental physical injury, or injury which is at variance with the history given of it, suffered by a child as the result of the acts or omissions of a person responsible for the care of the child.
- Any mental injury to a child's intellectual or psychological capacity as evidenced by an observable and substantial impairment in the child's ability to function within the child's normal range of performance and behavior as the result of the acts or omissions of a person responsible for the care of the child, if the impairment is diagnosed and confirmed by a licensed physician or qualified mental health professional.
- The commission of a sexual offense with or to a child as a result of the acts of omissions of the person responsible for the care of the child. (*Sexual offense includes sexual abuse, incest, and sexual exploitation of a minor.*)
- The failure on the part of a person responsible for the care of a child to provide for the adequate food, shelter, clothing or other care necessary for the child's welfare when financially able to do so, or when offered financial or other reasonable means to do so. A parent or guardian legitimately practicing religious beliefs who does not provide specified medical treatment for a child for that reason alone shall not be considered abusing the child.
- The acts or omissions of a person responsible for the care of a child which allow, permit or encourage the child to engage in acts prohibited pursuant to Iowa Code section 725.1 (which deals with prostitution).

- An illegal drug is present in a child's body as a direct and foreseeable consequence of the acts or omissions of the person responsible for the care of the child.
- The person responsible for the care of a child has, in the presence of the child, manufactured a dangerous substance, or in the presence of the child possesses a product containing ephedrine, its salts, optical isomers, salts of optical isomers, or pseudoephedrine, or its salts, with the intent to use the product as a precursor or an intermediary to a dangerous substance.
- The commission of bestiality in the presence of a minor by a person who resides in a home with a child, as a result of the acts or omissions of a person responsible for the care of the child.
- Cohabitation by a person responsible for the care of the child with a person on the sex offender registry, unless the person responsible for the care of the child is married to or the parent of the registered sex offender.
- Any other circumstances as defined by law.

Teachers in public schools are not "persons responsible for the care of the child" under this definition. However, a teacher who abuses a child is subject to civil, criminal, and professional sanctions.

Reporting Procedures

Licensed employees and other mandatory reporters are required to report, either orally or in writing, within 24 hours to the Iowa Department of Human Services when the employee reasonably believes from knowledge obtained within the scope of employment that a child has suffered from abuse. If the licensed employee or other mandatory reporter has reason to believe that immediate protection for the child is advisable, the employee shall also make an oral report to an appropriate law enforcement agency. Within 48 hours of an oral report, a written report must be filed with the DHS.

District employees shall report orally to the following:

Department of Human Services Child Protection Investigation Unit (Phone: 291-4441 or 1-800-362-2178 for Black Hawk County only.)

Each report should contain as much of the following information as can be obtained within the time limit. However, the law specifies a report will be considered valid even if it does not contain all of the information.

- name, age, and home address of the child,
- name and home address of parents, guardians or other persons believed to be responsible for care of the child,
- the child's present whereabouts if not the same as the parent's or other person's home address,
- description of nature and extent of injuries, including evidence of previous injuries,
- name, age, and condition of other children in the same home,
- any other information considered helpful in establishing the cause of the injury to the child, the identity of the person(s) responsible for the injury, or in providing assistance to the child, and
- name and address of the person making the report.

Cooperation

It is not the responsibility of employees to prove that a student has been abused or neglected. Employees should not take it upon themselves to investigate the case or contact the family of the child. The DHS is responsible to investigate the incident of alleged abuse. All employees shall cooperate in good faith with the Department of Human Services in an investigation. The Department of Human Services has the right to come to the school where the student named in a report is located. The administrators must cooperate with the investigation by providing confidential access to the student named in the report and to other children for the purpose of interviewing the child(ren) to obtain relevant information.

Formal Evaluations (401.14)

Created: 7/11/1977

Last Revised: 09/11/2017

Last Reviewed: 07/11/2022

Evaluation of Superintendent

The primary purposes of formal evaluation of the superintendent are to improve and enhance the performance of the superintendent, to communicate to the superintendent the Board of Education's perception of his/her performance, and to provide written documentation of the superintendent's level of performance to provide a basis for contract decisions.

The Board of Education shall be responsible for the formal evaluation of the superintendent. The Board of Education may utilize relevant information from other persons as it so desires. Each Board of Education member shall have an opportunity to complete a written evaluation of the superintendent on a form adopted by the Board of Education. The form shall provide evaluation on how well the superintendent performs the duties of the superintendent's job description and how well the superintendent has met goals established for the superintendent. The Board of Education president or designee shall then prepare a written composite evaluation. The superintendent shall be given a copy of the composite evaluation and shall have the opportunity to discuss the evaluation with the Board of Education. The superintendent may respond in writing to the evaluation. The written composite evaluation and any response shall be filed in the superintendent's confidential personnel file.

The Board of Education will formally evaluate the superintendent at least one time each contract year. A conference to review progress towards meeting professional goals and District goals shall be held as frequently as the Board of Education deems necessary.

Evaluation of Other Administrators and of Supervisors

The primary purposes of formal evaluation of the administrators and supervisors are to improve and enhance the performance of each administrator and supervisor and to provide written documentation of the individual's level of performance to provide a basis for contract decisions.

The superintendent or designee shall be responsible for evaluating the performance of all other administrators and of supervisors in the District. The superintendent or designee may delegate this authority and duty to other authorized persons to evaluate the performance of individuals. The evaluator may utilize other individuals to assist in the formal evaluation process and may utilize relevant information from other individuals.

Each administrator and supervisor shall be formally evaluated at least one time each contract year. A conference to review progress towards meeting professional goals shall be held annually.

A copy of the completed formal evaluation will be given to the evaluated administrator or supervisor and a conference shall be held. The evaluated individual may respond in writing to the evaluation. The written evaluation and any response shall be filed in the individual's confidential personnel file.

Evaluation of Licensed Employees Other Than Administrators

The primary purposes of formal evaluation of licensed employees are to improve and enhance the performance of each employee and to provide written documentation of the employee's level of performance to assist in making employment decisions.

Licensed employees shall be formally evaluated at least once during each of the first two years of employment and no less frequently than tri-annually thereafter. Teachers in the tri-annual evaluation cycle shall meet annually with the building administrator to discuss the contents of and progress towards goals discussed in the Individual Career Development Plan. Additional input and support for this Plan will be provided through the Peer Review process.

Licensed employees of the District shall be formally evaluated by the administrative staff of the District in accordance with law. Administrative staff may utilize relevant information from other individuals in the performance of this duty. Licensed employees shall be evaluated in accordance with procedures established by the superintendent or designee. Written evaluations and any responses shall be filed in the employee's confidential personnel file. The administrator and the employee shall meet to discuss the evaluation before the evaluation form is placed on file.

Evaluation of Classified Employees (Other Than Supervisors)

The primary purposes of formal evaluations of classified employees are to improve and enhance the performance of each employee and to provide written documentation of the employee's level of performance to assist in making employment decisions.

The superintendent or designee shall be responsible for the evaluation of classified employees of the District. The superintendent or designee may delegate this authority and duty to other administrators or supervisors of the District. The evaluator may utilize relevant information from other individuals in the performance of this duty.

The superintendent or designee shall approve evaluation forms for evaluation of classified employees. Classified employees, except temporary employees, shall be formally evaluated at least once during their first year of employment and at least once tri-annually thereafter. A copy of the completed formal evaluation will be given to the evaluated employee and a conference shall be held. The evaluated individual may respond in writing to the evaluation. The written evaluation and any response shall be filed in the individual's confidential personnel file.

Classified employees of the District shall be formally evaluated using the criteria specified in the evaluation form.

Other

Nothing in this policy shall preclude other methods of evaluation in addition to those prescribed herein, which may include self-evaluation, peer-evaluation, or student evaluation and the use of verified comments from individuals from outside the District, including comments from parents and students, as long as such additional sources of evaluation are related to the employee's performance as an employee of the District.

Any person formally evaluating the performance of licensed employees (except Board of Education members when evaluating the superintendent) shall obtain and maintain an evaluator's license from the Iowa Board of Educational Examiners.

Gifts and Honoraria to District Employees and Their Families (403.4)

Created: 6/1965

Last Revised: 08/08/2016

Last Reviewed: 07/11/2022

Except as otherwise provided in this policy, no employee of the District or member of an employee's immediate family (spouse or dependent children) shall solicit, accept, or receive any gift or series of gifts, nor shall any employee of the District accept an honorarium if the donor is or is seeking to be a party to one or any combination of sales, purchases, leases, or contracts with the District or if the donor will personally be or is the agent of a person who will be directly or substantially affected financially by the performance or nonperformance of the employee's official duty in a way that is greater than the effect on the public generally.

A "gift" for purposes of this policy shall include anything of value in return for which legal consideration of equal or greater value is not given. However, the following gifts may be allowed:

- (1) a contribution to a candidate; or
- (2) informational material relevant to official functions, such as books, pamphlets, reports, documents, periodicals or other information that is recorded in a written audio or visual format; or
- (3) anything received from a person related within the fourth degree by kinship or marriage, unless the donor is acting as an agent or intermediary; or
- (4) an inheritance; or
- (5) anything available or distributed free of charge to the public generally; or
- (6) items received from a bona fide charitable, professional, educational, or business organization to which the employee belongs as a dues paying member, if the items are given to all members of the organization without regard to the individual member's status or positions held outside of the organization and if the dues paid are not inconsequential when compared to the items received; or

- (7) actual expenses for food, beverages, registration, travel, and lodging for a meeting which is given in return for the employee's participation in a panel or speaking engagement at the meeting when the expenses relate directly to the day(s) on which the employee has participation or presentation responsibilities; or
- (8) plaques or items of negligible resale value given as recognition for public services; or
- (9) food and beverages provided at a meal that is part of a bona fide event or program at which the recipient is being honored for public service; or
- (10) nonmonetary items with a value of \$3.00 or less received from one donor during one calendar day; or
- (11) items or services solicited by or given to, for purposes of a business or educational meeting, a state, national, or regional government organization in which the District is a member, or solicited by or given for purposes of a business or educational meeting, a state, national, or regional government organization whose membership and officers are primarily composed of state or local government officials or employees; or
- (12) items or services received as part of a regularly scheduled event that is part of a business or educational conference, seminar, or other meeting that is sponsored and directed by any state, national, or regional organization in which the District is a member, or received at such an event by members or representatives of members of state, national, or regional government organizations whose membership and officers are primarily comprised of state or local government officials or employees; or
- (13) funeral flowers or memorials to a church or nonprofit organization; or
- (14) gifts for an employee's wedding or 25th or 50th wedding anniversary; or
- (15) payment of salary or expenses by the District for the cost of attending a meeting of a subunit of an agency when the employee whose expenses are being paid serves on a Board of Education, commission, committee, council or other subunit of the agency and the employee is not entitled to receive compensation or reimbursement of expenses from the District for attending the meeting; or
- (16) gifts other than food, beverages, travel and lodging received by an employee which are received from a person who is a citizen of a country other than the United States and is given during a ceremonial presentation or as a result of a custom of the other country and is of personal value only to the recipient.
- (17) actual registration costs for informational meetings or sessions which assist the employee in the performance of the person's official functions. The costs of food, drink, lodging, and travel are not "registration costs" under this paragraph. Meetings or sessions which the employee attends for personal or professional licensing purposes are not "informational meetings or sessions" under this paragraph.

An otherwise prohibited nonmonetary gift may be accepted if the gift is donated within 30 days to a public body, the department of administrative services, or a bona fide educational or charitable organization as provided by law.

An "honorarium" for purposes of this policy means anything of value that is accepted by, or on behalf of, an employee of the District, as consideration for an appearance, speech, or article. However, the following "honoraria" may be accepted:

- (1) payment of actual expenses for registration, food, beverages, travel, and lodging when the expenses relate directly to the day(s) on which the employee has participation or presentation responsibilities; or
- (2) a non-monetary item if the employee donates the item within 30 days to a public body, a bona fide educational or charitable organization, or the department of administrative services of the State of Iowa; or

- (3) a payment made to the employee for services rendered as part of the employee's private business, trade or profession if the payment is commensurate with the actual services rendered and is not made because of the person's status as a public official or public employee but, rather, because of the employee's special expertise or other qualifications.

This policy shall not prohibit District employees from receiving nonmonetary gifts from or on behalf of students or groups of students for special occasions such as holidays, retirement, end of sessions, or periods of illness, provided the gift is not of excessive value and is not given to influence the employee's judgment in professional or official matters, but rather is given as a token of appreciation. No employee shall accept a monetary gift from or on behalf of a student or group of students.

It shall be the policy of the District to encourage students and their parents to donate an item for the District or for a classroom or activity in lieu of donating gifts personally to an employee.

It is the intent of the Board that District officials and employees be extremely cautious and circumspect about accepting any gratuity, favor, or gift. The acceptance of personal benefits raises suspicions that tend to undermine public trust.

Electronic Communication Systems (403.7.1)

Created: April 9, 2001 Last Revised: 08/08/2016 Last Reviewed: 07/11/2022

No Privacy Expectation

All of the District's automated and technology systems, including electronic mail, voice mail, Internet access and electronic storage systems are District property. **The District has the right to access, review, copy, modify, and delete any information transmitted through or stored in the system, including e-mail messages.** Files containing personal information or business of an employee are treated no differently than the District's files, and the employee has no expectation of privacy in such materials.

Computers Owned by the District

Whether being used in the District or in another location:

- Only authorized employees, authorized students, or persons authorized by the administration may use the computer as use by others puts District assets and records in jeopardy. Employees are not to allow unauthorized persons access to District computer equipment whether by allowing use of the computer or by viewing the contents of the computer.
- Only software approved by the District shall be loaded on the computer. All software must be installed by the information technology department. Individual employees shall not download software, including screen savers. All software installed on District computers must be installed in the District's software inventory. The information technology department will catalog software and file all licensing agreements.
- Passwords need to be kept secure in a discreet location.

E-mail Usage Policy

Use of e-mail to engage in any communication in violation of District policies, including transmission of defamatory, obscene, profane, offensive, or harassing messages, or messages that disclose personal information without authorization, is prohibited.

Unauthorized use of another user's name/account to access e-mail or the Internet is prohibited.

Internet Usage

Internet resources may be used only for purposes that effectively support the District's goals and objectives or for non-business purposes that are approved by the administration. Employees are expected to access only educationally appropriate sites. The District has the ability and reserves the right to review records of use of the Internet.

The District will not be responsible for maintaining or payment of personal Internet accounts.

Employees must respect all copyright and license agreements regarding software or publications they access from the Internet. The District will not condone violations of copyright laws and licenses, and employees will be personally liable for any fines or sanctions caused by any license or copyright infringement.

Inappropriate Uses of Internet and/or E-mail

The District prohibits the inappropriate uses of the Internet (including e-mail), including, but not limited to, the following:

- Disclosure of confidential or sensitive data known or entrusted to the District to any unauthorized individuals.
- Misuse of copyrighted material or other copyright violations.
- Communicating in ways that improperly disparage the products or services of other entities.
- Communicating information that could be perceived as an official District position or endorsement without proper approval.
- Using confrontational or improper language or making statements that are defamatory.
- Creating, storing, accessing, viewing, or transmitting defamatory, pornographic, obscene, profane, illegal or otherwise offensive material.
- Participating in any harassment.
- Misrepresenting an individual's identity or the source of communications or data.
- Attempting to break into any other Internet server or gain unauthorized access to another's systems or materials.
- Accessing confidential information on computer resources without authorization.
- Promoting political or religious positions.
- Participating or engaging in activities that violate the law, or any District policies or standards.
- Operating a personal business or using the Internet as provided by the District for personal gain.
- Exporting or importing of any governmentally controlled technical data or software (such as software encryption) to or from unauthorized locations or persons, without appropriate licenses or permits.

Employees' e-mail/Internet access and other use of the District's information technology systems may be monitored at any time, without prior notice. Users violating any portion of these rules may receive a written warning or other discipline, including immediate discharge, depending upon the seriousness of the violation.

Employee Use of Social Media (403.7.2)

Created 10/14/2013 Revised: 08/08/2016 Last Reviewed: 07/11/2022

The Cedar Falls Community School District expects its employees to model responsible and appropriate conduct, both at school and away from school. Employees' use of social media forms, including text, audio, video, images, podcasts, social networking websites including, but not limited to Facebook, Twitter, Instagram, and similar sites now or in the future, and personal web pages or blogs, and electronic messaging, are subject to the normal requirements of legal and ethical behavior within the District community. Employees should be guided by applicable laws, District policies, and sound professional judgment when using social media.

District / Professional Use of Social Media

An employee using social media in his or her professional capacity as an employee of the District and/or pursuant to his or her official duties shall be honest about his or her identity, and be thoughtful and respectful when submitting or posting messages. In addition, employees using social media for such purposes should adhere to the following guidelines:

- An employee must identify himself or herself and position held with the District. Never create an alias or be anonymous.
- The “cfschools.org” address attached to an employee’s name and/or email implies that he/she is acting on behalf of the District and, as such, employees are expected to conduct themselves in a professional manner.
- Any information shared via social media regarding the business of the District, whether using personal or District equipment, may be considered a public record. All information communicated through or maintained on the District’s system is subject to being monitored or inspected at any time.
- Employees must comply with District policy on *Use of Information Resources*.
- Absent parent permission, staff members may not share, send, or post pictures, text messages, e-mails or other material that personally identifies District students. Employees may not use images of students, e-mails, or other personally-identifiable student information for personal gain, profit, or any other non-school related purpose.
- Staff members shall not submit or post confidential information about the District, its students, alumni, or employees; one must assume that most information about a student is protected from disclosure by both federal law (the Family Educational Rights and Privacy Act) and state law (Iowa Code Section 22.7(1)). Disclosures of confidential or protected information may result in liability for invasion of privacy or defamation.
- By their very nature, social media forms such as social networking websites and web pages or blogs are not truly private. To minimize unintended disclosure of information, staff must set and maintain social networking privacy settings at the most restrictive level.
- Internet search engines can find information years after it was originally posted. Comments can be forwarded or copied and archival systems can save information even if a post was deleted; staff must assume that a message or image which is posted or communicated can never be completely deleted.

Personal Use of Social Media

The District recognizes the prevalence of social media used for personal purposes and acknowledges that its employees have the right under the First Amendment to speak out on matters of public concern. However, the District also has the right to regulate the speech of employees when that speech in certain circumstances, such as the personal use of social media, interferes with the employee’s ability to perform his or her duties or affects the District’s ability to efficiently provide educational services. Accordingly, it is essential that employees conduct themselves in such a way that their personal use of social media does not adversely affect their position with the District. In addition, employees using social media for such purposes should adhere to the following guidelines:

- If an employee is participating on a social networking website, web page, and/or blog for personal use, the employee may identify himself or herself as an employee of the District. However, the employee must state that he/she is expressing personal opinions, not those of the District.
- If identifying oneself as a District employee, remember that one’s actions will reflect not only on you, but also on the District.
- Staff shall never pretend to be someone else and submit or post information concerning the District.

- Staff shall not use the District's school logos or mascots, photographs, or any other such graphic representations or images, or link any personal page on a social networking website, or other personal web page to any District website or material.
- If submitting or posting information or comments that are not related to the District, a staff member's activities may still result in professional repercussions. Such actions include, but are not limited to, posting of photographs or information which violates federal or state law and regulations and/or District policies and rules.
- While an individual does not have control of what others may submit or post on social networking websites; staff members must be aware that conduct in one's private life may affect one's professional life. Be vigilant about what others post about you or on your page and, if necessary, take steps to remove comments that pose a risk to your status with the District.
- It could be viewed as inappropriate for District employees to communicate with current students enrolled in the District through social media, such as through electronic messaging or any social networking website. This includes becoming "friends" on such sites. Employees should refrain from engaging in social interaction with current students enrolled in the District through personal pages on social networking websites and other personal web pages or electronic messaging.
 - Employees may use professional web pages that are created through the District and used solely for school-related purposes. Notify parents of intentions to use this media to communicate with students and the intended purpose of such communications. All ethical expectations for appropriate employee/student relationships must be followed.
- Staff members shall not provide personal contact information to students currently enrolled in the District. Only provide an official District email address and/or telephone number as a way to communicate with students or parents regarding District business.
- During the work day, participating on any personal social media, regardless of whether such participation is through District or personal equipment shall be limited to professional purposes.

Disciplinary Action

Employees who fail to comply with this policy or who make other inappropriate use of social media may be subject to disciplinary action, up to and including discharge. If an employee has any questions about the application of this policy, he/she should consult his or her supervisor.

Political Activity (403.9.1)

Created: 10/13/2008 Last Revised: 08/08/2022

Employees shall not engage in political activities upon District property or during a student activity. Activities prohibited include, but are not limited to:

- posting of political signs, circulars or petitions,
- the distribution of political circulars or petitions,
- the collection of and/or solicitation for campaign funds,
- solicitations for campaign workers,
- the use of students or equipment for writing, drawing or addressing political materials, and
- using District telephones, reproduction and computer equipment, for solicitations or to poll or to urge a particular vote, wearing political buttons, and the distribution of such materials to or by students.

Employees may engage in political activities of their choosing on their own time off District premises. Employees may attend political caucuses and events on District property which are open generally to the public.

Employee Expression (403.9.2)

Created: 08/08/2022

The Board believes the District has an interest in maintaining an orderly and effective work environment while balancing employees First Amendment rights to freedom of expression and diverse viewpoints and beliefs. When employees speak within their official capacity, their expression represents the District and may be regulated. The First Amendment protects a public employee's speech when the employee is speaking as an individual citizen on a matter of public concern. Even so, employee expression that has an adverse impact on district operations and/or negatively impacts an employee's ability to perform their job for the District may still result in disciplinary action up to and including termination.

Employees who use social media platforms are encouraged to remember that the school community may not be able to separate employees as private citizens, from their role within the district. Employee expression on social media platforms that interferes with the district's operations or prevents the District from functioning efficiently and effectively may be subject to discipline up to and including termination.

A District employee who acts to protect a student for engaging in free expression or who refuses to infringe on students engaging in free expression; and who is acting within the scope of their professional ethics will not be retaliated against or face any adverse employment action based on their behavior provided that expression is otherwise permitted by law and board policy.

If the Board or court finds an employee that is subject to licensure, certification or authorization by the Board of Educational Examiners discriminated against a student or other co-employee, the Board will refer the employee to the Board of Educational Examiners for additional proceedings as required by law and which may result in discipline up to and including termination.

Employee Complaint Procedures (401.4)

Created: 4/19/1976 Last Revised: 08/08/2022

Purpose

The purpose of these complaint procedures is to resolve, at the lowest possible level, complaints of employees which may arise from time to time regarding their working conditions.

Exclusion

Any matter brought under a grievance procedure of a collective bargaining agreement shall not also be brought under the procedures of this policy.

Procedures

Any employee with a complaint regarding his/her working conditions may first discuss such complaint with his/her immediate supervisor in an attempt to resolve the matter informally. The immediate supervisor should be informed of the complaint within 15 working days of the event giving rise to the complaint, and the supervisor shall attempt to meet with the employee within 15 working days of being notified. This informal step may be bypassed.

If the matter is not satisfactorily resolved, the employee may file a written complaint with the immediate supervisor. The complaint should be filed within 15 working days of the event giving rise to the complaint or within 15 working days following the discussion with the immediate supervisor. The immediate supervisor shall attempt to indicate the disposition of the complaint in writing within 15 working days of the filing of the written complaint.

If the employee feels that the matter is not satisfactorily resolved, he/she may file the written complaint and the immediate supervisor's disposition with the next level supervisor along with a request for further review. The request should be filed within ten working days of the disposition by the immediate supervisor. The next level supervisor shall attempt to indicate the disposition of the complaint in writing within 15 working days of the filing of the request for further review.

If the matter is not satisfactorily resolved, the employee may continue to file requests for further review through the chain of authority through the superintendent or designee. The same procedures and timelines as set forth above for review by a next level supervisor shall apply through the chain of authority through the superintendent or designee.

If the employee still feels that the matter is not satisfactorily resolved, the employee may request to appear before the Board of Education by filing the written complaint and the written dispositions with the Board of Education secretary and ask for a place on the agenda. The Board of Education secretary shall consult with the Board of Education president. The Board of Education president may direct that the matter be placed on the Board of Education agenda. If the Board of Education president declines to place the matter on the Board of Education agenda, the superintendent or designee's decision shall be final. If the matter is placed on the Board of Education agenda, the employee may appear at the Board of Education meeting and discuss the matter with the Board of Education. The administrative staff may also discuss the matter with the Board of Education. Prior to the Board of Education meeting at which the matter will be discussed, the Board of Education Secretary should ascertain whether a closed session may be appropriate. The Board of Education may refuse in its sole discretion to take action on the complaint or the Board of Education shall decide the matter as soon as practicable, and the Board of Education secretary shall communicate the Board of Education's decision to the employee. If the Board of Education declines to decide the matter, the disposition of the superintendent or designee shall be final.

Non-interference

To the extent possible, all investigations, handling or processing of any complaint shall be conducted so as to result in no interference with or interruption of work activities.

Discrimination and Harassment Complaints

Employees alleging improper discrimination or harassment may bypass any step of these procedures which requires the employee to meet with the alleged perpetrator. The complainant may file the initial complaint with the compliance officer.

No Retaliation

No person shall retaliate against another person because the person has filed a complaint, assisted or participated in an investigation, as long as the participation or action was in good faith.

Notification of Arrest, Criminal Charges, Child or Dependent Adult Abuse Complaints (401.18)

Created: 06/08/2015 Revised: 08/08/2016 Last Reviewed: 07/11/2022

Employees are expected to perform their assigned jobs, respect and follow Board of Education policies, and obey the law. In the event that employees are arrested, have any criminal charges filed against them, receive a disposition of any criminal charges pending against them, and/or any charges relating to operating a motor vehicle while intoxicated, they must notify the Human Resources Department. Notification of the Human Resources Department should occur within five business days of notification to the employee. Employees whose duties require possession of a Commercial Driver's License and/or who regularly and frequently operate District vehicles must report all charges and citations, including traffic tickets such as speeding tickets. Employees will be responsible for the payment of a fine, penalty, or ticket incurred while operating a District vehicle. Other employees need not report such traffic tickets.

Employees must notify the Human Resources Department of any child or dependent adult abuse complaints filed against them. Employees must notify the Human Resources Department regarding the findings in any complaint against an employee alleging child or dependent adult abuse. The Human Resources Department should be notified of any complaints and findings within five business days of notification to employee.

Information relating to arrests, criminal charges and abuse complaints shall be treated as confidential and shall be maintained as part of the employee's personnel file.

Employees who do not notify the District as required by this policy may be subject to disciplinary action up to and including termination.

Public Conduct on School Premises and at School Activities (1006.1)

Created: 10/25/1999 Last Revised: 7/8/2012

The board expects that students, employees, and visitors will treat each other with respect, engage in responsible behavior, exercise self-discipline and model fairness, equity and respect. Individuals violating this policy will be subject to discipline. Students will be disciplined consistent with the student conduct policies. Employees will be disciplined consistent with employee discipline policies and laws. Others will be subject to discipline according to this policy.

Individuals are permitted to attend school sponsored or approved activities or visit school premises only as guests of the school district, and, as a condition, they must comply with the school district's rules and policies. Individuals will not be allowed to interfere with or disrupt the education program or activity. Visitors, like the participants, are expected to display mature, responsible behavior. The failure of individuals to do so is not only disruptive but embarrassing to the students, the school district, and the entire community.

To protect the rights of students to participate in the education program or activities without fear of interference or disruption and to permit the school officials, employees and activity sponsors and officials to perform their duties without interference or disruption, the following provisions are in effect:

- Abusive, verbal or physical conduct of individuals directed at students, school officials, employees, officials and activity sponsors of sponsored or approved activities or at other individuals will not be tolerated.
- Verbal or physical conduct of individuals that interferes with the performance of students, school officials, employees, officials and activity sponsors of sponsored or approved activities will not be tolerated.
- The use of vulgar, obscene or demeaning expression directed at students, school officials, employees, officials and activity sponsors of sponsored or approved activities participating in a sponsored or approved activity or at other individuals will not be tolerated. If an individual becomes physically or verbally abusive, uses vulgar, obscene or demeaning expression, or in any way interrupts an activity, the individual may be removed from the event by the individual in charge of the event. Law enforcement may be contacted for assistance. Individuals removed from school premises have the ability to follow the board's chain of command and complaint procedures should they choose to do so. The exclusion is in effect should the individual choose to appeal the decision of the superintendent. The term "individual" as used in policy also includes students and employees.

If an individual has been notified of exclusion and thereafter tries to enter a school building or attends a sponsored or approved activity, the individual will be advised that his/her attendance will result in prosecution. The school district may obtain a court order for permanent exclusion from the school building or from future school sponsored or approved activities.

Teaching Staff Only

Duties and Responsibilities of the Teacher

Created: 10/23/1972 Last Revised: 07/11/2022

Each teacher shall be under the direction of the superintendent of schools or designee, and shall be immediately responsible to the building principal for carrying out policies of the Board of Education as they relate to the functions of the school, to the classroom, and to the immediate contact with pupils and parents. The teacher's specific responsibilities include:

1. To hold a valid license, issued by the Iowa Board of Educational Examiners, endorsed for the position assigned.
2. To diagnose, prescribe, evaluate, and guide student learning experiences, in concert with current goals and objectives; such functions to be performed as an individual teacher or in concert with other staff members applying contemporary instructional methods and technology, whether in person or remotely, which engages students and results in social, emotional and intellectual development.
3. To deliver instruction in person, face to face in a physical space, place and at a time determined by the District.
4. To share responsibility for the development of curriculum, educational procedures, and student activities to be used in achieving goals and objectives.
5. To supervise all paraeducators, support staff and volunteers who assist in serving students for whom the teacher is responsible.
6. To evaluate and assess student achievement and to use the information thus gained as a basis for developing additional educational strategies.
7. To provide for the care and protection of school property.
8. To participate in the district's in-service training program.
9. To maintain cordial and cooperative working relations with colleagues.
10. To be responsible for such co-curricular matters and other duties beyond the regular classroom activities as may be determined by the building principal.
11. To provide comprehensive reports to the parents or guardians and the principal on the academic progress and development of each student.
12. To maintain good public relations and appropriate school-community and school-home working relationships.
13. To be flexible, energetic, innovative and imaginative in providing learning activities for students.
14. To recognize each student as an individual and to attempt to enhance the student's self image.
15. To demonstrate competence in the Iowa Teaching Standards:
 - Demonstrates ability to enhance academic performance and support for implementation of the school district's student achievement goals.
 - Demonstrates competence in content knowledge appropriate to the teaching position.
 - Demonstrates competence in planning and preparing for instruction.
 - Uses strategies to deliver instruction that meet the multiple learning needs of students.
 - Uses a variety of methods to monitor student learning.
 - Demonstrates competence in classroom management.
 - Engages in professional growth.
 - Fulfills professional responsibilities established by the school district.
16. To comply with the Code of Professional Conduct and Ethics established by the State Board of Educational Examiners.

Licensure and Transcripts (401.7)

Created: 7/11/1977

Last Revised: 08/08/2016

Last Reviewed: 07/11/2022

All employees, including temporary employees, required to hold a certificate, license, statement of professional recognition, or authorization from the State of Iowa or any of its agencies or Board of Educations' are required to have the certificate, license or statement valid for the position for which they have been employed on file in the Human Resource Department prior to commencing duties. It shall be the sole responsibility of each employee to maintain current licensure or certification.

Licensed employees are required to have an official copy of their college transcripts on file with the Human Resources Department prior to commencing duties. Employees earning additional credits shall file an official college transcript with the Human Resource Department. Temporary employees may also be required to file their transcripts.

Individual Contracts (401.8)

Created: 9/8/2008

Last Revised: 09/11/2017

Last Reviewed: 07/11/2022

Contracts with Administrators

The length of the contract for employment between an administrator and the Board shall be determined by the Board. Contracts with administrators in the District shall be in writing and shall state the term of employment, the length of time during the year services are to be performed, the compensation to be paid, and such other matters as may be agreed upon. The contract is invalid if the administrator is under contract with another Board of Education of another district in Iowa covering the same period of time until such contract shall have been released or terminated.

The first three consecutive years of a contract issued to a newly employed administrator will be considered a probationary period. The probationary period may be extended for an additional year upon the consent of the administrator. In the event of termination of a probationary or non-probationary contract, the board will afford the administrator appropriate due process, as required by law. The administrator and board may mutually agree to terminate the administrator's contract.

Contracts of non-probationary administrators shall automatically continue for only one additional year beyond the end of their terms unless modified by mutual agreement or unless terminated.

A contract shall not be tendered to a continuing administrator prior to March 15. The administrator shall sign and return the contract by the date specified by the Board of Education, which shall be at least 21 days after it is tendered. If the administrator does not sign and return the contract by the date specified and does not submit a resignation, the prior contract shall automatically continue for one additional year.

The contract shall be signed by the president of the Board of Education and by the administrator and shall be filed in the Administrative Center before the administrator enters upon performance of the contract.

Administrators who wish to resign, to be released from a contract, or to retire, must comply with applicable law and Board policies.

Contracts with Licensed Teachers

Contracts with licensed teachers in the District shall be in writing and shall state the number of contract days, the compensation to be paid, and any other matters mutually agreed upon. The contract is invalid if the employee is under a contract with another Board of Education during the same time period until a release is obtained.

The first three consecutive years of a licensed employee's contract is a probationary period unless the employee has already successfully completed the probationary period in an Iowa school district. New employees who have successfully completed a probationary period in a previous Iowa school district will serve a two year probationary period. For purposes of this policy, an employee will have met the requirements for successfully completing a probationary period in another Iowa school district if, at the teacher's most recent performance evaluation, the teacher received at least a satisfactory or better evaluation and the individual has not engaged in conduct which would disqualify the teacher for a continuing contract.

Only the District, in its discretion, may waive the probationary period. The District may extend the probationary period for one additional year with the consent of the licensed employee. The District will make the decision to extend or waive a licensed employee's probationary status based upon the superintendent or designee's recommendation. During this probationary period the District may terminate the licensed employee's contract at the end of the year without cause year or immediately discharge the employee consistent with applicable law and board policies.

Contracts for coaching interscholastic athletic activities shall be issued separately from teaching contracts. The contract shall be for a single school year. An extracurricular contract may be terminated prior to the expiration of that contract in accordance with applicable law. A resignation or termination from a coaching contract shall not affect the teaching contract. However, a resignation or termination from a teaching contract shall automatically be a resignation or termination from all coaching contracts held by the employee.

Continuing contracts with licensed teachers shall be the same as for the preceding contract term except as modified or terminated as provided by law. Contracts for coaching interscholastic athletics shall not be continuing contracts. The Board may issue temporary and nonrenewable contracts in accordance with law.

A contract shall not be tendered to a continuing licensed employee prior to March 15. The licensed employee shall sign and return the contract by the date specified, which shall be at least 21 days after it is tendered. If the licensed employee does not sign and return the contract by the date specified and does not submit a resignation, the prior contract shall automatically continue for one additional year.

The contract shall be signed by the president of the Board of Education when tendered, and after it is signed by the licensed employee, the contract shall be filed in the Administrative Center before the employee enters into performance under the contract.

Licensed employees whose contracts will be recommended by the Superintendent or designee to the Board for termination will receive due process as required by law.

Service Year

The basic service year for all returning teachers shall include one hundred eighty seven (187) days, including not more than one hundred eighty (180) days of school. Additional days will be scheduled for new teachers during the first year of employment; such days shall be considered part of the basic service year during the initial year of employment.

Secondary teachers will be granted one workday at the end of each semester. Elementary teachers will be granted a workday at the end of the school year, and, in lieu of a January workday will have the remaining time following early student dismissal on three afternoons; typically these will occur during the weeks preceding parent conferences.

Hours

The standard work day for a teacher is eight (8) hours, which includes a paid lunch period of 30 minutes. Teachers are expected to be physically present at work as scheduled below and at such additional times as the principal may occasionally require in order to maintain the delivery of the educational program.

All teachers shall be in their school building, or other assigned place of work, ready to perform duties at least 30 minutes prior to the opening of the school day, and shall be subject to assignment by the building principal or another administrator. Teachers are required to remain at their place of assignment for at least 30 minutes after the close of the official school day. Teachers who have accepted extra-curricular athletics and activities assignments are not expected to be available after the school day ends to help individual students, during that portion of the school year when the sport or activity is in season.

<u>Classification</u>	<u>Standard Teaching Day</u>	<u>Official School Day</u>
Senior High	7:25 a.m.-3:25 p.m.	7:55 a.m.-2:55 p.m.
Junior High	7:30 a.m.-3:30 p.m.	8:00 a.m.-3:00 p.m.
Elementary	8:15 a.m.-4:15 p.m.	8:45 a.m.-3:45 p.m.
Preschool	8:45 a.m.-4:15 p.m.	8:45 a.m.-1:50 p.m.

Collaborative Planning Time

Grades 7-12: Late Start

On late start days, students in junior and senior high school will start school 90 minutes later than the start of the official school day. The late start provides time for staff to work collaboratively in inter- and intra-building teams on planning, curriculum, professional development or other matters as determined by building and district administrators.

	<u>Teacher Day Starts</u>	<u>Collaboration Time</u>	<u>Student Day</u>	<u>Teacher Day Ends</u>
Senior High	7:25 a.m.	7:25 a.m. – 8:55 a.m.	9:25 a.m. - 2:55 p.m.	3:25 p.m.
Junior High	7:30 a.m.	7:30 a.m. - 9:00 a.m.	9:30 a.m. - 3:00 p.m.	3:30 p.m.

Administratively scheduled meetings shall not pre-empt this teacher collaboration time unless there is a compelling reason to do so.

Grades K-6: Early Dismissal

Once per week during a regular five-day week, time will be provided for the specific purpose of individual, grade-level, departmental, group, intra building and/or inter building planning and curriculum development. Professional development may be scheduled, up to nine times each school year, to occur on such days. Students will **usually** be dismissed at 1:50 p.m.

	<u>Teacher Day Starts</u>	<u>Student Day</u>	<u>Collaboration Time</u>	<u>Teacher Day Ends</u>
Elementary	8:15 a.m.	8:45 a.m.–1:50 p.m.	Grade-Level: 2:05 p.m. – 3:05 p.m. Specialist: 3:15 p.m. – 4:15 p.m.	4:15 p.m. 4:15 p.m.

Administratively scheduled meetings shall not pre-empt this teacher collaboration time unless there is a compelling reason to do so.

Grades K-6: Other time for Planning, Collaboration and Professional Development:

When the students of teachers in regular and special education programs are scheduled for “specials” including, but not limited to, Music, Art, Library, and P.E., teachers may use such time for individual and collaborative planning, feedback, or other duties as assigned.

Leaving the Building

Employees may leave their assigned building without permission during their scheduled duty-free lunch periods, but at any other time during the in-school working day may leave only through procedures established by the building principal.

Early Departure

On Fridays and on the day preceding a holiday or vacation, teachers may depart their building 15 minutes prior to the end of the standard teaching day unless requested to remain by the principal.

Emergency Appointments

Employees who have emergency medical or dental appointments or other personal emergencies, should contact their building principal, review the situation and request an adjustment to their standard schedule or an applicable leave of absence.

Employee Evaluation Procedures

Notification: By no later than thirty (30) days after the beginning of the school year, the building principal or the principal's designee shall acquaint each employee assigned to the site with the evaluation program. A printed booklet on the evaluation program will include information on procedures, criteria, and instruments, and will be distributed to all employees. No formal observation shall take place until at least five (5) days after such notification.

New employees beginning after the start of the school year shall receive the notification not later than thirty (30) days after the first day of the new assignment.

Employees with multi-building assignments shall receive notification from the principal (or designee) of the home-based school. Home-base principals shall have the major responsibility for comprehensive evaluations and performance reviews for such employees.

Formal Observations: All formal observations shall be conducted with full knowledge of the employee.

First and second year employees and employees who are on or considered for probation as a result of administrative action will be formally observed at least three (3) times during the school year. Each observation shall be at least a major portion of one (1) class period or the equivalent thereof.

Career Teacher Performance Reviews: All career teachers beyond the second year of employment in the District will participate with the appropriate principal in performance reviews at least each three years of employment and in annual reviews regarding individual career development plan contents and progress.

Written Evaluation Summaries: Evaluation summaries assessing the quality and degree of performance of duties assigned shall be in writing. Two (2) copies of each formal evaluation shall be signed by the principal and employee and each shall be given one of the copies. Signature by the employee shall indicate awareness of contents, but may not necessarily indicate agreement.

If an employee does not agree with the contents of his or her formal evaluation summary, he or she may file a written response. The response shall be signed by the employee and the evaluator(s) to indicate knowledge of the contents and shall be filed with the personnel file copy of the evaluation summary. Employees who are on probation as a result of administrative action or who are being considered for such probation may request an additional evaluation from another evaluator in the District if they do not agree with the contents of their evaluation summaries.

Any career teacher who is not under statutory probation has the right to file a grievance over the results of any of his or her evaluation reports which are being used against him or her at the time that the recommendation for termination or withholding of salary increase is made.

Conferences: A conference will be held with the employee before submitting a written evaluation summary to the central office. Conferences shall be held with each employee experiencing a comprehensive evaluation or performance review, with probationary employees, and with employees in cases where a non-probationary employee is experiencing difficulty and/or may be placed on probation by administrative action.

In cases involving difficulties, a conference shall be held by January 15, shall include a listing of expected improvements, and shall provide an opportunity for the employee to seek suggestions for improving his or her performance. If a situation requiring a conference develops after that date, the principal will arrange for a conference to be held. In the event of a probationary conference (a conference where probation will be imposed or where probation appears imminent) the teacher shall be provided two (2) days notice of the conference and the agenda items for the conference.

Evaluation-Related Personnel File Review: An employee may review the materials contained in his/her personnel file provided that the superintendent or designee is present. A representative of the Association, at the employee's request, may accompany the employee in this review. Confidential credentials and letters of recommendation shall be exempt from review. The employee shall have the right to respond in writing or to reproduce any evaluation material contained in his/her personnel file.

A copy of any non-confidential evaluation-related material which the employee has not had opportunity to read and which is to become part of the employee's personnel file shall be sent to the employee. Routine items which are not of a negative nature shall be exempt from this provision.

Teacher Assistance Policy (401.15)

Created: 3/7/05

Last Revised: 08/08/2022

If a supervisor or evaluator determines that a teacher, other than a beginning teacher, is not meeting District expectations under the Iowa teaching standards and criteria, or other standards and criteria set by the District, the teacher may be required to participate in an assistance program(s) for remediation of the identified concerns, in accordance with applicable law.

Definitions

Evaluator: The administrator charged with responsibility as the primary evaluator of the teacher.

Supervisor: The director of elementary education or the director of secondary education, or both, as appropriate.

Awareness Phase: There is an optional awareness phase, which may not extend beyond two months (60 calendar days). This element exists for use in instances where the evaluator responsible for the decision to begin intensive assistance determines that it is appropriate to use the time for informal discussions and collaboration on the performance modifications identified. When implemented, this phase requires participation by the teacher and the evaluator, but may include other persons, as determined by the evaluator and/or supervisor.

Professional Assistance Phase: This optional phase is for the purpose of providing assistance through the involvement of the teacher, the evaluator and other person(s), as deemed appropriate for the situation, in working with the teacher to effectively implement identified performance modifications. It may follow an awareness phase, or it may be the initial assistance function. The elements of this phase are determined by the participating parties.

If the identified performance concern(s) no longer exist at any point during the professional assistance phase, the evaluator may return the teacher to his/her prior status. That notification will be in written form, and will be included in the teacher's personnel file with a notation that the professional assistance phase activities did not constitute a complete intensive assistance cycle.

Intensive Assistance Phase (Employment at Risk): At any time during the awareness phase, if the first phase option has been utilized, or at any time during the professional assistance phase, if the second phase option has been utilized, or at any other time as determined by the evaluator and/or supervisor, the formal intensive assistance program may commence. Intensive assistance involves the provision of organizational support and technical assistance for the remediation of identified teaching and classroom management concerns, and intensive assistance may not function for more than twelve months.

- **Notification:** The teacher will receive a written notification of the fact that formal intensive assistance has been initiated.
- **Limitations:** A teacher who has participated in an Intensive Assistance (Employment at Risk) Phase is not entitled to participate in a second plan on the same standard during his/her employment with this school district. Iowa Teaching Standards 1-7 will be considered as possible areas for intensive assistance with career teachers. Beginning teachers will not qualify for intensive assistance, and issues emanating from Iowa Teaching Standard 8 will not qualify for this program.

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- **Assistance Strategies:** The evaluators and other persons appointed by the evaluator and/or the supervisor to serve on the assistance team with the teacher function as sources of ideas, strategies and methods of instruction and management, and in any other manner deemed appropriate by the evaluator and/or the supervisor. Periodic meetings will be held with the teacher, and classroom observations will be conducted.
- **Documentation:** Appropriate documentation will be maintained for Professional Assistance and Intensive Assistance Phases.
- **Dissolution:** Intensive assistance team activities will cease at the close of the twelve month period or at any other earlier time determined by the evaluator or supervisor.

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Teacher Total Salary

Background and History

A teacher's total salary comprises two parts, base wage and teacher salary supplement. The base wage is determined through the collective bargaining process. Teacher Salary Supplement, referred to as "TSS", is designated Teacher Compensation funds provided by the State department of Education to help ensure that districts offer salaries that are nationally competitive. The combination of base wage and TSS funds creates a single salary system for the Cedar Falls Community School District. It came into existence following revisions to the Code of Iowa at the end of the 2009-2010 legislative session. The system went into effect July 1, 2010 for the start of the 2010-2011 school year.

The Total Salary Schedule

TSS funds include funds formerly known as Phase II funds, plus Teacher Compensation funds. The Phase II component of TSS is indexed throughout the Total Salary Schedule (see Table 1). The Teacher Compensation component of the TSS is distributed equally among all qualifying recipients. The specific TSS amounts for each lane and step are reflected in the Teacher Salary Supplement Schedule (see Table 2).

The Basis for Distributing the Funds

TSS funds are distributed based on full time equivalency (FTE), with the maximum full time equivalency for purposes of distributing TSS being 1.0 FTE. TSS funds are paid assuming a standard contract year of 187 days for returning teacher and 190 days for beginning teachers. TSS funds shall be included for purposes of calculating pay adjustments in the event of unpaid leaves of absence. No TSS funds shall be paid for any days which extend a contract year.

TSS funds shall not be paid for any employment for which supplemental pay is due including, but not limited to, serving as department chair, extra-curricular activities, teaching "over loads", summer school teaching, serving as a teacher substitute, etc. In instances where a teacher shall receive additional pay based upon a daily or hourly per diem rate, pay will be calculated using the Base Salary Schedule (see the Cedar Falls Education Association Collective Bargaining Agreement).

Teacher Salary Supplement (TSS) Formula

The total amount of TSS funds available for distribution shall be determined by formula as follows:

Current Year Estimated Ending Balance (2009-2010 or subsequent school year) plus (+) Subsequent School Year (2010-2011 or following) State TSS Allocation minus (-) Amount Required to Raise the District Starting Base Salary Minimum to the State Established Minimum minus (-) Employer Contribution to FICA & IPERS minus (-) 2% of the Subsequent School Year TSS Allocation (referred to here after as the "TSS Reserve") = Net TSS Allocation to be divided among the current year eligible employees. In the event there is any money remaining in the TSS Reserve as of April 1 each year, such balances shall be distributed equally among all qualifying recipients, and paid out in the final contract payment of the year.

Table 1							
Cedar Falls Community School District							
2025-26 Total Salary Schedule							
TENTATIVE 04.10.2025							
Step	BA	BA15	BA30	MA	MA15	MA30	MA45
1	44,880	46,169	47,659	49,520	51,012	52,499	53,992
2	46,077	47,565	49,055	51,009	52,502	53,988	55,481
3	50,597	51,120	51,954	52,499	53,992	55,477	56,970
4	50,867	51,440	52,596	53,988	55,481	56,966	58,459
5	51,138	51,754	53,242	55,477	56,970	58,455	59,949
6	51,660	53,151	54,638	56,966	58,459	59,945	61,438
7	53,057	54,547	56,035	58,455	59,949	61,434	62,927
8	54,454	55,941	57,432	59,945	61,438	62,923	64,416
9	55,850	57,338	58,828	61,434	62,927	64,412	65,906
10	57,246	58,733	60,224	62,923	64,416	65,902	67,396
11	58,642	60,130	61,619	64,412	65,906	67,391	68,884
12	62,678	63,606	64,015	65,902	67,396	68,879	70,374
13	63,039	63,873	64,412	67,391	68,884	70,369	71,863
14	63,197	64,318	65,808	68,879	70,374	71,858	73,353
15	63,453	65,714	67,204	70,369	71,863	73,348	74,841
16	63,660	67,046	68,601	71,858	73,353	74,836	76,331
17	63,842	67,577	69,953	73,348	74,841	76,326	77,820
18	64,104	68,109	70,505	74,836	76,331	77,815	79,310
19	64,415	68,641	71,058	76,326	77,820	79,304	80,799
20	64,927	69,173	71,609	77,815	79,310	80,793	82,288
21	65,438	69,704	72,162	79,192	80,707	82,212	83,727
22	65,949	70,236	72,714	79,771	81,307	82,830	84,366
23	66,459	70,768	73,266	80,348	81,904	83,449	85,005
24	66,971	71,300	73,819	80,926	82,503	84,067	85,644
25	67,482	71,831	74,370	81,504	83,101	84,686	86,283
26	67,994	72,363	74,923	82,082	83,699	85,305	86,922
27	68,505	72,895	75,475	82,659	84,297	85,923	87,561
28	69,016	73,426	76,026	83,237	84,895	86,543	88,200
29	69,527	73,958	76,580	83,814	85,493	87,161	88,840
30	70,038	74,490	77,131	84,392	86,092	87,779	89,479
31	70,550	75,022	77,684	84,970	86,689	88,398	90,118
32	71,061	75,553	78,235	85,547	87,289	89,016	90,757
33	71,573	76,085	78,788	86,126	87,886	89,635	91,397
34	72,084	76,616	79,341	86,703	88,484	90,255	92,035
35	72,595	77,148	79,892	87,281	89,083	90,872	92,674
36	73,106	77,680	80,444	87,859	89,681	91,491	93,314
37	73,618	78,212	80,996	88,437	90,278	92,109	93,953
38	74,129	78,744	81,549	89,014	90,878	92,728	94,591

APPENDIX G			Cedar Falls Community School District			Page 4 of 5	
2025-2026 Teacher Salary Schedule							
Combined TSS Salary Schedule							
Step	BA	BA15	BA30	MA	MA15	MA30	MA45
1	6,361	6,389	6,418	6,454	6,485	6,511	6,543
2	6,388	6,416	6,445	6,482	6,514	6,539	6,571
3	9,539	8,601	7,975	6,511	6,543	6,567	6,600
4	8,439	7,552	7,247	6,539	6,571	6,596	6,628
5	7,341	6,496	6,524	6,567	6,600	6,624	6,657
6	6,494	6,523	6,551	6,596	6,628	6,653	6,685
7	6,521	6,550	6,578	6,624	6,657	6,681	6,714
8	6,548	6,576	6,605	6,653	6,685	6,710	6,742
9	6,575	6,603	6,632	6,681	6,714	6,738	6,771
10	6,601	6,629	6,658	6,710	6,742	6,767	6,800
11	6,628	6,656	6,684	6,738	6,771	6,795	6,828
12	9,295	8,762	7,711	6,767	6,800	6,823	6,857
13	9,145	7,660	6,738	6,795	6,828	6,852	6,885
14	8,791	6,736	6,765	6,823	6,857	6,880	6,914
15	8,536	6,762	6,791	6,852	6,885	6,909	6,942
16	8,232	7,562	6,818	6,880	6,914	6,937	6,971
17	7,903	7,562	7,618	6,909	6,942	6,966	6,999
18	7,653	7,562	7,618	6,937	6,971	6,994	7,028
19	7,453	7,562	7,618	6,966	6,999	7,022	7,057
20	7,453	7,562	7,618	6,994	7,028	7,051	7,085
21	7,453	7,562	7,618	7,794	7,828	7,851	7,885
22	7,453	7,562	7,618	7,794	7,828	7,851	7,885
23	7,453	7,562	7,618	7,794	7,828	7,851	7,885
24	7,453	7,562	7,618	7,794	7,828	7,851	7,885
25	7,453	7,562	7,618	7,794	7,828	7,851	7,885
26	7,453	7,562	7,618	7,794	7,828	7,851	7,885
27	7,453	7,562	7,618	7,794	7,828	7,851	7,885
28	7,453	7,562	7,618	7,794	7,828	7,851	7,885
29	7,453	7,562	7,618	7,794	7,828	7,851	7,885
30	7,453	7,562	7,618	7,794	7,828	7,851	7,885
31	7,453	7,562	7,618	7,794	7,828	7,851	7,885
32	7,453	7,562	7,618	7,794	7,828	7,851	7,885
33	7,453	7,562	7,618	7,794	7,828	7,851	7,885
34	7,453	7,562	7,618	7,794	7,828	7,851	7,885
35	7,453	7,562	7,618	7,794	7,828	7,851	7,885
36	7,453	7,562	7,618	7,794	7,828	7,851	7,885
37	7,453	7,562	7,618	7,794	7,828	7,851	7,885
38	7,453	7,562	7,618	7,794	7,828	7,851	7,885

Pay for Other Assignments

Extra-Curricular Athletics and Activities: The wage payments made for athletic coaching and activities sponsorship are specified in the Cedar Falls Educational Association Collective bargaining agreement.

An employee may submit a written request to be relieved of an assignment upon its completion. Effort will be made by the administration to find a qualified and suitable replacement. The employee shall retain said position until a qualified and suitable replacement is found. Judgments as to qualifications and suitability of any potential replacement shall be reserved solely and exclusively for the administration. An employee may be required to retain the assignment for the following school year if a suitable replacement is not found.

Home Bound Instruction: Employees who deliver home bound instruction shall be compensated an hourly per diem based up on the individual's placement on the CFEA Base Wage Schedule.

Summer School: Employees who teach summer school, including Title programs, provide tutoring, or supervise field trips will be paid at an hourly per diem rate determined by the employee's placement on the CFEA Base Salary Schedule for the current contract.

Summer Curriculum and Professional Development: Employees who are approved to create and revise curriculum, and/or employees who participate in District provided or required professional development, will be paid \$65.00 for a half day and \$130.00 for a full day.

Emergency Teacher Substitutes: Employees who are requested by the building principal to serve as an emergency teacher substitute for a scheduled period shall be reimbursed in the amount of \$12.50 for scheduled periods of thirty (30) minutes or less and \$25.00 for scheduled periods of more than thirty (30) minutes.

Short Term Teacher Substitutes: Regular full time and regular part time teachers under contract with the District, who are requested by a building administrator to serve as a short term teacher substitute for more than two (2) consecutive days shall, at the discretion of the administrator be reimbursed **either**:

- a. an hourly per diem rate determined from the employee's placement on the CFEA Base Wage Schedule for the current contract.

or:

- b. be given release from duty.

(Note: "Short term" for purposes of this section is defined to be a span of time up to but less than a full semester. The administrator has sole discretion in determining when a substitute teacher external to the district work force will be hired and when a regular full or part time teacher will be assigned to serve in such a capacity).

Extended Contracts: Employees who are placed on extended contracts will be paid a per diem rate based on the employee's placement on the CFEA collective bargaining agreement Base Wage Schedule.

Non-Teaching Duty Assignments: Employees who are required by the administration to work outside the regular teaching day as a ticket seller, ticket taker, bus chaperon, supervisor, junior high time keeper or junior high score keeper will be paid \$15.00 for the assignment.

Application/Transfer Procedures

Job and Position Posting: Generally, teacher, administrative, extra-curricular athletics/activities, and supplemental assignments will be posted in the Robinson Administration Center and on the website. In some instances, vacancies may only be communicated within an individual building and an intra-building change in assignment will be made accordingly. Such instances will be determined on a vacancy by vacancy basis following discussion by the building principal with Human Resources. During the summer months, vacancies will be posted on the website and in the Robinson Administration Center.

How to Apply:

To apply for any posted Cedar Falls School District job opening, go to our website, www.cfschools.org, click on the EMPLOYMENT tab. Review the page of information and then click on “Current Job Openings,” on the left side of the screen. It will bring up a page that lists the different types of job openings. Click on the Application Type that you are interested in for example Professional/Instructional/Certified includes Teachers, Counselors, and Substitute Teachers.

How to apply: If interested as an internal applicant, please click on this link and complete the Internal Application form.

<https://cfschools.tedk12.com/hire/index.aspx>

On the Welcome Page, navigate to the job posting and click “**apply for this job**”. Click the “**sign up**” link if this is your first time on School Spring. Please use your **personal email** when creating your account. Once your account is created, click on your initial icon in the top right of the screen. Here you will be asked if you are an employee. Simply enter your District email and press verify. You will now be considered an “internal” candidate.

If you are an outside candidate, go to the www.cfschools.org/employment and then click on the link to view current job openings. To apply, you may need to initially set up an account. View the posting you are interested in and if you wish to apply, click on the Apply button. If you have questions, contact Human Resources, ext. 2443.

Licensed Employee Reduction in Force

The board has the exclusive authority to determine the appropriate number of licensed employees. A reduction of licensed employees may occur as a result of, but not be limited to, changes in the education program, staff realignment, changes in the size or nature of the student population, financial situation considerations, and other reasons deemed relevant by the board.

The reduction in licensed employees, other than administrators, will be done through normal attrition if possible. If normal attrition does not meet the necessary reduction in force required, the board may terminate licensed employees.

It is the responsibility of the superintendent to make a recommendation for termination to the board. The process for reduction in force shall be as follows:

The superintendent in consultation with district and building administrators shall consider the following criteria in no order of significance, along with such other factors as may be deemed relevant and permitted by law in making the recommendations:

- Endorsements and educational preparation within the grade level and subject areas in which the employee is now performing;
- Relative skills, ability and demonstrated performance;
- Qualifications for co-curricular programs;
- Reviews of disciplinary documentation; and
- Number of continuous years of service to the school district, plus other recognized service outside the district, up to five years during the ten years immediately prior to employment by the Cedar Falls District. This will be considered only when the foregoing factors are relatively equal between licensed employees

Due process for terminations due to a reduction in force will be followed.

Administration of Tests

Created: 10/4/2010

In the administration of standardized tests, it is a violation of test security to do any of the following:

1. Provide inappropriate test preparation such as any of the following:
 - a. Copy, reproduce, or use in any manner any portion of any secure test booklet, for any reason.
 - b. **Share an actual test instrument in any form. This includes using old copies of the ITBS/ITED.**
 - c. Use test preparation materials or strategies developed specifically for Annual Progress Reporting or the Annual Yearly Progress report.
2. Deviate from the test administration procedures specified in the test examiner's manual.
3. Provide inappropriate assistance to students during the test administration.
4. Make test answers available to students.
5. Change or fill in answers on student answer documents.
6. Provide inaccurate data on student answer documents.
7. Engage in any practice to artificially raise student scores, without actually improving underlying student achievement.
8. Participate in, direct, aid, counsel, assist, encourage, or fail to report any of the acts prohibited in this policy.

After testing is completed, test booklets are to be returned according to procedures outlined by Iowa Testing Programs in the materials.

Consequences of Test Administration Violations

If a violation of test administration protocol occurs, as determined by the superintendent following an investigation of allegations of irregularities, the superintendent shall determine whether the integrity of the testing program has been jeopardized, whether some or all of the test results are invalidated, and whether a teacher or administrator has violated the Code of Ethics of the Iowa Board of Educational Examiners as found at 282 – Iowa Administrative Code, Chapter 25.

Reports of students cheating on assessments shall be submitted to the building principal for investigation and disciplinary procedures.

A staff member found to have committed testing irregularities shall be subject to discipline in accordance with law and Board policy. If the staff member is a licensee of the Board of Educational Examiners, the superintendent shall make a timely report to that Board.

If the superintendent believes that assessment results are invalid, the superintendent shall make a timely report to the Iowa Department of Education.

Substitute Teachers (404.1)

Created: 6/1965

Last Revised: 08/08/2016

Last Reviewed: 07/11/2022

It is the policy of the Board of Education to attempt to hire properly certificated, licensed or qualified individuals to substitute for absent employees. Substitute employees shall be retained by the administration, or designee, and not by the individual employee. A personnel file of all licensed substitute employees, including their licenses, shall be maintained.

Licensed substitutes shall be paid at a daily rate set by the Board of Education. The licensed substitute shall be paid for at least one-half day.

Paraeducators and Building Clerical Staff Only

Hours

Work Schedules

Regular work schedules will be established by the building principal or another administrator upon initial employment and at the start of each school year. Schedules may vary between employees according to the needs of individual students as well as the effective operation of the building. Schedules may also need to change on a temporary or an ongoing basis during the school year.

Break and Lunch Period

Employees who are scheduled to work eight (8) hours per day will have an unpaid duty free lunch period of 30 minutes to be scheduled by the principal, occurring approximately at the middle of the employee's work day. These employees shall also be permitted to take a ten-minute paid break near the middle of the morning and a ten-minute paid break in the afternoon.

Employees who are regularly scheduled to work less than eight hours per day will have an unpaid duty-free lunch period of 30 minutes. Employees who work four (4) consecutive hours will be granted a ten-minute paid break, scheduled by the principal.

Employee Evaluation Procedures

Evaluation Schedule: Each employee shall be evaluated toward the end of their first school year of employment, after the second year of employment and at least once every three years thereafter.

Evaluation Conference: A conference shall be held between the principal (or other designated administrative evaluator) and the employee to discuss performance, conduct and other relevant factors. The evaluation will be documented and the evaluator and employee shall sign the evaluation document, with the signature by the employee indicating that he or she has been made aware of the contents of the document. The employee's signature shall not necessarily indicate agreement with the contents. The employee will be given a copy and the original will be sent to Human Resources and placed on file.

Responses: Any employee may file a written response to his or her evaluation; the written response is to be attached to the original copy on file in the Human Resources Office. This response must be completed and filed with Human Resources Department no later than ten (10) calendar days after the conference with the evaluator.

Evaluation Review: Evaluation documents will be reviewed in various situations including, but not limited to: when employees apply for jobs; position transfers; when performance problems arise and/or incidents of misconduct occur, when denial of a negotiated wage increase is being considered, when disciplinary action is proposed.

Wages

Base wage rates are established through the collective bargaining process and are documented in the agreement with the Cedar Falls Educational Support Professionals (CFESP).

Application/Transfer Procedures

Job and Position Posting: Generally, positions will be posted in the Robinson Administration Center and on the website. In some instances, vacancies may only be communicated within an individual building and an intra-building change in assignment will be made accordingly. Such instances will be determined on a vacancy by vacancy basis following discussion by the building principal with Human Resources.

How to Apply: To apply for any posted Cedar Falls School District job opening, go to our website, www.cfschools.org, click on the EMPLOYMENT tab. Review the page of information and then click on “Current Job Openings,” on the left side of the screen. It will bring up a page that lists the different types of job openings. Click on the Application Type that you are interested in for example Support Staff includes Paraeducators, Food Service, Bus Drivers, Custodians and Secretarial.

If interested as an internal applicant, please click on this link and complete the Internal Application form.

<https://cfschools.tedk12.com/hire/index.aspx>

On the Welcome Page, navigate to the job posting and click **“apply for this job”**. Click the **“sign up”** link if this is your first time on School Spring. Please use your **personal email** when creating your account. Once your account is created, click on your initial icon in the top right of the screen. Here you will be asked if you are an employee. Simply enter your District email and press verify. You will now be considered an “internal” candidate.

If you are an outside candidate, go to the www.cfschools.org/employment and then click on the link to view current job openings. To apply, you may need to initially set up an account. View the posting you are interested in and if you wish to apply, click on the Apply button. If you have questions, contact Human Resources, ext. 2443.

While the District will consider the preferences, interests and needs of individual employees when making decisions about assignments, the primary factors will be the needs of students as well as the effective operation and delivery of the educational program. Employee assignments may be changed within buildings or between buildings, on either a temporary or ongoing basis.

When considering internal applicants for a vacancy, the administrator will work with Human Resources to decide which individuals, if any, will be granted an interview. They will also determine whether to consider external applicants for interview at the same time before making the hiring decision.

While broad job duties are the same, each position assignment has unique aspects to it. Learning the requirements of a specific position and becoming proficient takes time. As a result, newly hired employees or current employees who have been in their current assignment for less than twelve (12) work weeks will generally not be allowed to apply for a lateral transfer to a vacancy in another building. This restriction does not apply if the vacancy is in a higher job classification than that currently applicable to the employee.

Working Temporarily in a Higher Job Classification

If an employee is assigned to work temporarily in a higher job classification for more than five full consecutive work days in the same job, the employee shall receive additional pay. Additional pay shall be based upon the difference in pay per hour in the base wage rates between the employee’s regular job and the temporarily assigned job. The additional pay shall be effective on the sixth consecutive day going forward and continue until the temporary assignment ends, unless there is a break in the temporary assignment of more than five consecutive days.

Approved paid leaves of absence and holidays which occur during the temporary assignment, shall be paid based on the temporary assignment hourly rate of pay if the absence is for five consecutive work days or less. Pay at the higher temporary rate shall resume if the employee returns to work on the sixth consecutive day AND the temporary reassignment is still needed.

The additional payment for the temporary reassignment shall be made in full, in the first applicable payroll following the end of the temporary reassignment.

Partial Reimbursement for Licenses and Certificates

Effective July 1, 2023, the District will provide paraeducators and building clerical employees 50% of the fee to renew one of the following types of license or certificate issued by the Board of Educational Examiners:

- Substitute Teacher Authorization
- Substitute Teacher License
- Standard Teacher License
- Master Educator License

To receive reimbursement, all of the following eligibility requirements must be met:

- Completion of at least two full school years of employment in a regular, full time or part-time position with the District, and
- Served as a substitute teacher at least the equivalent of twelve half days over the course of the two prior service years and
- Be an employee “in good standing” i.e., not under any form of disciplinary action and

Provide itemized receipts and evidence of a current license, when submitting a reimbursement request, following standard business office procedures.

Maintenance and Custodial Staff Only

Hours

Basic Standard Work Week:

The basic work week for all employees is eight (8) hours per day, five (5) days per week. Overtime rates will be paid for time worked over eight (8) hours per day or forty (40) hours per week. Paid holidays count towards time worked. Unless it is an emergency, employees must have prior approval from the building principal or the Director of Buildings and Grounds (or designee) to work overtime.

If, while making a routine building check, an employee finds a broken window, heating/cooling system malfunction, or other matters requiring immediate attention, the time spent on making corrections for the problem will automatically be paid at overtime rate. In the case of such problems, the custodian shall immediately notify the Manager of Custodial Services.

If a head custodian or a classification I-VII employee is called in to provide emergency services on a weekend, a holiday or other non-work time, a minimum call time of two hours shall apply.

Work Schedules:

The regular start and end times for shifts will be established by the Director of Buildings and Grounds and shall be documented in the Custodial and Maintenance handbook. The shift schedules are subject to change on a short-term, temporary basis or indefinite basis, at the discretion of the manager. Individual employees may ask their immediate manager for an occasional exception to their individual regular schedule, such requests will be considered on the merits and may be approved or denied on a case-by-case basis at the manager's discretion. Factors to be taken into account when considering such requests include, but are not limited to: the needs of the building and or department, the ability to cover the work with available staff, the attendance, work record, and conduct of the employee making the request, etc.

Lunch/M meal Period and Breaks

Lunch/meal and break times may be subject to change by the immediate administrative manager.

Lunch periods for day personnel shall be thirty (30) minutes and unpaid. Full time custodians and maintenance personnel shall receive a ten (10) minute paid break during the forenoon and a ten (10) minute paid break during the afternoon. These times shall be free of all assignments, except in cases of emergency. Custodians shall not leave the building during these ten (10) minute break periods.

Head custodians in elementary, junior high, and high school buildings will have thirty (30) minutes paid lunch during the regular eight (8) hour shift on days when they are required by the principal to remain in the building during their lunch period. On days when students are not attending school, they shall have a 30-minute unpaid lunch period, and may leave the building during this time. .

Night cleaning custodians will be allowed a total of thirty (30) minutes of paid time during the regular eight (8) hour shift for meals and breaks.

Employee Evaluation Procedures

Evaluation Schedule: Each employee shall be evaluated toward the end of their first school year of employment, after the second year of employment and at least once every three years thereafter.

Evaluation Conference: A conference shall be held between the immediate manager (or other designated administrative evaluator) and the employee to discuss performance, conduct and other relevant factors. The evaluation will be documented and the evaluator and employee shall sign the evaluation document, with the signature by the employee indicating that he or she has been made aware of the contents of the document. The employee's signature shall not necessarily indicate agreement with the contents. The employee will be given a copy and the original will be sent to Human Resources and placed on file.

Responses: Any employee may file a written response to his or her evaluation; the written response is to be attached to the original copy on file in the Human Resources Office. This response must be completed and filed with Human Resources Department no later than ten (10) calendar days after the conference with the evaluator.

Evaluation Review: Evaluation documents will be reviewed in various situations including, but not limited to: when employees apply for jobs; position transfers; when performance problems arise and/or incidents of misconduct occur, when denial of a negotiated wage increase is being considered, when disciplinary action is proposed.

Wages

Base wage rates are established through the collective bargaining process and are documented in the agreement with the Teamsters.

Serving Temporarily in a Higher Job Classification

Employees who are assigned to serve temporarily in the place of another employee in a higher job classification shall be paid an additional amount per hour equal to the difference between the starting base wage rate for the employee's job classification and the base wage rate for the job in which they are serving temporarily.

Working on Designated Holidays

Maintenance and custodial employees who are required to work on contract holidays will receive holiday pay at straight time plus double time pay for time worked. Maintenance and custodial employees will be paid double time for supervising District Facilities Usage Manual Class 6 activities on Saturdays and Sundays.

Application/Transfer Procedures

Last Revised: Updated 02/26/2020

Job and Position Posting: Positions will be posted in the Robinson Administration Center and on the website. Any employee will then have five (5) working days from the date of the posting to submit an application for the open position to the Director of Buildings and Grounds. Jobs are also posted externally on the district website and job boards and generally remain open until filled.

How to Apply:

To apply for any posted Cedar Falls School District job opening, go to our website, www.cfschools.org, click on the EMPLOYMENT tab. Review the page of information and then click on “Current Job Openings,” on the left side of the screen. It will bring up a page that lists the different types of job openings. Click on the Application Type that you are interested in for example, Support Staff includes Paraeducators, Food Service, Bus Drivers, Custodians and Secretarial.

If interested as an internal applicant, please click on this link and complete the Internal Application form.

<https://cfschools.tedk12.com/hire/index.aspx>

On the Welcome Page, navigate to the job posting and click “**apply for this job**”. Click the “**sign up**” link if this is your first time on School Spring. Please use your **personal email** when creating your account. Once your account is created, click on your initial icon in the top right of the screen. Here you will be asked if you are an employee. Simply enter your District email and press verify. You will now be considered an “internal” candidate.

If you are an outside candidate, go to the www.cfschools.org/employment and then click on the link to view current job openings. To apply, you may need to initially set up an account. View the posting you are interested in and if you wish to apply, click on the Apply button. If you have questions, contact Human Resources, ext. 2443.

While the District will consider the preferences, interests and needs of individual employees when making decisions about assignments, the primary factors will be the needs of students as well as the effective operation of the department and delivery of the educational program. Bidding on a vacancy does not guarantee an interview. Employee assignments may be changed within buildings or between buildings, on either a temporary or ongoing basis.

While broad job duties are the same, each position assignment has unique aspects to it. Learning the requirements of a specific position and becoming proficient takes time. As a result, newly hired employees or current employees who have been in their current assignment for less than twelve (12) work weeks generally will not be allowed to apply for a voluntary transfer except when the transfer would be into a higher or lower classification and/or different hours of work.

Jobs in Teamsters’ Classifications I and II shall be filled based on seniority. Jobs in Classifications III – VII are filled by interview and review of relevant work performance, conduct and other applicable information. Within three (3) working days after bidding closes, managers will interview qualified internal candidates. If there are multiple qualified internal applicants, up to two (2) may be selected from those who are interviewed for a ten (10) consecutive day trial period in the vacant position. Within three (3) days of completing interviews, those not selected for a trial period will be informed. During the trial, the candidate will perform regular functions of that position, and the quality and quantity of work will be assessed.

At the end of the trial period, an additional trial period may be required by Director of Building and Grounds or designee on a case-by-case basis.

After the trial periods are complete, a selection will be made by the Director of Buildings and Grounds or designee; the unsuccessful candidate(s) will be notified within two (2) work days of completion of the trial period. If there are no candidates internally who are deemed to be a good fit, external applicants will be considered. The open position shall be filled when, in the judgment of the Director of Buildings and Grounds or designee, a qualified and suitable candidate has been selected and accepted the position.

Successful internal candidates will be notified and generally will assume new roles and responsibilities at the beginning of the next regular pay cycle. Human Resources and Business Office will be notified of changes; Human Resources will remove job postings from the District website.

Any employee who acquires a different position will be allowed to return to his or her original position, provided such return is elected within ten (10) work days of the first day in the new position.

At the request of an employee, the immediate manager and the Director of Buildings and Grounds shall meet with the individual for the purpose of advising the person why they were not selected for an interview and or to fill a vacant position and what the individual needs to accomplish to improve their chance of securing any future vacant position.

Food Service Staff Only

Employee Breaks and Meal Periods

Employees who work two hours or more are granted a 10-minute paid break. Employees working four hours or more are granted a 30 minute unpaid meal period. Managers will assign break times and meal periods for employees.

Evaluation Schedule: Each employee shall be evaluated toward the end of their first school year of employment and at least once every three years thereafter.

Evaluation Conference: A conference shall be held between the manager (or other designated evaluator) and the employee to discuss performance, conduct and other relevant factors. At his or her discretion, the manager may ask and consider input from multiple sources in order to make an evaluation. The evaluation will be documented and the evaluator and employee shall sign the evaluation document, with the signature by the employee indicating that he or she has been made aware of the contents of the document. The employee's signature shall not necessarily indicate agreement with the contents. The employee will be given a copy and the original will be sent to Human Resources and placed on file.

Responses: Any employee may file a written response to his or her evaluation; the written response is to be attached to the original copy on file in the Human Resources Office. This response must be completed and filed with Human Resources Department no later than ten (10) calendar days after the conference with the evaluator.

Evaluation Review: Evaluation documents will be reviewed in various situations including, but not limited to: when employees apply for jobs; position transfers; when performance problems arise and/or incidents of misconduct occur, when denial of a negotiated wage increase is being considered, when disciplinary action is proposed.

Wages

Base wage rates are established through the collective bargaining process and are documented in the agreement with the Cedar Falls School District and the American Federation of State, County & Municipal Employees (AFSCME).

Overtime shall be computed at one and one-half (1 ½) times the employee's regular hourly rate for all hours in pay status under the following conditions:

- All hours over forty (40) in one (1) week
- All hours worked on a Saturday (unless a school day) or Sunday

Serving Temporarily in a Higher Job Classification

Employees who are assigned to serve temporarily in the place of another employee in a higher job classification shall be paid an additional amount per hour equal to the difference between the starting base wage rate for the employee's job classification and the base wage rate for the job in which they are serving temporarily beginning with the sixth consecutive day of such assignment.

Application/Transfer Procedures

Job and Position Posting: Generally, positions will be posted in the Robinson Administration Center and on the website. In some instances, vacancies may only be communicated within an individual building and an intra-building change in assignment will be made accordingly. Such instances will be determined on a vacancy by vacancy basis following discussion by the building principal with Human Resources. An employee will have five (5) working days from the date of posting to submit an application. Jobs are also posted externally on the district website and electronic job boards and generally remain open until filled.

How to Apply:

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FINANCE AND OPERATIONS

PAYROLL

Forms to be Filed

No employee will be included in the payroll until all required forms are properly completed and on file in the human resources office. These forms are: Form W-4, Employee's Withholding Exemption Certificate, Employment Eligibility Verification Form; Direct Deposit Form and if applicable, Blue Cross, Blue Shield Healthcare, Delta Dental, Avesis Vision, and National Insurance Services Life & LTD enrollment forms.

Payroll and Direct Deposit Information

All new employees will be required to sign up for direct deposit of their paycheck. This is permitted under Iowa Code section 91A.3. Current employees are still permitted to receive a physical paycheck, but are encouraged to sign up for direct deposit. Funds will be available on the 28th (Monday-Friday) of each calendar month and if they are paid semi-monthly on the 13th of the month, or the last business day (Monday-Friday) prior to these dates if the 13th or the 28th fall on a weekend or a holiday

For employees that continue to receive a physical check, the checks will be delivered to the buildings on the 28th (Monday-Friday) of each calendar month and if they are paid semi-monthly on the 13th of the month or the last business day (Monday-Friday) prior to these dates if the 13th or 28th falls on a weekend or a holiday.

Those employees that wish to pick up their paycheck must do so personally or have a signed note given to payroll personnel authorizing someone else to pick up your paycheck. The person authorized to pick up the check must show valid identification. For employees receiving direct deposit, notification will be delivered within your school email address. Should you choose, direct deposit notification may be sent to a personal email address after submitting the Direct Deposit Email Change Form to payroll.

Monday, July 28,2025
Thursday, August 28,2025
Friday, September 26,2025
Tuesday, October 28,2025
Tuesday, November 25, 2025
Tuesday, December 23,2025

Wednesday, January 28,2026
Friday, February 27, 2026
Friday, March 27, 2026
Tuesday, April 28, 2026
Thursday, May 28, 2026
Friday, June 26, 2026

Federal Social Security (FICA) and Medicare

Deductions

6.20% (FICA) and 1.45% (Medicare) will be deducted from the employee's salary and 7.65% will be contributed from District funds for 2025. The District's share and the employee's share are computed on the first \$176,100 earned during the calendar year for FICA wages. The wage base limit for Medicare tax has been eliminated but is calculated at the lower rate of 0.9% once wages reach \$200,000 or greater.

If an employee goes from one employer to another during the calendar year, the second employer begins Social Security (FICA) and Medicare deductions as though no deductions were made by the first employer. If at the end of the year an employee has paid more than \$10,918.20 (based on \$176,100 maximum) to the Federal system, the employee may claim all over that amount on the Federal Income Tax Return filed for that year.

Income Tax

Federal and State Income Tax will be withheld in accordance with government instructions and information filed by each employee concerning his or her exemptions. If there is a change in status (number of dependents, change of names, etc.), a new exemption certificate must be filed in the business office. Before any change can be made, we must see your new Social Security card.

Federal Government Contractors and Sub Contractors Pay Transparency Policy Statement

The Office of Federal Contract Compliance (OFCCP) specifies that federal government contractors and sub- contractors will not discharge or in any other manner discriminate against employees or applicants because they have inquired, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information.

INSURANCE:

Employee Insurance Program

Overview:

Group hospital, medical, major-medical, dental, vision, term life insurance, long-term disability, and critical illness and accident insurance is available to eligible employees. Eligible employees must be employed for at least 80% of full time for nine months or more each year. Application of this rule means non-certificated employees, including para educators, must be employed at least 32 hours per week and certified employees must work at least 80% of full time. Contributions by the district shall be determined annually for individual and family group hospital, medical and major-medical coverage, dental, vision, term life insurance, and AD&D benefits.

Employee Insurance Program (402.5)

Created: 04/19/76

Last Revised: 09/11/2017

Last Reviewed: 07/11/2022

Group, medical, dental, vision, term life insurance and long-term disability insurance is available to employees, as set forth in an employee handbook, or individual contract approved by the Board of Education. The Superintendent or designee in consultation with the Director of Business Affairs and the Director of Human Resources will select the group benefit program(s) and the insurance company or third party administrator which will provide or administer the program. For health insurance coverage, the Board of Education will offer employees who work an average of at least 30 hours per week or 130 hours per month, based on the measurement method adopted by the Board of Education, minimum essential coverage which is anticipated to be affordable and provide minimum value in accordance with the requirements of the Patient Protection and Affordable Care Act, or applicable federal law. For all other coverage eligible employees must be employed for at least 80 percent of full time for nine months or more each year. Application of this rule means classified employees must be employed at least 32 hours per week. Contributions by the District shall be determined annually for individuals and family group medical, dental, vision, term life insurance and long-term disability.

Employees who are 50 percent to 79.99 percent F.T.E. (full-time equivalent) are eligible to apply for participation in the Group Insurance Plan. Such employees will pay the total cost of insurance premiums.

Employees who have insurance coverage provided by the District and are involuntarily reduced below 80 percent F.T.E. will retain District provided insurance coverage for 12 months or as required by law.

All school employees are covered by worker's compensation insurance. This policy covers medical expenses and disability compensation for accidents occurring while the employee is on duty. (Such accidents are not covered by the school insurance program explained above.) When an employee has an accident, he/she must report this immediately to his/her supervisor.

The following rules will apply to the worker's compensation disability checks and deductions:

1. The insurance company shall notify the employee and the school business office as to the amount of payment and the dates of coverage.
2. The school business office shall reduce sick leave payments by the amount of disability compensation for worker's compensation received by the employee. Such deductions shall be based on per day payments. If worker's compensation should exceed sick leave payments, only the total amount of sick leave per day shall be deducted. In no case shall the employee receive less than provided for under the school sick leave policy.

Employees would also have the choice of choosing the worker's compensation allowance only which would put them on unpaid status with the school District. Employees would be personally responsible for medical and dental insurance premiums normally paid by the District for each month the employee is not in a paid leave status.

Employee Insurance: Teachers

Descriptions:

Detailed descriptions of insurance plans including Summary of Benefit Coverage (SBC) of each plan offered, limits of coverage, deductibles, and out of pocket maximums are available on the District website at <http://www.cfschools.org/staff/resources/benefits> or by contacting Michelle Weber, Benefits Coordinator at michelle.weber@cfschools.org or at 319-553-2431.

Coverage:

Coverage for the **2025-2026** insurance plan year runs from (September 1 - August 31) and shall include hospital, surgical, medical, dental, vision, major medical, long-term disability, term life with accidental death and dismemberment(AD&D), critical illness and accident coverage.

The coverage noted above constitutes a general listing and is included for informational purposes only. Technical wording regarding the coverages is contained in the official benefit certificates with the insurance carrier and is described in detail in the provider's Summary of Benefit Coverage (SBC) description.

Eligibility:

Individuals who are employed on a regular or part time basis at **0.80** full time equivalency (fte) are eligible to participate in the District's group insurance plan. Employees who are **0.50-0.79% (fte)** are eligible to apply for participation in the Group Insurance Plans. These participating employees will pay 100% of the cost of their insurance premiums, unless the requirements of the Patient Protection and Affordable Care Act or any other laws are applicable.

Board premium contributions shall continue in effect for employees on paid leaves of absence. Employees on unpaid leaves of absence may retain insurance coverage while on leave of absence, provided that such employees pay the total costs of the insurance coverage retained. Employees on leave of absence without pay shall be responsible for paying 100% of the full monthly premium and are not permitted to retain health insurance coverage beyond one (1) coverage year. Employees returning from unpaid leave of absence who

Board premium contributions shall continue in effect for employees on paid leaves of absence. Employees on unpaid leaves of absence may retain insurance coverage while on leave of absence, provided that such employees pay the total costs of the insurance coverage retained. Employees on leave of absence without pay shall be responsible for paying 100% of the full monthly premium and are not permitted to retain health insurance coverage beyond one (1) coverage year. Employees returning from unpaid leave of absence who have not retained health insurance coverage will resume coverage on the first of the month following the month of return to active work.

Employer and Employee Premium Contributions: July 1, 2025 – June 30, 2026

The District agrees to provide the following premium contributions for all eligible individuals,

- **Health Insurance:** The District contributes **\$687.59** per month towards a single plan premium and each participating employee shall pay up to **\$170** per month depending on the chosen plan. For employees choosing family coverage, the District's monthly contribution is **\$1,306.05**.

Employees who elect to be covered by a health plan with a lower premium cost will have the difference in rates added to their compensation as an insurance adjustment or to another approved plan. Employees who elect to be covered by a plan with a higher premium of cost will pay the additional cost of the plan.

- **Dental insurance:** The District will contribute **\$28.93** per month towards a single dental plan premium and each participating employee shall pay **\$1.00** per month. All eligible individuals will be provided a maximum annual benefit of \$1,000 in dental coverage. Family coverage is available at the employee's cost of **\$73.52** per month.
- **Vision insurance:** The District will contribute **\$7.09** per month towards a single vision plan premium and each participating employee shall pay **\$1.00** per month. Family coverage is available at the employee's cost of **\$11.54** per month.
- **Life and Accidental Death and Dismemberment(AD&D) Insurance:** The District will pay 100% of the monthly premium for a \$50,000 term life insurance policy with accidental death and dismemberment(AD&D) adding an additional \$50,000 of benefit.
- **Long Term Disability:** The District will pay 100% of the premium for Long Term Disability coverage on each eligible employee.

The District does not contribute towards the premium of the following plans. The monthly premium is 100% the responsibility of the employee. For premium cost information please contact Michelle Weber, Benefits Coordinator at michelle.weber@cfschools.org or at 319-553-2431.

- **Voluntary Accident Expense and Critical Illness Insurance:** The **accident** plan of coverage offers insureds the opportunity to protect themselves and other family members from the cost of accidental injuries on and off the job. The plan disburses a fixed cost benefit regardless of any other insurance coverage.

The **critical illness** plan of coverage disburses a fixed benefit to the insured upon the diagnosis of a covered illness and is independent of any other insurance coverage.

- **Hospital Indemnity**
- **Short Term Disability**

Employee Insurance: Elementary & Secondary Building Secretarial & Paraeducators

Descriptions:

Detailed descriptions of insurance plans including Summary of Benefit Coverage (SBC) of each plan offered, limits of coverage, deductibles, and out of pocket maximums are available on the District website at <http://www.cfschools.org/staff/resources/benefits> or by contacting Michelle Weber, Benefits Coordinator at michelle.weber@cfschools.org or at 319-553-2431.

Coverage:

Coverage for the **2025-2026** insurance plan year runs from (September 1 - August 31) and shall include hospital, surgical, medical, dental, vision, major medical, long-term disability, term life with accidental death and dismemberment(AD&D), critical illness and accident coverage.

The coverage noted above constitutes a general listing and is included for informational purposes only. Technical wording regarding the coverages is contained in the official benefit certificates with the insurance carrier and is described in detail in the provider's Summary of Benefit Coverage (SBC) description.

Eligibility:

Individuals who are employed on a regular or part time basis at 32 hours or more per week i.e.0.80 full time equivalency (fte) are eligible to participate in the District's Group Insurance Plan. Employees who are 20 to 31 hours or **0.50-0.79% (fte)** are eligible to apply for participation in the Group Insurance Plans. These participating employees will pay 100% of the cost of their insurance premiums, unless the requirements of the Patient Protection and Affordable Care Act or any other laws are applicable.

Board premium contributions shall continue in effect for employees on paid leaves of absence. Employees on unpaid leaves of absence may retain their current coverage while on leave of absence, provided that such employees pay the total cost of the insurance coverage retained. Employees on leave of absence without pay shall be responsible for paying the full monthly premium and are not permitted to retain health insurance coverage beyond one (1) coverage year. Employees returning from unpaid leave absence who have not retained health insurance coverage will resume coverage on the first of the month following the month of return to active work.

Any employee employed on or before June 30th, 2014, who received District-paid insurance coverage who is voluntarily or involuntarily reduced to no less than 30 hours per week will continue on the group insurance plan.

Employer and Employee Premium Contributions: July 1, 2025 – June 30, 2026

The District agrees to provide the following premium contributions for eligible individuals.

Health Insurance: The District contributes **\$711.43** per month towards a single plan premium and each participating employee shall pay up to **\$146.16** per month depending on the chosen plan. For employees who were enrolled in family coverage on June 30, 2010 and have also chosen to maintain such enrollment without a change in coverage, the District's monthly contribution is **\$711.43**.

Employees who elect to be covered by a health plan with a lower premium cost will have the difference in rates added to their compensation as an insurance adjustment or to another approved plan. Employees who elect to be covered by a plan with a higher premium of cost will pay the additional cost of the plan.

The District will make the following premium contributions for all eligible individuals who enroll

- **Dental insurance:** The District will contribute **\$28.93** per month towards a single dental plan premium and each participating employee shall pay **\$1.00** per month. All eligible individuals will be provided a maximum annual benefit of \$1,000 in dental coverage. Family coverage is available at the employee's cost of **\$73.52** per month.
- **Vision insurance:** The District will contribute **\$8.51** per month towards a single vision plan premium and each participating employee shall pay **\$1.20** per month. Family coverage is available at the employee's cost of **\$13.85** per month.
- **Life and Accidental Death and Dismemberment(AD&D) Insurance:** The District will pay 100% of the monthly premium for a \$40,000 term life insurance policy with accidental death and dismemberment(AD&D) adding an additional \$40,000 of benefit.
- **Long Term Disability:** The District will pay 100% of the premium for Long Term Disability coverage on each eligible employee.

The District does not contribute towards the premium of the following plans. The monthly premium is 100% the responsibility of the employee. For premium cost information please contact Michelle Weber, Benefits Coordinator at michelle.weber@cfschools.org or at 319-553-2431.

- **Voluntary Accident Expense and Critical Illness Insurance:** The **accident** plan of coverage offers insureds the opportunity to protect themselves and other family members from the cost of accidental injuries on and off the job. The plan disburses a fixed cost benefit regardless of any other insurance coverage.

The **critical illness** plan of coverage disburses a fixed benefit to the insured upon the diagnosis of a covered illness and is independent of any other insurance coverage.

- **Hospital Indemnity**
- **Short Term Disability**

Employee Insurance: Central Services & Custodial Services (Central Services applies to employees in the following job classifications: HVAC, Electrician, Plumber, Painter, Carpenter, Preventative Maintenance Technician, Grounds Keeper, Mail Delivery, and Laundry)

Descriptions:

Detailed descriptions of insurance plans including Summary of Benefit Coverage (SBC) of each plan offered, limits of coverage, deductibles, and out of pocket maximums are available on the District website at <http://www.cfschools.org/staff/resources/benefits> or by contacting Michelle Weber, Benefits Coordinator at michelle.weber@cfschools.org or at 319-553-2431.

Coverage:

Coverage for the **2025-2026** insurance plan year runs from (September 1 - August 31) and shall include hospital, surgical, medical, dental, vision, major medical, long-term disability, term life with accidental death and dismemberment(AD&D), critical illness and accident coverage.

The coverage noted above constitutes a general listing and is included for informational purposes only. Technical wording regarding the coverages is contained in the official benefit certificates with the insurance carrier and is described in detail in the provider's Summary of Benefit Coverage (SBC) description.

Eligibility:

Individuals who are employed on a regular or part time basis at least thirty-two (32) hours per weeks for at least 9 months per year are eligible to participate in the District's Group Insurance Plan.

Employees who are 20 to 31 hours or **0.50-0.79% (fte)** are eligible to apply for participation in the Group Insurance Plans. These participating employees will pay 100% of the cost of their insurance premiums, unless the requirements of the Patient Protection and Affordable Care Act or any other laws are applicable.

Board premium contributions shall continue in effect for employees on paid leaves of absence. Employees on unpaid leaves of absence may retain insurance coverage while on leave of absence, provided that such employees pay the total costs of the insurance coverage retained. Employees on leave of absence without pay shall be responsible for paying 100% of the full monthly premium and are not permitted to retain health insurance coverage beyond one (1) coverage year. Employees returning from unpaid leave of absence who have not retained health insurance coverage will resume coverage on the first of the month following the month of return to active work.

Employer and Employee Premium Contributions: July 1, 2025 – June 30, 2026

The District agrees to provide the following premium contributions for all eligible individuals,

- **Health Insurance:** The District contributes **\$742.59** per month towards a single plan premium and each participating employee shall pay up to **\$115** per month depending on the chosen plan. For employees choosing family coverage the District's monthly contribution is **\$1,361.05**.

Employees who elect to be covered by a health plan with a lower premium cost will have the difference in rates added to their compensation as an insurance adjustment or to another approved plan. Employees who elect to be covered by a plan with a higher premium of cost will pay the additional cost of the plan.

- **Dental insurance:** The District will contribute **\$28.93** per month towards a single dental plan premium and each participating employee shall pay **\$1.00** per month. All eligible individuals will be provided a maximum annual benefit of \$1,000 in dental coverage. Family coverage is available at the employee's cost of **\$73.52** per month.
- **Vision insurance:** The District will contribute **\$7.09** per month towards a single vision plan premium and each participating employee shall pay **\$1.00** per month. Family coverage is available at the employee's cost of **\$11.54** per month.
- **Life and Accidental Death and Dismemberment(AD&D) Insurance:** The District will pay 100% of the monthly premium for a \$50,000 term life insurance policy with accidental death and dismemberment(AD&D) adding an additional \$50,000 of benefit.
- **Long Term Disability:** The District will pay 100% of the premium for Long Term Disability coverage on each eligible employee.

The District does not contribute towards the premium of the following plans. The monthly premium is 100% the responsibility of the employee. For premium cost information please contact Michelle Weber, Benefits Coordinator at michelle.weber@cfschools.org or at 319-553-2431.

- **Voluntary Accident Expense and Critical Illness Insurance:** The **accident** plan of coverage offers insureds the opportunity to protect themselves and other family members from the cost of accidental injuries on and off the job. The plan disburses a fixed cost benefit regardless of any other insurance coverage.

The **critical illness** plan of coverage disburses a fixed benefit to the insured upon the diagnosis of a covered illness and is independent of any other insurance coverage.

- **Hospital Indemnity**
- **Short Term Disability**

Employee Insurance: Food Service

Descriptions:

Detailed descriptions of insurance plans including Summary of Benefit Coverage (SBC) of each plan offered, limits of coverage, deductibles, and out of pocket maximums are available on the District website at <http://www.cfschools.org/staff/resources/benefits> or by contacting Michelle Weber, Benefits Coordinator at michelle.weber@cfschools.org or at 319-553-2431.

Coverage:

Coverage for the **2025-2026** insurance plan year runs from (September 1 - August 31) and shall include hospital, surgical, medical, dental, vision, major medical, long-term disability, term life with accidental death and dismemberment(AD&D), critical illness and accident coverage.

The coverage noted above constitutes a general listing and is included for informational purposes only. Technical wording regarding the coverages is contained in the official benefit certificates with the insurance carrier and is described in detail in the provider's Summary of Benefit Coverage (SBC) description.

Eligibility:

Individuals who are employed on a regular or part time basis at least thirty-two (32) hours per weeks for at least 9 months per year are eligible to participate in the District's Group Insurance Plan.

Employees who are 20 to 31 hours or **0.50-0.79% (fte)** are eligible to apply for participation in the Group Insurance Plans. These participating employees will pay 100% of the cost of their insurance premiums, unless the requirements of the Patient Protection and Affordable Care Act or any other laws are applicable.

Board premium contributions shall continue in effect for employees on paid leaves of absence. Employees on unpaid leaves of absence may retain insurance coverage while on leave of absence, provided that such employees pay the total costs of the insurance coverage retained. Employees on leave of absence without pay shall be responsible for paying 100% of the full monthly premium and are not permitted to retain health insurance coverage beyond one (1) coverage year. Employees returning from unpaid leave of absence who have not retained health insurance coverage will resume coverage on the first of the month following the month of return to active work.

Employer and Employee Premium Contributions: July 1, 2025 – June 30, 2026

The District agrees to provide the following premium contributions for all eligible individuals,

- **Health Insurance:** The District contributes **\$794.12** per month towards a single plan premium and each participating employee shall pay up to **\$59.18** per month depending on the chosen plan. For employees choosing family coverage the District's monthly contribution is **\$794.12**.

Employees who elect to be covered by a health plan with a lower premium cost will have the difference in rates added to their compensation as an insurance adjustment or to another approved plan. Employees who elect to be covered by a plan with a higher premium of cost will pay the additional cost of the plan.

- **Dental insurance:** The District will contribute **\$28.93** per month towards a single dental plan premium and each participating employee shall pay **\$1.00** per month. All eligible individuals will be provided a maximum annual benefit of \$1,000 in dental coverage. Family coverage is available at the employee's cost of **\$73.52** per month.
- **Vision insurance:** The District will contribute **\$7.09** per month towards a single vision plan premium and each participating employee shall pay **\$1.00** per month. Family coverage is available at the employee's cost of **\$11.54** per month.
- **Life and Accidental Death and Dismemberment(AD&D) Insurance:** The District will pay 100% of the monthly premium for a \$50,000 term life insurance policy with accidental death and dismemberment(AD&D) adding an additional \$50,000 of benefit.
- **Long Term Disability:** The District will pay 100% of the premium for Long Term Disability coverage on each eligible employee.

The District does not contribute towards the premium of the following plans. The monthly premium is 100% the responsibility of the employee. For premium cost information please contact Michelle Weber, Benefits Coordinator at michelle.weber@cfschools.org or at 319-553-2431.

- **Voluntary Accident Expense and Critical Illness Insurance:** The **accident** plan of coverage offers insureds the opportunity to protect themselves and other family members from the cost of accidental injuries on and off the job. The plan disburses a fixed cost benefit regardless of any other insurance coverage.

The **critical illness** plan of coverage disburses a fixed benefit to the insured upon the diagnosis of a covered illness and is independent of any other insurance coverage.

- **Hospital Indemnity**
- **Short Term Disability**

Involuntary Reductions in Force

Any employee who has insurance coverage and is involuntarily reduced to 50-79% (i.e., 0.50 – 0.79 F.T.E.) shall continue to be eligible for employer-paid insurance premiums during the first school year in which the reduction takes effect. During the second consecutive and subsequent consecutive school years that such a reduction remains in effect, the employee shall be responsible for paying the full cost of insurance premiums. Employees who are reduced to less than 50% (i.e., 0.49 F.T.E., or less) are ineligible to participate in insurance plans.

Warning

If family insurance is not taken out at the time you are initially eligible for insurance, it may only be added subsequently during an open enrollment period or when a “qualifying event” occurs. (For example, a new employee who is employed for 32 hours or more on a full-time basis would be eligible.) This is an important decision. Contact the Business Office for additional information.

It is *very important* that employees who are nearing age 65 contact the local Social Security office for up-to-date information about the Medicare program *before* they reach age 65.

COBRA (Consolidated Omnibus Budget Reconciliation Act of 1986)

COBRA requires that your group health insurance plan allow qualified persons to continue group coverage at the person's expense after it would otherwise end. Continuation is not available for any employee or dependent that is covered under another health plan or under Medicare. Qualified persons are described as:

1. An employee (and dependents) whose coverage would otherwise end because of termination of employment or reduction in work hours.
- * 2. An employee's former spouse (and children) whose coverage ends because of divorce or separation.
3. An employee's spouse and/or children whose coverage would otherwise end due to employee's death.
4. An employee's spouse and/or children whose coverage would otherwise end due to employee's entitlement of Medicare.
- * 5. An employee's child whose coverage would otherwise end due to ceasing to be a dependent child. (For example: A child graduating from school.)

* In these two instances, either the employee or dependent should give notice of the event to the employer. This should be done before the event, but not more than 60 days after the event.

Conversion of School Health Insurance for Retirees (806.2)

Created: 5/14/1973 Last Revised: 05/14/2012

All personnel who retire at the age of 60 or more and who have had at least 24 months of employment in the Cedar Falls Community School District, and those who retire at age 55-59 and who have had at least five years of employment in the District shall be entitled to continue their school health insurance. Such employment must have been immediately preceding retirement.

Employees, who retire at age 55 or more and who, immediately upon retirement, begin receiving Iowa Public Employees Retirement System and social security (FICA) retirement benefits shall be eligible to continue their school health insurance without regard to the length of service.

The total cost of such insurance shall become the responsibility of the retiree. All payments for continuation of school health insurance must be made in a timely manner to the Cedar Falls Community School District business office in accordance with the insurance payment procedures of that office.

Federal Health Insurance Portability and Accountability Act (HIPAA) Reminder

Under HIPAA, the district has an obligation to inform all staff members that participate in health, dental, life, and long term disability insurance programs and participants in level 2 flexible spending account plans of certain rights and responsibilities. Please consider this notice informational only. No additional action is required of you.

- **District Responsibilities:**

- Provide you with notice of our legal duties and the health plan's policies regarding the use and disclosure of your Protected Information;
- Maintain the confidentiality of your Protected Information in accordance with state and federal law;
- Honor your requested restrictions regarding the use and disclosure of your Protected Information unless under the law we are authorized to release your Protected Information without your authorization, in which case you will be notified within a reasonable period of time;
- Allow you to inspect and copy your Protected Information during our regular business hours;
- Act on your request to amend Protected Information within sixty (60) days and notify you of any delay which would require us to extend the deadline by the permitted thirty (30) day extension;
- Accommodate reasonable requests to communicate Protected Information by alternative means or methods.

Your Rights:

- Receive notice of our policies and procedures used to protect your Protected Information;
- Request that certain uses and disclosures of your Protected Information be restricted; provided, however, if we may release the information without your consent or authorization, we have the right to refuse your request;
- Access to your Protected Information; provided, however, the request must be in writing and may be denied in certain limited situations;
- Request that your Protected Information be amended;
- Obtain an accounting of certain disclosures by us of your Protected Information for the past six years;
- Revoke any prior authorizations or consents for use or disclosure of Protected Information, except to the extent that action has already been taken; and
- Request communications of your Protected Information are done by alternative means or at alternative locations.

- **Important Contact Information:**

This notice has been provided to you as a summary of how we will use your Protected Information and your rights with respect to your Protected Information. If you have any questions or for more information regarding your Protected Information, please contact the Director of Business Affairs at 553-3000.

- **Effective Date:**

This notice is effective on April 15, 2004. Please note we reserve the right to revise this notice at any time.

Summary of specific Cedar Falls Community School District Business Office practices are available upon request.

Flexible Spending Benefit Plan (Section 125)

As of July 1, 2009 Midwest Group Benefits will be administering all flexible spending benefits for the Cedar Falls Community School District. Midwest Group Benefits can be contacted at 800.344.3766.

Flexible Spending Benefit plan allows employees that are insurance eligible to pay for certain out-of-pocket medical and dependent care expenses with pre-taxed dollars.

All insurance premiums will be deducted pre-taxed unless participation is waived.

Employees enrolled in the high deductible health savings account plan will be eligible to pay for out-of-pocket dependent care expenses (only) with pre-tax dollars.

Personal Property

The Cedar Falls Community School District does not carry insurance coverage for employees' personal property and is not responsible for employees' personal property.

INVESTING FOR RETIREMENT:

Tax Sheltered Annuities

The Internal Revenue Service has issued new guidelines for employees who participate in 403(b) tax sheltered plans and annuities. In addition, the Iowa Legislature approved Senate File (SF) 2424 which significantly changes vendor selection options employees have to invest in 403(b) tax sheltered plans.

Due to these changes, the Cedar Falls Education Association (CFEA), Cedar Falls Education Support Personnel (CFESP), Chauffeurs, Teamsters & Helpers Local 238, American Federation of State, County & Iowa Council 61, Local 2749 and the Board of Education for the Cedar Falls Community School District entered into an agreement to join the State of Iowa Retirement Investors' Club (RIC) 403(b) Plan.

If you wish to start or change your annuity, you may do so by filing a "Retirement Investors' Club (RIC) Salary Reduction form" with the Business Office. All forms must be on file at least thirty (30) days before the change can be made.

Tax Deductions on Tax Deferred Annuities

Under new Internal Revenue Service guidelines, new life insurance annuities are no longer eligible under 403(b) rules. Life insurance annuities entered into before September 24, 2007 remain 403(b) eligible.

The value of insurance protection is taxable. If your annuity contract provides life insurance protection, you must include in your gross income each year the one-year term costs of the protection. Some annuity companies notify school employees at the end of the taxable year how much of the annual premium payment for the life insurance protection was.

If the annuity contract provides life insurance protection for anyone besides you, the employee, it will not be eligible for tax-deferred annuity treatment. For example, if your annuity contract provides term life insurance on the lives of your spouse or children as well as on your own life, your annuity contract will not be eligible for tax-deferred treatment. It will be ineligible even if the contract otherwise satisfies the requirements for this treatment. -- Department of Treasury, Publication 571 (11-69).

Iowa Public Employee Retirement System (IPERS)

Deductions

6.29 % is deducted from the employee's salary and 9.44% is paid by the District. The wage base limit for IPERS has been eliminated. No deductions are made from the salary of an employee who is a student enrolled in regular classes.

Beneficiary Designation for Death Benefit

As soon as an employee becomes an IPERS member, IPERS will reach out to the member to complete a Beneficiary Designation Form, naming the person to receive his or her death benefits. To be valid, the beneficiary designation form must be recorded before the death of the IPERS member so it is important to complete promptly. Should no beneficiary be named, death benefits are paid to the estate for distribution in accordance with inheritance laws. If a designated beneficiary dies or if a change in beneficiaries is desired, a new Form 503 should be filed.

Upon the death of the IPERS member, refund forms are sent to the beneficiary by the IPERS office. When a member dies, it is the responsibility of the reporting official to notify the IPERS office as soon as possible, giving the member's name and Social Security number, so that these forms can be sent.

Leave of Absence Notice

If an employee will be on a leave of absence, the employee should notify the IPERS office in Des Moines. This will protect your active account with IPERS. This is especially important for those employees who do not have vested rights, e.g., under 62 years of age and less than seven (7) years of service under IPERS.

Notice of Retirement

Teachers who will retire should file their IPERS retirement forms with the Des Moines office during the month of May.

Retiring staff members should contact the IPERS office in Des Moines before they make IPERS decisions. This could be particularly important for those retiring members receiving paychecks after July 1st. The IPERS office can generate computer reports that will show how retirement benefits can be impacted by the payroll schedule. To contact IPERS, letters may be addressed to P.O. Box 9117, Des Moines, Iowa 50306-9119. The phone number for IPERS is: (800) 622-3849.

EMPLOYEE HEALTH:

Employee Health: Injury at Work (402.10)

Created: 9/22/2008 Last Revised: 08/08/2022

If an employee is injured at work, school personnel, or contracted personnel, may administer minor or emergency first aid. If necessary, a member of the family shall be notified or the employee shall be transported to a medical facility. Each employee shall maintain an up-to-date emergency medical form on file in the building office.

It is the responsibility of the employee injured on the job to report the injury to the Superintendent or designee as soon as reasonably practicable. The employee, or a person on behalf of the employee, shall file an accident report with the District within 24 hours of the occurrence. It shall be the responsibility of the employee to cooperate with any investigation into the occurrence.

Worker's Compensation Insurance

All school employees are covered by worker's compensation insurance. This policy covers medical expenses and disability compensation for accidents occurring while the employee is on duty. (Such accidents are not covered by the school insurance program explained above.) When an employee has an accident, he or she should report this immediately to the principal's office. Maintenance and transportation personnel report to their supervisor.

If treatment is required, Covenant Health System (sites include Sartori Hospital) is the designated care provider. All employees must work through Sartori for Worker's Compensation care. Your principal or supervisor will contact Sartori and schedule an appointment or arrange for immediate care.

Once care is received, the employee must contact the building principal to report any physician directed restriction that may affect the employee's return to regular duties. It will be the building principal's decision (or direct supervisor) whether or not accommodations for these restrictions can be made to allow the return to work. If the employee does return to work with restrictions it is the employee's responsibility to manage the work environment to adhere to doctor's orders.

The following rules will apply to the Worker's Compensation disability checks and deductions:

1. The insurance company shall notify the school business office as to the amount of payment and the dates of coverage.
2. The business office shall reduce sick leave payments by the amount of disability compensation for Worker's Compensation received by the employee. Such deductions shall be based on per day payments. If Worker's Compensation should exceed sick leave payments, only the total amount of sick leave payments per day shall be deducted. In no case shall the employee receive less than provided for under the school sick leave policy.
3. For each day the employee receives worker's compensation payments, one day of sick leave will be deducted from the employee's accumulated sick leave.

4. If employees wish to receive only worker's compensation checks with no sick leave benefits, they may contact the Business Office and make these arrangements. (Please note that selecting this option results in the employee being on "unpaid status." Employees on unpaid status may be personally responsible for medical and dental insurance premium costs normally paid by the district for each month in which the employee is not in a district paid leave status.)

5.

Employee Health: Physical & Mental Health Examination: Vaccines (402.7)

Created: 3/1/1976 Last Revised: 09/11/2017 Last Reviewed: 07/11/2022

New Employees

Reports of physical examinations shall be required of all employees who will be working in job categories designated by the District to have physical examinations, including, but not limited to, custodial employees, food service employees, and transportation maintenance employees. Such examinations shall be required upon their initial employment with the District and/or at the time of their transfer into a position in a job category designated by the District to have physical examinations, certifying fitness to perform assigned duties with or without reasonable accommodation. The reports shall be required only after an offer of employment has been made. The examination shall be conducted by a medical professional selected by the District.

Bus drivers shall present reports of physical examinations by a certified medical examiner selected by the District evidencing fitness to perform duties as required by law. Such examinations shall be required upon initial employment and/or at the time of their transfer into the position, and every other year thereafter as required by law or more frequently as required by the District or Health Care Provider.

Additional Examinations

An employee may be required to have additional examinations (physical and/or mental) when, in the judgment of the superintendent or designee, or the Board of Education, such examinations are job related and consistent with business necessity. Such examinations shall be at the District's expense.

Vaccines

Employees identified as having reasonably anticipated occupational contact with blood or infectious materials in their work settings shall receive training and education on safety precautions and shall be provided the opportunity for a District-paid Hepatitis B vaccine. The employee shall sign a written waiver if he/she refuses the vaccine.

Communicable Diseases – Employees (405.1)

Created: 6/22/2009 Last Revised: 06/12/2017 Last Reviewed: 07/11/2022

Employees with a communicable disease will be allowed to perform their customary employment duties provided they are able to perform the essential functions of their position and their presence does not create a substantial risk of illness or transmission or other substantial health or safety risk to students or other employees. The term "communicable disease" will mean an infectious or contagious disease spread from person to person, or animal to person, or as defined by law.

Prevention and control of communicable diseases is included in the school District's Bloodborne Pathogens Exposure Control Plan. The procedures will include scope and application, definitions, exposure control, methods of compliance, universal precautions, vaccination, post-exposure evaluation, follow-up, communication of hazards to employees and record keeping. This plan is reviewed annually by the superintendent or designee and provider of nursing services. All staff member should practice hygienic principles designed to protect themselves and others from infection.

The health risk to immunodepressed employees is determined by their personal physician. The health risk to others in the school district environment from the presence of an employee with a communicable disease is determined on a case-by-case basis by the employee's personal physician, a physician chosen by the school District, or public health officials.

Employees with communicable diseases may be excluded from the school District environment for the period of time that their conditions endanger the health or safety of others or they are physically unable to perform assigned tasks.

Health data of an employee is confidential and will not be disclosed to third parties except as provided by law. Employee medical records are kept in a file separate from their personal file.

An employee who has a communicable disease which creates a substantial risk to others in the school District environment should report the condition to the superintendent or designee. It is the responsibility of the superintendent or designee, in conjunction with the provider of nursing services, to develop administrative regulations stating the procedures for dealing with employees with a communicable disease.

Standard Precautions Regulations (405.1R)

Created: 8/19/1994 Last Revised: 08/08/2016 Last Reviewed: 07/11/2022

Standard precautions (SP) are intended to prevent transmission of infection, as well as decrease the risk of exposure for employees and students. SP incorporates the major features of universal precautions (designed to reduce the risk of transmission of blood borne pathogens) and body substance isolation (designed to reduce the risk of transmission of pathogens from moist body substances), regardless of the presumed infection status of the individual. It is not currently possible to identify all infected individuals, thus precautions must be used with every individual. SP pertain to:

- Blood (e.g. lacerations, nose bleeds, abrasions, menstrual flow),
- all body fluids, secretions, and excretions except sweat, regardless of whether they contain visible blood (e.g. urine, emesis, feces),
- non-intact skin (e.g. cuts, scrapes, dermatitis), and
- mucous membranes (e.g. oral/nasal secretions).

The single most important step in preventing exposure to and transmission of any infection is anticipating potential contact with infectious materials in routine as well as emergency situations. Based on the type of possible contact, employees and students should be prepared to use the appropriate precautions prior to contact. Diligent and proper hand washing, respiratory hygiene/cough etiquette, the use of barriers, appropriate disposal of waste products and needles, proper decontamination of spills, and appropriate disinfection and cleaning of all equipment or materials likely to have been contaminated with infectious material are essential techniques of infection control. All individuals should respond to situations practicing SP. Using common sense in the application of these measures will enhance protection of employees and students.

Hand Hygiene

Proper hand washing is crucial to preventing the spread of infection. All large or textured jewelry, on the hands or wrists should be removed prior to washing and kept off until completion of the procedure and the hands are rewashed. Use of running water, lathering with soap and using friction to clean all hand surfaces for at least 20 seconds is a key factor. Rinse well with warm running water and dry hands with paper towels. In the event handwashing facilities are not immediately available, waterless alcohol based hand sanitizers with at least 60% alcohol content are an acceptable method of hand hygiene. Hand and/or skin should be washed with soap and water as soon as possible. Occasionally there will be times when unforeseen skin contact will happen and gloves are not immediately available. In this event, hands and all other affected skin areas must be scrubbed with copious amounts of soap containing antiviral/antibacterial agents and running water for 10 minutes at once or as soon as possible after contact. If exposure involves mucous membranes, the affected areas should be flushed with water or eye irrigation solution for 15 minutes or until all traces of the body fluid has been removed. The affected and surrounding areas should be inspected closely for residue. All body fluid exposures should be reported to the immediate supervisor. If there is an obvious or suspected break in the skin or if the exposure was to a mucous membrane, the individual exposed should be referred for a medical evaluation.

- Hands should be washed before physical contact with individuals and after contact is completed.
- Hands should be washed after contact with any used equipment.
- If hands (or other skin) come into contact with blood or other body fluids, hands should be washed immediately before touching anything else.
- Hands should be washed after the gloves are removed.

Respiratory Hygiene/ Cough Etiquette

The following measures to contain respiratory secretions are recommended for all individuals with signs and symptoms of a respiratory infection.

- Cover the nose/mouth when coughing or sneezing.
- Use tissues to contain respiratory secretions and dispose of them in the nearest waste receptacle after use.
- Perform hand hygiene (e.g., hand washing with soap and water or at least 60% alcohol-based hand rub) after having contact with respiratory secretions and contaminated objects/materials.

When space and chair availability permit, instruct coughing persons to sit at least three feet away from others in common areas and classrooms. Some facilities may find it logistically easier to institute this recommendation than others. If coughing cannot be adequately controlled, it is advised that the individual be sent home and seek medical treatment.

Educational reminders and alerts should be provided to students and staff when seeking medical evaluation from the school nurse to inform the nurse of symptoms of a respiratory illness when they are first seen by the nurse. Healthcare personnel in the district are advised to observe Droplet Precautions (i.e., wearing a surgical or procedure mask for close contact), in addition to SP, when examining a student/staff member with symptoms of a respiratory infection, particularly if fever is present. These precautions should be maintained until it is determined that the cause of symptoms is not an infectious agent that requires Droplet Precautions.

Personal Hygiene and Eating in the School Setting

In areas where a reasonable likelihood of occupational exposure exists, work practice controls should include restricting eating, drinking, applying cosmetics or lip balm, and when handling contact lenses. School employees should refrain from taking part in these activities in health rooms, first aid stations, or in any area where there are contaminated items or risk of exposure to potential blood borne pathogens. Food and drink should not be kept in refrigerators, freezers, shelves and cabinets, or on countertops or bench tops where blood or other potentially infectious materials are present. Employees should wash their hands before and after work, as well as before and after meals, after bathroom use, or whenever necessary.

Barriers/ Personal Protective Equipment

Using personal protective equipment (PPE) in schools adds another layer of insulation between being protected and being at risk for exposure to blood borne pathogens. The kind of PPE appropriate for the assignment can vary with the task performed and the exposure expected. Barriers and PPE anticipated to be used at school include disposable and utility gloves, surgical or procedure face masks, gowns, facemasks, eye goggles, absorbent materials, and resuscitation devices. Under the blood borne pathogen standard, the school district is required to provide, at no cost to the employee, personal protective equipment. The PPE must be accessible and provided in the correct size. If the employee notes an allergic sensitivity to latex or powder, hypoallergenic gloves or other similar alternative must be made available. The school district is also responsible for maintaining the personal protective equipment by means such as cleaning, laundering, repairing or replacing as needed for ensuring that the PPE is used properly. Suitable personal protective clothing is to be worn whenever the risk of occupational exposure to body fluids or other potentially infectious materials is anticipated. There are three levels of protection endorsed for school employees to reduce the occupational exposure to body fluids or other potentially infectious materials. These are intended to be the minimum requirements for infectious materials. Because the risk of exposure varies for each individual or task, each situation should be carefully individualized to determine the best level to be utilized. Employees should follow the “Pyramid of Protection” described below:

Level I: Disposable gloves should be worn whenever it can be reasonably expected that the exposure to blood or other potentially infectious materials, mucous membranes, non-intact skin, or contaminated surfaces is imminent. When putting on gloves, they should be visually inspected for absence of holes, tears, or defects. Single use gloves cannot be washed or decontaminated and should be replaced as soon as practical when they become contaminated or as soon as feasible if they are torn, punctured, or their ability to function as a barrier is compromised. Gloves should be removed without touching the outside and disposed of after each use. Hand hygiene should be performed immediately following glove removal and gloves should be discarded after use in an appropriate receptacle. Utility gloves should be worn when handling contaminated materials or cleaning contaminated surfaces or tools. Utility gloves can be decontaminated for reuse in the event the entirety of the glove is not compromised. They are to be discarded if they are cracked, peeled, torn, or punctured, they exhibit other signs of deterioration, or their ability as a barrier is compromised.

Assignments that may require Level I protection of single-use gloves:

- Minor wound care or dressing changes
- Blood glucose monitoring
- Injections
- Topical medications
- Catheterization
- Diapering/toileting
- Emesis cleanup
- Tooth brushing/oral care
- Changing ostomy bags
- Cleaning nose/mouth secretions
- Feeding (oral or gastrostomy)
- Suctioning
- Changing menstrual pads
- Oral temperatures

Assignments that may require Level I protection of utility gloves:

- Cleaning body fluid spills
- Emptying trash cans
- Handling sharps/containers
- Handling discarded contaminated materials/regulated waste
- Cleaning/sweeping up contaminated broken glass/sharps
- Handling contaminated laundry

Level II: Repellent gowns and gloves should be worn when there is an expectation of exposure to body fluids or other potentially infectious materials to clothing and skin from splashes, sprays, and splatters. Situations may vary and the clothing may change with the nature of the task. Assignments that may require Level II protection:

- Changing pads for uncooperative mentally impaired student
- Diapering/toileting with gross contamination
- Wound care for a combative child
- Sorting or bagging contaminated laundry
- Disposing of regulated waste with gross contamination
- Diapering, toileting, feeding, suctioning, and general, and cleaning of students with little or no impulse control

Level III: There should not be many situations where a level III protection would be warranted in the school setting. However, there may be incidents in which body fluids or potentially infectious materials could come in contact with the face, nose, or eyes. In these instances, maximum protection should be utilized by donning face/eye protection as well as fluid repellent gown and utility gloves. Assignments that may require Level III protection:

- Feeding a child with a history of spitting, or forceful vomiting, or coughing,
- Suctioning tracheotomy with history of forceful coughing or copious secretions, and
- Assisting with severe injury and wound with spurting blood.

Resuscitation masks (CPR): Pocket masks and mechanical emergency respiratory devices are used as barrier from saliva, vomitus, or other potentially infectious body fluids when giving CPR. They should be easily accessible for emergency situations. It is imperative that the pocket masks and other respiratory devices contain a one-way valve to prevent possible exposure to body fluids to either rescuer or victim. Non-disposable masks should be properly cleaned after an incident for reuse by:

- Putting on gloves,
- Soaking mask in mild soap and warm water, then scrubbing vigorously, rinsing and air drying, and
- Cleansing with an EPA registered disinfectant

There are also single-use disposable CPR masks available. These devices have a one-way valve and are easy to access as they are packaged in a key chain case or nylon pouch. They are available through the school nurse and are provided to all employees who are CPR trained in the district.

Disposal of Waste

All used or potentially contaminated supplies (including gloves and other barriers) except syringes, needles and other sharp instruments, should be placed in a plastic bag which is sealed. The waste can then be thrown in the garbage. Needles, syringes and other sharp objects should be placed in an approved biohazard puncture resistant container, immediately after use and disposed of as regulated waste. Bodily waste, such as urine, vomitus or feces should be disposed of in the toilet. A band-aid, towel, sanitary napkin or other absorbed waste should be discarded into waste containers lined with plastic bags. Biohazard bags will be located in the nurse's office or through the custodial department. These should be used when blood or body fluids are liquid, semi-liquid, caked with dried blood or secretions, not absorbed into materials, or capable of releasing the substance if compressed and special disposal of such regulated waste is required. It is anticipated schools would encounter the need for this only in the case of a severe accident.

Housekeeping Guidelines

Everyone is responsible for a clean and sanitary school environment, since it protects all of the staff and the students. Keeping the work areas clean reduces the employee's risk of exposure to bloodborne pathogens. The custodial staff has the principal task of maintaining a sanitary climate and they have all necessary equipment needed for proper clean up and disinfection. The following are guidelines for handling body fluid spills (e.g. blood, urine secretions, vomit, saliva, feces, pus, semen, and vaginal secretions).

Cleaning body spills on washable surfaces:

- Wear disposable or utility gloves, and
- Clean and disinfect all hard, soiled, washable surfaces immediately, cleaning with soap and water and removing contaminants before applying disinfectant
-

(For small spills)

- Use paper towels or tissues to wipe up soiled areas
- After soil is removed, use clean paper towels, soap and water to clean area
- Dispose of paper towels in a plastic bag
- Disinfect area

(For large spills)

- Apply commercial sanitary absorbent agent on soiled area
- After soil is absorbed, sweep all material into a plastic bag, taking care not to create any dust emissions
- Disinfect area with clean mop
- Disinfect mop and bucket

Cleaning body spills on carpet/rugs:

- Use industrial equipment and follow manufacturer's directions for shampooing and disinfecting
- Apply commercial sanitary absorbent agent on soiled area
- After soil is absorbed but still wet, sweep the spill toward the center of the spill, picking up the contents in a dust pan and disposing of in a plastic bag
- Vacuum with either wet vacuum extractor or a vacuum cleaner with high efficiency filter
- Spray the area with a white vinegar solution (1-ounce vinegar to one quart cool water)
- Blot the area repeatedly with white paper towels
- Rinse the area with clean cool water
- Disinfect area with a compatible disinfectant
- Apply a bacteriostatic rug shampoo
- Disinfect vacuum cleaner, dust pan, and brush

Guidelines for cleaning and disinfecting equipment:

- Clean and decontaminate all equipment and environmental surfaces as soon as possible after contact with blood or other body fluids.
- Use a registered EPA approved germicide.
- Remove and replace protective coverings such as plastic wrap and aluminum foil when decontaminating.
- Inspect and decontaminate, on a regular basis, reusable receptacles such as bins, pail and cans that have the likelihood for becoming contaminated.
- Always use mechanical means such as tongs, or brush and dustpan to pick up contaminated sharp; never pick up with hands even if gloves are worn.
- Place contaminated sharps in infectious wastes in designated containers.
- Handle contaminated laundry as little as possible with minimal agitation.
- Contaminated linen should be bagged on site and transported in red biohazard bags that prevent leakage. Label red bag with "laundry" prior to transport.
- Use appropriate personal protective equipment when handling contaminated laundry.
- Discard all regulated waste according to federal, state, and local regulations.

Guidelines for cleaning and disinfecting medical devices:

- Wear disposable or utility gloves,
- Clean the device with soap and water to remove debris,
- Soak in appropriate chemical germicide for 15-20 minutes, and
- Rinse with water and allow to air dry thoroughly before reuse.

Cleaning Schedule

A written schedule should be adopted for cleaning and decontamination of areas that may be susceptible to contamination with blood borne pathogens. These rooms may include, but are not limited to, health room, bathrooms, and self-contained special education classrooms.

Care of Students / Staff

- When possible, students/staff should be encouraged to take care of their own injuries. Students/staff should be encouraged to apply pressure with their own hand, tissue, or bandage over a bloody nose or wound.
- If needed, ask the school nurse, paraeducator, athletic trainers and/or designated first responders.
- If you must assist, provide a barrier between your skin and the blood/body fluid of others. This can be done with gloves. A thick layer of paper towels or cloth can be used as a barrier if gloves are not readily available.

Exposure Incident

An exposure incident is when a person's mucous membrane, non-intact skin or parenteral contact comes in contact with another person's blood or other potentially infected material. An exposure incident requires immediate washing/flushing, reporting and follow-up.

- Always wash the exposed area immediately with soap and water.
- If a mucous membrane splash (eye or mouth) or exposure of non-intact skin occurs, irrigate or wash the area thoroughly.
- If a cut or needle stick injury occurs, wash the area thoroughly with soap and water.

The exposure should be reported immediately to a staff member if the person exposed is a student or visitor. First aid should be sought immediately and the parent or guardian (if a minor student) is notified, and the person exposed should contact a physician immediately for further health care instructions. When a school employee incurs an exposure incident, it should be reported as soon as possible to the employee's supervisor and first aid care sought. All employees who incur an exposure incident will be offered post-exposure evaluation and follow-up in accordance with the OSHA standard. The following steps will be taken once an employee has reported an exposure incident.

1. Detailed information concerning the exposure incident will be given by the exposed employee to the District's occupational health carrier (Wheaton Occupational Medicine, 226 Bluebell Rd., Cedar Falls, IA 50613).

2. The exposed employee must sign a consent form for permission to release and exchange information with the exposed employee's medical provider.
3. If at all possible, the identification of the source individual and, if possible, the status of the source individual should be obtained, unless the employer can establish that identification is not feasible or prohibited by state or local law. The blood of the source individual will be tested (after consent is obtained) for HIV/HBV/HCV infectivity. It must be noted that the results of the source individual's tests cannot be relied on solely. It is prudent to remember that HIV antibodies may not be detectable for a window of 6-12 weeks.
4. Direct the exposed employee to the District's occupational health provider at the time of the exposure incident for evaluation and to determine the need for HIV PEP. (Wheaton Occupational Medicine, 226 Bluebell Rd., Cedar Falls, IA 50613 if exposure occurs between 7:00 am and 5:00 pm, Monday-Friday. If the exposure occurs before 7:00 am or after 5:00 pm or on weekends/holidays, the employee should report to Sartori Emergency Department.) Follow-up for HBV and HCV infections also should be conducted. The Human Resource office must provide the healthcare professional with a description of the employee's job duties as they relate to the incident, and a report of the specific exposure, including date/time of exposure, route of exposure, and relevant employee medical records, including Hepatitis B vaccination status.
5. If a severe exposure occurs involving:
 - (1) a known infected individual; or
 - (2) copious amounts of blood or other infected materials; or
 - (3) if the exposed person is pregnant or suspected to be resistant to antiretroviral drugs, the CDC has new recommendations for post exposure prophylaxis.

Infected individuals should be placed on the HIV medications within one to two hours of exposure and remain on them until HIV testing is negative.

6. The results of the source individual's testing shall be made available to the exposed employee, provided the source individual has given consent and release for testing. The employee shall be informed of applicable laws and regulations concerning disclosure of the identity and infectious status of the source individual.
7. The exposed employee will be given appropriate counseling concerning precautions to take during the period after the exposure incident. The employee will also be given information on what potential illnesses to be alert for and instructions to report any related experiences to the appropriate personnel.
8. The District Human Resource Director shall obtain and provide the employee with a copy of the healthcare professional's written opinion within 15 days of the completion of the evaluation. The healthcare professional will be instructed to limit their opinions to:
 - a. whether the hepatitis B vaccine is indicated and if the employee has received the vaccine, or for evaluation following the incident;
 - b. whether the employee has been informed of the results of the evaluation; and
 - c. whether the employee has been told about any medical conditions resulting from exposure to blood or other potentially infectious materials. All other findings or diagnoses will remain confidential and will not be included in the written report.

HBV Vaccinations

The following is a list of job classifications grouped according to level of occupational exposure potential. All employees in category (1) will be given the opportunity to receive the HBV vaccinations.

- (1) Employees with exposure potential:
 - Administrators
 - Nurses
 - Secretaries (who are trained to administer first aid and/or medication certified)
 - Playground associates, paraeducators regularly assigned to assist students with disabilities, and those associates trained to administer first aid and/or parenteral medication)
 - Teachers in physical education and teachers in laboratory settings (family & consumer science, industrial technology, art and science) and teachers regularly assigned to playground and/or bus duties
 - Coaches and athletic trainers
 - Custodians
 - Bus drivers
 - Emergency-response team members (CPR/AED/First Aid certified in each building)

(2) All other staff approved volunteers have the option to receive post-exposure vaccination. School staff members may decline the vaccination. However, if they do, they must sign a declination form. The employee may request and obtain the vaccination later and at no cost if the individual is employed in a category (1) position. If the school employee has previously received the vaccination series, a copy of the information should be submitted by the employee to the Human Resource Department for placement in the employee's confidential medical records.

Employee Training and Information

Training for all employees should be:

- (1) conducted prior to initial assignment to a task where exposure may occur,
- (2) provided at no cost to the school personnel,
- (3) transacted during working hours, and
- (4) conducted at least once a year thereafter.

Additional training may be needed when tasks are modified or new tasks that involve occupational exposure to blood borne pathogens affect the employee's exposure. The person conducting the training must have knowledge of the subject matter, the information provided must be appropriate in content and vocabulary to the educational level, literacy, and language of the audience addressed.

An acceptable training will contain the following elements:

- A copy of or information on how to obtain the OSHA standard for blood borne pathogens regulations.
- Information on the epidemiology and symptoms of blood borne diseases; modes of transmission of blood borne pathogens.
- Modes of transmission of bloodborne pathogens.
- An explanation of the exposure control plan, including points of the plan, lines of responsibility, how the plan will be implemented, etc, and where it is located.
- Information on how to recognize tasks that might result in occupational exposure.
- A list of control measures and work practices which will be used in the school to control exposure to blood or other potentially infectious materials.
- Information concerning personal protective equipment available at the school, including the types, selections, proper use, location, removal, handling, decontamination, and disposal.
- Information on hepatitis B vaccination, such as safety, benefits, efficacy, methods of administration, and availability.
- Post-exposure evaluation and follow-up, including information on whom to contact and what to do in an emergency.
- Information on warning labels, signs and color-coding.
- Question and answer session on any aspect of the training.

This information and training may be conducted using a variety of learning modes, videotapes, written material, and lecture material. In most cases the school nurse will be responsible for the training.

Record Keeping

The bloodborne pathogen standard requires that two types of records be kept for school employees who sustain an occupational exposure incident to blood or other potentially infectious materials: medical and training.

The medical record is confidential and separate from other personnel records. It is retained by the Human Resource office and includes the employee's name, social security number, hepatitis B vaccination status, including dates of vaccination, and any medical records relative to the employee's ability to receive the vaccination. If an occupational exposure incident occurs, results of examinations, medical testing, and post-exposure evaluation and follow-up procedures as well as the health care professional's opinion and a copy of the information provided to the medical professional should be included. The medical records must be kept confidential and maintained for at least the duration of the employee's tenure in the District, plus 30 years.

The training records are also to be retained and kept for three years from the date on which the training occurred and must be available to OSHA upon request.

They should include:

- (1) the dates of the training sessions and the content,
- (2) the name and qualifications of the person presenting the training, and
- (3) the names and job titles of all those attending the training.

Upon request, both the medical and training records must be made available to the Assistant Secretary of Labor for OSHA. The training records must also be made available to the school employee upon request. The medical records can be accessed by anyone if the employee gives written consent.

References

Centers for Disease Control and Prevention. Recommendations for prevention and control of hepatitis C virus (HCV) infection and HCV-related chronic disease. MMWR Morb. Mortal. Wkly Rep 1998; 47 (RR-19):1-39.

Centers for Disease Control and Prevention. Recommendations for preventing transmission of infection with human T-lymphotropic virus type III/lymphadenopathy-associated virus in the workplace. MMWR Morb. Mortal. Wkly Rep 1985;34:681-5; 691-5.

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Employee Health: Occupational Exposure to Bloodborne Pathogens (402.9)

Created: 9/9/1994 Last Revised: 08/08/2022

The superintendent or designee shall be responsible to insure that the District implements, reviews and updates at least annually, an exposure control plan to eliminate or minimize employees' occupational exposure to bloodborne pathogens in accordance with applicable OSHA requirements. The plan shall designate a response team at each building. Failure of an employee to comply with the plan shall be grounds for disciplinary action, up to and including discharge.

The District shall provide at no cost to the employees necessary supplies, personal protective devices, and training for employees to comply with the exposure control plan. Training shall include a discussion of universal precautions.

Employees identified as having reasonably anticipated occupational contact with blood or infectious materials shall receive the Hepatitis B vaccine at District expense or shall sign a written waiver declining the vaccine.

Following a report of an exposure incident, the District shall make immediately available to the exposed employee a confidential medical examination and follow-up.

Medical records shall be maintained for each employee with occupational exposure. Such records shall be kept confidential and shall not be disclosed without the employee's express written consent to any person within or outside the workplace, except as required by law.

Data and records regarding employee communicable diseases shall be maintained separately from general personnel files to protect the privacy of the employee. This shall not be construed to prevent appropriate administrative and nursing staff from being informed of which employee has a communicable disease in accordance with law.

Genetic Information

Created: 07/27/2011

The Genetic Information Nondiscrimination Act of 2008 (GINA) prohibits employers and other entities covered by GINA Title II from requesting or requiring genetic information of any individual or family member of the individual, except as specifically allowed by this law. To comply with this law, employees, or their health care providers, should not provide any genetic information when responding to a request by the District for medical information. "Genetic information," as defined by GINA, includes an individual's family medical history, the results of an individual's or family member's genetic tests, the fact that an individual or any individual's family member sought or received genetic services, and genetic information of a fetus carried by an individual or an individual's family member or an embryo lawfully held by an individual or family member receiving assistive reproductive services.

BUSINESS OPERATIONS:

Business Transactions

No business transactions are to occur between the district and district officials or employees. Code of Iowa 301.28 states: "It shall be unlawful for any school director, officer, area education director or teacher to act as agent for any school textbooks or school supplies during such term of office or employment, and any school director, officer, area educational director or teacher, who shall act as agent or dealer in school textbooks or school supplies, during the term of such office or employment, shall be deemed guilty of a serious misdemeanor."

Charge Accounts

School personnel and students purchasing supplies and equipment without first having a purchase order may be held personally responsible for the cost of the item.

District Travel and Meal Reimbursement

Staff members assigned to more than one building or when conducting class connected business approved by the principal are eligible for travel reimbursement at the approved rate. Reimbursement shall be paid for actual miles driven.

Expense vouchers shall be approved by the appropriate building administrator. Expense vouchers are to be submitted monthly.

The maximum daily allowance for out-of-district meals reimbursement is \$30 for in-state travel requiring an overnight stay. The maximum daily allowance for out-of-district meal reimbursement is \$50 for out-of-state travel. Maximum gratuity for all travel is 15% of food bill and is included in daily per diem. For in-state, non-local travel that does not require an overnight stay, meal reimbursement is \$15.00 unless meal is included in the registration event. Reimbursement to employee will be made by Direct Deposit. Hotels within the state of Iowa **MUST** hold a Human Trafficking Certificate and a copy provided with hotel receipt. Visit <https://stopthiowa.org/certified-locations> to obtain certificate.

Rebates and/or Incentives

Rebates, incentives and rewards are defined as any form of financial return or benefit received after making a purchase. They are important district assets and employees must handle them in a way that benefits the district rather than personal use.

If a rebate or incentive is applicable to a purchase, that rebate/incentive and/or supporting documentation must be sent to the District Business Office, attention Lori Wiley, within 7 business days of making a purchase. The business office will process the rebate/incentive according to the requirements.

Examples:

- **Discount incentives** include promotions like *Blain's Farm & Fleet* or *Hy-Vee PERKS*. For instance, if the employee makes a purchase at Blain's Farm & Fleet and earns a fuel discount, the fuel discount earned **MUST** be reported and returned to the District Business Office. If making a purchase at Hy-Vee, District employees must use the District Hy-Vee PERKS card. Any fuel discounts earned **CANNOT** be used for personal benefit.
- **Non-cash incentives or vouchers** include rewards like *Kohl's Cash* or *Menards Rebate Checks*. If the District makes a purchase at Kohl's or Menards and earns *Kohl's Cash* or *Menards Rebate Checks*, **ALL** rewards must be provided to the District Business Office. These rewards are used for future District purchases and are **NOT** to be used for personal gain.
- **Gift cards** might be offered by a vendor as part of a promotion (e.g., spend \$500 and receive a \$50 gift card). Any such gift cards or vouchers received must also be returned to the District Business Office for appropriate use.
- A **cash rebate** might occur if the District purchases computers from a vendor offering a \$50 rebate per unit. After completing the purchase, the vendor provides a \$500 rebate (for 10 units) to the District, which must be returned to the Business Office.

These rebates, credits, discounts, and gift cards **may** be applied back to the specific building or department that made the purchase. When a future payment is processed, the cost of the purchase will be coded to the designated account code, and the rebate or credit **may** be applied to the original account code used, if applicable.

Earning Personal Airline Miles or Hotel Points

Employees are prohibited from using personal loyalty accounts (e.g., frequent flier programs, hotel rewards programs) to accrue airline miles, hotel points, or other travel rewards for personal benefit when booking with the district's credit card or funds. Any rewards, including airline miles or hotel points, earned from district-funded travel are considered district property and must be used only for district-approved travel or purposes that benefit the district. It is essential that all rebates, incentives, and associated rewards be handled in accordance with district procedures and [Iowa Code 282.25.3 Standards of Professional Conduct and Ethics](#) to ensure proper financial management and compliance. If you have any questions or need further clarification, please contact Jana Gelhaus, Supervisor of Financial Services, at jana.gelhaus@cfschools.org or me at denelle.gonnerman@cfschools.org

Bill Approval and Payment

Updated: 05/08/2025

Bills will be paid only after being approved by the Board; therefore, all mileage, travel expense, etc. must be in the Business Office by the following dates: *Based on School Board needs

In Business Office

September 5, 2025
September 19, 2025*
October 10, 2025
October 24, 2025*
November 7, 2025
November 21, 2025*
December 5, 2025
January 9, 2026
January 23, 2026
February 6, 2026
February 20, 2026*
March 6, 2026
April 10, 2026
April 24, 2026*
May 8, 2026
May 22, 2026*
June 5, 2026

Board Approval

September 8, 2025
September 22, 2025*
October 13, 2025
October 27, 2025*
November 10, 2025
November 24, 2025*
December 8, 2025
January 12, 2026
January 26, 2026
February 9, 2026
February 23, 2026*
March 9, 2026
April 13, 2026
April 27, 2026
May 11, 2026
May 26, 2026*
June 8, 2026

Dishonesty (401.17)

Created 07/22/2013 Revised: 08/08/2016 Last Reviewed: 07/11/2022

Employees of the District serve in a position of public trust, are compensated with public funds, and are entrusted with public property. Employee actions and behavior must be honest and above reproach at all times. This work rule requires complete honesty in the discharge of an employee's duties, and, unless otherwise prohibited by law, it applies to all conduct whether the employee is on duty or off duty.

The conduct which is prohibited by this work rule includes, but is not limited to, the following:

1. Making statements to representatives of the District which the employee knows or has reason to believe are untrue, inaccurate, or incomplete.
2. Stealing cash, funds, or property of any kind belonging to the District, belonging to a fellow employee, or belonging to other persons who are on District property.
3. Failing to report or to transfer to the District any funds or property belonging to the District.
4. Unauthorized use, possession or removal of vehicles, property or equipment belonging to the District, belonging to a fellow employee, or belonging to others persons who are on District property.

5. Falsification of employment applications or any District records, including, but not limited to, work records and time records. Time record violations include, but are not limited to, claiming time for work which was not performed by the employee and reporting/signing another employee in or out.
6. Performing official duties in an unauthorized manner.
7. Charging items for personal use to a District credit card or account, or making unauthorized withdrawals from a District account using a debit card.
8. Misuse or unauthorized use of accounts or allowance (clothing, mileage, meals, etc.)
9. Converting surplus District property to personal use without authorization, or declaring property to be surplus or junk and then converting it to personal use.
10. Making improper claims for overtime when no overtime was worked, or working slowly to create the need for overtime work.
11. Using sick leave, or any other leave of absence, for any purpose which is not authorized.

Employees who violate this policy are subject to disciplinary action, including termination.

School District Print Center

The School District utilizes the Central Rivers Area Education Agency print center.

The main service of the print center is to duplicate camera-ready material of 15 copies per original or more. Black-on-white typing, artwork and paste-ups work best. Construction paper can be run but it must be sent in with the order. Other items which can be run are card stock (all colors are available), 8 1/2 x 14, 11 x 17 and 2- and 3-part carbonless paper.

Other services provided include cutting to any size, 3-hole punch, folding, spiral binding and making small booklets such as our staff directory. Color ink is available but a generous lead-time is requested, and the cost is roughly 25 times more than black and white, so use it sparingly.

Generally, daily work received at the print center on one day will be printed and returned in the next morning's mail. Contact the print center regarding any unusual projects requiring special paper or printing.

EMPLOYEE/STUDENT RELATED POLICIES, PROCEDURES, RULES and REGULATIONS

Objectives for Equal Educational Opportunities for Students (500.0)

Created: 11/24/2008 Last Revised: 09/28/2020 Last Reviewed: 07/10/2023

This series of the board policy manual is devoted to the board's goals and objectives for assisting the students of the school district in obtaining an education. Each student will have an opportunity to obtain an education in compliance with the policies in this series.

It is the goal of the board to develop a healthy social, intellectual, emotional, and physical self-concept in the students enrolled in the school district. Each student attending school will have the opportunity to use it and its education program and services as a means for self-improvement and individual growth. In so doing, the students are expected to conduct themselves in a manner that assures each student the same opportunity.

The board supports the delivery of the education program and services to students free of discrimination on the basis of race, color, creed, sex, marital status, socio-economic status, national origin, religion, sexual orientation, gender identity or disability. This concept of equal educational opportunity serves as a guide for the board and employees in making decisions relating to school district facilities, employment, selection of educational materials, equipment, curriculum, and regulations affecting students.

Board policies, rules and regulations affect students while they are on school district property or on property within the jurisdiction of the school district; while on school owned and/or operated school or chartered vehicles; while attending or engaged in school activities; and while away from school grounds if misconduct will directly affect the good order, efficient management and welfare of the school district.

Board policy refers to the term "parents" in many of the policies. The term parents for purposes of this policy manual means the legal parents, the legal guardian or custodian of a student, and students who have reached the age of majority or are otherwise considered an adult by law.

Nondiscrimination

No student in the school district shall be excluded from participation in, be denied the benefits of, or be subjected to discrimination in district programs on the basis of race, color, creed, sex, religion, marital status, national origin, disability, sexual orientation, gender identity, or socio-economic status. The district prohibits unlawful discrimination against students, including discriminatory harassment on the basis of any protected class identified in state or federal civil rights laws, which has the purpose or effect of creating an intimidating, hostile, or offensive education environment, unreasonably interferes with academic performance or affects educational opportunities.

Sexual Harassment

It is the policy of the school district to maintain a learning environment that is free from sexual harassment. All employees, visitors and students must avoid any action or conduct which could reasonably be perceived as sexual harassment. It shall be a violation of this policy for any person to harass a student through conduct or communications of a sexual nature as defined in this policy. "Sexual harassment" shall consist of unwelcome sexual advances, requests for sexual acts or favors, and other verbal or physical conduct of a sexual nature when (i) submission to such conduct is made either explicitly or implicitly a term or condition of the student's educational opportunities or benefits; (ii) submission to or rejection of such conduct by a student is used as the basis for educational decisions affecting that student; or (iii) such conduct has the purpose or effect of substantially interfering with a student's education by creating an intimidating, hostile, or offensive educational environment. Sexual harassment may include, but is not limited to the following: requests or pressure for sexual activity; unwelcome touching; other verbal or physical conduct of a sexual nature, such as inappropriate jokes, symbols, signs or posters of a sexual nature; repeated remarks to or about a person with sexual or demeaning implications.

Complaint Procedure

Any person alleging a violation of this policy may make a report or file a formal complaint by contacting one of the District's designated Equity Coordinators:

Equity/Title IX Coordinator: Students
Ms. Tara Estep, Executive Director of
Enrichment and Special Programs
Cedar Falls Community School District
1002 West First Street
Cedar Falls, IA 50613
Phone: 319-553-3000
Email: tara.estep@cfschools.org

Equity/Title IX Coordinator: Staff
Amber Youngblut, Executive Director of Human
Resources
Cedar Falls Community School District
1002 West First Street
Cedar Falls, IA 50613
Phone: 319-553-3000
Email: amber.youngblut@cfschools.org

The complainant may be required to complete a written complaint form and to turn over copies of evidence of discrimination including, but not limited to, letters, emails, tapes, signs, and pictures. The complainant shall receive assistance in completing the complaint form as needed.

The equity coordinator shall designate an investigator to promptly and reasonably investigate the complaint, who shall generally be the building administrator or designee. In the event the investigator is the alleged perpetrator, or otherwise has a conflict of interest, an alternate investigator shall be designated. The investigator shall commence an investigation and proceed to completion no later than 30 days following receipt of the complaint. If the investigator needs more time to process the complaint, he/she shall notify the parties and keep them apprised of the status of the investigation. Both the complainant and the alleged perpetrator will be given an opportunity to be interviewed or give a statement. Witnesses may also be interviewed. District employees, students and volunteers shall fully and fairly cooperate in the investigation. The

investigation shall be confidential to the extent consistent with the District's legal obligations and the necessity to investigate allegations of misconduct and take corrective action when this conduct has occurred.

The investigator shall prepare a written report of findings and conclusions, which shall be submitted to the equity coordinator. If, after investigation, a student is found to be in violation of this policy, the student shall be disciplined by appropriate measures, which may include suspension and expulsion. If, after investigation, a school employee is found to be in violation of this policy, the employee shall be disciplined by appropriate measures, which may include termination. If, after investigation, a school volunteer is found to be in violation of this policy, the volunteer shall be subject to appropriate measures, which may include exclusion from school grounds. Other corrective actions may be taken as appropriate.

No person shall retaliate against a student or other person because the student or other person has filed a discrimination complaint, assisted or participated in an investigation, or has opposed language or conduct that violates this policy, as long as the participation or action was done in good faith. Persons who engage in retaliation or who knowingly file false complaints or give false statements in an investigation shall be subject to discipline up to and including suspension, expulsion, or termination of employment/service.

Inquiries by students regarding compliance with equal educational opportunity and affirmative action laws and policies, including but not limited to complaints of discrimination, may also be directed in writing to the Iowa Department of Education, and/or the Iowa Civil Rights Commission. This inquiry or complaint to the federal or state office may be submitted instead of, or in addition to, an inquiry or complaint at the local level.

The Board recognizes that conduct which is alleged to violate this policy may violate other policies as well. Therefore, to the extent that a report or complaint of discrimination involves an allegation of sexual or other harassment toward a student, the matter will also be processed in accordance with Code No. 504.4 regarding abuse of students and/or Code No. 504.5.1 regarding anti-bullying/harassment, as applicable.

Title IX: Discrimination and Harassment Based on Sex Prohibited

The District has separate procedures for reports or complaints of sexual harassment governed by Title IX of the Education Amendments Act of 1972. The policy governing such instances is Code No. 504.5.2: *Discrimination and Harassment Based on Sex Prohibited*. Procedures for addressing such reports or complaints are available as follows:

Electronically on the District website at www.cfschools.org/about-us/TitleIX

Paper copies are available in the administrative office and school counselor's office at each school as well as in the Human Resource Department in the Robinson Administration Center.

Student Discipline (502.1)

Created: 8/13/2007 Last Revised: 08/14/2023

Introduction

An important part of the educational process is helping young people become aware of their rights and the responsibilities that accompany those rights. The school has the duty to create an atmosphere in which self-discipline, as an aspect of responsibility, is approached both positively and productively.

Parents/guardians must be the first to foster self-discipline within the child at home; the school provides an environment in which this training can be developed further, enabling all students to have the right to pursue their own educational needs without disruption by others.

The Cedar Falls Community School Board of Education affirms its support of the school student responsibility and discipline policies, its intent to support school staff that enforces these policies, and its intent to hold school staff accountable for implementing the policies.

Disciplinary action should follow as closely as possible the infraction or behavior that interferes substantially with the educational program and be related directly to the student(s) involved. The teacher is the key to providing disciplinary direction. The principal or designee should be involved only in those cases in which the student's behavior calls for assistance due to safety concerns or the serious or repetitive nature of the behavior.

For those few students who seem unable or unwilling to adjust self-discipline to the common good and who, consequently, continually disrupt the orderly operation of the school, procedures must be established to prevent and correct misconduct. When situations allow, an attempt should be made by teachers, counselors, and administrators, in cooperation with parents/guardians, to help troubled students modify their behavior.

- The Board may, by a majority vote, expel any student from school for a violation of the regulations or rules established by the Board, or when the presence of the student is detrimental to the best interests of the school.
- The Board permits any teacher, principal, or superintendent or designee temporarily to suspend a student, notice of the suspension being at once given in writing to the president of the Board if suspension is out of school.
- When a student is suspended by a teacher, principal, or superintendent or designee, the student may be readmitted by such teacher, principal, or superintendent or designee when the conditions of the suspension have been met, but when excluded or expelled by the Board the student may be readmitted only by the Board or in the manner prescribed by the Board.

Discipline of a special education student will conform to procedures prescribed by applicable law. Conditions governing the discipline of a special education student are contained in this policy.

The goal of school discipline policies should be to ensure the right of all students to a productive educational environment in which they may learn the social skills necessary to develop into mature, responsible young adults, accountable for their own actions.

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School discipline is the guidance of the conduct of students in a way which permits the orderly and efficient operation of the school, i.e., the maintenance of a scholarly, disciplined atmosphere to achieve maximum educational benefits for all students.

I. Definition of Misconduct

Students will be disciplined for conduct which disrupts or interferes with an educational program, which disrupts the orderly and efficient operation of the school or school activity, which disrupts the rights of other students to obtain their education or participate, which interrupts the maintenance of a scholarly, disciplined atmosphere or which presents a threat to the health or safety of others in the school environment. Misconduct may include, without limitation:

- A. Refusal to conform to school policies, rules or regulations.
- B. Conduct which disturbs the orderly, efficient and disciplined atmosphere and operation of the school or school activity.
- C. Refusal to comply with directions from teachers, administrators, or school personnel including registered volunteers on school premises or participating in or attending school activities.
- D. Physical attack or threats of physical attack to students, teachers, administrators, or other school personnel.
- E. Possession of weapons or dangerous objects, or items that appear to be weapons or dangerous objects.

- F. Extortion.
- G. Criminal or illegal behavior.
- H. Theft, robbery, or possession of stolen goods.
- I. Damaging, altering, injuring, defacing or destroying any building, fixture, or tangible property.
- J. Causing a fire or explosion, or placing any burning or combustible material, or any incendiary or explosive device or material, in or near any school property or other premises where a school sponsored activity will be held, whether or not any such property is actually destroyed or damaged.
- K. Threatening to place or attempting to place any incendiary or explosive device or material, or any destructive substance or device, in or about the school premises or other premises where a school sponsored activity will be held.
- L. Fighting or engaging in disruptive or violent behavior.
- M. Activities, including making noise, which disrupt the orderly, efficient and disciplined atmosphere of the school or school-sponsored activity.
- N. Abusive epithets, threatening gestures, or harassment of other students, teachers, administrators, school personnel or other persons lawfully on school premises or participating in or attending school activities.
- O. By words or action initiating or circulating a report or warning of fire, epidemic, or other catastrophe knowing such report to be false or such warning to be baseless.
- P. Obstructing school premises or access to school premises or premises where a school activity is being held.
- Q. Possessing, consuming, being under the influence of, or distributing alcoholic liquors, wine, beer, or alcohol look-alikes on school property or while attending a school activity.
- R. Possession, use, being under the influence or distribution of a controlled substance or controlled substance paraphernalia or look-alikes.
- S. Possession, use, or distribution of tobacco, including look-alike tobacco products and e-cigarettes or vaping items.
- T. Gambling.
- U. Documented misconduct detrimental to the best interest of the school district.
- V. Truancy.
- W. Unauthorized access to computer hardware or software and the manipulation of electronically stored information.
- X. Violating academic integrity by actions such as cheating or plagiarism.
- Y. Bullying and taunting.

II. Areas in Which Disciplinary Control of Students is to be Exercised

- A. While on school premises.
- B. While being transported to and from school-sponsored activities in school-owned and/or operated school buses, chartered buses, or privately owned vehicles.
- C. While attending or engaged in school-sponsored activities.
- D. While away from school grounds if such conduct would directly affect the good order, efficiency, management, and welfare of the school.

III. Consequences for Violating the Regulations, Rules, and Policies of the School District

Students who violate policies, rules or regulations of the school district, or who have documented cases of misconduct detrimental to the best interest of the school district, may be suspended, excluded, or expelled from school, or otherwise disciplined as provided by this policy. Students engaged in illegal activities may also be referred to the police.

The principal or designee may impose a range of penalties based upon their professional judgment and the facts and circumstances of each situation. Consequences may range from warning, counseling, community or school service projects, probation, written reprimand, detention, in-school suspension, loss of privileges, removal from class, out-of-school suspension, suspension from participation in activities, or recommendation for exclusion or expulsion.

The principal or designee shall have the authority to suspend students temporarily. Such suspension may be for a period not to exceed 10 consecutive school days. A suspended student shall be given opportunity to make up work and receive credit on the same basis as other absentees. A day of suspension shall be counted as an excused absence. The initiative to make up work must be made by the students.

The School Board of Education, upon the recommendation of the superintendent or designee in consultation with the associate superintendent and the building principal, may exclude or expel a student from school for violation of the policies, rules or regulations of the school district or for documented cases of misconduct detrimental to the best interest of the school district. The Board may exclude or expel any incorrigible child or any child whose presence in school may be injurious to the health of other students or to the welfare of the school. Exclusion is defined as a student being excluded from regular attendance for a period determined by the board with an alternative educational program being provided by the district. Expulsion is defined as a board decision to deny a student any educational program (except as required by law) for a determinate period of time.

Corporal Punishment: Corporal punishment, meaning the intentional physical punishment of students, is prohibited.

Sanctions regarding the behavior of students who are involved in activities/athletics shall be governed by Board Policy #503.4, in addition to this policy. The superintendent or designee shall develop rules and procedures to implement this discipline policy and shall report such procedures to the Board of Education of the school district.

Firearms

Any student who is determined to have brought a firearm to school or knowingly possessed a firearm at school will be expelled from school for a period of not less than one calendar year. The superintendent or designee shall have the authority to recommend this expulsion requirement be modified on a case-by-case basis.

The term "firearm" is defined by applicable law and includes, but is not limited to:

- A. any weapon (including a starter gun) which will or is designed to or may readily be converted to expel a projectile by the action of an explosive;
- B. the frame or receiver of any such weapon;
- C. any firearm muffler or firearm silencer; and
- D. any destructive device.

The term "destructive device" includes, but not limited to any explosive, incendiary, or poison gas, bomb or grenade.

The principal may allow authorized persons to display weapons or other dangerous objects for educational purposes.

IV. Physical Contact With a Student and the Use of Reasonable Force

- A. Physical contact with the body of a student shall not be considered corporal punishment if it is reasonable and necessary under the circumstances, is not designed or intended to cause pain, and is not done with the intent to punish the student. Such contact is not prohibited.
- B. Reasons for permissible are:
 - To quell a disturbance or prevent an act that threatens physical harm to any person.
 - To obtain possession of a weapon or other dangerous object within a pupil's control.
 - For the purposes of self-defense or defense of others as provided for in Iowa Code Section 704.3.
 - For the protection of property as provided for in Iowa Code Section 704.4 or 704.5.
 - To remove a disruptive pupil from class, any area of school premises, or from school-sponsored activities off school premises.
 - To prevent a student from the self-infliction of harm.
 - To protect the safety of others.

In determining the reasonableness of the contact or force used, the following factors shall be considered:

- The nature of the misconduct of the student, if any, precipitating the physical contact by the school employee.
 - The size and physical or mental condition of the student.
 - The instrumentality used in making the physical contact.
 - The motivation of the school employee in initiating the physical contact.
 - The extent and nature of injury to the student resulting from the physical contact, if any.
- C. Whenever force is used against a student to protect persons or property or to obtain possession of a weapon or dangerous object, it shall be reported immediately to the building principal or designee.
- D. Whenever force is used against a student to protect persons or property or to obtain possession of a weapon or dangerous object, it shall be reported immediately to the student's parents/guardians by the building principal or designee.

V. Procedures for Exclusion / Expulsion Cases

- A. When a student is suspended pending recommendation for exclusion or expulsion, the building principal shall immediately notify the associate superintendent and the superintendent or designee to review the alleged misconduct and all relevant matters. Following this review, a final determination of a recommendation for exclusion or expulsion to the Board of Education will be made by the superintendent or designee in consultation with the associate superintendent. The building principal shall hold a conference with the parents/guardians and the student to discuss the reasons for the suspension and proposed recommendation for exclusion or expulsion.
- B. If, after investigation and review, it is determined that exclusion or expulsion should be recommended to the Board of Education, the building principal, with assistance from the associate superintendent and legal counsel, shall prepare appropriate notice. The associate superintendent shall consult with the secretary of the Board of Education to arrange a time for the hearing. The notice of hearing on the recommended exclusion or expulsion shall state the reasons for the recommendation and shall have attached thereto documents that describe the alleged incidents that have precipitated the recommendation. There shall be included a direct citation of the section of the discipline policy, Board policy, and/or state statute that has been violated. The notice shall state the time and place of the hearing.
- C. Notice of the recommendation to the board for exclusion/expulsion shall be served upon the parents/guardians by the associate superintendent. The notice shall be sent by registered mail to the last known local address of the parents/guardians.
- D. At the same time the notice and supporting documents are delivered to the student and his/her parents/guardians, copies shall be delivered to the superintendent or designee, legal counsel, and the secretary of the Board of Education.
- If the student has attained age 18, the notice shall be given to the student. It may also be given to the student's parents/guardians if they have shown the student is a dependent as defined in the Family Education Rights & Privacy Act of 1974 and the regulations there under.
- E. The Hearing:
1. The hearing shall be held on a date not later than 10 school days subsequent to the date of suspension.
 2. The student may be accompanied by:
 - a. Parent(s)/guardian(s)
 - b. Legal counsel or any other advisor of his/her choice
 3. The Board of Education and the school district may also be advised by legal counsel.
 4. The Board of Education, in its discretion, may postpone the hearing upon request when it deems such a postponement necessary or appropriate; but a request for postponement for the convenience of legal counsel shall ordinarily be refused.
 5. The student and his/her parents/guardians may waive the hearing by furnishing a signed statement that they will waive the hearing. Nothing in this policy shall be construed to prohibit settlement by the parents/guardians by agreement, or waiver of hearing, or both.

6. At the hearing, the student may respond to the complaint orally or in writing. The response may admit or deny the allegation of the notice in whole or in part. The student may also offer any explanation or comment that he/she believes relevant or appropriate.
7. Each party to the hearing, directly or through his/her legal counsel or other advisor, may introduce evidence, witnesses to testify, or statements in writing, and may testify in his/her own behalf. To the extent that either party may rely on written statements as evidence, he/she shall clearly indicate how and from what source the evidence has been obtained. Each party shall have an opportunity to question any witnesses, either directly or through his/her legal counsel, or other advisor. If the Board should find it necessary to limit cross examination or the number of witnesses in order to protect the hearing against disruption, confusion, or unwarranted dilatory tactics, or for other good cause, it shall have the authority to do so. The proceedings shall be administrative in nature and shall not be conducted as an adversary proceeding.
8. If the student shall fail to appear at the hearing, or if, having appeared, shall make no response to the complaint, the Board shall nevertheless invite the school administration to submit evidence in support of the complaint. The hearing shall be in closed session so as not to disclose confidential student records, unless an open session is requested by the student or the parents/guardians of the student if the student is a minor.
9. If a party to the hearing should deliberately conduct himself/herself in a manner disruptive of the hearing, the Board shall be authorized to exclude him/her and to proceed with the hearing as if he/she had not personally appeared. A hearing shall be attended only by the Board, the Board Secretary, the Superintendent or designee, administrative personnel familiar with the case, the student, the student's parents/guardians, the student's legal counsel or other advisor, and legal counsel for the school board and school district. Witnesses other than the foregoing should be excluded except when presenting information to the Board, unless the student and his/her parents/guardians waive this exclusion. The Board may order all witnesses to be excluded on its own motion.
10. Provisions shall be made detailed minutes and an audio recording of the hearing. The complaint, the student's response, the transcript or record, and all other papers in the proceeding except the final disposition of the case, shall be treated as a confidential student record and shall not be disclosed except as provided by law.

F. The Decision:

1. The Board of Education in executive session shall consider all relevant evidence introduced at the hearing, and make findings of fact and conclusions as to the disciplinary action as it deems to be appropriate. The Board may consider the student's prior record as submitted by the school administration at the hearing. The Board determination as to disciplinary action shall be by majority vote in open session. The Board of Education shall promptly notify the parents/guardians and the student, as well as the Superintendent or designee, concerning the Board's determination.
2. As part of the final decision, the Board will set the term of the exclusion or expulsion and will prescribe the conditions under which the student will be readmitted.
3. The Board will prepare written findings of fact, conclusions, and decisions and provide same to the student and parents/guardians.
4. A student or parents/guardians may appeal the decision of the Board as provided in Chapter 290, Code of Iowa.

VI. Special Education

Special education students may be suspended or expelled to the extent permitted by applicable law. The procedural protections of the Individuals with Disabilities Education Act (IDEA) or other applicable law are to be followed. Educational services shall be provided to the student as required by law.

VII. Non-authorized Persons

Persons should not be in the school building or on school premises at any time without authorization of the school building administrator. Any non-authorized person will be required to leave the school premises and may be subject to criminal prosecution.

A. Non-authorized persons include:

1. Students not assigned to that specific building.
2. Any person not an employee of the Cedar Falls Community School District.
3. An employee or volunteer not assigned duties at that building or premises.

4. Other persons who do not have authorization of the school building administrator or designee.
- B. School administrators may enlist the aid of the police department to have removed any non-authorized persons.
- C. Procedures dealing with non-authorized persons should be reasonable, ~~and~~ non-discriminatory and non-arbitrary in their operation.

VIII. Actions for Assault and Threats to School Personnel

- A. Whenever any officer, employee, or agent of the school district has been struck or attacked by any student, or has suffered bodily harm, because of the actions of a student, he/she shall notify the principal immediately who shall call the associate superintendent and superintendent or designee. The principal shall notify the police and parents, and the student or students shall be suspended pending completion of the investigation and due process. Notice of the suspension shall be sent to the president of the Board through the superintendent or designee. Following the investigation and an administrative determination relative to its appropriateness, a recommendation for discipline, up to and including expulsion, may be made.
- B. Whenever any officer, employee, or agent of the school district is threatened with bodily harm by a student, he/she shall notify the principal immediately, who shall suspend the student pending completion of the investigation. Following the investigation and an administrative determination relative to its appropriateness, a recommendation for discipline, up to and including expulsion, may be made.
- C. It shall be the responsibility of the person who suffers the assault or injury to file any charges for prosecution.

IX. Distribution of Discipline Policy and Administrative Rules and Procedures

The discipline policy and administrative rules and procedures shall be printed and distributed to attendance centers; shall be made available to staff, students and parents/guardians; and shall be available in at least one location in each attendance center which is accessible to staff, parents/guardians and students at the beginning of the school year. Notwithstanding this policy and the corresponding administrative rules/procedures, the District reserves the right to take disciplinary actions as it deems appropriate on a case-by-case basis.

Physical and Sexual Abuse of Students by Employees (504.4)

Created: 7/10/1989 Last Revised: 07/08/2019 Last Reviewed: 07/10/2023

It is the policy of the Cedar Falls Community School District that all forms of physical abuse and sexual abuse, as defined by law, of students by school employees are prohibited. Each employee, regular or temporary, is covered by this policy.

Each report or complaint alleging or indicating the possibility of abuse of a student or students by an employee or employees will be investigated immediately, in accordance with legal requirements. The primary investigators (level one investigators) will be the associate superintendent and the director of human resources. An official or officials of the Cedar Falls Police Department or other trained, experienced professional(s) shall be utilized as the alternate (level two) investigator(s).

All results of an investigation of reported physical or sexual abuse will be forwarded to the superintendent or designee as soon as is possible. It is the responsibility of the superintendent of schools to cause such actions as may be appropriate to remedy any founded report of abuse.

The board recognizes that conduct which is alleged to violate this policy may violate other policies as well. Therefore, to the extent that a report or complaint of abuse involves an allegation of sexual harassment toward a student, the matter will also be processed in accordance with Code No. 500.0 regarding equal educational opportunity and/or Code No. 504.5 regarding anti-bullying/harassment, as applicable.

Anti-Bullying/Harassment: Students (504.5.1)

Created: 08/13/2007 Last Revised: 09/28/2020 Last Reviewed: 07/10/2023

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

The Board of Education prohibits harassment, bullying, hazing, or any other victimization of a student based on any of the following actual or perceived traits or characteristics of a student, including but not limited to, age, color, creed, national origin, race, religion, marital status, sex, sexual orientation, gender identity, physical attributes, physical or mental ability or disability, ancestry, political party preference, political belief, socioeconomic status, or familial status. (Pursuant to Code No. 500.0) The District also prohibits unlawful discrimination against its students, including discriminatory harassment on the basis of race, color, creed, sex, marital status, religion, national origin, disability, sexual orientation, gender identity, socioeconomic status, or any other protected class identified in state or federal civil rights laws, which has the purpose or effect of creating an intimidating, hostile, or offensive education environment, unreasonably interferes with a student's academic performance, or affects a student's educational opportunities. Pursuant to Code 504.5.2 *Discrimination and Harassment Based on Sex Prohibited* the District has separate procedures for reports or complaints of sexual harassment governed by Title IX of the Education Amendments Act of 1972. The policy governing such instances is Code No. 504.5.2: *Discrimination and Harassment Based on Sex Prohibited*. Procedures for addressing such reports or complaints are available as follows:

Electronically on the District website at www.cfschools.org/about-us/TitleIX

Paper copies are available in the administrative office and school counselor's office at each school as well as in the Human Resource Department in the Robinson Administration Center.)

This policy is in effect while students are on property within the jurisdiction of the board; while on school-owned, leased or school-operated vehicles; while attending or engaged in school-sponsored activities; and while away from school grounds if the misconduct directly affects the good order, efficient management and welfare of the school or school district.

If, after an investigation, a student is found to be in violation of this policy, the student shall be disciplined by appropriate measures including, but not limited to, suspension, exclusion, and expulsion. If, after an investigation, an employee is found to be in violation of this policy, the employee shall be disciplined by appropriate measures including, but not limited to, termination of employment. If, after an investigation, a volunteer is found to be in violation of this policy, the volunteer shall be disciplined by appropriate measures including, but not limited to, exclusion from school grounds. All reports of bullying/harassment will be documented and reported to the Iowa Department of Education as required by law.

Harassment and bullying mean any electronic, written, verbal, or physical act or conduct which is based on any actual or perceived trait or characteristic and which creates an objectively hostile school environment that meets one or more of the following conditions:

- Places the person in reasonable fear of harm to the person or property
- Has a substantially detrimental effect on the person's physical or mental health
- Has the effect of substantially interfering with the person's academic or work performance, or
- Has the effect of substantially interfering with the person's ability to participate in, provide or benefit from the services, activities, or privileges provided by a school

Electronic includes, but is not limited to, communication via electronic mail, internet-based communications, cell phones, electronic text messaging or similar technologies.

Harassment and bullying may include, but are not limited to, any of the following behaviors and circumstances:

- Verbal, nonverbal, physical or written harassment, bullying, hazing, or other victimization that has the purpose or effect of causing injury, discomfort, fear, or suffering to the targeted student

- Implied or explicit threats concerning one's grades, achievements, property, etc. that have the purpose or effect of causing injury, discomfort, fear, or suffering to the targeted student
- Demeaning jokes, stories, or activities directed at the student that have the purpose or effect of causing injury, discomfort, fear, or suffering to the targeted student
- Repeated remarks of a demeaning nature that have the purpose or effect of causing injury discomfort, fear, or suffering to the targeted student
- Unreasonable interference with a person's performance or creation of an intimidating, offensive, or hostile environment

Sexual harassment means unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when:

- Submission to the conduct is made either implicitly or explicitly a term or condition of the student's education or benefits.
- Submission to, or rejection of, the conduct by the student is used as the basis for academic decisions affecting that student.
- The conduct has the purpose or effect of substantially interfering with the student's education by creating an intimidating, hostile, or offensive education environment.

In situations between students and school officials, faculty, staff, or volunteers who have contact with students, bullying and harassment may also include the following behaviors:

- Requiring that a student submit to bullying or harassment by another student, either explicitly or implicitly, as a term or condition of the targeted student's education or participation in school programs or activities
- Requiring submission to or rejection of such conduct as a basis for decisions affecting the student.

School employees, volunteers, parents or guardians, and students will assist with the enforcement of this policy, including, but not limited; to assisting with educational and preventative measures, reporting, and investigations of harassment or bullying. Any person who promptly, reasonably, and in good faith reports an incident of bullying or harassment under this policy to a school official or supervisor shall be immune from civil or criminal liability relating to such report and to the person's participation in any administrative, judicial, or other proceeding relating to the report. Individuals who knowingly file a false complaint or give false statements in an investigation may be subject to appropriate disciplinary action.

Retaliation against any person who filed a bullying or harassment complaint or who assisted or participated in a bullying or harassment investigation or proceeding is also prohibited. Any person found to have retaliated in violation of this policy shall be subject to appropriate disciplinary action.

The school or school district will promptly and reasonably investigate allegations of bullying or harassment. The superintendent or designee will be responsible for handling all complaints by students alleging bullying or harassment. Investigators will consider the totality of circumstances presented in determining whether conduct objectively constitutes harassment or bullying. The District will take action to halt any improper discrimination, harassment or bullying and will take other appropriate corrective actions, including disciplinary measures which may include discharge, suspension, expulsion, or exclusion of a perpetrator to remedy all violations of this policy.

It is the responsibility of the superintendent or designee, in conjunction with the investigator and principals, to develop procedures regarding this policy. The Board will annually communicate this policy. The policy may be publicized by the following means

- Inclusion in the student handbook
- Inclusion in the employee handbook
- Inclusion in registration materials
- Inclusion on the school or district websites
- Readily accessible in the principal and counselor offices
- Other

Discrimination and Harassment Based on Sex Prohibited (504.5.2)

Created 08/10/2020 Last Revised: 08/10/2020 Last Reviewed: 07/10/2023

In accordance with Title IX of the Education Amendments Act of 1972, the Cedar Falls Community School District prohibits sex discrimination, including sexual harassment as defined by the regulations implementing Title IX (34 C.F.R. § 106.30), against any individual participating in any education program or activity of the District. This prohibition on discrimination applies to students, employees, and applicants for employment. The Board authorizes the Superintendent to adopt procedures for any individual to report sex discrimination or sexual harassment, and for the investigation and resolution of such complaints.

Any individual with questions about the District's Title IX policy and procedures, or who would like to make a report or file a formal complaint of sex discrimination or sexual harassment may contact the District's designated Equity Coordinators:

Equity/Title IX Coordinator: Students
Ms. Tara Estep, Executive Director of
Enrichment and Special Programs
Cedar Falls Community School District
1002 West First Street
Cedar Falls, IA 50613
Phone: 319-553-3000
Email: tara.estep@cfschools.org

Equity/Title IX Coordinator: Staff
Dr. Amber Youngblut, Executive Director of
Human Resources
Cedar Falls Community School District
1002 West First Street
Cedar Falls, IA 50613
Phone: 319-553-3000
Email: amber.youngblut@cfschools.org

Retaliation against a person who made a report or complaint of sexual harassment, assisted, or participated in any manner in an investigation or resolution of a sexual harassment report or complaint is strictly prohibited. Retaliation includes threats, coercion, discrimination, intimidation, reprisals, and/or adverse actions related to employment or education. Any individual who believed they have been retaliated against in violation of this Policy should immediately contact a District Equity/Title IX Coordinator.

Notice: Corporal Punishment, Physical Restraint, Seclusion and Other Content with Students: Chapter 103 Iowa Administrative Code

Created: 11/2008; Revised: 01/20/2021

SUMMARY:

District employees shall act in accordance with Iowa's administrative rules on corporal punishment, physical restraint, seclusion and other physical contact with students as outlined in Chapter 103 of Iowa Code.

Corporal punishment is banned in Iowa. Physical contact with the body of a student shall not be considered corporal punishment if it is reasonable and necessary under the circumstances, is not designed or intended to cause pain, and is not done with the intent to punish the student. Such contact is not prohibited.

Reasons for permissible use of reasonable and necessary force are:

- To quell a disturbance or prevent an act that threatens physical harm to any person.
- To obtain possession of a weapon or other dangerous objects within a pupil's control.
- For the purpose of self-defense or defense of others as provided for in Iowa Code Section 704.3.
- For the protection of property as provided for in Iowa Code Section 704.4 or 704.5.
- To remove a disruptive pupil from class, any area of school premises, or from school sponsored activities off school premises.
- To prevent a student from the self-infliction of harm.
- To protect the safety of others.

In determining the reasonableness of the contact or force use, the following factors shall be considered:

- The nature of the misconduct of the student, if any, precipitating the physical contact by the school employee.
- The size and physical or mental condition of the student.
- The instrumentality used in making the physical contact.
- The motivation of the school employee in initiating the physical contact.
- The extent and nature of injury to the student resulting from the physical contact if any.

Whenever force is used against a student to protect persons or property or to obtain possession of a weapon or dangerous object, it shall be reported:

- Immediately to the building principal or designee;
- Immediately to the student's parents/guardians by the building principal or designee.

Any use of physical restraint and/or seclusion must:

- Be conducted by a staff person who has been properly trained.
- Be documented in a district 103B form.
 - Parents must be notified verbally of the incident as soon as possible, but no later than one hour or the end of the school day.
 - A copy of the report must be provided to parents within three days of the incident.
 - Schools must also maintain a copy of the 103B report.
- Be used for as long as is necessary to allow the student to regain control of their behavior.
- Be continually monitored visually for the duration of the seclusion and/or restraint.

Debriefing meetings must be held following an incident of seclusion or restraint:

- Upon the first instance of seclusion or physical restraint during a school year.
- Whenever any personal injury occurs.
- Whenever suggested by a student's IEP team (if any).
- Whenever agreed by the parent and the school officials.
- After seven instances of seclusion or physical restraint in any given school year.

Search and Seizure (502.6)

Created: 10/13/1997 Last Revised: 08/14/2023

School district property is held in public trust by the board. School district authorities may, without a search warrant, search students, student lockers, personal effects, desks, work areas, or student vehicles or protected student areas based on a reasonable and articulable suspicion that a school district policy, rule, regulation or law has been or is being violated. The search shall be in a manner reasonable in scope to maintain order and discipline in the schools, promote the educational environment, and protect the safety and welfare of students, employees and visitors to the school district facilities. The furnishing of a locker, desk or other facility or space owned by the school and provided as a courtesy to a student, even if the student provides the lock for it, will not create a protected student area and will not give rise to an expectation of privacy with respect to the locker, desk, or other facility.

To ensure students are properly maintaining their assigned lockers, the principal of the building may periodically inspect all or a random selection of lockers. Either students or another individual will be present during the inspection of lockers. Student lockers may also be searched at any time without advanced notice.

School authorities may seize any illegal, unauthorized or contraband materials discovered in the search. Such items are not to be possessed by a student while they are on school district property or on property within the jurisdiction of the school district; while on school owned, operated, and/or sponsored school or chartered vehicles; while attending or engaged in school activities; and while away from school grounds if misconduct will directly affect the good order, efficient management and welfare of the school district. Possession of such items will be grounds for disciplinary action including suspension,

exclusion, or expulsion and may be reported to local law enforcement officials. The board believes that illegal, unauthorized or contraband materials may cause material and substantial disruption to the school environment or present a threat to the health and safety of students, employees, or visitors on the school district premises or property within the jurisdiction of the school district.

It shall be the responsibility of the superintendent or designee, in conjunction with the principals, to develop administrative regulations regarding this policy.

Security Camera Supervision (502.7)

Created: 11/10/2008 Last Revised: 06/12/2017 Last Reviewed: 07/10/2023

The Board supports the use of security cameras as a means to monitor and maintain a safe environment for students and employees, as deemed necessary by administration. The contents of a videotape or its digital equivalent may be used as evidence in a student disciplinary proceeding.

The content of the video recordings may be a student record subject to board policy and administrative regulations regarding confidential student records. In such cases, only those persons authorized by law, including those persons with a legitimate educational purpose may view the recordings. In most instances, those individuals with a legitimate educational purpose may be the superintendent or designee, building principal, transportation director, bus driver and special education staffing team. A parent may view the video recordings of their child to the extent provided by law.

A video recorded during a school-sponsored trip, such as an athletic event, may also be accessible to the sponsor or coach of the activity. If the content of the video recording becomes the subject of a student disciplinary proceeding, it will be treated like other evidence in the proceedings.

Students are prohibited from tampering with the security cameras. Students found in violation of this regulation shall be disciplined in accordance with the District's discipline policy, will be reported to the police, and shall reimburse the District for any repairs or replacement necessary as a result of the incident.

Transporting Students (403.13)

Created: 10/13/2008 Last Revised: 08/08/2016 Last Reviewed: 07/11/2022

Generally, transportation of students for school purposes shall be in a school bus owned by the District and driven by a District school bus driver. In some cases, it may be more economical or efficient for the District to allow other employees or volunteers of the District to transport students in their personal motor vehicles or in a school district motor vehicle other than a school bus. Students may be transported in such vehicles by school employees or volunteers to activity events in which they are participants, or to their homes in case of illness or other emergency situations. or volunteer Iowa , and the vehicle should be in good operating condition and meet all applicable safety requirements.

School district employees or volunteers who transport students for school purposes in their personal motor vehicles or in school district motor vehicles must have the permission of the superintendent or designee. Where practicable, written permission of the parents/guardians of students who will be transported in such vehicles by school employees or volunteers will be obtained.

The District will advise parents/guardians and students in advance if transportation will not be provided by the District for a particular activity. If transportation will not be provided by the District, then the responsibility and corresponding liability for any transportation to and from the activity shall rest solely with the students and their parents/guardians.

Destruction of Property (902.1)

Created: 6/1965 Last Revised: 05/14/2012

Everyone should treat school district buildings and sites and property with respect. Intentional or deliberate destruction of school property is a serious offense. Those responsible for damage, defacing, alteration or destruction of property shall be held accountable for total restitution of the property value.

Persons responsible for unintentional or accidental destruction of school property may be held accountable for total restitution.

District Emergency Operations Plans (902.2)

Created: 9/18/1978 Last Revised: 07/08/2019

The safety and security of the school community is paramount to Cedar Falls Community School District. While there is no absolute guarantee of safety, it is the goal of the district to encourage and support a physically secure learning and working environment within its buildings. The district shall work in conjunction with community stakeholders including local emergency management coordinators and local law enforcement agencies to create emergency operations plans for all district buildings and school buildings where students are educated.

The superintendent or designee shall be responsible for the development, review and implementation of the district emergency operations plan. The plan shall include procedures for transmitting alerts regarding emergency situations to school personnel, students, and employers for non-school employees whose presence is regularly required in the school building. The emergency operations plan shall be updated and reviewed annually and shall address responses to natural disasters, active shooter scenarios and other emergencies as determined by the district. The emergency operations plans are confidential and shall not be subject to disclosure under Iowa Code Chapter 22. However, the district shall publish procedures for students, school personnel, parents, and family members to report possible safety threats on school grounds and at school activities.

The administration shall hold annual emergency operations drills at each district building covered by an emergency operations plan in accordance with law. The district shall determine which school personnel shall participate and whether local law enforcement and students participate in annual drills.

Tobacco-Free Environment (902.4)

Created: 5/11/1992 Last Revised: 07/08/2019

It is the policy of the Cedar Falls Community School District that all students, employees and visitors shall be provided with a tobacco-free environment. Therefore, tobacco use shall not be permitted at any time in school district facilities and grounds or in district-owned vehicles. Persons failing to abide by this policy are required to extinguish their smoking materials, dispose of the tobacco product or leave the school district premises immediately. It is the responsibility of the administration to enforce this policy. This policy also applies to look-alike tobacco products, e-cigarettes, and vapor products.

It shall be the policy of the Cedar Falls Board of Education to use whatever legal means available to obtain restitution. District policies and procedures pertaining to student discipline shall also be administered when applicable.