



**Colonial Heights
Public Schools
Employee Handbook
2014-2015**

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**Colonial Heights Public School Board
512 Boulevard
Colonial Heights, Virginia 23834
Phone: (804) 524-3400
Fax: (804) 526-4524**

www.colonialhts.net

SCHOOL BOARD MEMBERS

**Mike Yates
Chairman**

**J. Chris Kollman, III
Vice-Chairman**

**Angie Woody
Board Member**

**Sandra B. Coleman
Board Member**

**Cindy Shortlidge
Board Member**

**Bailey Rivero
Student Representative**

**Nancy Boshier
Clerk of the Board
512 Boulevard
Colonial Heights, VA 23834
Office: 526-0811, ext. 10**

**Colonial Heights Public Schools
School Administration Offices Staff**

Dr. Joseph O. Cox, Jr.
Superintendent of Schools

Mrs. Haidee Napier
Assistant Superintendent for Instructional Services

Mr. Troy E. Hedblom, CPA, CFE
Assistant Superintendent for Business Services

Mrs. Gwen Moseley
Director of Data and Assessment

Mrs. Christy George
Director of Support Services

Mr. Tim Tillman
Director of Technology and Learning

Ms. Maria T. Yench, CPA
Director of Finance and Budget

Dr. Joseph A. Douglas
Instructional Specialist

Ms. Candy Weems
Instructional Specialist/Reading Coach

Mrs. DeAnna M. Moreau
Instructional Specialist/Math Coach

Mrs. Kay Rowe, CPA
Human Resource Manager

Mrs. Nancy Boshier
Clerk of the Board

Mrs. Melissa Lynch
Accounting & Special Projects

Mrs. Rebecca Millirons
Payroll

Mrs. Frances Morgan
Accounts Payable

**School Buildings, Principals, and
Directors/Coordinators**

Lakeview Elementary School

401 Taswell Avenue
Colonial Heights, VA 23834
Gr K-5 (804) 524-3435
Valerie Wiggins, Principal

Colonial Heights Middle School

500 Conduit Road
Colonial Heights, VA 23834
Gr 6-8 (804) 524-3420
William V. Hertz, Principal
Remus James, Assistant Principal

North Elementary School

3201 Dale Avenue
Colonial Heights, VA 23834
Gr K-5 (804) 524-3430
Travis Ridley, Principal

Colonial Heights High School

3600 Conduit Road
Colonial Heights, VA 23834
Grade 9-12 (804) 524-3405
Kristin Janssen, Principal
James Burnett, Assistant Principal

Tussing Elementary School

5501 Conduit Road
Colonial Heights, VA 23834
Gr K-5 (804) 524-3440
David K. Staples, Principal

**Colonial Heights High School
Technical Center**

3451 Conduit Road
Colonial Heights, VA 23834
(804) 524-3405
John Thomas, Jr., Assistant Principal

Office of Support Services

3451 Conduit Road
Colonial Heights, VA 23834
(804) 524-3445
Christy George, Director

Maintenance Department

2600 Woodlawn Ave.
Colonial Heights, VA 23834
(804) 524-3448
Kenneth Harrell, Director

Food Service Office

3451 Conduit Road
Colonial Heights, VA 23834
(804) 524-3453
Berkley Dunbrack, Director-
ARAMARK Education
Patrick Jackson, Administrator

Transportation

Jesse MacLelland, Coordinator
(804) 704-7648

School Calendar 2014-2015

<i>August 18-22</i> <i>New Teacher Orientation 8 am–3 pm</i>	<i>August 25-29</i> <i>Professional Days 8 am-3 pm</i>
<i>August 28</i> <i>Open House – Elementary Gr. 1-5 3 pm-6 pm</i>	<i>August 29</i> <i>Kindergarten Orientation 10 am</i>
<i>September 1</i> <i>Labor Day Holiday</i>	<i>September 2</i> <i>First Day of School</i>
<i>September 8</i> <i>Back to School Night (HS) 7 pm</i>	<i>September 10</i> <i>Back to School Night (MS) 7 pm</i>
<i>October 2</i> <i>Interim Report Day</i>	<i>October 6</i> <i>Parent/Teacher Conf (HS) 4-7pm</i>
<i>October 9</i> <i>Parent/Teacher Conf (MS) 4-7 pm</i>	<i>October 31</i> <i>End of First Nine Weeks</i>
<i>November 4</i> <i>Professional Day/Student Holiday</i>	<i>November 10</i> <i>Report Card Distribution Day</i>
<i>November 13</i> <i>Parent/Teacher Conf (ES) 4 -7 pm</i>	<i>November 26</i> <i>½ Day Thanksgiving Holiday</i>
<i>November 27-28</i> <i>Thanksgiving Holiday</i>	<i>December 4</i> <i>Interim Report Day</i>
<i>December 19</i> <i>½ Day Winter Holiday Break</i>	<i>December 22-January 4</i> <i>Winter Holiday Break</i>
<i>January 5</i> <i>School Reopens</i>	<i>January 19</i> <i>Martin Luther King, Jr. Day, Holiday</i>
<i>January 20-22</i> <i>Secondary Exams</i>	<i>January 22</i> <i>End of Second Nine Weeks</i>
<i>January 23</i> <i>Professional Day/Student Holiday</i>	<i>January 26</i> <i>Teacher Workday/Student Holiday</i>
<i>February 2</i> <i>Report Card Distribution Day</i>	<i>February 16</i> <i>President’s Day Holiday</i>
<i>February 26</i> <i>Interim Report Day</i>	<i>March 2</i> <i>Parent/Teacher Conf (HS) 4-7pm</i>

<i>March 5</i> <i>Parent/Teacher Conf (MS) 4-7pm</i>	<i>March 12</i> <i>Parent/Teacher Conf (ES) 4-7pm</i>
<i>April 3</i> <i>End of Third Nine Weeks</i>	<i>April 6-10</i> <i>Spring Break</i>
<i>April 20</i> <i>Report Card Distribution Day</i>	<i>May 7</i> <i>Interim Report Day</i>
<i>May 25</i> <i>Memorial Day Holiday</i>	<i>June 8-10</i> <i>Secondary Exams</i>
<i>June 11</i> <i>Early Release for Students</i> <i>Last Day of School</i> <i>End of Fourth Nine Weeks</i> <i>Graduation</i>	<i>June 12</i> <i>Report Card Distribution Day</i> <i>Professional Day</i>

This calendar exceeds the required 990 instructional hours required by Law 22.1-98. Unless an extreme amount of time is missed due to school closing, time missed will not be rescheduled. The last day of school (June 11) will be a half day for all students. Graduation is June 11.

Questions, contact
Please call or schedule an appointment if you have questions!!

Kay Rowe, HR Manager

(Kay_Rowe@colonialhts.net) 524-3400, Ext 18

❖ Licensure and Renewal	❖ Coursework for Licensure	❖ Adding Endorsements	❖ Contract Issues and Questions
❖ General Personnel Information/Questions		❖ Scheduling to Review Employee Files	

Melissa Lynch

(Melissa_Lynch@colonialhts.net) 524-3400, Ext 23

❖ Leave (Sick, Personal Business, Annual)	❖ Family Medical Leave (FMLA)	❖ Volunteers
❖ Sick Leave Bank	❖ Worker's Compensation	

Rebecca "Becky" Millirons/Payroll and Benefits Specialist

(Rebecca_Millirons@colonialhts.net) 524-3400, Ext 16

❖ Payroll Information/Questions	❖ Health Insurance	❖ Virginia Retirement System
❖ Tax Sheltered Annuities (TSA), 403 B	❖ Direct Deposit and Changing Tax Withholding	

Frances Morgan/Accounts Payable and Procurement Specialist

(Frances_Morgan@colonialhts.net) 524-3400, Ext 15

❖ Reimbursement for Travel or Supplies	❖ Credit Card Usage for School Division	❖ Invoices, Billing
❖ Vendor Questions	❖ Purchase Order Questions or Change Orders	

Doris Swearingen/Secretary

(Doris_Swearingen@colonialhts.net) 524-3400, Ext 11

❖ Professional Development (courses and conferences)	❖ Field Trip Requests
❖ Tuition Assistance Requests	

Must be submitted 30 days in advance

GENERAL INFORMATION

EMPLOYEE HANDBOOK

The administration will update, publish, and make available to all employees a personnel handbook annually. The explanations contained in this booklet are intended to provide information relating to our school system, including benefits. Most information provided for benefits is in summary form only. The policies set forth in this employee handbook are merely guidelines for the employee and are provided for informational purposes only. The employer is in no way bound, contractually or otherwise, to the rules, policies and procedures contained herein and reserve the right to deviate from these guidelines without notice. This employee handbook in whole or in part does not create a written employment contract and does not modify the at-will nature of your employment or guarantee continued employment.

POLICY CHANGES

The Policy manual of Colonial Heights Public Schools is accessible by the website at: www.colonialhts.net or by calling the School Administration Offices at (804) 524-3400. The Policy Manual is maintained at the School Administration Office by the Clerk of the Board.

SCHOOL POLICIES

CHILD ABUSE AND NEGLECT REPORTING

Every employee of Colonial Heights School Board who has reason to suspect that a child is abused or neglected or abandoned, shall immediately report the matter to:

- the local department of social services where the child resides or where the abuse or neglect is believed to have occurred;
- the Virginia Department of Social Services' toll-free child abuse and neglect hotline; or
- the person in charge of the school or department, or his designee, who shall make the report to the local or state agency. The person making the report to the local or state agency must notify the person making the initial report when the report of suspected abuse or neglect is made to the local or state agency, and of the name of the individual receiving the report, and must forward any communication resulting from the report, including any information about any actions taken regarding the report, to the person who made the initial report.

Any person required to report cases of suspected child abuse or neglect are immune from civil or criminal liability or administrative penalty or sanction on account of such reports unless such person has acted in bad faith or with malicious purpose.

(See School Board policies [GAE/JHG](#))

COMMUNICABLE DISEASE

The School Board, in compliance with state law, shall exclude from school or work any person with an infectious or communicable disease.

(See School Board policies [JHCC](#), [JHCCA](#) and [JHCCA-R](#))

DRUG-FREE WORKPLACE

The Colonial Heights Public School Board is committed to maintaining a Drug-Free Workplace.

The unlawful manufacture, distribution, dispensing, possession or use of a controlled substance by any employee on school property, at any school activity, or on any school-sponsored trip is prohibited. A controlled substance means any narcotic drug, hallucinogenic drug, amphetamines, barbiturates, marijuana, anabolic steroids, alcohol, or any other controlled substance as defined in the "Drug Control Act" in the Code of Virginia. Any employee convicted of any drug related crime occurring under the circumstances described above shall notify the superintendent within five (5) days after such conviction. Compliance with this provision is a condition of employment.

The superintendent and School Board will take appropriate personnel action up to and including dismissal of any employee found in violation of this provision. Such actions of the superintendent and School Board shall begin immediately of notification of a violation.

(See School Board Policies [GBEA](#) and [GBEA-R](#))

EQUAL OPPORTUNITY EMPLOYER

The Colonial Heights School Board is an equal opportunity employer, committed to non-discrimination in recruitment, selection, hiring, pay, promotion, retention or other personnel actions affecting employees or candidates for employment. Therefore, discrimination in employment against any person on the basis of race, color, religion, national origin, ancestry, political affiliation, sex, gender, age, marital status, genetic information or disability is prohibited. Personnel decisions shall be based on merit and the ability to perform the essential functions of the job, with or without reasonable accommodation.

(See School Board Policy [GB](#))

FIREARMS AND DANGEROUS WEAPONS

The Colonial Heights School Board is committed to maintaining a safe and secure working and learning environment.

Violation: Staff is prohibited from carrying, bringing, using or possessing any firearm or weapon in any school building, on school property, in any school vehicle or at any school-sponsored activity without the authorization of the Superintendent or his designee.

Disciplinary Action: The superintendent and School Board will take appropriate personnel action up to and including dismissal of any employee found in violation of this provision. Violators may be prohibited from returning to school property. Such actions of the superintendent and School Board shall begin immediately upon notification of a violation. All illegal conduct shall be reported in accordance with state law.

(See School Board Policy [GBEB](#))

GRIEVANCE PROCEDURE

The Colonial Heights School Board honors the procedures for adjusting grievances as prescribed by the Board of Education of the Commonwealth of Virginia and amended by that body from time to time. Grievances must be initiated in writing and describe the event or action complained of, the date of the event or action, a concise description of the basis for the claim and the relief requested on the form provided by the School Board. The term grievance does not include a dispute relating to the establishment and revision of wages or salaries, position classifications or general benefits; suspension; the establishment or contents of personnel policies, procedures, rules and regulations; failure to promote; or discharge, layoff, or suspension from duties because of decrease in enrollment, decrease in enrollment in a particular subject, abolition of a particular subject, budget cuts or insufficient funding; hiring, transfer, assignment, and retention of

employees within the school division; suspension from duties in emergencies; or the methods, means, and personnel by which the school division's operations are to be carried on.

(See School Board Policies [GBM](#), [GBM-BOE](#), [GBMA](#) and [GBMA-R](#))

HARASSMENT

The Colonial Heights School Board is committed to maintaining an educational environment and workplace that is free from harassment. In accordance with law, the Board prohibits harassment against students, employees, or others on the basis of sex, gender, race, color, national origin, disability, religion, ancestry, age, marital status, genetic information or any other characteristic protected by law or based on a belief that such characteristic exists at school or any school sponsored activity.

The School Division shall promptly investigate all complaints of harassment, written or verbal, promptly take appropriate action to stop any harassment and take appropriate action against any student or school personnel who violates this policy and take any other action reasonably calculated to end and prevent further harassment of school personnel or students.

The School Board has designated **Christy George**, Director of Office of Support Services, 3451 Conduit Road, Colonial Heights, Virginia 23834, Christy_George@Colonialhts.net, (804)524-3445 as the Compliance Officer responsible for identifying, investigating, preventing and remedying prohibited harassment. Complaints of discrimination can also be made to the Alternate Compliance Officer, **Dr. Joe Douglas**, Instructional Specialist, 512 Boulevard, Colonial Heights, Virginia 23834, Joe_Douglas@Colonialhts.net, (804)524-3400 ext. 13.

(See School Board Policies [GBA/JFHA](#) and [GBA/JFHA-R](#))

HIPAA PRIVACY INFORMATION

Colonial Heights School may have access to certain limited medical information related to your employment and to absences for medical reasons. In addition, we receive medical claims information from our health insurance provider that is NOT identifiable by employee. The Department of Health and Human Services has established a "Privacy Rule" to help insure that personal health information is protected for privacy. We are required by law to maintain the privacy of your personal health information. We will secure and protect your personal health information in accordance with HIPAA guidelines.

IDENTITY THEFT IN THE WORKPLACE

The Colonial Heights Schools has an anti-theft program in the workplace to protect personal information. "*Identity theft*" occurs when one individual misappropriates another's identifying information and uses that information for criminal or fraudulent purposes. The majority of identity theft cases involve some type of financial crime. There are also more subtle forms of identity theft, such as using another person's driver's license, social security or employee identification number to pass background checks, get health insurance, gain security clearance or employment authorization, etc.

The Federal Trade Commission has published a guide for "*Protecting Personal Information, A Guide for Business.*" It basically addresses five key principles:

	Take Stock. Know what personal information you have in your files and on your computers. Evaluate the necessity of maintaining the data in your files.
	Scale Down. If you don't need the information, don't collect the information. Keep only what you need for the file, try to avoid duplications.
	Lock It. Protect the information that you keep. Follow the guidelines as established in the Computer Usage Agreement in regards to password protection and data security. Keep all confidential information out of the sight and locked.
	Pitch It. Properly dispose of what you no longer need. Get in the practice of shredding documents, not disposing of them in wastebaskets. Each location maintains a locked shred bin.
	Plan Ahead. Create a plan to respond to security incidents. Notify your supervisor immediately if personal information is compromised.

Above all else in the general workplace, social security numbers cause the most problems and must be protected. When reviewing, filing, sorting, and copying documents, please make sure they are kept private and out of view to the general public. A good rule of thumb is to treat this sensitive material as if it were cash -- you would not leave it sitting out.

NONDISCRIMINATION

The Board is committed to a policy of nondiscrimination in relation to race, color, religion, national origin, ancestry, political affiliation, sex, gender, age, marital status, genetic information, or disability. This attitude will prevail in all of its policies concerning staff, students, educational programs and services, and individuals with whom the Board does business. The Board and staff shall promote good human relations by prohibiting discrimination in employment and of personnel matters, in location and use of facilities, in educational offerings, and in instructional materials.

The Board and staff shall work with other institutions and agencies to develop improved human relations in the schools and make channels available through which citizens can communicate their human relations concerns to the Board and its employees. Accordingly, the Board will designate an individual(s) to act as the division's compliance officer under the provisions of Title IX and Section 504 of the Rehabilitation Act. The School Board has designated **Christy George**, Director of Office of Support Services, 3451 Conduit Road, Colonial Heights, Virginia 23834, Christy_George@Colonialhts.net, (804)524-3445 as the Compliance Officer responsible for identifying, investigating, preventing and remedying prohibited discrimination. Complaints of discrimination can also be made to the Alternate Compliance Officer, **Dr. Joe Douglas**, 512 Boulevard, Colonial Heights, Virginia 23834, Joe_Douglas@Colonialhts.net, (804)524-3400 ext. 13.

(See School Board Policy [AC](#) and [GB](#))

SEXUAL HARASSMENT

It is the policy of the Colonial Heights School Board to maintain a working and learning environment for all its employees and students which provides for fair and equitable treatment, including freedom from sexual harassment. It is prohibited for any employee or student, male or female, to harass another employee or student by making unwelcome sexual advances or requests for sexual favors, sexually motivated physical conduct or engaging in other verbal or physical contact of a sexual nature, when (1) submission to such conduct or communication is made a term or condition, either explicitly or implicitly, of obtaining or retaining employment or

education, (2) submission to or rejection of such conduct or communication is used as a factor in decisions affecting that individuals employment or education, or (3) such conduct or communication substantially or unreasonably interferes with an individual's employment or education, or creates an intimidating, hostile or offensive employment or educational environment.

Any employee who believes that he/she has been subjected to sexual harassment should file a written complaint of the alleged act immediately with his/her immediate supervisor/principal or to the Title IX compliance officer. If the complaint is against the supervisor/principal or the Title IX compliance officer, the complaint shall be filed with the Superintendent. The written complaint should state in detail the basis for the complaint, the names of the persons involved, and the dates of any specific incidents. A thorough confidential investigation of all reported incidents to determine the nature and extent of any alleged sexual harassment will be undertaken immediately. The question of whether a particular action or incident is prohibited behavior requires a determination based on all the available facts in the matter. A written report shall be filed at the conclusion of any investigation of sexual harassment regardless of the outcome of that investigation.

Any administrator, teacher or employee who is found, after appropriate investigation, to have engaged in sexual harassment of another employee or student will be subject to disciplinary action appropriate to the offense, from a warning up to discharge. Any act of retaliation against individuals filing a sexual harassment complaint or testifying, assisting or participating in the handling of a complaint is prohibited. Retaliators will be subject to discipline up to discharge.

The School Board has designated **Christy George**, Director of Office of Support Services, 3451 Conduit Road, Colonial Heights, Virginia 23834, Christy_George@Colonialhts.net, (804)524-3445 as the Compliance Officer responsible for identifying, investigating, preventing and remedying prohibited harassment. Complaints of discrimination can also be made to the Alternate Compliance Officer, **Dr. Joe Douglas**, Instructional Specialist, 512 Boulevard, Colonial Heights, Virginia 23834, Joe_Douglas@Colonialhts.net, (804)524-3400 ext. 13.

(See School Board Policies [GBA/JFHA](#) and [GBA/JFHA-R](#))

SOCIAL NETWORKING SITES

Colonial Heights Public Schools recognizes the value of student, teacher, parent, and community interaction. Collaboration, resource and information sharing, online tutoring, and other instructional applications can be facilitated by the judicious use of Internet tools.

A Colonial Heights Public School employee may communicate through electronic media with current CHPS students for educational purposes. All online communication in which an individual hold him/herself out as a CHPS employee must be consistent with CHPS policies and regulations.

Any CHPS employee who communicates through electronic media with one or more current CHPS students for educational purposes or as a CHPS employee shall not include in his communication any language or symbols of a religious, political, social, or other nature that are improper to use in a non-electronic forum. This includes the avoidance of inappropriate or illegal postscripts and footnotes at the end of electronic communications.

Employee Use of Personal Social Networking Sites

Employees shall make student internet safety, including the protection of students' personal information, a priority. CHPS discourages any employee from establishing an online social networking relationship with a currently enrolled CHPS student on his or her personal social networking site(s), such as Facebook, Twitter, and MySpace. For the protection and safety of both employees and students, employees should consider limiting internet contact and communication with such students to available school division-approved, work related social networking resources made available through the CHPS network.

In all use of personal social networking sites, employees should:

- Maintain appropriate professional boundaries and authority as a classroom teacher, administrator, or supervisor;
- Practice online reputation management by considering the personal, professional and social impact of what you post;
- Establish appropriate privacy settings to limit access to personal information contained on your social networking site;
- Establish social networking relationships with caution and consider "unfriending" those who post inappropriate content that may be viewed on your social networking site;
- Refrain from inappropriate electronic communications with students;
- Recognize that students may not exercise good judgment and may use social media inappropriately;
- Avoid the appearance of impropriety;
- Refrain from posting negative information about students, fellow employees or the school division;
- Refrain from uploading inappropriate content; exercise caution when posting links to other Internet or social networking sites and consider ad-free sites for hosting videos to eliminate inadvertent access to inappropriate advertisements and content.

Consequences of Inappropriate Use of Social Networking

All employees are expected to know and are responsible for observing federal and state laws as well as the School Board's policies and regulations pertinent to their work activities. Accordingly, employee use of social networking found to be in violation of one or more CHPS policies, regulations or procedures and/or in violation of any applicable state or federal law may result in disciplinary action, up to and including termination.

(See School Board Policies [IIBEA-R2/GAB-R2](#))

STAFF ETHICS/CONFLICT OF INTEREST

The Board expects members of its professional staff to be familiar with the code of ethics that applies to their profession and to adhere to it in their relationships with students, parents, co-workers, and officials of the division. The Virginia General Assembly has enacted the State and Local Government Conflict of Interests Act (Code of VA § 2.2-31) so that the standards of conduct for state and local government employees may be uniform throughout the Commonwealth. The Board recognizes the Act as the single body of controlling law for which it has been enacted and endorses its intent, purpose and requirements.

Conflict of Interest: Employees of the Board will not engage in, or have financial interest in, any activity that raises a reasonable question of conflict of interest with their duties and responsibilities as members of the school staff. This means that:

- Employees will not participate for financial remuneration in outside activities wherein their position on the staff is used to sell goods or services to pupils or their parents.
- Employees who have patented or copyrighted any device, publication, or other item will not receive royalties for use of such item in the division schools.
- Employees will not engage in any type of work where the source of information concerning customer, client, or employer originates from information obtained through the school system.

TOBACCO FREE WORKPLACE

Smoking, chewing or any other use of any tobacco products by staff, students, and visitors is prohibited on school property. The use of electronic cigarettes is prohibited on school buses, on school premises and at school-sponsored activities.

School property means any building, property or vehicle owned, leased, contracted for and used regularly by the school system.

(See School Board Policies [GBEC/JFCH](#), [GBECA](#) and [JFCH](#))

CONDITIONS OF EMPLOYMENT

CHILD PROTECTIVE SERVICES

Each new employee will have a background check done by the Virginia Department of Social Services through the Child Protective Services division. The School Board will pay the required fee. The report cannot be disseminated to any other agency.

FINGERPRINTING

By law, a Federal Bureau of Investigation (FBI) criminal history record check/ fingerprinting is a condition of employment for employees hired as of July 1, 2000. Failure to meet this requirement will result in dismissal. The School Board will pay the required fee. Fingerprints are kept on file permanently. The report cannot be disseminated to any other agency.

Two reports for fingerprinting are received; one from the Virginia State Police and the other from the Federal Bureau of Investigation (FBI).

PERSONNEL RECRUITMENT AND RETENTION

VACANCIES

Information on job openings within the Colonial Heights Public Schools can be obtained by reviewing our website at: www.colonialhts.net or the website at: www.teachers-teachers.com. Positions are posted within the school system.

INSTRUCTIONAL AND ADMINISTRATIVE STAFF EMPLOYMENT

Upon recommendation of the superintendent, the Board will approve the employment of all instructional and administrative personnel. Contracts will be issued in compliance with state laws and regulations and will be binding and can be broken only by mutual consent.

The State Board of Education or the Colonial Heights School Board shall, by regulation, prescribe the requirements for certification of teachers and other school personnel. No teacher shall be regularly employed by a School Board or paid from public funds unless such teacher holds a license or provisional license issued by the State Board of Education. Requirements for classroom teachers, special educators, vocational educators, guidance counselors, reading specialists, school psychologists, visiting teachers/social workers, etc., are stated in the Licensure Regulations for School Personnel (8 VAC 20-22-10 et seq.) adopted by the State Board of Education and effective September 21, 2007, revised August 28, 2013.

It is the responsibility of the teacher to keep his/her license in force. All licenses except the Provisional License are renewable. Renewal is based on the completion of 180 professional development points every five years. All new professional staff members are required to meet the State Technology Standards for Instructional Personnel (8 VAC 20-25-30) by April 15 of the current school year.

Once a contract is signed for a school year, a release will not be granted until a suitable replacement can be found. After your contract is signed, you must obtain written permission to interview outside of the school division.

COURSES FOR RENEWAL CREDIT

Courses taken for recertification by a teacher must be approved by the teacher's advisor, the building principal or site supervisor. This requirement is established to ensure that teachers enroll in classes in their academic teaching area or classes required to improve a deficient area.

LICENSURE RENEWAL

It is the employee's responsibility to maintain a valid license. Instructional and professional licenses for renewal are sent to the Virginia Department of Education. Paperwork for license renewal must be sent to the personnel office. It is the employee's responsibility to provide the necessary information and documentation. The School Board will assist the employee by paying the licensure fee for all current employees. Any license renewals received after May 31 will not be paid by the School Board. All requirements for license renewal **must** be completed and filed with the Virginia Department of Education prior to July 1 for the individual to be employable. Please reference the Licensure Renewal Manual published by the Department of Education. (http://www.doe.virginia.gov/teaching/licensure/licensure_renewal_manual.pdf)

SUPPORT PERSONNEL EMPLOYMENT

Support staff personnel are those employees who need not hold a license issued by state education authorities in order to obtain their positions. This category includes, but is not limited to, non-licensed administrative, clerical, maintenance, transportation, food service, and paraprofessional positions.

Full-time support personnel receive a contract annually. If the Board or the employee wishes to terminate employment, two (2) weeks' notice must be given by either party.

POSITION RECLASSIFICATION

Whenever a position is reclassified, meaning changed from one level to another, the position will be advertised, unless the change in level is less. In such cases, the superintendent has the latitude to fill the position without advertising.

PROBATIONARY PERIOD FOR INSTRUCTIONAL PERSONNEL

Teachers who are beginning their teaching careers in Colonial Heights will serve a minimum of three years up to five years of probation before they are eligible to be recommended for a continuing contract. Teachers who have attained a continuing contract in another school division in the Commonwealth of Virginia need not serve another probationary period unless such probationary period, not to exceed two years, is made a part of the contract of employment. If a teacher separates from service and returns to teaching service in Virginia public schools by the beginning of the third year, the person shall be required to begin a new probationary period, not to exceed two years, if made part of the contract. Those teachers who have experience but do not have a continuing contract in another division in Virginia must serve the three year probationary period.

In order to achieve continuing contract status, every teacher must successfully complete training in instructional strategies and techniques for intervention for or remediation of students who fail or are at risk of failing the Standards of Learning assessments. Colonial Heights School Board provides said training at no cost to teachers it employs. If such training is not offered in a timely manner, no teacher will be denied continuing contract status for failure to obtain such training.

(See School Board Policy [GCG](#))

SUPERVISION OF THE EVALUATION PROCESS

Every employee of the Colonial Heights School Board will be evaluated on a regular basis at least as frequently as required by law.

The superintendent shall assure that cooperatively developed procedure for professional staff evaluations are implemented throughout the division and included in the division's policy manual. The results of the evaluation shall be in writing, dated and signed by the evaluator and the person being evaluated, with one copy going to the central office personnel file and one copy to the person being evaluated.

The primary purposes of evaluation are:

- a) to optimize student learning and growth;
- b) to contribute to the successful achievement of the goals and objectives of the division's educational plan;
- c) to improve the quality of instruction by ensuring accountability for classroom performance and teacher effectiveness;
- d) to provide a basis for leadership improvement through productive performance appraisal and professional growth;
- e) to implement a performance evaluation system that promotes a positive working environment and continuous communication between the employee and the evaluator that promotes continuous professional growth, leadership effectiveness, improvement of overall job performance and improved student outcomes; and
- f) to promote self-growth, instructional effectiveness, and improvement of overall professional performance.

The procedures will be consistent with the performance objectives included in the Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers and the Guidelines for Uniform Performance Standards and Evaluation Criteria for Principals. Evaluations shall include student academic progress as a significant component and an overall summative rating.

Any teacher whose evaluation indicates deficiencies in managing student conduct may be required to attend professional development activities designed to improve classroom management and discipline skills.

If a teacher's performance evaluation during the probationary period is not satisfactory, the School Board shall not reemploy the teacher.

(See School Board Policy [GCN](#))

STAFF DEVELOPMENT

The Colonial Heights School Board provides a program of high-quality professional development in the use and documentation of performance standards and evaluation, as part of the license renewal process, in educational technology, for proficiency increase in instructional leadership and management and to educate School Board employees about bullying and the need to create a bully-free environment.

In addition, the board provides teachers and principals with high-quality professional development programs in instructional content, the preparation of tests and other assessment measures, methods for assessing the progress of individual students, instruction and remediation techniques, interpreting test data for instructional purposes, technology applications to implement the Standards of Learning, and effective classroom management

All instructional personnel are required to participate each year in professional development programs. The board will annually review its professional development program for quality, effectiveness, participation by instructional personnel, and relevancy to the instructional needs of teachers and the academic achievement needs of the students in the school division.

(See School Board Policy [GCL](#))

HOME CONTACT

Each teacher will be expected to engage in activities that acquaint him/her with the home environment of assigned students. These activities may vary from teacher to teacher and from school to school. These contacts should be informal and positive, not necessarily precipitated by disciplinary or other problems with the student.

SUBSTITUTES

Substitutes for personnel must be authorized by the Personnel Office.

PERSONNEL SALARIES AND ASSIGNMENTS

SALARIES

It is the goal of the Colonial Heights School Board to establish and maintain an internally and externally equitable compensation system within budgetary and other constraints that allow Colonial Heights Public Schools to attract, motivate, and retain *highly qualified teachers* and above average employees at all levels of service.

Teachers employed by the Colonial Heights Public Schools will be placed on an appropriate pay scale and step with consideration given to full time contractual experience in an accredited public or private school for related experience and internal alignment of existing school division personnel. Any placement of a teacher above Step (10) of the salary scale must be approved in advance by the Superintendent. Personnel other than teachers may be placed on the mid-range of the respective salary scales based upon related full-time experience. The Superintendent has the authority to grant additional credit for experience to acquire the most qualified and best suited candidate for all positions with approval and ratification by the Board. Once hired and placed on a salary scale, full-time employees will progress one step for each year of full-time experience unless steps are not authorized by the School Board for a particular school year.

The School Board will pay an additional salary supplement (amount to be set annually) to employees who have earned 20 semester hours of graduate credit toward a master's degree, advanced graduate certificate, or doctoral degree. These 20 semester hours must be in a degree program. All requests for supplements above a Bachelor's Degree must be received prior to the first working day of the school year for 10-month teachers.

(See School Board Policy [GCBA-R1](#))

SALARY SCHEDULE AND INCREMENTS

The Colonial Heights School Board shall set annually before the issuance of contracts, a salary schedule for all personnel with annual increments based on training, experience, and certificate held. Personnel who are employed for 75% or more contractual days in any school session shall receive credit for a full year's service at the beginning of the next regular session. All contracted employees will receive compensation in equal installments.

STAFF ASSIGNMENTS AND TRANSFERS

1. Upon recommendation of the superintendent, the Colonial Heights School Board shall place all employees within the various schools and facilities located in the school division. The superintendent shall have the authority to assign such employees to their respective positions with the school or facility wherein they have been placed by the School Board.

2. The superintendent, subject to School Board approval, is authorized to transfer employees to any location and to any position for which they are qualified. However, an immediate family member may not be employed or reassigned to a situation where he/she is directly supervised by an immediate family member. The superintendent may also reassign any such employee for that school year to any school or facility within such division, provided no change or reassignment during a school year shall affect the salary of such employee for that school year.

3. Principals and other supervisory personnel may submit recommendations to the superintendent for the appointment, assignment, promotion, transfer, or dismissal of all personnel assigned to his/her supervision.
4. Instructional staff seeking a transfer of assignment to another location must make a request in writing to the superintendent or his/her designee, with copies to the current supervisor not later than April 1 of that calendar year. A change of assignment within an immediate work station is the responsibility of the immediate supervisor.

(See School Board Policies [GCI](#), and [GCI-R](#) bullets 1-4)

5. A division initiated transfer may result from failure to meet enrollment projections, a change in the school's program, closing of a school, or any other condition which would require reducing the number of employees allocated to a school or work location.
 - The principal or supervisor and personnel department shall be responsible for developing a written plan to adjust staff.
 - Recommendations to retain personnel at a work location shall be made after careful consideration of the program needs and may include the balancing of staff (qualifications, experience, or endorsement), extracurricular requirements, seniority in the division, and length of time since last transfer.
 - A current list of vacancies shall be provided to personnel assigned to grade levels, subject areas, or department where the reduction shall occur. Time will be allowed to determine if there is a staff member in the identified area who is willing to accept involuntary transfer status.
 - When the above measures have not resulted in the assignment of employees, the principal or supervisor shall designate the employee who has the least division-wide seniority in the grade level, subject area, or department for involuntary transfer.
6. In order to meet division needs, administrative employees may be transferred by the superintendent or designee to an assignment for which the employee is qualified.
7. Support staff shall be assigned to positions for which their qualifications meet the needs of the school division's operations. Support staff personnel are entitled to initiate a transfer request for a position within their area of competence and for which they are qualified. The request must be made in writing to the superintendent with copies to the current supervisor. Prior to an employee initiated transfer, the principal/supervisor of the receiving school/department shall be consulted.

(See School Board Policy [GDI](#) for bullets 6-8)

How Employees Who Work Less Than 12 Months Are To Be Paid

The annual contract with "professional personnel" notifies the employee that Colonial Heights school division requires him or her to be paid over 12 months regardless of the fact that he or she will actually work over a shorter time period.

(See School Board Regulation [GBC](#), [GBC-E2](#))

PERSONNEL FRINGE BENEFITS

DUTY-FREE LUNCH PERIODS

Principals in each school will make every reasonable effort to develop cooperatively with the teachers a plan to provide lunch periods without supervisory duties.

EMPLOYEE RECOGNITION-TEACHER OF THE YEAR

Each school nominates a teacher to represent their school as the Teacher of the Year. The nominations are then submitted to a committee, which selects the Colonial Heights Teacher of the Year. This nominee is then submitted to the state level to hopefully be the Virginia Teacher of the Year.

GROUP LIFE INSURANCE

The Board of Trustees of the Virginia Retirement System, under a contract with a private insurance company, provides a contribution plan of group life and accidental death and dismemberment insurance to all full time employees. As a fringe benefit, the insurance premium is paid by the Colonial Heights School Board.

HEALTH INSURANCE

At the present time Anthem is the provider for all eligible employees as a fringe benefit by the Colonial Heights School Board. Further information is available through the Payroll Office. All forms must be completed and sent to the School Administration Offices by the specified date as set forth upon employment. When an individual leaves the Colonial Heights School System they may keep this coverage as defined under COBRA. The premiums must be submitted to the Payroll Office at the School Administration Offices.

Anthem defines an ineligible employee as one who has not returned to a work schedule that meets the division's or Anthem's minimum hourly requirements, whichever is higher, after six months due to illness or injury, or for 12 weeks due to leave of absence or temporary layoff. These rules apply even if the employee is covered by long-term disability coverage or workers' compensation coverage. These rules apply even if the employee has compensatory time. An employee who falls under these scenarios, must COBRA health insurance coverage.

Upon retirement, any employee under the Colonial Heights Schools' Health Insurance Plan can remain part of the Group Health Insurance Plan until Medicare eligible as long as they pay the premiums as established for all employees with health insurance coverage. For retirees with at least fifteen years of VRS Credit, the School Board will pay \$4.50 per year of earned VRS service up to a maximum of \$135.00. To be eligible for this credit, the retiree must have been employed with the Colonial Heights Public Schools for at least 5 years immediately preceding retirement. The retiree must be enrolled in one of the plans offered by the School Board. The credit is not available for any other plan.

HOLIDAYS

All employees of the Colonial Heights School Board are granted holidays in accordance with the adopted school calendar. *(Please refer to school calendar on Page 4.)*

RETIREMENT

The Colonial Heights School Board is a member of the Virginia Retirement System (VRS) inclusive of all full-time employees. Employee retirement benefits shall be governed by the rules and regulations established by the Virginia Retirement System. All employees participate in Social Security retirement benefits.

Employees under the Hybrid Retirement Plan are enrolled in the Virginia Local Disability Program. VLDP provides income protection if you can't work because of a non-work related or work-related illness, injury or other condition, such as surgery, pregnancy, complications from pregnancy or a catastrophic or major chronic condition. For more information on the Disability program, please refer to the [Virginia Local Disability Program Handbook](#).

TRAVEL PAY

Employees required to use their personal car for approved school travel will be reimbursed for the actual number of miles traveled at the rate of 40.5 cents per mile. Travel between residence and established work location is excluded.

VOLUNTARY DEDUCTIONS

There are several voluntary deduction programs, including cancer insurance premiums, annuities, health insurance premiums, membership dues (CHEA, NEA, etc.), life insurance premiums, short-term disability insurance, and various other, that have been adopted by the Colonial Heights School Board. Payroll deductions for these programs may be made provided individuals participating do so voluntarily and submit individually signed authorizations for such deductions. Contact the Payroll Specialist for further information.

WORK DAYS FOR STAFF

Principal and Assistant Principal Regular Workday

Principals and Assistant Principals shall be in their building and/or pursuing their duties each official work day and shall remain as long after the teachers leave as their duties require. It shall also be understood that additional time may be required of Principals and Assistant Principals to insure the orderly and efficient operation of their school.

Teacher Regular Workday

Teachers shall report for duty each morning before their assigned duties as required by School Board policy. Each teacher shall be on duty at least for the specified hours as assigned unless assigned duties, scheduled meetings, or extenuating circumstances require an earlier or later departure. While it is anticipated that the employee shall be at the school for the minimum time specified per day as set forth in the official calendar requiring teachers to report for duty, subject to calendar changes approved by the School Board, the employee shall be required to do so by the principal, superintendent, or School Board. Reduction in time requirements will be made at the discretion of the superintendent or School Board.

Office of Support Services

Professional employees of this office are to work seven (7) hours per day for the specified number of days as stated in the employee's contract. Positions included in this area are: Director of Support Services, Support Services Specialist, School Psychologist, School Diagnostician, Occupational Therapist, Attendance Officer, School Nurse, and School Social Worker.

School Administration Offices Personnel

Personnel assigned to the School Board Administration Offices are to work seven (7) hours per day for the specified number of days as stated in the employee's contract. Positions included in this area are: Superintendent of Schools, Assistant Superintendent for Instructional Services, Assistant Superintendent for Business Services, Director of Data & Assessment, Director of Technology and Learning, Instructional Specialist, Instructional Specialist/Reading Coach, Instructional Specialist/Math Coach, Director of Finance and Budget and Human Resource Manager.

Paraprofessional I, II, and III

Paraprofessionals are to work the same hours and days as the teachers of the schools to which they are assigned. (Six $\frac{3}{4}$ hours per day for 191 days)

Paraprofessional IV

Paraprofessional is assigned to the high school seven (7) hours per day for 220 or 240 work days or as established by employment contract.

Network Administrator/Technology Field Technician and Support Specialist

Network Administrator, Technology Field Technician and Technology Support Specialist are assigned to the technical center, as his/her base, seven (7) hours per day for twelve months/240 days.

Instructional Technology Integration Specialist (Secondary and Elementary)

Instruction Technology Integration Specialist is assigned to work the same hours and days as teachers (Six $\frac{3}{4}$ hours per day for 191 days).

Secretaries/Bookkeepers/School Administrative Office Personnel

Secretaries/Bookkeepers are assigned to their schools/offices seven (7) hours per day. Business Office personnel are assigned to the School Board Administration Offices seven (7) hours per day. Ten (10) month employees work 200 days, eleven (11) month employees work 220 days, and twelve (12) month employees are contracted for 240 days.

Maintenance Personnel

Maintenance personnel are contracted for eight (8) hours per day for 240 days.

School Bus Drivers Workday

School Bus Drivers shall observe directions issued by the Coordinator of Transportation for meeting schedules for regular school days, delayed opening and early closing of school days, and for training and in-service activity.

School Food Service Staff

Food Service employees are assigned to their schools seven (7) or eight (8) hours per day and are contracted for one hundred eighty six (186) days. The Food Service Management Company contracted by the Board shall publish the daily work schedule; assign duties, and any other work, training, or in-service activity.

WORKER'S COMPENSATION

The First Report of Accident Form must be filed as soon as possible after any accident. Coverage is with School Systems of Virginia and is administered by Sedgwick Claims Management Services. The following procedure should be followed when an injury is reported by an employee:

1. After administering first-aid, etc., call the nurse assigned to your building. (If she is not available, call another nurse.) The nurse will assess the injury and advise the employee.

2. If the employee needs to see a doctor, the employee will be provided with the Preferred Provider Panel listing and the employee can choose the doctor to receive medical treatment. Also, the school representative will inform the doctor and/or hospital that this is a worker's compensation matter, and can expect to receive a request from the insurance company for a medical report.
3. If any prescriptions are required, the employee will need to fill them and get reimbursed by the company.
4. The employee is not to use any other insurance coverage as this will only complicate the claims process.
5. If you receive any bills, please forward them to the Assistant Superintendent for Business Services or designee immediately.
6. All accidents at a school site should be reported through the principal - this includes cafeteria and maintenance. Sedgwick Claims Management website is <https://sedgwickcms.claimcapture.com/>.

SCHOOL SAFETY

Employees are the primary source for promoting safety and security, preventing/minimizing losses, and reporting unsafe practices and situations. Awareness is the key component for a successful safety program.

- Signs, warning posters, notices and safety guidelines should be obeyed.
- A stepstool or ladder must be used when looking for, retrieving, or returning any item(s) that are higher than the employee's outstretched arm length. Never use a chair, desk or unsanctioned non-climbing device to gain access to elevated areas.
- Walkways (defined as, but not limited to: halls, corridors, stairs, stairwells, doorways, sidewalks, passageways, etc.) must be clear. Storage of any kind is prohibited in these areas.
- Hand rails must be used when entering and exiting a school bus and at any other location where hand rails exist.
- Occupants of any vehicle being used for school division business will use the seat belts, if vehicle is so equipped.
- Electrical cords must be bundled together, removed from walkways, and fastened under desks.
- Proper attire (particularly footwear) must be worn for current conditions.

Failure to comply with the above stated safety policies can result in denial of workmans' compensation. Injuries, unsafe conditions and unsafe practices should be reported immediately to the administration. All incidents should be investigated and corrected as soon as possible.

EMERGENCY CLOSING PROCEDURES

Extreme weather conditions can cause emergency school closings. The decision to close schools or delay opening is based on reports from weather bureau officials, local and state police, and other authorities. As soon as the decision is made, staff will be notified via our Emergency Telephone Messaging Service. In addition, the local radio and television stations are notified of closings and delayed openings.

Generally, stations will broadcast the announcement during the very early morning hours.

CLOSING CODES

Code 1 -School will close for students. All full-time personnel report to work at the regular time.

Code 2 -Schools will close for students and staff except: administrators, 12-month Secretaries, business offices, and 12-month teachers who shall report on time. Custodial and maintenance personnel call 524-3448 for instruction.

Code 3 -Schools will close for students and employees, except custodial and maintenance personnel who should call 524-3448 for instruction.

DELAYED OPENING

When weather conditions necessitate a delayed school opening, as far as possible, arrival times will be detailed when reported to radio and television stations.

* **Two hour delay for students/one hour delay for employees**

* **One hour delay for students/employees report on time**

Regardless of the code, everyone should use common sense as to whether he/she can safely get to work. Personal leave time can be used if conditions are unsafe for travel. Employees should contact their immediate supervisor if a delay in arrival is anticipated.

LEAVE CLASSIFICATIONS

All employees' leaves and absences shall be subject to the school division's policies and regulations. The superintendent shall provide for the interpretation and application of the school division's policies and regulations regarding leaves and absences.

ANNUAL LEAVE

Annual leave for vacation or other personal reasons for all twelve (12) month full-time salaried employees of the Colonial Heights School Board shall be earned according to the following schedule:

Continuous Years of Service in a 12 month position	Annual Leave Earned per Month
First 5 years	1 day
Over 5 years up to 10 years	1 ¼ days
Over 10 years	1 ½ days

Annual leave must be earned before it can be taken. Earnings and use of annual leave will be recorded for each employee on the last work day of each calendar month by a designated member of the superintendent's staff.

Annual leave earned by an eligible employee may be accumulated to the following year if it is not used, but not beyond that year. All employees terminating employment will receive a lump sum payment for earned, accumulated, unused annual leave days up to a maximum of 15 days.

(See School Board Regulation [GCB-D-R1](#))

LEAVE OF ABSENCE

Employees not eligible to apply for Family and Medical Leave must apply for a leave of absence from their position for a specific period of time. This includes any leave without pay due to exhaustion of employees earned leave.

(See School Board Policy [GCBEA](#))

MILITARY LEAVE

All employees of Colonial Heights School Board who are members of the state or federal military reserves are entitled to leaves of absence from their duties on all days during which they are engaged in federally funded military duty, including training duty, or when called forth by the Governor. All employees on military leave will receive up to 15 days paid leave per federally funded tour of duty.

Application for military leave shall be made in advance, immediately upon receipt by the employee of official notice to report from the appropriate military authorities. A copy of the official orders must accompany the application for leave, which must be approved by the appropriate official and the superintendent. When possible, military leave for employees on a less-than-twelve-month contract shall be arranged during non-duty periods.

(See School Board policy [GCBD](#), [GCBD-R1](#) and [GCBEB](#) for further details)

PART TIME EMPLOYMENT SICK LEAVE

Contracted part-time transportation employees may earn sick leave at the rate of One-half day per month, for a total of five (5) days per contract year; sick leave may be accumulated from year to year. Contracted part-time transportation employees may earn two (2) personal business days per contract year. This personal leave shall be cumulative to three (3) days. However, unused personal leave in excess of three (3) days will be transferred to unused sick leave at the beginning of the next contract year.

The Superintendent also has the authority to grant sick leave (on a pro-rata basis) to Part-time VRS classified professional employees that are contracted for an approved permanent position. This earned sick leave will be granted for the current school year only and will not accrue or be paid if unused. This provision does not apply to substitute or seasonal employment.

Sick Leave Payout Calculation:

Unused sick leave earned with Colonial Heights Public Schools will be paid to part-time contracted transportation employees upon **retirement** from the Colonial Heights Public School System. Payment will be computed as follows:

- 0 - 150 days - \$25/day
- 151 - 350 days - \$30/day

In order for transportation employees to be eligible for sick leave payout, they must retire from Colonial Heights Public Schools with 10 years of service and reached age 55, or with 5 years of service and reached age 65 or approved for disability retirement benefits from Social Security.

(See School Board Policy and Regulation [GDB](#), [GCBA-R2](#))

PERSONAL LEAVE

A maximum of three (3) days per contract year for personal leave will be earned on the first day of the contract year. One day of personal leave may be taken in minimum increments of one hour, provided no substitute is needed and is approved by supervisor. Other days may be taken in one-half day increments. Personal leave shall be limited to five (5) days in any given contract year. However, unused personal leave in excess of the five days balance will be transferred to accumulated sick leave on the first day of the contract term for returning employees.

(See School Board Regulation [GCBD-R1](#))

SICK LEAVE

Provisions of the sick leave plan shall be as follows:

Employee Type	Earned per Contract Term	Maximum Days Accumulate
10 Month Legacy Employee*	Maximum of 10 days	Accumulate Without Limit
11 Month Legacy Employee*	Maximum of 11 days	Accumulate Without Limit
12 Month Legacy Employee*	Maximum of 12 days	Accumulate Without Limit
10 Month Hybrid Employee**	Maximum of 10 days	90 Days
11 Month Hybrid Employee**	Maximum of 11 days	90 Days
12 Month Hybrid Employee**	Maximum of 12 days	90 Days

*Legacy Employee is an individual who qualifies under the VRS Plan 1 or Plan 2 Retirement Plan

**Hybrid Employee is an individual who qualifies under the VRS Hybrid Retirement Plan

1. After 100 days of sick leave has been accumulated (Legacy Employees) as of June 30th of each year, leave will accrue at the rate of one and one-half days per month for the next contract term.
2. Employees who do not begin work at the start of the school year and those who do not complete the full year shall earn sick leave at the rate of one per month or major fraction thereof.
3. Employees shall anticipate sick leave earnings for the current contract year. Should the recipient of advanced sick leave terminate employment prior to earning the amount of sick leave used, the advanced days will be deducted from their salary.
4. An employee cannot claim any portion of earned leave unless he/she has actually reported for duty in accordance with the terms of his contract. However, if an employee is unable, because of accident or illness, to begin work, the employee may use accumulated leave as of June 30 of the immediately preceding school year.
5. Such leave must be taken in minimum of one-half day increments.
6. The school system shall have the authority to require reasonable proof of illness when it deems necessary. A doctor's certificate may be required for absences exceeding two (2) consecutive days or if a pattern of frequent and possibly abusive use of sick leave has developed by an employee.
7. Sick leave shall be allowed for personal illness, including quarantine, injury, pregnancy, temporary physical or mental incapacity, or illness or death in the immediate family requiring the attendance of the employee for not more than five (5) days in any one case. Accumulated sick leave may be accessed to care for an employee's spouse, parent, or child with a catastrophic or life threatening health condition qualifying under the Family Medical Leave Act.
8. The School Board accepts the transfer of accumulated sick leave for professional, instructional, administrative and supervisory positions. The sick leave transfer will be limited to 90 days for VRS Hybrid employees.
9. Unused sick leave will be paid to employees upon retirement from the School System. To be eligible, an employee must have completed a minimum of five (5) years uninterrupted service

including the year of retirement in a sick leave earning position. Payment will be computed as follows:

0 - 150 days	\$25/day
151 - 350 days	\$30/day
More than 350 days	\$35/day

(The maximum payout for unused sick leave upon retirement is \$10,000.)

(See School Board Regulation [G CBD-R1](#))

CAROL MUNSCH MEMORIAL SICK LEAVE BANK

The Colonial Heights School System offers to its employees a Sick Leave Bank which will provide income for those school employees who have become temporarily incapacitated by an extended, catastrophic medical problem, but are not eligible for Worker's Compensation or retirement benefits. Incapacitated is defined as unable to carry out duties of the present position. The Sick Leave Bank may only be used for the employee's own personal illness. Only full time VRS Legacy employees are eligible to participate.

In order to be eligible to participate in the Sick Leave Bank, an individual must be a full-time employee of the Colonial Heights School System, have completed one (1) full year of employment and have an earned sick leave balance of at least 10 days as of September 1. Employees meeting the specified requirements will be eligible to join the Bank on October 1 of each year.

Participation in the Sick Leave Bank is voluntary. Participation does not guarantee approval of a request to withdraw from the Bank. In order to participate in the Bank, each Legacy employee will be required to contribute one (1) day of accumulated sick leave to the Bank upon entry. Sick leave contributions to the Bank are irrevocable and cannot be returned if the employee cancels his participation in the plan.

Each October 1, participating employees may be required to contribute one (1) day. The Assistant Superintendent for Business Services will determine the need for future contributions. He is empowered to suspend the contribution requirements of current participants when Bank days exceed two hundred percent (200%) of the number of participating employees. He is empowered to require a special assessment of one (1) day from each participating employee if the Bank balance falls below fifty percent (50%) of the number of participating employees.

(See School Board Regulation [G CBD-R2](#) for eligibility of benefits.)

COBRA

A federal law enacted in 1986, the Consolidated Omnibus Budget Reconciliation Act (COBRA) requires most employers sponsoring group health plans to offer employees and their families the opportunity for a temporary extension of health coverage (called "continuation coverage") in certain instances where coverage under the plan would otherwise end. This notice is intended to inform you of the rights and obligations under the continuation coverage provisions of the law.

Qualifying Event	Qualified Beneficiaries	Maximum Period of Continuation Coverage
Termination (for reasons other than gross conduct)	Employee Spouse Dependent Child	18 Months
Reduction in hours of Employment	Employee Spouse Dependent Child	18 Months
Employee Enrollment in Medicare	Spouse Dependent Child	36 Months
Divorce or Legal Separation	Spouse Dependent Child	36 Months
Death of Employee	Spouse Dependent Child	36 Months
Loss of "dependent child" status	Dependent Child	36 Months

Under law, the employee or a family member has the responsibility to inform the Payroll and/or Personnel Specialist of a divorce, legal separation, or a child losing dependent status under our health insurance within 60 days of the qualifying event. You will in turn be notified that you have the right to choose continuation coverage and you have at least 60 days from the date to elect continuation coverage.

If you do not choose continuation coverage, your group health insurance coverage will end. If you choose continuation coverage, the Colonial Heights School System is required to give you the coverage which, as of the time coverage is being provided, is identical to the coverage provided under the plan to similar employees or family members. COBRA continuation coverage is a temporary continuation of coverage.

When the qualifying event is the end of employment or reduction of the employee’s hours of employment, COBRA continuation coverage lasts for up to 18 months. There are two ways in which this 18-month period of COBRA continuation coverage can be extended.

Disability extension of 18 month period continuation coverage

If you or anyone in your family covered under the Plan is determined by the Social Security Administration to be disabled at any time during the first 60 days of COBRA continuation coverage and the disability continues during the rest of the 18-month period of continuation coverage, if you notify the Plan Administrator in a timely fashion, you and your entire family can receive up to an additional 11 months of COBRA continuation coverage, for a maximum of 29 months. You must make sure the Colonial Heights Public Schools system is notified of the Social Security Administration’s determination within 60 days of the date of determination and before the end of the 18-month period of COBRA continuation coverage.

Second qualifying event extension of 18-month period of continuation coverage

If your family experiences another qualifying event while receiving COBRA continuation coverage, the spouse and dependent children in your family can get additional months of COBRA continuation coverage, up to a maximum of 36 months. This extension is available to the spouse and dependent children if the former employee dies, enrolls in Medicare (Part A, Part B, or both), or gets divorced or legally separated. The extension is also available to a dependent child when

that child stops being eligible under the Plan as a dependent child. In all of these cases, you must make sure that the Plan Administrator is notified of the second qualifying event within 60 days of the second qualifying event.

The Uniformed Services Employment and Reemployment Act (USERRA), the federal military leave law, has its own insurance continuation provisions for employees who are absent from work due to military leave. The USERRA extends the insurance continuation period for employees on military leave from 18 months to 24 months.

The law also provides that your continuation coverage may be cut short for any of the following four reasons:

1. Colonial Heights Public Schools no longer provides group health coverage to any of its employees;
2. The premium for your continuation coverage is not paid on time;
3. You and/or dependents become covered under another group health plan; or
4. You and/or dependents become eligible for Medicare.

Generally, each qualifying beneficiary may be required to pay the entire cost of continuation coverage. The amount a qualified beneficiary may be required to pay may not exceed 102 percent of the cost to the group health plan (including both employer and employee contributions) for coverage of a similarly situated plan continuation coverage due to a disability, 150 percent). The first payment for continuation coverage must be made within 45 days after the date of your election to accept continuation coverage.

LEAVE WITHOUT PAY FOR FAMILY AND MEDICAL PURPOSES

Eligible Employees: To be eligible for leave under this policy the employee must have at least twelve (12) months of service with the Colonial Heights school division and have worked at least 1250 hours according to the Fair Labor Standards Act U.S.C. § 201 et seq., in the twelve (12) months preceding the commencement of the leave. Full-time teachers are deemed to meet the 1250 hour test.

Except as hereinafter provided, any eligible employee is entitled to a total of twelve (12 weeks) (60 days) of unpaid leave during a rolling 12-month period measured backward from the date an employee uses an FMLA leave for one or more of the following:

- For incapacity due to pregnancy, prenatal medical care or child birth;
- To care for the employee's child after birth, or placement for adoption or foster care
- To care for an employee's spouse, son, daughter, or parent, who has a serious health condition; or
- For a serious health condition that makes the employee unable to perform the employee's job; and
- Because of any qualifying exigency as defined in Department of Labor regulations, arising out of the fact that the spouse, or a son, daughter, or parent of the employee is on active duty (or has been notified of an impending call or order to active duty) in the Armed Forces in support of a contingency operation.

(See School Board Policy [GCBF](#) for further details)

EMPLOYEE RIGHTS AND RESPONSIBILITIES UNDER THE FAMILY AND MEDICAL LEAVE ACT

Basic Leave Entitlement

FMLA requires covered employers to provide up to 12 weeks of unpaid, job-protected leave to eligible employees for the following reasons:

- for incapacity due to pregnancy, prenatal medical care or child birth;
- to care for the employee's child after birth, or placement for adoption or foster care;
- to care for the employee's spouse, son, daughter or parent, who has a serious health condition; or
- for a serious health condition that makes the employee unable to perform the employee's job.

Military Family Leave Entitlements

Eligible employees whose spouse, son, daughter or parent is on covered active duty or call to covered active duty status may use their 12-week leave entitlement to address certain qualifying exigencies. Qualifying exigencies may include attending certain military events, arranging for alternative childcare, addressing certain financial and legal arrangements, attending certain counseling sessions, and attending post-deployment reintegration briefings.

FMLA also includes a special leave entitlement that permits eligible employees to take up to 26 weeks of leave to care for a covered servicemember during a single 12-month period. A covered servicemember is: (1) a current member of the Armed Forces, including a member of the National Guard or Reserves, who is undergoing medical treatment, recuperation or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list, for a serious injury or illness*; or (2) a veteran who was discharged or released under conditions other than dishonorable at any time during the five-year period prior to the first date the eligible employee takes FMLA leave to care for the covered veteran, and who is undergoing medical treatment, recuperation, or therapy for a serious injury or illness.*

***The FMLA definitions of "serious injury or illness" for current servicemembers and veterans are distinct from the FMLA definition of "serious health condition".**

Benefits and Protections

During FMLA leave, the employer must maintain the employee's health coverage under any "group health plan" on the same terms as if the employee had continued to work. Upon return from FMLA leave, most employees must be restored to their original or equivalent positions with equivalent pay, benefits, and other employment terms.

Use of FMLA leave cannot result in the loss of any employment benefit that accrued prior to the start of an employee's leave.

Eligibility Requirements

Employees are eligible if they have worked for a covered employer for at least 12 months, have 1,250 hours of service in the previous 12 months*, and if at least 50 employees are employed by the employer within 75 miles.

***Special hours of service eligibility requirements apply to airline flight crew employees.**

Definition of Serious Health Condition

A serious health condition is an illness, injury, impairment, or physical or mental condition that involves either an overnight stay in a medical care facility, or continuing treatment by a health care provider for a condition that either prevents the employee from performing the functions of the employee's job, or prevents the qualified family member from participating in school or other daily activities.

Subject to certain conditions, the continuing treatment requirement may be met by a period of incapacity of more than 3 consecutive calendar days combined with at least two visits to a health care provider or one visit and a regimen of continuing treatment, or incapacity due to pregnancy, or incapacity due to a chronic condition. Other conditions may meet the definition of continuing treatment.

Use of Leave

An employee does not need to use this leave entitlement in one block. Leave can be taken intermittently or on a reduced leave schedule when medically necessary. Employees must make reasonable efforts to schedule leave for planned medical treatment so as not to unduly disrupt the employer's operations. Leave due to qualifying exigencies may also be taken on an intermittent basis.

Substitution of Paid Leave for Unpaid Leave

Employees may choose or employers may require use of accrued paid leave while taking FMLA leave. In order to use paid leave for FMLA leave, employees must comply with the employer's normal paid leave policies.

Employee Responsibilities

Employees must provide 30 days advance notice of the need to take FMLA leave when the need is foreseeable. When 30 days notice is not possible, the employee must provide notice as soon as practicable and generally must comply with an employer's normal call-in procedures.

Employees must provide sufficient information for the employer to determine if the leave may qualify for FMLA protection and the anticipated timing and duration of the leave. Sufficient information may include that the employee is unable to perform job functions, the family member is unable to perform daily activities, the need for hospitalization or continuing treatment by a health care provider, or circumstances supporting the need for military family leave. Employees also must inform the employer if the requested leave is for a reason for which FMLA leave was previously taken or certified. Employees also may be required to provide a certification and periodic recertification supporting the need for leave.

Employer Responsibilities

Covered employers must inform employees requesting leave whether they are eligible under FMLA. If they are, the notice must specify any additional information required as well as the employees' rights and responsibilities. If they are not eligible, the employer must provide a reason for the ineligibility.

Covered employers must inform employees if leave will be designated as FMLA-protected and the amount of leave counted against the employee's leave entitlement. If the employer determines that the leave is not FMLA-protected, the employer must notify the employee.

Unlawful Acts by Employers

FMLA makes it unlawful for any employer to:

- interfere with, restrain, or deny the exercise of any right provided under FMLA; and
- discharge or discriminate against any person for opposing any practice made unlawful by FMLA or for involvement in any proceeding under or relating to FMLA.

Enforcement

An employee may file a complaint with the U.S. Department of Labor or may bring a private lawsuit against an employer.

FMLA does not affect any Federal or State law prohibiting discrimination, or supersede any State or local law or collective bargaining agreement which provides greater family or medical leave rights.

FMLA section 109 (29 U.S.C. § 2619) requires FMLA covered employers to post the text of this notice. Regulation 29 C.F.R. § 825.300(a) may require additional disclosures.



For additional information:
1-866-4US-WAGE (1-866-487-9243) TTY: 1-877-889-5627
WWW.WAGEHOUR.DOL.GOV

U.S. Department of Labor | Wage and Hour Division



WHD Publication 1420 · Revised February 2013

TECHNOLOGY AND THE COMPUTER SYSTEM

Each employee must sign the Acceptable Computer System Use Agreement, School Board Policy IIBEA-E2 (see attached) as a condition for using the school division's computer system. In so doing, you agree to abide by the related School Board policies and regulations concerning acceptable computer system use.

(File [GAB/IIBEA](#))

ACCEPTABLE COMPUTER SYSTEM USE

The School Board provides a computer system, including the Internet, to promote educational excellence by facilitating resource sharing, innovation and communication. The term computer system includes, but is not limited to, hardware, software, data, communication lines and devices (i.e. tablets, cellular phones, smart phones), printers, CD-ROM devices, tape or flash drives, peripherals, servers, the Internet, and other internal or external networks.

All use of the Division's computer system must be (1) in support of education and/or research, or (2) for legitimate school business. Use of the computer system is a privilege, not a right. Any communication or material generated using the computer system, including electronic mail, instant or text messages, tweets, or files deleted from a user's account, may be monitored, read, and/or archived by school officials.

The Division Superintendent shall establish administrative procedures, for the School Board's approval, containing the appropriate uses, ethics and protocol for the computer system.

The procedures shall include:

- 1) A prohibition against use by division employees and students of the division's computer equipment and electronic communications services for sending, receiving, viewing or downloading illegal material via the Internet;
- 2) Provisions, including the selection and operation of a technology protection measure for the division's computers to filter or block harmful or inappropriate Internet content through such computers, that seek to prevent access to
 - a) Child pornography as set Va. Code § 18.2-374.1:1 or as defined in 18 U.S.C. § 2256;
 - b) Obscenity as defined by Va. Code § 18.2-372 or 18 U.S.C. § 1460; and
 - c) Material that the school division deems to be harmful to juveniles as defined in Va. Code § 18.2-390, material that is harmful to minors as defined in 47 U.S.C. § 254(h)(7)(G), and material that is otherwise inappropriate for minors;
- 3) Provisions establishing that the technology protection measure is enforced during any use of the Division's computers;
- 4) Provisions establishing that all usage of the computer system may be monitored;
- 5) 5) Provisions designed to educate students and employees about appropriate online behavior, including interacting with students and other individuals on social networking websites and in chat rooms and cyber-bullying awareness and response;
- 6) 6) Provisions designed to prevent unauthorized online access by minors, including "hacking" and other unlawful online activities;
- 7) 7) Provisions prohibiting the unauthorized disclosure, use, and dissemination of photographs and/or personal information of or regarding minors; and

- 8) 8) A component of Internet safety for students that is integrated in the division's instructional program.

Use of the School Division's computer system shall be consistent with the educational or instructional mission or administrative function of the Division as well as the varied instructional needs, learning styles, abilities and developmental levels of students. The Division's computer system is not a public forum.

Each teacher, administrator, student, and parent/guardian of each student shall sign the Acceptable Computer System Use Agreement before using the Division's computer system. The failure of any student, teacher or administrator to follow the terms of the Agreement, this policy or accompanying regulations may result in loss of computer system privileges, disciplinary action, and/or appropriate legal action.

The School Board is not responsible for any information that may be lost, damaged or unavailable when using the computer system or for any information retrieved via the Internet. Furthermore, the School Board will not be responsible for any unauthorized charges or fees resulting from access to the computer system.

The school board will review, amend if necessary, and approve this policy every two years.

ACCEPTABLE COMPUTER SYSTEM USE

All use of the Colonial Heights School Division's computers system shall be consistent with the School Board's goal of promoting educational excellence by facilitating resource sharing, innovation, and communication. The term computer system includes, but is not limited to, hardware, software, data, communication lines and devices, printers CD-ROM devices, tape or flash drives, peripherals, servers, the Internet, mainframe and personal computers, tablets, cellular phones, smart phones, and any other internal or external network.

Computer System Use – Terms and Conditions:

1. Acceptable Use. Access to the Division's computer system shall be (1) for the purpose of education or research and be consistent with the educational objectives of the Division or (2) for legitimate school business.

2. Privilege. The use of the Division's computer system is a privilege, not a right.

3. Unacceptable Use. Each user is responsible for his or her actions on the computer system. Prohibited conduct includes but is not limited to:

- Using the network for any illegal or unauthorized activity, including violation of copyright or contracts, or transmitting any material in violation of any federal, state or local law.
- Sending, receiving, viewing or downloading illegal material via the computer system.
- Using any Internet proxy or other unauthorized method to circumvent the Internet content filtering system.
- Unauthorized downloading of software.
- Using the computer system for private financial or commercial purposes.
- Wastefully using resources, such as file space.
- Gaining unauthorized access to resources or entities.
- Failing to follow school division regulations related to the security of the computer system, and user accounts and passwords.
- Failing to safeguard confidential data that one has access to through the computer system, or allowing unauthorized persons to access confidential data, or data they are not permitted to access.
- Posting material created by another without his or her consent.
- Submitting, posting, publishing, or displaying any obscene, profane, threatening, illegal, or other inappropriate material.
- Using the computer system while access privileges are suspended or revoked.
- Vandalizing the computer system, including destroying data by creating or spreading viruses or by other means.
- Taking apart the computer system without authorization to do so.
- Making unauthorized changes to the computer system.
- Using unauthorized computing or electronic devices on school property.
- Installing unauthorized software applications or programs on the computer system.
- Intimidating, harassing, bullying, or coercing others.

4. Network Etiquette. Each user is expected to abide by generally accepted rules of etiquette, including the following:

- Be polite
- Users shall not forge, intercept or interfere with electronic mail messages.
- Use appropriate language. The use of obscene, lewd, profane lascivious, threatening or disrespectful language is prohibited.

- Users shall not post personal information other than directory information as defined in Policy JO Student Records about themselves or others.
- Users shall respect the computer system's resource limits.
- Users shall not post chain letters or download large files.
- Users shall not use the computer system to disrupt others.
- Users shall not modify or delete data owned by others.

5. Liability. The School Board makes no warranties for the computer system it provides. The School Board shall not be responsible for any damages to the user from use of the computer system, including loss of data, non-delivery or missed delivery of information, or service interruptions. The School Division denies any responsibility for the accuracy or quality of information obtained through the computer system. The user agrees to indemnify the School Board for any losses, costs or damages incurred by the School Board relating to or arising out of any violation of these procedures.

6. Security. Computer system security is a high priority for the school division. If any user identifies a security problem, the user shall notify the building principal or system administrator immediately. All users shall keep their passwords confidential and shall follow computer virus protection procedures. Users shall follow school division regulations related to computer system accounts and passwords. Users will not access, or attempt to access any computer system or data that they are not authorized to access. Users will safeguard confidential data, to insure that it does not fall into the wrong hands. Users will not connect a personally owned (non-Colonial Heights Schools) computer or other electronic device to our network without authorization.

7. Vandalism. Intentional destruction or interference with any part of the computer system through creating or downloading computer viruses or by any other means is prohibited.

8. Charges. The School Division assumes no responsibility for any unauthorized charges or fees as a result of using the computer system, including telephone or long-distance charges.

9. Electronic Mail. The School Division's electronic mail system is owned and controlled by the School Division. The School Division may provide electronic mail to aid students and staff in fulfilling their duties and as an education tool. Electronic mail is not private. Students' electronic mail will be monitored. The electronic mail of staff may be monitored and accessed by the School Division. All electronic mail may be archived. Unauthorized access to an electronic mail account by any student or employee is prohibited. Users may be held responsible and personally liable for the content of any electronic message they create or that is created under their account or password. Downloading any file attached to an electronic message is prohibited unless the user is certain of that message's authenticity and the nature of the file.

10. Electronic Correspondence. Any CHPS employee who communicates through electronic media with one or more current CHPS students for educational purposes or as a CHPS employee shall not include in his communication any language or symbols of a religious, political, social, or other nature that are improper to use in a non-electronic forum. This includes the avoidance of inappropriate or illegal postscripts and footnotes at the end of electronic communications.

11. Enforcement. Software will be installed on the division's computers having Internet access to filter or block Internet access through such computers to child pornography and obscenity. The online activities of users may also be monitored manually. **Any violation of these regulations shall result in loss of computer system privileges and may also result in appropriate disciplinary action, as determined by School Board policy, or legal action.**

COLONIAL HEIGHTS SCHOOLS
EMPLOYEE HANDBOOK
2014-2015

I hereby acknowledge receipt and have read an electronic copy of the 2014-2015 Colonial Heights Schools Employee Handbook. I understand that the policies and procedures set forth in the handbook are for informational purposes only and that the employer, in its sole discretion, may deviate from those provisions without warning whenever the employer deems such deviation to be appropriate. I acknowledge my responsibility to faithfully follow the policies and procedures of the Colonial Heights Public School System in all respects.

ACCEPTABLE COMPUTER SYSTEM USE AGREEMENT
2014-2015

Each Employee must sign this Agreement as a condition for using the School Division's computer system. Read this Agreement carefully before signing.

Prior to signing this Agreement, read the Policy GAB/IIBEA, Acceptable Computer System Use. If you have any questions about this policy or its regulations, contact your supervisor.

I understand and agree to abide by the School Division's Acceptable Computer System Use Policy and Regulations. I understand that the School Division may access, monitor, and archive my use of the computer system, including my use of the Internet, e-mail and downloaded material, without prior notice to me. I further understand that should I violate the Acceptable Use Policy or Regulation, my computer system privileges may be revoked and disciplinary action and/or legal action may be taken against me.

Employee Signature _____

Employee Name _____

(Please Print)

Date _____

Please return this signed sheet to your building administrator.