



# EMPLOYMENT INFORMATION **HANDBOOK** FOR ALL EMPLOYEES



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## **WELCOME**

Welcome to the 2014-2015 school year with Des Moines Public Schools. It is my sincerest hope that you find the challenges of the upcoming year inspiring and your work rewarding and fulfilling. Whether you joined the District only recently or more than forty years ago, I would like to congratulate you for being selected to take part in the essential work of helping educate the youth of Des Moines.

The successful education of today's youth is vital to our individual students, their families, and our community and it takes an entire community of staff to accomplish our mission, that every graduate possesses the knowledge, skills, and abilities to be successful at the next stage of their lives. I am thankful that you have chosen to share your talents, skills, knowledge, wisdom, and abilities with the students of Des Moines Public School District and with your colleagues. Your contribution is needed.

Although each new school year brings its fair share of challenges, each year also brings forth a multitude of special rewards. We appreciate your part in making this the best school district in America. We have a solid trend of success over the past three years and we expect that trend to continue, and with your contributions, to accelerate.

The purpose of the Employment Information Handbook is to provide you with information regarding employment expectations that will be of assistance to you in your efforts to learn about the policies, practices, procedures, and overall philosophy of the Des Moines Public School District. We encourage you to have discussions with your supervisors and other District staff if you have any questions regarding the contents of this Handbook.

We hope your employment in the Des Moines Public Schools will be a long, fulfilling, and rewarding experience.

Sincerely,

Thomas Ahart  
Superintendent

## PREFACE

This handbook is prepared for informational purposes. It does not constitute a contract of employment between the Des Moines Public School District (Hereinafter the District) and its employees, and it should not be construed as such. The *Employment Information Handbook* is a resource that helps inform employees of expectations and available services. By thoroughly reading this resource and any applicable contract and/or *Comprehensive Agreement*, employees will be informed of benefits and opportunities as well as of potential consequences of failure to meet the expectations of the District.

The policies contained in the *Employment Information Handbook* may be changed or amended at any time with or without notice for many employees. For other employees, agreements for specified time periods may be entered into only with the recommendation of the Superintendent, the Chief Human Resources Officer, the Chief Financial Officer, or an Executive Director with the approval of the Chief Human Resources Officer. It is the employee's responsibility to refer to the DMPS website for updated policies.

Employees are required to review this handbook annually and to certify that they understand their responsibility to comply with District policies, practices, and work rules. Violations of this responsibility may constitute cause for disciplinary action.

## ADMINISTRATIVE OFFICES

The following is the office address for administrative and support staff of the Des Moines Independent Community School District.

**Des Moines Public Schools  
901 Walnut Street  
Des Moines, Iowa 50309-3506**

Office hours are 8:00 a.m. until 4:30 p.m. Offices are closed on Saturday and Sunday except by appointment.

You may also reach any employee by e-mail: **first.last@dmschools.org**

When teachers need specialized assistance in working with curriculum and other related instructional areas, Central Office personnel are available to assist. Please contact them through DMPS email, whenever you believe they can be of assistance.

All forms referenced in the *Employment Information Handbook* can be accessed through SharePoint.

## EQUAL OPPORTUNITY

The Des Moines Public School District prohibits discrimination in educational and employment programs and activities based on age, race, creed, color, gender, marital status, national origin, religion, sexual orientation, gender identity, or disability. In addition, the District prohibits acts of intolerance or any form of harassment toward employees or students. For information regarding Title IX and Section 504, or for complaints of discrimination, contact Human Resources Management, Des Moines Public Schools, 901 Walnut Street, Des Moines, Iowa 50309, (515) 242-7736.

## HARASSMENT AND DISCRIMINATION

**Series 400**

**Code 402**

**Title: Non-Discrimination, Affirmative Action and Equal Employment Opportunity**

It is the policy of the Des Moines Public School District not to illegally discriminate on the basis of race, color, national origin, gender, disability, religion, creed, age (employment only), marital status, sexual orientation, gender identity and socioeconomic status (students/program only) in its educational programs and its employment practices. There is a grievance procedure for processing complaints of discrimination. If you have questions or a grievance related to this policy please contact the District's Equity Coordinator:

Chief Human Resources Officer  
901 Walnut Street  
Des Moines, Iowa 50309  
515.242.7911

The district will provide a non-discriminatory work environment for all employees regardless of their age, race, creed, color, gender, marital status, national origin, religion, sexual orientation, gender identity, or disability. Discriminatory harassment is defined as unwelcome verbal or physical conduct relating to age, race, creed, color, marital status, national origin, religion, disability or sexual orientation when made by any member of the school staff to a student, when made by any member of the staff to another staff member, when made by a student to a staff member or when made by any student to another student when:

- a. Submission to such conduct is made directly or indirectly a term or condition of an individual's employment or education, or when:
- b. Submission to or rejection of such conduct by an individual is used as the basis for academic or employment decisions affecting that individual, or when:
- c. Such conduct has the purpose or effect of substantially interfering with an individual's academic or professional performance or creating an intimidating, hostile, or offensive employment or education environment.

Inquiries related to discrimination may be directed to The District's Equity Coordinator, 901 Walnut Street, Des Moines, Iowa 50309, (515) 242-7736. Complaints can also be directed to the Director of the Iowa Civil Rights Commission; to the Director, United States Equal Employment Opportunity Commission in Milwaukee, Wisconsin; or to the Region VII Office for Civil Rights within the United States Department of Education, in Kansas City, Missouri.

*Administrative Procedures: Code 402.1*

*Adopted August 7, 1990; revised February 4, 1992; revised January 9, 2006; April 2013*

*Last review: 2012-2013*

**Series 400**  
**Code 406**  
**Title: Hostile Work Environment**

In order for the district to accomplish its mission and goals, it is necessary that positive, respectful and productive human relationships be maintained among people employed by, representing and receiving service from the district. Any person who purposefully and without legitimate purpose engages in conduct that creates an intimidating, hostile, or demeaning work environment will be in violation of this policy related to hostile work environment harassment. Such conduct will be a violation of this policy if it is severe, persistent or pervasive and unreasonably interferes with an individual's professional performance.

"Severe" conduct is conduct which inflicts physical discomfort, hardship, pain, or distress. Examples of behaviors that would be considered severe include, but are not limited to, the following:

- Aggressive and unwelcome physical contact;
- Abrupt, physically confrontational behavior which implies imminent danger;
- Overtly hostile, injurious, or destructive behavior;
- Verbal threats of physical harm; and
- Acts of retaliation against a staff member for filing a complaint or offering testimony during an investigative process.

"Persistent" conduct is conduct which is continuous or has existed for a long or longer than usual period of time without sufficient change in function. The following conduct, if persistent, could constitute hostile work environment harassment:

- Raising one's voice above conversational tones in anger, frustration, rage or with the intent of intimidating the listener;
- Directing profane and/or abusive language at others, including name-calling and/or personal, direct and intentional insults; and
- Mocking, taunting or ridiculing others.

Pervasive conduct is conduct which occurs frequently and without sanction in the work environment because it has become an accepted part of the culture of the environment.

Conduct that humiliates, intimidates, excludes, bullies, frightens and or isolates another and is sufficiently severe, persistent and/or pervasive is a violation of this policy.

Inquiries related to hostile work environment harassment or how to file a complaint may be directed to the Human Resources Investigations Specialist, 901 Walnut Street, Des Moines, Iowa 50309, (515) 242-7736.

*Adopted January 9, 2007*  
*Last review: 2012-2013*

**Series 400**  
**Code 407**  
**Title: Sexual Harassment**

The district is committed to maintaining a learning and working environment free of any form of sexual harassment or intimidation toward personnel and students on school grounds, on school time, at a school-sponsored activity or in a school-related context.

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other inappropriate verbal or physical conduct of a sexual nature when made by any member of the school staff to a student, when made by any member of the staff to another staff member, when made by a student to a staff member or when made by any student to another student when:

- a. Submission to such conduct is made directly or indirectly a term or condition of an individual's employment or education, or when:
- b. Submission to or rejection of such conduct by an individual is used as the basis for academic or employment decisions affecting that individual, or when:
- c. Such conduct has the purpose or effect of substantially interfering with an individual's academic or professional performance or creating an intimidating, hostile, or offensive employment or education environment.

Administrative procedures shall be developed to process sexual harassment complaints filed by employees, parents or guardians, students and volunteers.

Inquiries related to sexual harassment when an employee is the alleged harasser, including how to file a complaint, may be directed to the Investigations Specialist, 901 Walnut Street, Des Moines, Iowa 50309, (515) 242-7736. Complaints can also be directed to the Director of the Iowa Civil Rights Commission; to the Director, United States Equal Employment Opportunity Commission in Milwaukee, Wisconsin; or to the Region VII Office for Civil Rights within the United States Department of Education, in Kansas City, Missouri.

*Administrative Procedures: Code 407*  
*Revised February 19, 1991; July 12, 1994; January 9, 2007*  
*Last review: 2012-2013*

# NEPOTISM

**Series 400**  
**Code 402.3**  
**Title: Nepotism**

The school district may employ more than one family member. Assignment of members of one family to the same building shall be avoided, if possible.

No person shall directly supervise a member of his or her immediate family. Immediate family includes spouse, children, siblings, parents, step-children or in-laws. Exceptions to this policy must be approved in writing by the Superintendent. In no case shall an employee evaluate an immediate family member.

As with all employees, no employee's family member shall be given preferential treatment unrelated to that person's qualifications, credentials and record.

*Legal reference: Iowa Code Chapter 71  
Adopted August 16, 1994; Revised: January 10, 2003  
Last Review: 2012-2013*

Administrators, specialists, and others in a position to influence hiring decisions are prohibited from hiring directly or indirectly, or through a subordinate, member(s) of their immediate family (spouse, children, siblings, parents, step-children, or in-laws).

Family members can, and do work within the District. However, direct or indirect supervision will be avoided if at all possible. When a potential circumstance arises it must be submitted to the Chief Human Resources Officer and receive final approval in writing by the Superintendent. This policy applies to full-time, part-time, temporary, casual, and intermittent positions as well as private contractors not subject to bidding procedures.

Failure by an employee to disclose a familial relationship of a candidate during the hiring process is grounds for disciplinary action, up to and including discharge.

## **District Employees as Independent Contractors**

Employees of the District cannot also serve as an independent contractor for the District, paid through purchase order or check request in the same tax year. Individuals cannot be paid as both an employee and as an independent contractor.

Determination must be made regarding the need to have a signed contract. Only the Board of Directors has the authority to sign a contract on behalf of the District. In many cases, scope of work agreement is sufficient.

In order to be paid as an independent contractor, appropriate tax forms must be on file in the Business and Finance Office.

## **Hiring Staff**

Part-time, casual, or temporary hiring practices are the same as those for full-time or regular positions. All hiring must be authorized through Human Resources. This includes filling an existing vacant position or a new position approved by the Superintendent or his/her designee. New positions will be advertised, interviews held, and the best qualified candidate selected. The same practice will be followed when selecting individuals for grants. Human Resources sets the salaries for all positions, including those paid for by grants.

The Chief Human Resources Officer may authorize temporary emergency hiring, either through a temporary agency or direct hiring.

The offer of a job or a promise of a job without authorization from a Human Resources administrator is prohibited.

## **PROBLEM-SOLVING PROCEDURE FOR VIOLATIONS OF EMPLOYMENT HANDBOOK**

### **Definition**

A complaint is a claim by an employee that one of the specific provisions of this *Employment Information Handbook* or any District policy has been violated.

### **Procedure**

**Step 1:** A complaint should be presented orally to the immediate supervisor within ten working days of the alleged violation for the purpose of resolving the matter informally. If the complaint is about the supervisor see their supervisor. The supervisor shall render a written decision within ten working days after receiving the complaint.

**Step 2:** If the employee is not satisfied with the decision at Step 1, an appeal may be forwarded within ten working days to the Chief Human Resources Officer. The Chief Human Resources Officer may conduct a conference with the complainant and issue a written decision regarding the complaint within ten working days following the conference.

### **Personnel Investigations**

In the event that a District employee is asked to participate in an on-going investigation of alleged wrongdoing by another employee or a student, the employee must cooperate with the District investigator(s). Failure to do so may result in disciplinary action, up to and including termination.

*If you are an employee who is covered under a Comprehensive Agreement and you have a complaint that a provision of the Comprehensive Agreement has been violated, please refer to the "Grievance Procedures" section of the Comprehensive Agreement.*

## EMPLOYEE ASSISTANCE

### Advice and Counseling

If you have a problem in your job or a problem in your personal life that is affecting your job, please feel free to discuss it with your principal or department supervisor and with Human Resources Management personnel. Sometimes what seems like an insurmountable problem can be solved by talking with people who have experience in dealing with difficult situations.

### Employee Assistance Program

If you would like additional assistance, please consider calling the Employee Assistance Program (EAP) provider through **Magellan Health Services (MHS)**, a free confidential service provided to Des Moines School District employees and their families. The initial contact with Magellan Health Services is free to school employees and their immediate family members. The purpose of the program is to assist employees and family members identify community agencies that can provide on-going assistance with personal or family problems such as marital or financial problems, alcoholism, drug abuse, or any other personal or family problems. After you have spoken with an MHS counselor, you may feel that you need additional services that can be provided by other outside agencies. The MHS counselor can help you connect with those fee-based agencies. Some of the outside agencies have sliding fee scales that can be adjusted to the client's ability to pay.

Magellan Health Services is available 24 hours a day, 7 days a week, and can be reached at: 1-800-356-7089 or through their website: [www.magellanhealth.com/member](http://www.magellanhealth.com/member)

## HUMAN RESOURCES MANAGEMENT CONDITIONS OF EMPLOYMENT

### New Certified Staff

All new certified employees must submit and/or complete the following information to Human Resources Management, 901 Walnut Street, Des Moines, Iowa, 50309-3506, prior to starting employment:

- Online employment application.
- A cancelled check for automatic deposit, or a letter from the bank with routing and account numbers, Federal W4, and State W4.
- Physical examination (All new employees are required to take a pre-employment physical examination at their own expense. An official copy of the physician's report must be sent to Human Resources Management. A copy of a physical exam within six-months prior to start date will be accepted.)
- Verification that the employee has been approved for an Iowa teaching license.
- Valid driver's license and Social Security card or other Form I-9 acceptable documents.
- Mandatory Reporter: Child and Dependent Adult Abuse

Before October 15 of the year employed, all certificated staff (in order to avoid being placed on unpaid leave) must have the following documents on file:

- A photo copy of their Iowa teaching license.
- Official transcripts of all college coursework (All certified employees must file a complete official transcript of all their collegiate work. Acknowledgement of the receipt will be issued by Human Resources Management as soon as the records are posted and filed. If an error or discrepancy is found, a special notice will be attached to your receipt. Please correct any errors immediately to avoid misunderstandings or complications later.

**Note:** Teachers who need conditional or emergency certification must have the application, fee, and course of study on file with the Teacher Licensure Division of the Iowa Board of Educational Examiners by October 15. For more information, you can contact the Iowa Board of Educational Examiners at (515) 281-3245 or at [www.boee.iowa.gov/](http://www.boee.iowa.gov/)

By law, Human Resources Management must receive these documents according to the above timelines. Once filed, these records become the property of the DMPS District. Failure to respond to this requirement in a timely manner may result in disciplinary action up to, and including, termination.

### **Step Ten Training Increment – Licensed and Certificated Staff**

To advance on the salary scale certified staff members on *Step Ten* of the salary scale wishing to advance to *Step Eleven* must submit an official transcript indicating they have earned six semester hours of credit during the previous five years. Advancement to *Step Eleven* cannot be achieved until this information has been received by Human Resources Management. Please feel free to discuss the training increment step with your principal or staff at Human Resources Management, or consult the Comprehensive Agreement for more details

### **Advancement on the Salary Schedule**

#### Licensed and Certificated Staff Members

Continuing certified staff members (including administrators) must submit an official transcript for reclassification to Human Resources Management by February 15 to receive the pay increment. Transcripts received after February 15 but before September 15 of the following school year will count on the reclassification schedule, but retroactive payments will not begin until the first check in December. Please see the Comprehensive Agreement for more details.

#### Non-Certified Staff

To receive extra pay for semester hour credits earned, eligible non-certified employees must turn in official transcripts **no later than September 15**. Please see the Comprehensive Agreement for more details.

## **Certification**

By law, current licenses showing the proper endorsements for the current teaching or administrative assignment must be on file in Human Resources Management. The Iowa Board of Educational Examiners no longer provides school districts with a copy of employee licenses. **It is the obligation of each certified staff member to renew their license with the Iowa Board of Educational Examiners at the proper time and mail (or FAX (515) 242-7545) a copy of the renewed license to:**

**Human Resources Management  
Des Moines Public Schools  
901 Walnut Street  
Des Moines, IA 50309-3506**

Human Resources Management will respond via e-mail verifying that your license has been received.

Applications and instructions for renewal are available on the Internet at [www.boee.iowa.gov/](http://www.boee.iowa.gov/) or by calling the Iowa Board of Educational Examiners at (515) 281-3245. In order to renew a license, the employee must submit an application and renewal fee to the state along with documentation indicating the number of additional credit hours taken, including child and elder abuse training.

Reminder: The employment of any certified employee whose license has expired may be in jeopardy. Many teachers have spent countless hours trying to track down transcripts for their renewal application. To avoid this unpleasant situation **please keep all official transcripts and certificates current and on file in a safe location.**

## **Employee Physicals**

Iowa law requires all public school employees to receive a physical examination upon initial employment. The examination must be completed following the offer of employment and prior to the first day of work. Certain categories of school employees are required by law to submit to periodic physicals throughout their employment with the District. Currently those employees that require CDL licensure as a condition of employment must undergo a DOT physical examination every two years. Metro Kids employees and preschool child care workers are required to undergo a physical that includes testing for tuberculosis every two years. Completed physicals are submitted to the *Health Services Department* for processing and are placed in the employee's health file. Employees are encouraged to retain a copy of the physical for their records.

## **Appropriate Apparel**

Any employee who deals with the public should ensure that he or she is appropriately dressed for the occasion. We trust we can rely on the professional judgment of our staff in choosing attire that is appropriate for their particular job responsibilities. Staff is expected to wear attire that is considered acceptable in a business environment. Your attire should help project a professional atmosphere with students, staff, parents and other guests at our offices and schools. Individual buildings or departments may maintain a more detailed dress code than the general guidelines contained in the *Employment Information Handbook*.

Employees shall not wear apparel that reveals bare midriffs or cleavage. Shorts should be “dress-casual” and cut-offs are not allowed. Screen-printed T-shirts and tops with inappropriate pictures and phrases are also not allowed. Denim dresses, skirts, and slacks are appropriate if worn in a casual setting. Barefoot sandals are appropriate for summer, however, thongs and flip-flops are not allowed in the interest of safety.

Shirts and tops that endorse or oppose any political or religious affiliation or otherwise express personal opinions or beliefs of an employee that may be reasonably considered controversial or inflammatory by other employees or constituents of the District are strongly discouraged.

Supervisors may require that apparel they deem inappropriate not be worn again by an employee on duty in the workplace.

As professionals in our schools, we realize and value the public’s perception of our roles as mentors and models for students. Therefore, the following dress code will apply to all employees throughout the school district. The dress code shall be in effect all the days students are in attendance, registration, parent-teacher conferences, or any other day deemed necessary by administration.

### **Acceptable attire**

- Clothes that maintain a professional and appropriate appearance
- Clothes that are neat, clean, and in good repair

### **Guidelines**

- No shorts or slits in skirts/dresses that are shorter than 4 inches above the knee
- No cleavage showing – neckline appropriate
- No spaghetti straps or shirt with straps less than two inches wide, unless covered by a jacket or top that is worn at all times
- No graphic T-shirts
- No hats
- No showing of skin between shirts and pants/skirts
- All staff will wear their district issued ID badges in a visible location.
- No flip flops (a sandal, typically of plastic, leather or rubber, with a strap between the big and second toe).
- School principal/supervisor discretion on questionable clothing
- DMPS permits employees to wear jewelry or to display tattoos at the workplace within the guidelines listed below. Management will take into consideration whether jewelry or tattoos pose a conflict with the employee’s job or work environment. This includes but is not limited to the following:
  1. Anything that compromises the personal safety of self or others, damage to company property.
  2. Interferes with productivity or performance expectations.
  3. Offensiveness to co-workers, customers, vendors or others in the workplace based on racial, sexual, religious, ethnic, or other characteristics or attributes of a sensitive or legally protected nature.
  4. Corporate or societal norms.

If administration determines an employee's jewelry or tattoos may present such a conflict, the employee will be encouraged to identify appropriate options, such as removal of excess or offensive jewelry, covering of tattoos, or other reasonable means to resolve the conflict.

School district staff members who do not, in the judgment of the principal/supervisor, reasonably conform to this dress code shall receive a notice from their principal/supervisor. Repeated violations or refusal to comply with the directions of the principal/supervisor by an employee could result in disciplinary action up to and including termination.

### **Use of Personal Equipment on District Property**

Occasionally employees bring personal items to work in an effort to help them with the performance of their job. We do not encourage relying on personal equipment to perform District work functions. The District asks that all personal equipment be removed from District facilities and requests for needed equipment should be forwarded to the attention of the immediate supervisor if replacement equipment is needed. If personal equipment has mistakenly been identified with a DMPS tag, it should not be removed from the District until the issue is resolved.

The District shall not be responsible for lost, stolen or damaged personal property. Any such claims will be the responsibility of the employee and his/her respective insurance company.

### **Email**

It is the responsibility of all employees to regularly check and respond to their email within the scheduled work week. This is the district expectation barring any emergency, vacation or unforeseen circumstances.

### **Change of Address and Telephone Number**

It is the responsibility of the employee to keep a current and up-to-date address and telephone number with the District. Changes are not accepted over the telephone. Employees should access Employee On-Line located on the District's website to make changes.

### **Direct Deposit**

Direct deposit is required as a condition of employment. Change of bank information for direct deposit is necessary. Allow up to 30 days for direct deposit after providing new bank information. Employee should leave their previous bank account open until direct deposit has been processed in the new account. Please contact the Payroll Department (242-7747) for any forms or questions.

If an employee is receiving a paper check in the mail, the District is not responsible for lost or undelivered mail. If a check is lost, a new check will not be issued until 6 working days following pay day.

## **Request for Copies**

You may be charged a fee for copies of records, check stubs, W-2s or other requested documents. Receipts will be provided for all payments.

## **Voluntary Early Retirement for Teachers and Administrators**

This section applies to Administrators and Certified Staff only. Refer to Article XXI, "Voluntary Early Retirement" in the *Comprehensive Agreement* for certified staff or "Early Retirement Benefits Plan" section in the *Administrator Handbook*, for complete information regarding early retirement.

To qualify for Voluntary Early Retirement an employee must meet the following definitions under the plan:

**"Employee"** is defined as an employee of the District serving in the capacity of:

- Contract certified teacher
- Administrator
- Any person who has maintained continuous District employment and who, in a prior District position, earned Annual Sick Leave as defined by the early retirement plan

**"Eligible Employee"** is defined as an employee who:

- Has attained age 55
- Has at least ten consecutive years of employment in a position described in accordance with above
- Has not received an official notice of lay off or termination
- Is not subject to termination pursuant to Iowa Code section 279.15 or section 279.27, whether such termination occurs before or after the acceptance of his or her application
- Otherwise meets the requirements of this plan

**Election to Participate** - An Eligible Employee may elect to become a participant by:

- Preparing, signing, and filing with the Human Resources Office of the Employer, prior to November 1 of the school year in which the employee intends to retire
- Submitting his or her written resignation to the Employer on the same day as the submission of his or her Application
- Applying for retirement benefits under Iowa Code chapter 97B or Iowa Code chapter 294, as the case may be
- For certain job classifications, the Department of Human Resources may annually designate an application deadline earlier than April 1, and a corresponding effective retirement date.

## **UNIVERSAL PRECAUTIONS**

The District complies with the Occupational Safety and Health Administration (OSHA) safety standards when handling blood and other bodily fluids that could contain blood pathogens. Universal precautions must be used by every employee in the care of

students, employees, and visitors who may expose them to blood pathogens or bodily fluids.

### **Why Take Special Precautions?**

Some diseases such as the HIV virus, Hepatitis B or C can be carried in the blood. If someone comes in contact with the blood of a person infected with these illnesses, it is possible for that person to become infected. Some people infected with Hepatitis B or C may show signs of illness such as jaundice, fatigue, nausea, or joint pain. Someone with the HIV virus may have a fever, persistent fatigue, chronic diarrhea, or weight loss. Other people may carry these germs in their bodies for life, but never show signs of the illness. Every precaution to prevent infection should be taken any time you come into direct contact with anyone's blood or bodily fluids.

OSHA has established regulations that must be followed by employees working in settings (to include schools), where exposure to blood pathogens is possible. These regulations require employees to receive training in universal precautions within 6 months of employment and then every year after. This training can be obtained through the building nurse or an online training course offered by Heartland AEA. OSHA also requires the employer to have a plan that addresses how to handle blood exposures. [The District Plan is posted on SharePoint.](#) [Search for: Bloodborne Pathogens Plan.pdf]

### **What are the Main Points of the Plan?**

Several practices must be implemented to reduce potential exposure:

**1) OSHA** requires employers to offer the Hepatitis B vaccine series to employees who can reasonably anticipate exposure to blood or other infected body fluids. Categories of employees who qualify are listed in the plan. Human Resources will notify you if you are eligible to receive this vaccine. Information about the Hepatitis vaccine is available, and the Des Moines Public School District offers eligible employees the vaccine at no cost.

**2) Universal Precautions-** This is the primary safeguard. Follow these precautions with the assumption that all blood or bodily fluids are infectious. All employees who perform any procedure that involves blood or bodily fluids should follow the following guidelines:

- **Gloves:** Wear approved gloves provided by the District when touching blood or bodily fluids containing visible blood or any bodily fluids. Change the gloves after each individual contact. Gloves and other supplies needed to practice universal precautions can be obtained from the School Nurse.
- **Cleanup of Blood Spills:** While wearing gloves, wipe away any visible blood with paper towels then wash the area with a disinfectant agent approved for use by the District.
- **Disposal of Waste:** Place gloves and cleaning supplies in a plastic bag. Seal the bag and give it to the nurse or custodian for proper disposal in an approved Biohazard container.
- **Hand Washing:** Always wash your hands with warm soapy water after removing your gloves.

**3) Engineering Controls:** Place any sharps (needles or lancets) in special sharps container.

**4) Personal Protective Equipment:** It is your responsibility to be sure you have the appropriate supplies to safely care for injuries where blood is present. These supplies can be obtained from the school nurse.

**5) Exposure to Another Person's Blood or Bodily Fluid:** When possible have the person handle their own blood until you can put on your gloves and organize your supplies. If you come in contact with someone else's blood or bodily fluids, wash the area immediately with soap and water. Report the exposure as soon as possible to the school nurse or department manager. You will be asked to complete an employee injury report and will be referred to our Occupational Health physicians for assessment and treatment if warranted.

To prevent indirect exposure, do not eat, drink, smoke, apply cosmetics, lip balm, or handle contact lenses in work areas where occupational exposure to blood or blood products is possible. Avoid leaving food and drinks on work surfaces that could have blood or potentially infectious materials present. If you have questions or need supplies to practice Universal Precautions contact the building nurse or call Health Services at (515) 242-7831.

## **EMPLOYEE WORKDAY**

Determination of the work schedule and assignment of work will be made by the Des Moines Public Schools and may be changed from time to time to meet the changing needs of the school or department.

The following is an abbreviated explanation of policies and guidelines that have been proven in the past to be the most important for staff members to know. The list is not meant to be all-inclusive.

### **Length of Day**

#### **Certified Staff**

Certified Staff are expected to be on duty during the time the office in the facility where he/she is assigned is normally open. The total required workday for certified employees is 7 hours and 45 minutes, including a 30-minute duty-free lunch. Most certified employees choose to spend more than 7 hours and 45 minutes working each day preparing for students, doing paper work, having parent meetings, etc. The extra time spent is at the certified employee's discretion (except in cases of required meetings and activities) and is not to be accumulated as compensatory time nor is it paid time except when it has been pre-approved by the employer and is paid through such sources as grants when they are available.

#### **Non-Certified Staff**

Non-certified staff includes, but is not limited to, executive secretaries, secretaries, associates, and employees working in food service, transportation, operations, crafts, child care, and any hourly wage jobs.

The total workday and workweek for non-certified staff members is to be determined by each department. *Please refer to Comprehensive Agreement for specific hours for each group. Those employees who are not eligible for coverage under a bargaining unit will work 8 hours with an hour or half hour duty-free, unpaid lunch.*

### **Arrival and Dismissal Time**

Arrival and dismissal times for each employee will be determined by the needs of the school or the department.

### **Lunch Period**

Unless the *Comprehensive Agreement* for a certain group has other stipulations, each employee will be provided a 30 minute uninterrupted lunch break. Lunchtime is to be duty-free with no supervisory requirements except in an unusual situation such as one involving student safety.

### **Leaving the Building**

Employees may leave the building during the workday with the permission of the principal or department supervisor. When leaving your work area for more than a few minutes, notify the office secretary or a supervisor:

- That you are leaving
- Where you are going
- How long you plan to be gone

This serves as protection for you and the District.

### **Rest Periods**

Non-certified staff members are entitled to one 15-minute break in the morning and one 15-minute break in the afternoon of a full workday. Breaks not taken within the day will not be accumulated or added to comp time. The 15-minute breaks cannot be added together to make a 30-minute break and they cannot be combined with the 30-minute lunch period to make a longer lunch period. Breaks may not be used at the end of the day to leave early or at the beginning of the day to arrive late.

### **Visitors during Working Hours**

Employees' guests and children are not normally allowed at work during your regularly scheduled hours or while you are working paid overtime. Employees should not bring their children to work when daycare or other supervision is not available. Both your work and your children require your full attention.

Special occasions may arise, however, when it is important for a member of your family or a friend to see you during office hours and this may be allowed at the principal's or department supervisor's discretion. Such occasions should occur rarely and should not distract others or interfere with your work duties and responsibilities.

### **Gifts**

Except for incidental gifts of negligible monetary value, gifts from parents or students to staff members who have direct influence over the student are prohibited. [Code 437]

## **Tutoring**

Certified personnel under contract shall not render tutorial services for pay during the hours school is in session. In unusual circumstances, teachers may, with approval of the superintendent or the superintendent's designee, be employed as tutors of pupils currently enrolled in their classes. Private tutoring sessions for pay should not use school materials or facilities. [Code 443]

## **Policy Regarding Staff Providing Respite Services**

Respite Care Services in the community are important to children with special needs and their families. District staff members have special skills and may have the interest in providing respite services during non-contract hours.

The decision to provide respite care services during non-contract time is a personal decision of each staff member. However, staff should not provide such services to students for whom they have responsibility during the school day.

In the rare case that an exception to the policy is desired, a request should be made in writing to the principal. The principal will confer with the special education supervisor and convene the educational team that serves the child, including the parent, to discuss the merits of an exception to the policy as it relates directly to the individual student's needs.

Exceptions, when granted, are temporary. The sponsoring respite care agency along with the parent will work to identify other respite care providers who might be of assistance to the family as soon as possible. School staff will provide relevant information to the respite care provider as appropriate.

## **Meetings and Night Activities**

### Certified Staff

According to the *Comprehensive Agreement*, certified employees may be required to remain after the regular workday to attend faculty meetings or activities no more than twice a month. Attendance at the meetings shall not be required longer than one hour and fifteen minutes after student dismissal time.

In addition to staff meetings, certified staff may be required to attend up to two nights or early morning activities per semester.

### Non-Certified Staff

Non-certified staff will not be required to attend night or early morning meetings each semester beyond the possible two staff meetings a month.

An employee may be required to remain after the end of the regular workday for the purpose of attending faculty meetings or activities no more than 2 times each month. Attendance at such faculty meetings or activity shall not be required longer than one hour and 15 minutes beyond his/her regular dismissal time. Employees shall receive compensatory time for all time spent in meetings after the regular workday.

Compensatory time shall be earned in increments rounded to the closest fifteen (15) minutes.

### **Compensatory Time for Eligible Employees**

Employees in some non-certified positions may accumulate pre-approved and use pre-approved compensatory (comp) time under certain conditions as determined by the employer. Only non-exempt employees are eligible.

The decision to grant compensatory time for a special project by an individual remains the discretion of the employer and must be pre-approved by the school principal or the department supervisor. When an eligible employee requests to accumulate compensatory time in order to complete a certain project, the rationale and expected length of time necessary to accomplish the assignment must be specified within the request. **Under no circumstances will an employee accumulate compensatory time without pre-approval from the principal or department supervisor.**

Taking a 30-minute lunch break for the sake of building up comp time toward taking time off at a later date is not allowed. Everyone is encouraged to take a lunch break. Under no circumstances will unused breaks be included as accumulated compensatory time. Unused break times may not be used to acquire comp time.

Requests to start work early or stay later if you are aware of an upcoming appointment which will require less than a half-day is appropriate. If you will need to be out a half or full day, you are encouraged to use appropriate leave, including accumulated comp time, emergency, special leave, or vacation depending upon the reason for the absence.

Comp time should not be accumulated or used to extend a vacation or holiday period.

Comp time should not be accumulated for use in the event you would need to be absent from District duties because of a second job.

When transferring from one assignment to another, all comp time must be used before the effective date of the transfer. No comp time can be carried from one assignment to another.

### **Use of Compensatory Time**

Employees are required to secure the approval of the building principal or immediate supervisor before using accumulated compensatory time. Accumulated compensatory time is to be taken when it will cause the least interruption of instruction or disruption of the school or department. The decision about when compensatory time is used must be pre-approved by the school principal or department supervisor. The principal, department supervisor, or a designee must approve use of compensatory time in NOVAtime.

All accumulated comp time must be used by June 30<sup>th</sup> of the same fiscal year.

### **Holiday Pay for Secretarial/Clerical Employees**

Interpretation of the *Secretaries/Clerical Comprehensive Agreement* regarding pay to secretaries/clerical staff that are not in paid status the working day before or after a holiday is as follows:

The contract states: *“An employee will be eligible for holiday pay if the employee would have been scheduled to work on one of the specified holidays and if the employee worked the last scheduled day prior to the holiday and the next scheduled day following unless excused by his/her immediate supervisor.”*

The intent of the language is to ensure that management has adequately protected the right to direct the work of its employees and to maintain the efficiency of governmental operations.

It has been the consistent intent of the contract that in the event an employee has exhausted all compensated leave benefits and is allowed to forfeit salary (deduct) to extend their holiday, the employee also forfeits holiday pay.

### **Holiday Pay for All Employees**

The consistent intent and interpretation of the contract is to require an employee to be in paid status the afternoon of the working day prior to the holiday or spring recess if applicable, and the morning of the working day following the holiday or spring recess if applicable in order to be eligible for holiday pay.

# ATTENDANCE

## Employee Absence Reporting Policy

**It is important that you understand the absence reporting steps now, rather than in the event of an emergency or illness.**

### Employees Needing a Substitute:

- **Those needing a substitute must be registered with the Automated Absence Reporting System.** If you have not registered and do not have the Employee's Quick Reference pamphlet, call the Employee Attendance Center at 242-8100 for assistance in the registration process. When you register with the automated calling system, you will receive your P.I.N. (Personal Identification Number).
  
- **All sick days and emergency absences must be reported to the Automated Absence Reporting System in order to receive a job number.** Absences should be reported by calling 619-6231 or going to this link <https://desmoines.eschoolsolutions.com>. The principal or supervisor will report all other absences such as bereavement, special leave, deduct, etc. Every absence receives a job number.
  
- **Failure to get a valid job number** for an illness or emergency absence before the workday begins, may result in disciplinary action or deduction of salary.
  
- Notify your school by 1:00 p.m. on the day you are absent to indicate:  
    **"Yes"**, I am returning or **"No"**, I am not returning
  
- The principal, supervisor, or designee will extend your absence on the Automated Absence Reporting System and retain the substitute if necessary. If you return to work, but do not notify your principal or department supervisor and a substitute reports the next day, the substitute will be paid for half a day. This will be deducted from your salary.

Automated Absence Reporting System ..... 619-6231  
Online Absence Reporting System: <https://desmoines.eschoolsolutions.com>  
Employee Attendance Center Fax Number ..... 242-8265  
Employee Attendance Center Number ..... 242-8100

### Staff Not Requiring a Substitute

**Employees who do not need a substitute will request anticipated leave through NOVAtime, accessed on the district website under Quick Links by clicking on Staff -> Employee Absence.** All leave requests must be approved by a supervisor or their designee. In the event of an unforeseen absence (such as emergency, illness, or bereavement) an employee must notify their supervisor or their designee, before scheduled work hours. Should the employee's leave extend beyond the pay period, the supervisor, or their designee, may enter leave on behalf of the employee.

**If time is missed during regularly scheduled working hours**, for any reason other than an authorized absence, you will be considered absent. Please notify your office secretary or supervisor regarding your whereabouts. This serves as protection for you and the District.

**An employee absent from work for three consecutive scheduled work days, without providing notification of a valid excuse to the employer, will be considered to have voluntarily terminated their employment.**

***Accurate Information is Critical***

### **Half-day Absence**

A teacher's workday is 7 hours and 45 minutes. A half-day absence is up to 3 hours and 50 minutes. A teacher's absence entered into the system for 4 hours will be charged as a full day. If a substitute is required, he/she will be paid a full day.

An associate's workday is 7 hours and 30 minutes. A half-day absence is up to 3 hours and 45 minutes. An associate's absence entered into the system for 4 hours will be charged as a full day. If a substitute is required, the substitute will be paid a full day.

If the Automated Absence Reporting System information regarding your location or job description is incorrect, please call the Employee Attendance Center immediately at 242-8100 so corrections can be made. It is very important that all information pertaining to any absence is accurate.

You may review your PIN or information by following the instructions on the back of the Employee's Quick Reference pamphlet. A bright orange card is also provided to you with the system phone number, the Employee Attendance Center phone number, and a space to record your P.I.N. If you need assistance, please call the Employee Attendance Center at 242-8100.

## **LEAVES OF ABSENCE**

**It is the employee's responsibility to monitor all leave balances before requesting leave.**

**Note: Employees must use all paid leave before being allowed any other type of leave.**

### **Sick Leave**

The purpose of sick leave is to prevent any loss of pay to employees who are medically disabled because of an illness or accident, and not capable of performing the duties of their job. Sick leave should not be abused, and excessive use may result in your supervisor requiring a doctor's excuse for any absence. Sick leave is not intended to be used for routine doctor and dental appointments. However, employees may use sick leave for a doctor or dental appointment, for which the employee has no control; e.g.,

dental emergencies or medical testing that can only be scheduled during the normal workday. It is expected that employees will schedule routine doctor and dental appointments on an Emergency/Personal day or during non-working time whenever possible.

If you find that you must be absent because of illness or any other cause, teachers, associates, nurses, and secretaries should promptly notify the Employee Attendance Center and their supervisor, prior to your regularly scheduled starting time. All other employees should promptly notify your direct supervisor. Your supervisor will want to know the reason for your absence and approximately when you expect to return, in order to properly reschedule your job duties or arrange for a substitute. For absences of more than three days, it is the District's expectation that you provide regular updates regarding your absence and your expected return to duty. If you are out of the office for five or more consecutive days due to an illness, you must bring a "return to work" release from your doctor. Failure to provide this release may lead to denial of benefits and discipline, up to and including discharge. Your supervisor may ask you to bring a doctor's release after any period of illness, and may ask you to report to the Health Services Department at any time. It is your responsibility to notify the Benefits Department if you need to use FMLA leave.

Unused sick leave accumulates from one year to the next. Sick leave may not be transferred from one employee to another.

### **Family Illness Leave**

In the event of an illness within the immediate family, an employee shall be granted up to three (3) days of absence. Such leave shall be granted without loss of salary. However, the days taken shall be deducted from the employees personal accumulated sick leave. The immediate family shall be construed to mean father, mother, son, daughter, wife, husband, brother, sister, mother-in-law, father-in-law, son-in-law, or daughter-in-law and step relatives of the same degree. A statement from the attending physician may be required as proof of illness. Usage of more than three days of family illness will result in loss of pay for that day.

### **Veterans Day Leave**

If Veterans Day falls on a regularly scheduled work day, employees will be allowed to take a personal day or unpaid day of leave in honor of this holiday.

### **Emergency / Personal / Religious Leave**

Full-time employees are allowed two emergency days each fiscal year not to be cumulative. Emergencies for this type of leave are defined as those unforeseen situations which require the employee's immediate attention, which cannot be attended to outside of work hours. Please refer to the applicable comprehensive agreement for further detail. Leave requests will be considered on their individual merits for approval by your immediate supervisor.

Full-time employees are allowed one personal day to use subject to the approval of your immediate supervisor each fiscal year not to be cumulative. Please refer to the applicable comprehensive agreement for further detail.

Religious leave that is granted shall be allocated as personal leave or vacation. In the event the employee has neither available, a reasonable amount of leave without pay may be permitted at the discretion of your immediate supervisor within reason.

### Jury Duty

When an employee is summoned for jury duty, the District does not automatically deduct vacation, emergency or personal leave. The District will continue to pay an employee for days missed on jury duty. However, an employee is required to reimburse the District for the amount the County pays a juror for service, minus mileage. In addition, the employee must submit proof of jury attendance provided by the court (see SharePoint for complete guidelines related to employee jury duty.)

Any amounts in excess of the per diems are considered mileage and parking reimbursements and may be kept by the employee.

If the Business Office has not been reimbursed and documentation of service not provided within 30 days of the completion of service, the employee will be docked one day's pay for each day served.

Reimbursements of jury duty compensation should be sent to:

**Des Moines Public Schools  
Business & Finance Dept.  
901 Walnut St.  
Des Moines, Iowa 50309**

### Bereavement Leave

Contact your principal or department supervisor if you have suffered a death in your family. Bereavement leave is available in case of the death of a wife, husband, or (step) child of an employee or the employee's or spouse's (step) father, (step) mother, (step) brother, (step) sister, (step) grandchild or grandparent. The employee must apply by notifying their immediate supervisor and entering the request in NOVAtime upon their return. Employees may request approval of absence from duty for up to five days to attend the funeral or take care of other matters directly related to the death.

Sometimes there is misunderstanding about which in-law is considered immediate family. In the case of the death of your or your spouse's (step) mother, (step) father, (step) brother, (step) sister, you would be eligible for up to five days of bereavement leave. However, in the case of the death of the brother's or sister's spouse, you would be eligible only for either a half-day or one full day as explained below.

Relationship to Employee*	Relationship to Spouse of Employee*	Number of Days Allowed for Bereavement Leave
<i>(Ask yourself, "Is it my...?")</i>	<i>("Is it my husband's/wife's...?")</i>	
Mother	Mother	Up to 5 days
Father	Father	Up to 5 days

Brother	Brother	Up to 5 days
Sister	Sister	Up to 5 days
Grandparent	Grandparent	Up to 5 days
Brother's wife	Brothers' wife	½ - 1 day
Sister's husband	Sister's husband	½ - 1 day
*Some comprehensive agreements include legal dependents and grandchildren as immediate family.		

Please refer to the Comprehensive Agreement for your employee group to clarify relationship to employee for bereavement or funeral leave.

### Funeral Leave

In the case of death of other relative or person of unusually close personal relationship, one-half day of absence shall be allowed for attendance at the funeral if the funeral is in the Des Moines area, or within a 50 mile radius. One day shall be allowed if the funeral is more than 50 miles outside the Des Moines area.

### Military Reserve Duty

A leave of absence will be granted for military reservists for required training purposes, but not for a period exceeding a total of thirty calendar days in any calendar year. You cannot be paid by both employers simultaneously. Reservist leaves in excess of 30 days will be unpaid leaves. Employees are expected to take such training during the times when school is not in session whenever possible. A copy of the original orders must be turned in to Human Resources as soon as possible prior to the leave.

### Family Medical Leave Act (FMLA)

#### Eligibility

- Employees employed at least 12 months (in total) with DMPS and
- Have worked at least 1,250 hours during the 12 months immediately preceding the commencement of the leave

#### Circumstances that allow for FMLA?

- Birth of a child
- Placement of a child with the employee for adoption or foster care
- To care for the spouse, parent (not in-laws) or child (under 18) of employee, if the spouse or parent has a serious health condition
- Employee's own serious health condition
- Qualifying exigency arising out of the fact that the spouse, child or parent of the employee is on active duty (or called to active duty) in the Armed Forces in support of a contingency operation
- To care for a "covered service member" who is the employee's spouse, parent, child, or "next of kin"

#### When should the employee apply?

- When an absence is expected to last in excess of 3 days
- If the absence is foreseeable, the employee should apply 30 days prior
- Unforeseeable, within 2 business days

#### What forms need to be completed?

- A request for FMLA needs to be completed by the employee
- A medical certification must be completed by the treating health care provider when the absence is due to a serious health condition
- Certification of military leave requests

#### How long can an employee use FMLA?

- With proper certification, employees may be eligible for a maximum of 12 weeks of FMLA leave in a 12-month period
- Employees may also apply for leave on an intermittent or reduced work schedule basis
- Employees utilizing leave to care for a “covered service member” are eligible for 26 weeks of FMLA in a 12-month period

#### What is required for the employee to return to work?

- A release from the treating health care provider (if absent for own health condition)
- When an employee returns he/she will be restored to the same position or to an equivalent position with equivalent benefits, pay and conditions of employment (Some exceptions may apply for “key employee” as defined by the provisions of FMLA)

#### When is FMLA leave paid vs. unpaid?

- Employees must use available sick leave for an absence for the employee’s own health condition provided certification is provided from a health care provider
- Employees using FMLA for a family member may use family sick leave (maximum 3 days), personal business, emergency and vacation. The remainder of the leave will be unpaid.

**Direct questions re FMLA to:  
Benefits/Risk Management Department  
242-7624**

#### **Professional Leave and Job-Related Meetings**

A Professional Leave Request form must be completed and submitted for approval to your supervisor **10 days in advance** of the requested leave. **Please refer to your Comprehensive Agreement for details.**

#### **Vacation**

Check departmental guidelines and your Comprehensive Agreement. All vacation requests must have the approval of your immediate supervisor or designee. The employee should check available vacation balance prior to request for use.

For those employees in a non-bargaining unit, vacation and discretionary days are accrued each pay period, and may be used as earned. Employees may carry over up to, but no more than the amount of their earned vacation days each year.

**Example:** If an employee accrues 10 days per year, the carryover max is 20 days per year.

### **Cancellations**

As soon as you know a pre-planned absence has been cancelled, ask your administrator to deny the leave request in NOVAtime.

### **Denial of Request to be Absent**

Approval for a request to be absent is not automatic. Your immediate department supervisor or administrator may deny or approve an application for a request to be absent. The supervisor may request or require documentation of absences before deciding or approving the request. **Please refer to your Comprehensive Agreement for details.**

### **Approval of Leave**

All leave must be approved by a supervisor or their designee and entered into NOVAtime. It is important that leave provisions be uniformly interpreted in accordance with negotiated comprehensive agreements. If there is a difficult decision please feel free to call the office of Human Resources Management for interpretation.

Absence records will be kept on file for one year **at the building or department site**. Vacation records will be kept for three years plus current year. In addition to being called in to the Automated Absence Reporting System, the leave type must be indicated on the biweekly payroll report.

### **Work from Home**

Working from home in lieu of time spent on duty at the workplace, in the event of inclement weather or otherwise, is not permitted except with the expressed consent of the employee's immediate supervisor.

### **Termination of Employee Due to Excessive Absence**

#### Excessive Absenteeism

An employee may be subject to termination if he or she is absent from work when he or she has exhausted all available paid or unpaid leave and no other approved leave is available. Special consideration may be given to first-year employees.

#### Extended Medical/Disability

When an employee has been absent and has not performed active service for DMPS for 120 calendar days and all available paid and unpaid leaves have been exhausted, the employee may be subject to termination.

#### Filling Positions Left Vacant Due to an Employee's Prolonged Absence

The District has the right to fill any vacancy that occurs as a result of an employee's leave pursuant to the Family and Medical Leave Act (FMLA) after the time period mandated by the FMLA has expired. If an eligible employee, who has exhausted his or her FMLA leave and all other sources of paid or unpaid leave, is unable to return to

work after 120 calendar days of inactive service to the District, the employee may be subject to termination. If an employee who has exhausted his or her FMLA leave is released to return to work prior to 120 calendar days of inactive service and his or her position has been filled, he or she will be offered the next available position for which he or she is qualified.

## **EVALUATIONS**

**Please refer to the Comprehensive Agreement for your employee group for complete evaluation information.**

### **Probationary Teachers**

Under the provisions of the Code of Iowa, the first three years of regular full-time teaching are designated as probationary. Each probationary teacher shall be formally observed for the purpose of evaluation at least two times during the first semester of employment, one time during the second semester of employment, and at least once every year after that for the remaining period of probation. Any employee may receive additional evaluations any time during their employment with the District.

### **Non-Probationary Teachers**

All non-probationary teachers shall be observed and effectiveness evaluated at least once every three years. Any employee may receive additional evaluations any time during their employment with the District. Each non-probationary teacher whom the principal or appropriate supervisor considers likely to be evaluated as less than “meets” shall be formally observed at least three times prior to the final conference with the Chief Human Resources Officer and the appropriate Executive Director or Associate Superintendent.

### **Non-Certified Staff**

New employees will be evaluated at least once during the first 12 months of employment and then will be scheduled for formal evaluation at least once every three years. Any employee may receive additional evaluations any time during their employment with the District.

## RE-EMPLOYMENT RIGHTS FOR MILITARY PERSONNEL

The right of military personnel to be reinstated in their jobs when they return from active duty is governed by the Uniformed Services Employment and Re-employment Rights Act of 1994 (USERRA).

### **Military Service**

Leaves of absence are granted for military purposes, not to exceed the enlistment or draft period. Verification of enlistment or draft must be provided prior to leave. On completion of the military service, the salary of the employee shall be the salary stated on the salary schedule for the step and class for which the employee was appointed at the time of the commencement of the leave, but subject to the following conditions: That the position was not abolished, that the returning person is physically and mentally capable of performing the duties of the position, that the returning person makes written application for reinstatement to Human Resources Management within ninety (90) days after termination of military service, and that the returning person submits an honorable or general discharge from the military service.

### **Military Reserve Duty**

A leave of absence will be granted for military reservists for required training purposes, but not for a period exceeding a total of thirty calendar days in any calendar year. You cannot be paid by both employers simultaneously. Reservist leaves in excess of 30 days will be unpaid leaves. Employees are expected to take such training during the times when school is not in session whenever possible. A copy of the original orders must be turned in to Human Resources as soon as possible prior to the leave.

## BENEFITS

### Retirement Systems

#### Certified Staff

Certified staff and administrators may choose to participate in either the Des Moines Teachers Retirement System (DMTRS) or IPERS. Certified staff and administrators must make a decision on the choice of retirement system ***during the first week of employment and the choice cannot be changed.*** Information detailing each retirement plan is given to each new contract employee. Forms must be filled out and returned during the first week of employment. All employees are required by law to participate in Social Security.

#### All Other Employees

Employees are required by law to participate in Social Security and in Iowa Public Employees Retirement System (IPERS).

### Insurance

Des Moines Public Schools offers a comprehensive benefit package for employees. Please refer to your *Comprehensive Agreement* for information on employee benefits.

### Salary Information

Please refer to the *Comprehensive Agreement for your employee group* for salary and other compensation information.

### Credit Union

Any District employee may belong to the Edco Credit Union. The credit union office is located at 609 – 38<sup>th</sup> Street. (274-4100)

## EMPLOYEE CONDUCT

The Des Moines Public School District has expectations for the behavior of the staff, as does any organization. Some of these expectations are written in the Board Policy Manual (most staff-related policies are in the 400 series) available in the principal's office and on the district website [www.dmschools.org](http://www.dmschools.org). Others may be found in the *Comprehensive Agreement*. All staff members are expected to be familiar with the pertinent policies and guidelines in these documents.

Employees need to be aware of all Board policies applicable to employee conduct. You are acknowledging that you understand your responsibility to comply with the following employee conduct stipulations. Violations of conduct expectations can result in disciplinary action, up to and including termination.

Following are examples of offenses and disciplinary solutions that can be administered and should not be considered a complete listing.

Offenses that can result in disciplinary action **include but are not limited to the following:**

- Uncivil conduct
- Tardiness
- Unauthorized or excessive absence from the employee's job assignment
- Personal use of e-mail or Internet
- Failure to maintain satisfactory and harmonious working relationships with the public or other employees
- **Smoking or using tobacco or e-cigarettes on District property**
- Foul and abusive language
- Inefficiency, incompetence, or negligence in the performance of duties
- Gambling in District facilities or on District properties
- Careless, negligent, or improper use of property
- Unauthorized or improper use of any type of leave
- Unauthorized use of District equipment
- Failure to report to work without notification for a period of one or two days
- Sleeping on the job
- Insubordination
- Failure to fully cooperate or provide truthful information in a District investigation

Offenses that may result in immediate discharge:

- Fighting
- Refusal to work
- Theft
- Willful destruction of property
- Gross insubordination
- Gross misconduct unbecoming an employee
- Conviction of a felony charged by court of proper jurisdiction, provided the felony is relevant to the position
- Intentionally releasing confidential information without proper authority
- Falsifying reported time cards or inappropriately altering payroll information

- Interference in a District investigation or the intentional frustrating of District purposes and goals
- Indecent conduct or inappropriate conduct of a sexual nature
- Use of undue influence to gain or attempt to gain promotion, leave, favorable assignment, or other individual benefit
- Falsification, fraud, or omission of information in applying for a position or in completing job responsibilities
- Failure to report to work without notifying supervisor of an appropriate reason, for a period of three consecutive days
- Failure or inability to complete a required training program that is a part of a job assignment
- Possession of a controlled substance
- Possession of weapons on District property
- Failure to obtain or maintain a current license or certificate required by law or organizational standards as a condition of employment
- Violation of, or failure to comply with, an executive order or published rules and regulations of the District, i.e. sexual harassment, hostile work environment harassment, Chapter 102 (student abuse), Chapter 103, discrimination, etc.
- Any other act which endangers the safety, health, or well-being of another person, or which is of sufficient magnitude that the consequences cause or act to cause disruption of work or gross discredit to the organization

## **Summary of Iowa Administrative Code 281 – Chapter 103**

### **Restraint**

Restraint is an application of physical force that reduces or restricts another individual's ability to move their arms, legs, body, or head freely. Temporarily holding to assist with participation in activities of daily living is not considered restraint. All school employees, before using physical restraint, shall receive adequate and periodic training which shall be documented. The District offers Crisis Prevention Intervention (CPI) training for staff members who will likely use physical restraint during the course of their job duties. Ideally, only staff members who have received CPI training will use physical restraint. However, employees are authorized to use reasonable and appropriate means of restraint as may be necessary to prevent a student from harming himself or herself or others or in self-defense in the event a CPI trained staff member is not available. Restraint should not cause serious or permanent harm. **Prone (face down) restraint is specifically prohibited under all circumstances, as well as mechanical restraint or any restraint that involves the head or neck.**

### **Physical Force**

Corporal punishment is the intentional physical punishment of a student, including the use of unreasonable or unnecessary physical force, or physical contact made with the intent to harm or cause pain. **Corporal punishment of a student is specifically prohibited.** However, teachers, administrators and other staff are authorized to use reasonable force in self-defense, defense of another, or to prevent an act of self-harm. Staff should refrain from making unnecessary physical contact to quell a disturbance that does not present imminent danger of physical harm, when a student does not respond to a verbal directive, to remove a disruptive student from class, or to prevent the damage of property.

## **Physical Confinement**

Physical Confinement is confinement of a student in a time-out room or some other enclosure, whether within or outside the classroom, from which the student's egress (exit) is restricted. All school employees, before using physical confinement and detention, shall receive adequate and periodic training which shall be documented. The District offers Crisis Prevention Intervention (CPI) training for staff members who will likely use physical confinement and detention during the course of their job duties. Physical confinement does not include time-out at a desk, in a corner, at the back of a class, in the hall, afterschool detention, or typical in-school suspension arrangements. Confinement should be reasonable (as short as possible) and allow for bodily needs. If over 30 minutes or 1 period (whichever is shorter), an administrator must authorize the continued confinement.

## **Documentation Requirement**

Following an incident of physical force, restraint, or physical confinement notice must be given to the student's parent or legal guardian. **Notification, or a documented attempt at notification, must occur the day of the incident via phone. Additionally, parents or guardians must be notified in writing within three days of the incident.**

## **PROPER AND ETHICAL TEST ADMINISTRATION**

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

- Provide inappropriate test preparation such as any of the following:
  - Copy, reproduce, or use in any manner any portion of any secure test booklet, for any reason.
  - Share an actual test instrument in any form. This includes using old copies of the Iowa Assessments.
  - Engage in instructional practices targeted at specific test content.
- Deviate from the test administration procedures specified in the test administration manual.
- Provide assistance to students during the test administration that would give them an advantage over other students.
- Make test answers available to students.
- Change or fill in answers on student answer documents.
- Provide inaccurate data on student answer documents.
- Engage in any practice to artificially raise student scores without actually improving underlying student achievement.
- Participate in, direct, aid, counsel, assist, encourage, or fail to report any of the acts listed above.

Administrators, certified and non-certified staff, and students must adhere to ethical procedures in testing. Violation of these procedures will be investigated and appropriate sanctions may be taken by the school board and/or the Iowa Board of Educational Examiners (BOEE). According to 282—Iowa Administrative Code Chapter 25, it is deemed unprofessional and unethical for any licensee to violate Standard III-misrepresentation, falsification of information [25.3(3)] of the standards of professional

conduct and ethics. This includes “Falsifying or deliberately misrepresenting or omitting material information regarding the evaluation of students or personnel, including improper administration of any standardized tests, including, but not limited to, changing test answers, providing test answers, copying or teaching identified test items, or using inappropriate accommodations or modifications for such tests.”

(Iowa Board of Educational Examiners. 2013. Licensure Handbook.

<http://www.boee.iowa.gov/forms/handbook.pdf> p.43-44.)

School or district staff members must immediately report all incidents of unethical behavior or other test irregularities by students or staff to their building principal. District leadership will cooperate with the Iowa Department of Education and Iowa Board of Educational Examiners in a thorough fact-finding investigation of the alleged irregularity and determine if test results are invalidated. A staff member found to have committed testing irregularities shall be subject to discipline in accordance with Iowa Code and Board policy.

## **DES MOINES PUBLIC SCHOOLS FALSE CLAIMS ACT ADVISORY**

The False Claims Act is a federal law that makes it a crime for any person or organization to knowingly make a false record or file a false claim regarding any federal health care program, which includes any plan or program that provides health benefits, whether directly, through insurance, or otherwise, which is funded directly, in whole or in part, by the United States government or any State health care program. “Knowingly” includes having actual knowledge that a claim is false or acting with “reckless disregard” as to whether a claim is false.

Examples of potential false claims include knowingly billing Medicaid for services that were not provided, submitting inaccurate or misleading claims for actual services provided, or making false statements to obtain payment for services.

The False Claims Act contains provisions that allow individuals with original information concerning fraud involving government health care programs to file a lawsuit on behalf of the government and, if the lawsuit is successful, to receive a portion of recoveries received by the government.

Teachers, registered nurses, mental health professionals, bus drivers, paraprofessionals or any other employee of the District must act with honesty and integrity in all of your employment or business activities. Please follow all laws and regulations, policies and procedures that apply to your work activities. These requirements include providing services that are billed under Medicaid. You must maintain accurate medical records, and submit only complete and appropriate claims for services provided.

The federal False Claims Act protects employees from being fired, demoted, threatened or harassed for filing a lawsuit under the Act.

The federal False Claims Act under title 31 of the United States Code, sections 3729 through 3733 identifies, in part, that:

Any person who knowingly makes, uses, or causes to be made or used, a false record or statement to get a false or fraudulent claim paid or approved by the government is liable to the United States Government for a civil penalty of:

- Not less than \$5,500 and not more than \$11,000
- Plus three times the amount of damages which the government sustains because of the act of that person.

Administrative remedies for false claims and statements under title 31 of the United States Code, chapter 38, identify in part, that:

Any person who makes, presents, or submits a claim that:

- The person knows or has reason to know is false, fictitious, or fraudulent and is a statement in which the person making, presenting, or submitting such statement has a duty to include such material fact; or
- Is payment for the provision of property or services which the person has not provided as claimed;
- Shall be subject to, in addition to any other remedy that may be prescribed by law, currently a civil penalty of not more than \$5,500 for any such claim.

Procedures for detecting and preventing fraud, waste, and abuse include:

Internal:

- Monthly Internal audits of individual case records to assure that Medicaid funded services have been provided and only Medicaid eligible services have been claimed.
- Billing claims submitted are independently reviewed for accuracy and correctness and approved through the supervisory structure. The claims process is structured so that no one person has the authority to prepare and submit a Medicaid billing claim.

External:

- Periodic audits by the appropriate state/federal agencies to ensure that the District:
  - Employs generally accepted accounting practices,
  - Employs an adequate system of checks and balances to reduce or eliminate opportunities for fraud, and
  - Appropriately calculates rates that are used to bill Medicaid or other guarantors.

Please contact your supervisor, or any of the following for questions or more information:

Marci Cordaro, Health Services Supervisor (242-7618)  
Barbara Rouse, Administrative Assistant (242-7617)

## **Drug-Free Workplace Act of 1988**

The Des Moines Public School District is subject to the Drug-Free Workplace Act of 1988, Public Law 100-690.

The Des Moines Public School District is committed to the policy of maintaining a drug-free workplace. Thus, the unlawful manufacture, distribution, dispensation, possession, or use of any controlled substance by any employee in the workplace is prohibited. (A "controlled substance" within the meaning of this statement means any controlled substance in schedules I through V of Section 202 of the Controlled Substance Act-21 U.S.C. 812, and as further defined in federal regulations found at 12 CFR 1308.11.) Any violation of this prohibition will result in discipline up to and including discharge.

As required by federal law, it is a condition of continued employment that:

- Any employee who is convicted of any criminal drug statute violation for conduct in the workplace is required to notify the Supervisor of this fact no later than three (3) days after such conviction. (a "conviction" means a finding of guilt - including a plea of "nolo contendere" - of the imposition of a sentence, or both, by any judicial body charged with the responsibility of determining violations of federal or state criminal drug statutes)
- Each employee abide by the terms of this statement

Federal law requires that the Des Moines Public School District notify the federal government of any conviction in violation of this policy.

Federal law further requires that the Des Moines Public School District impose sanctions which may include discharge for any violation of the provisions of this notice or policy.

## **Drug and Alcohol Use or Possession**

The use, possession, sale, transfer, or purchase of alcohol or drugs by employees on District property or when engaged in District business are prohibited. Any employee in violation of this policy or who is found to be impaired by intoxicants while in the workplace shall be subject to disciplinary action up to and including termination. Any employee can be drug tested due to reasonable suspicion. Drugs prescribed by a licensed physician for an employee may be possessed and used by that employee in the workplace, in accordance with terms of their prescription as long as such usage does not limit the employee's ability to perform their job efficiently and safely in the considered judgment of the immediate supervisor.

## **Tobacco Free Work Place**

It is the policy of the District that using, smoking, or carrying lit tobacco products, “vapor” or “e-cigarettes”, tobacco devices, or smokeless tobacco products is prohibited at any time on school district property and at any school activity sponsored by the District. For purposes of this policy, school district property includes any building used for instruction, administration, support services, maintenance, or storage; the grounds and surrounding buildings; and all district-owned vehicles. This policy applies to all students, teachers, staff, and visitors.

For the purposes of this policy, “smoking” means inhaling, exhaling, burning, or carrying any lighted or heated cigar, cigarette, pipe, or any other lighted or heated tobacco or plant product intended for inhalation, in any manner or in any form. “Smoking” also included the use of an “e-cigarette” which creates a vapor, in any manner or in any form, or the use of any oral smoking device for the purpose of circumventing the prohibition of smoking in this policy.

For the purposes of this policy, “e-cigarette” and “vapor cigarette” includes any electronic or oral device, such as one composed of a heating element, battery, and/or electronic circuit, which provides a vapor on nicotine or any other substances, and the use or inhalation of which simulates smoking. The term shall include any such device, whether manufactured, distributed, marketed, or sold as an “e-cigarette”, “e-cigar”, “e-pipe”, or under any other product name or descriptor.

Violators of this policy will be subject to disciplinary action up to and including termination.

## **Series 400**

### **Code 418**

#### **Title: Notification of Arrest, Criminal Charges or Child Abuse Complaints**

Employees of the district must notify the office of Human Resources of any arrests, the filing of any criminal charges, and the disposition of any criminal charges pending against them. Notification to Human Resources shall occur within three business days of notification to the employee. Except for employees whose duties require possession of a Commercial Driver’s License, simple misdemeanors do not need to be reported by employees.

Employees must notify the office of Human Resources of any child abuse complaints filed against them. Employees must notify Human Resources regarding the findings in any complaint against them alleging child abuse. Notification of Human Resources of any complaints and findings shall occur within three business days of notification to employee.

Current employees shall report any felony convictions or founded complaints of child abuse that occurred within five years of the date this policy was adopted.

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

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

*Legal references: Iowa Code § § 232.68-69; 235A; 279.8; and 280.17 (2011)  
441 I.A.C. § 152, 155 and 175  
Adopted August 18, 2000; revised February 7, 2006  
Last Review: 2012-2013*

Upon receipt of notice, the office of Human Resources Management shall require employees to complete a *Notification of Arrest Form* outlining the date, nature, and current status of the charge, arrest, or complaint. Additionally, the form shall require employees to provide any information they may have with regard to future court dates and/or disposition proceedings. It shall be the responsibility of the employee to supplement and update the information originally provided on the *Notification of Arrest Form* with any new or changed information.

The Chief Human Resources Officer or designee shall have the authority to verify any and all information provided on the *Notification of Arrest Form*. If any information provided on the form is determined to be incomplete, false, or misleading for any reason other than a clerical mistake, the employee may be subject to discipline, up to and including termination.

The District may consider and use the information contained in the *Notification of Arrest Form* for any purpose which protects the District's interests. However, all information provided to the District on the *Notification of Arrest Form* will be treated and maintained as part of the employee's confidential file.

The following terms as used in these procedures and corresponding Board Policy are defined as follows:

**Child Abuse or Abuse means harm occurring through:**

- Any non-accidental physical injury, or injury which is at variance with the history given of it, suffered by a child under 18 years of age.
- The commission of a sexual offense with or to a child, including but not limited to sexual abuse, incest, and sexual exploitation of a minor.
- The failure on the part of a person responsible for the care of a child to provide for the adequate food, shelter, clothing, or other care necessary for the child's health and welfare.

**Criminal Charges**

All charges of committing a public offense, such as a felony or a misdemeanor, when such offense is prohibited by statute or ordinance, and punishable by fine or imprisonment.

**Simple Misdemeanor**

Crime resulting in a penalty of either imprisonment not to exceed thirty days, or a fine of at least fifty dollars, but not to exceed one hundred dollars.

**NOTE: Notification of Arrest Form is located on Share Point**

## **Chapter 102, Level One Investigator**

Level One investigator training provides educators with guidance about the differences between a school employee's mandatory reporting responsibilities and the procedures for investigating allegations of abuse of students by school employees.

Des Moines Public Schools, in accordance with chapter 102.5(3), has a trained level one investigator at every building location in the school district. Contact information for each level one investigator (name and phone number) may be found in the main office at each building site as well as posted on the district web site.

# TECHNOLOGY – ACCEPTABLE USE

## Policy

**Series 400**

**Code 445**

**Title: Acceptable Use of Internet and Network Technology by Employees**

The Des Moines Independent Community School District will maintain a computer network for use by employees. The internet is a worldwide computer network. The most basic functions provided by District network and the internet are access to local and remote informational facilities, file transfer, and electronic mail. The District is committed to making advanced network and internet technology and increased access available to all employees. The goal of the District in providing access to administrators, teachers, and other employees is to promote educational excellence in schools by facilitating resource sharing, innovations, and communications. The use of computers, the District's computer network, the internet, and other on-line services shall be consistent with the governmental, educational and business objectives of the District.

To ensure all District employees understand the appropriate use of District computers, the District network, the internet, and other on-line services, the District shall establish guidelines and monitor acceptable use. Those employees who violate the District's established guidelines for acceptable computer, internet and network use shall be subject to disciplinary action, up to and including termination.

It is the responsibility of the superintendent or designee to develop administrative procedures to implement this policy by establishing standards of acceptable use by employees and publishing and disseminating this information to all employees.

*Committee Adopted: June 25, 2001  
Board Approved: September 4, 2001  
Last Review: 2012-2013*

## Procedure

**Series 400**

**Code 445**

**Title: Acceptable Use of Internet & Networking Technology by Employees**

The following are the established expectations and standards of the Des Moines Independent Community School District regarding the acceptable use by employees of district computers, the district computer network, the internet and other on-line services:

1. The school district encourages employees to learn to use computers, the computer network, electronic mail, and telecommunications tools and apply them in the appropriate ways to the performance of tasks associated with their positions and assignments.
2. Employees shall communicate with telecommunications tools in a professional manner consistent with the law and district policies, including those governing the behavior of school employees and federal laws governing copyrights,

confidentiality of employee records, student records and other information confidential under the law.

3. Communication over networks should not be considered by employees to be private. The district's network administrator(s) or other administrators from time to time may examine all computers and computer network activities and review directories, messages and files to ascertain compliance with network guidelines for acceptable use. In addition, network administrator(s) or other administrators may inspect the contents of any and all electronic mail or files and may disclose the contents to others. Such disclosure may occur at the discretion of the district administration and/or when required to do so by law, by policies of the district, or to investigate complaints regarding electronic mail which is alleged to contain inappropriate material. The network administrator(s) may copy, disclose, move, alter or delete files as may be necessary in the sole judgment of the network administrator(s) or the district administration.

4. Individual staff members may not allow anyone else to access or use the district's computer network or the internet by using the employee's personal identification number or password. Employees will be responsible for the security of their own e-mail and network access, and employees will be held responsible for any misuse of their e-mail or network access by themselves or by others.

5. Employees authorized to allow student access to the district's computer network and internet may do so only according to the student access policy and are responsible for supervising student access. Employees who allow student access to computer networks and the internet in violation of the student access policy may be subject to disciplinary action up to and including termination.

6. The following uses of district network and internet access are not permitted on the part of district employees:

- a. Accessing, uploading, downloading, transmitting or distributing pornographic, obscene, profane, abusive, threatening, or sexually explicit material, or material encouraging or promoting discrimination towards individuals or groups of individuals based upon age, race, creed, color, sex, sexual orientation, marital status, national origin, religion or disability.
- b. Violating any local, state or federal statute.
- c. Accessing another individual's materials, information, or files without permission.
- d. Violating copyright or otherwise misusing the intellectual property of another individual or organization without permission.
- e. Unauthorized use of another's password.
- f. Any unauthorized access or malicious attempts to damage computer hardware/software or networks, or destroying the data or another user, including creating, loading or intentionally introducing viruses.

- g. Using the network for commercial purposes, personal purposes which interfere with job performance or function of the workplace, or other purposes not consistent with the educational objectives of the district.
- h. Harassing, insulting, or threatening harm or embarrassment of others.
- i. Gaining unauthorized access to others' resources or entities.
- j. Invading the privacy of individuals.
- k. Altering the operation of computers as set by the network administrator.
- l. Failing to follow district policy while using computers or failing to follow any other policies or guidelines established by district administration or the employee's supervisor and failure to follow instructions of supervisors.
- m. Seeking to gain or gaining unauthorized access to information resources or other computing devices
- n. Using the system to communicate, publish or display information, rumors, disparaging portrayals or any other information which is known to be false or misleading.

7. Employees are responsible for maintaining a safe and secure environment. This includes the computers and the computer network. Employees must keep passwords secure. Employees will change passwords when directed by the network administrator. Any employee identified as a security risk or having a history of problems with any computer systems may be denied access.

8. The district makes no warranties of any kind, whether expressed or implied, for the access it is providing. The district is not responsible for any damages suffered by employees or by third persons. This includes loss of data resulting from delays, non-deliveries, misdeliveries, or service interruptions caused by the district or employee errors or omissions. Use of any information obtained via the internet is at the user's risk. The district denies any responsibility for the accuracy or quality of information obtained through its system.

9. Any statement of personal belief found on the computer network or internet or other telecommunication system is explicitly understood to be representative of the author's individual point of view, and not that of the Des Moines Independent Community School District, its administrators, teachers, staff, or the participating school.

10. Employees who violate any part of this policy will be subject to disciplinary action, which could include loss of the privilege of access to the system, and employment consequences up to and including termination.

## **Laptop/Mobile Device Agreement**

**1. Computer use is only for legal, authorized purposes:** Unauthorized or illegal uses include but are not limited to: harassment; destruction of or damage to equipment,

software, or data belonging to others; unauthorized copying of copyrighted materials; private business unrelated to school activities.

2. **Authorized Users:** Must be DMPS staff member or student. The computer must be in the possession of the staff member at all times. In order to allow group usage of the computer it is permissible for additional DMPS users to access the computer within the presence of DMPS staff; appropriate use is the responsibility of the staff member to monitor.

3. **Use Restrictions:** The use must follow DMPS computer user rules which states that users must never engage in any activity that might be harmful to systems or to any information stored thereon, such as creating or propagating viruses, disrupting services, or damaging files or making unauthorized or non-approved changes.

4. **Loss and Damage to Computer and/or Equipment:** Staff member shall return laptop to DMPS in the same condition received except for ordinary wear, at the location in which it was received. You will be charged for missing computer, power supply, mouse or bag.

5. **Use Outside Of District:** Staff member can use the computer away from school facilities and will be responsible for loss or damage to the computer. It is recommended to check your personal insurance coverage. **Investigations:** Authorized users will promptly complete incident reports and deliver to DMPS a copy of all related documents. Authorized Users will also fully cooperate with DMPS's investigation of any vandalism, theft, accident, claim, or lawsuit involving use of computer.

6. **Repairs and Alterations:** By consenting to this agreement, staff member is acknowledging financial responsibility for the cost of restoring the computer back to its original configuration for loss, damage, unauthorized repairs, replacement parts or alterations.

7. **Incidental, Special or Consequential Damages:** Staff member waives all claims against DMPS for any incidental, special or consequential damages in connection with the furnishing, performance or use of computer.

### **Additional Resources**

Please refer to the DMPS Technology Resources website for additional information about technology equipment, software, and account information.

Revised: July 2014

## **DISTRICT POLICIES AND PROCEDURES**

All employees will have access to the District's current Policies and Procedures via the District's website at [www.dmschools.org](http://www.dmschools.org). It is each building administrator's responsibility to keep and maintain current Policies and Procedures in the building and to inform all supervisory personnel where such information is kept. A computer should be made available to any employee requesting to view District Policies and Procedures.

Appendix:

## **ALTERNATIVE TEACHER CONTRACT**

### **INITIAL ELIGIBILITY OPTION**

The Alternative Teacher Contract option is available to any regular full-time certified and regular part-time certified classroom teachers who are new to the teaching profession, as defined in the 2012-2013 Teacher Comprehensive Agreement. It is the mutual expectation and understanding of the District and Association that part-time teachers working under the Alternative Teacher Contract will participate fully in the requirements of the Alternative Teacher Contract.

### **ENROLLMENT IN ALTERNATIVE TEACHER CONTRACT**

For the 2012-2013 school year, and in future school years, the District will allow any teacher who is new to the teaching profession the option of agreeing to work for the District under the terms of the Alternative Teacher Contract. Teachers working under the Alternative Teacher Contract will receive documentation, including this Handbook, of their decision to work under the terms of the Alternative Teacher Contract.

### **DURATION OF ALTERNATIVE TEACHER CONTRACT**

It is the intent of the District, and of teachers choosing to work under the Alternative Teacher Contract, that the teacher shall continue working under the Alternative Contract through their first eight years of employment as a teacher with the District.

### **WITHDRAWAL FROM ALTERNATIVE TEACHER CONTRACT**

If, during a teacher's fourth year working under the Alternative Teacher Contract, a teacher wishes to opt out of future years in the program, they may do so by submitting written notification to the DMEA president and to the Chief Human Resources Officer. Written notice must be received by both on or before April 1 of the teacher's fourth year. The Chief Human Resources Officer will consider additional requests to opt out of the Alternative Teacher Contract on a case-by-case basis. Requests shall be made in writing, stating the reason(s) for the request.

## **EVALUATIONS**

### **Years One through Four:**

During the first four years under the Alternative Teacher Contract, the District will utilize an evaluation team to evaluate teachers working under the Alternative Teacher Contract. The evaluation team will consist of the teacher's principal and two others, including, but not limited to School Improvement Leaders, District curriculum coordinators, vice-principals, principals from other buildings, or District executive directors. The teacher's building principal will serve as the evaluator of record.

The District will formally observe, for the purpose of evaluation, each teacher working under the Alternative Teacher Contract at least two times during the first semester of each year and at least one time during the second semester of each year. The two other evaluation team members will conduct one observation each, as directed by the building principal. This will provide a minimum of 3-5 opportunities for feedback throughout the year by the evaluation team.

It is the intention that all members of the evaluation team should be certified as evaluators; however, there may be limited instances where the evaluation team will consist of one non-certified individual. Prior to using the non-certified individual, the District will notify and receive approval from DMEA for the use of the non-certified individual.

**Years Five through Eight:**

During years five through eight under the Alternative Teacher Contract, the District will evaluate teachers annually. The evaluation will be performed by the teacher's principal or vice-principal.

**Years Nine and Beyond:**

Teachers in year nine and beyond will be evaluated once every three years by a building administrator.

## **SUPPORT TEAMS**

During the first three years under the Alternative Teacher Contract, the District will assign teachers a three-person support team. The purpose of this support team is to provide mentorship and non-evaluative support. The team will consist of an administrator, one teacher in the same content area or grade level, and one mentor teacher in the same building, as determined by the building principal.

Support teams may be required to mentor several teachers who are in their first three years working under the Alternative Teacher Contract. The District will strive to ensure members of the support teams are not over-burdened and that teachers working under the Alternative Teacher Contract have access to quality mentors.

The teacher, the teacher's support team, or the teacher's evaluation team may request that the teacher receive a fourth year of support. The request shall be made in writing and presented for approval to the Chief Human Resources Officer. An extension of support into a fourth year under the Alternative Teacher Contract is not equivalent to an extension of the probation period under Iowa Code 279.19.

## **TRANSFERS**

It is the mutual expectation of the District, the Association, and the teacher, that teachers participating in the alternative contract do not transfer between buildings. However, the District may allow teachers one transfer during their first eight years. To initiate a transfer, the teacher must interview with the Chief Human Resources Officer or his/her designee to determine the reason for the transfer. In addition, the teacher may request an interview with an Association representative. Following the interview with

Human Resources, the teacher will interview with the leadership team for the school they have requested a transfer. The transfer decision will be made by the Human Resources Department after the teacher interviews with the requested school's leadership team. Additional transfer requests will be considered by the Chief Human Resource Officer or his/her designee on a case-by-case basis and will be based on the needs of the teacher and the needs of the school system as determined by the District.

It is the intent of the District to keep teachers in their original assignment. However, during times of reduction in force, the District may transfer teachers to accommodate its reductions.

## **PROFESSIONAL DEVELOPMENT**

### **Years One through Four:**

During the first four years that a teacher works under the Alternative Teacher Contract, the teacher shall participate in a series of professional development courses provided by, and collaboratively developed with, the District. Courses may include, but not be limited to, topics such as working with students in poverty, working with ELL students, data teams, writing to learn, standards-based assessment, gradual-release instructional model, and classroom management.

Teachers who successfully complete four years of teaching under the Alternative Teacher Contract and complete the District professional development program, will be renewed under the Alternative Teacher Contract for year five unless the teacher requests to change to the traditional contract. If the teacher does not successfully complete four years under the Alternative Teacher Contract, he/she will revert to the traditional contract. Reasons why the District may choose not to continue a teacher on the Alternative Contract may include, but are not limited to, tardiness or absences that the District determines are excessive, poor evaluations, and difficulty or inability to perform the requirements of the alternative contract.

### **Years Four through Six:**

Beginning in the second semester of the fourth year that a teacher works under the Alternative Teacher Contract, the teacher will start taking coursework that will count toward the teacher's master's degree.

During the fifth and sixth years that a teacher works under the Alternative Teacher Contract, the teacher shall participate in a series of graduate courses developed collaboratively among the district, the DMEA, and an accredited institution of higher education. Courses may include, but not be limited to, topics such as utilizing technology to engage students in and improve student learning, content-specific instructional strategies, performance-based assessments, assessment literacy, utilizing data to guide/modify instruction, collaborative evaluation of student work, providing constructive feedback to students, and peer collaboration/feedback strategies.

Teachers, who complete the aforementioned curriculum successfully, will fulfill the requirements for a master's degree in effective teaching offered through DMPS in cooperation with an accredited institution of higher education.

### **Years Seven and Eight:**

Teachers who successfully complete the District's master's degree program will remain with the District for at least an additional two years, serving under the Alternative Teacher Contract as teachers, teacher-leaders, mentors, or in other roles, with at least 50% of their time spent in direct contact with students.

If under the terms of the Alternative Teacher Contract, a teacher successfully completes eight years of teaching, as well as the District's professional development program, earning a master's degree, the District will renew the teacher for year nine on the traditional contract.

If after beginning the master's program, a teacher leaves employment prior to completing eight years of District service; the teacher will reimburse the District for costs associated with their master's degree. Reimbursement will be pursuant to applicable DMPS Board policy.

### **WORKWEEK**

During years one through eight, District teachers working under the Alternative Teaching Contract shall have a workweek that is the equivalent of 90 minutes longer than teachers working under the traditional contract. Work performed during this additional workweek will be directed by the District, with the intention to allow for participation in requisite professional development activities.

### **ANNUAL CALENDAR**

During years one through four, teachers working under the Alternative Teaching Contract shall have two additional days of service for the purpose of participation in professional development activities that are established collaboratively between the District and Association. Alternative Teaching contract teachers will perform one day of service through a full-day professional development day scheduled at the beginning and end of the school year

During years five through eight, teachers working under the Alternative Teaching Contract shall have one additional day of service for the purpose of participation in professional development activities that are established collaboratively between the District and Association.

### **ATTENDANCE AND LEAVES**

It is the mutual understanding and expectation of the District, Association, and teachers working under the Alternative Teaching Contract that teachers working under the Alternative Teaching Contract shall attend and participate in all scheduled professional development activities and additional Workweek activities.

Employees using appropriate leave pursuant to Article XV of the Comprehensive Agreement will not be expected to attend the professional development activities or Workweek activities on the day(s) absent.

Employees who are temporarily unable to perform their responsibilities under the Alternative Teaching Contract, for example, due to a documented medical leave, political activity leave, sabbatical leave, or other unforeseen life event, may request an extension of the Alternative Teaching Contract, not to exceed one school year. The request shall be made in writing and presented for approval to the Chief Human Resources Officer.

## **COMPENSATION**

### **Years One through Four:**

During years one through four, teachers who successfully complete one year of service under the Alternative Teacher Contract will receive an increase of pay equivalent to 1% of their base pay.

If the District determines the teacher made adequate progress in the aforementioned professional development program, the teacher will, instead, receive a salary increase equivalent to 1.5% of their base pay.

### **Years Five through Eight:**

During years five through eight, teachers who successfully complete one year of service and make adequate progress in the professional development and master's program under the Alternative Teacher Contract will receive an increase of pay equivalent to 1% of their base pay.

If the District determines the teacher successfully achieved student learning growth targets (outlined below), the teacher will, instead, receive a salary increase equivalent to 1.5% of their base pay.

### **Years Nine and beyond:**

Teachers who have successfully completed eight years under the Alternative Teacher Contract will have earned a master's degree in teacher effectiveness through the District program and an accredited university. Teachers will be placed on the traditional salary schedule at the appropriate cell commensurate with their years of District service and education.

## **STUDENT GROWTH TARGETS**

Building administration and the teacher shall mutually agree on teacher growth targets and how they will be assessed. It is recognized that growth targets may vary from teacher to teacher, team to team, and building to building.

Growth targets shall be based on the needs of students and shall clearly demonstrate meaningful student learning. Growth targets shall be respectful of multiple intelligences, varied student needs, and different learning modalities, demonstrated through a variety of measures, including, but not limited to, portfolios, presentations, written work samples, essays, performances, projects, and tests. Growth targets must be based on

the curriculum being taught and the District Graduate Ends and shall never be based solely on nationally available, norm-referenced tests.

If the teacher meets student growth targets, the teacher shall receive the aforementioned additional compensation. If the teacher does not meet student growth targets, there will be no evaluative repercussions. Teachers are encouraged, with support from their team, to reflect on student growth target results and consider if adjustments in the teacher's practice and/or assessment method should be adjusted for the subsequent year.