

MT. VERNON

COMMUNITY SCHOOL CORPORATION



Certified Staff Employee Handbook

MVCSC practices equal opportunity in education and employment.

No employee shall, on the basis of religion, race, color, national origin, sex, disability, age, or any other basis prohibited by law, be excluded from participating in, be denied the benefits of, or be subjected to discrimination under any program or activity, or in any employment conditions or practices, conducted by the MVCSC.

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MT. VERNON COMMUNITY SCHOOL CORPORATION

MISSION STATEMENT

Mt. Vernon Community School Corporation will *Engage, Educate and Empower* today's students to seize tomorrow's opportunities.

WELCOME TO MT. VERNON

This handbook contains valuable information that will help you understand the operation of our schools and to become familiar with our employment policies and procedures. Please become familiar with the policies and procedures outlined in this handbook. If you have any questions about information in the handbook, discuss them with your building administrator(s). This is not intended to be an all-inclusive list of policies and procedures of this Corporation. It is a guide to help answer the most commonly asked questions and set forth the guidelines under which this Corporation operates.

VISION STATEMENT

Mt. Vernon Community School Corporation is where parents choose to send their children, students are successful, highly qualified personnel desire to work, and the community is proud to support. We are committed to serving a diverse population in a safe, secure, and challenging learning environment where students are engaged in rigorous, relevant and technologically-enhanced curriculum. Student success is nurtured through diverse instructional methods enabled by partnerships fostered between students, parents, school, and community. A strategic and fiscally responsible approach ensures a sustainable, highly effective learning experience inside and outside the classroom. We respect the uniqueness of each student as we engage, educate, and empower them to seize their futures as responsible members of society.

Organization of the Mt. Vernon Community School Corporation

BOARD OF SCHOOL TRUSTEES

The Board of School Trustees' mission is to provide a positive, orderly and harmonious environment in which respect for the dignity and worth of every member of the school community is recognized and promoted. The Board believes all employees, parents/guardians and students are entitled to be treated, and obligated to treat others, with courtesy, fairness and decency. Only with the commitment and ongoing attention of each of us to a safe, caring and supportive atmosphere can we expect to achieve our objective of enabling all our students to achieve their maximum potential as students, as citizens and as productive members of society.

The voters in our school corporation elect a five (5) member Board of School Trustees (Board) during the general election in the fall. These Board members serve a term of four (4) years. The Board has the responsibility of creating policy and seeing these policies, as well as applicable state and federal laws, are followed. The Board is also responsible for carrying out laws and determining which laws pertain to our school corporation. Unless a state or federal law requires or prohibits a particular activity or function, the Board is responsible for establishing and evaluating all educational activities.

SUPERINTENDENT OF SCHOOLS

The Superintendent of Schools is employed by the Board and serves as the executive officer of the school corporation. As the executive officer, the Superintendent is responsible for the professional and managerial leadership necessary to apply Board policies and directives to the operation of the school corporation.

ADMINISTRATORS, DIRECTORS AND SUPERVISORS

Although the Superintendent is responsible for all aspects of school operation, some duties and responsibilities are delegated to other administrators, directors and supervisors.

THE CENTRAL OFFICE STAFF

(317) 485-3100

Dr. Jack Parker, Superintendent / Ext. 5105 / jack.parker@mvcsc.k12.in.us

Chris Smedley, Assistant Superintendent / Ext. 5104 / chris.smedley@mvcsc.k12.in.us

Greg Elkins, Chief Financial Officer / Ext. 5123 / greg.elkins@mvcsc.k12.in.us

Carla Nugent, Executive Assistant to the Superintendent / Ext. 5114 / carla.nugent@mvcsc.k12.in.us

Lisa Heitman, Corporation Treasurer / Ext. 5130 / lisa.heitman@mvcsc.k12.in.us

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Brandon Hayes, Network Administrator / Ext. 1780 / brandon.hayes@mvcsc.k12.in.us

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MVCSC DIRECTORS

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Derek Shelton, Director of Operations
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Maria Bond, Director of Community Relations
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Tracy Furnas, School Corporation Nurse
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Doris Johnson, Director of Food Service
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Kasey Pasyk, Assistant Director of Food Service
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This is Mt. Vernon Community School Corporation's certified teacher handbook. Please familiarize yourself with the contents of this handbook, but also be aware of any building handbooks that are provided to you by your principal. It is important that you are also familiar with all of the Corporation's policies.

Click [HERE](#) to access Mt. Vernon Community School Corporation's policies.

GENERAL INFORMATION

Calendar / Schedules

District calendars are posted on the district's website home page under Our District.

Teacher Master Contract

The master contract is posted on the district's home page under Staff > Staff Resources.

Acceptable Use Policy and Guidelines

MVCSC recognizes that use of the Internet and e-mail is necessary in the workplace, and employees are encouraged to use the Internet and e-mail systems responsibly, as unacceptable use can place MVCSC and others at risk.

This policy must be followed in conjunction with other MVCSC policies governing appropriate workplace conduct and behavior. Any employee who abuses the corporation's provided access to email, the Internet, or other electronic communications or networks, including social media, may be subject to disciplinary action up to and including termination. MVCSC complies with all applicable federal, state and local laws as they concern the employer/employee relationship, and nothing contained herein should be misconstrued to violate any of the rights or responsibilities contained in such laws.

Questions regarding the appropriate use of MVCSC's electronic communications equipment or systems, including e-mail and the Internet, should be directed to your building administrator or the information technology (IT) department.

MVCSC has established the following guidelines for employee use of the corporation's technology and communications networks, including the Internet and e-mail, in an appropriate, ethical and professional manner.

Confidentiality and Monitoring. All technology provided by MVCSC, including computer systems, communication networks, company-related work records and other information stored electronically, is the property of MVCSC and not the employee. In general, use of the company's technology systems and electronic communications should be job-related and not for personal convenience. MVCSC reserves the right to examine, monitor and regulate e-mail and other electronic communications, directories, files and all other content, including Internet use, transmitted by or stored in its technology systems, whether onsite or offsite.

Internal and external email, voice mail, text messages and other electronic communications are considered business records and may be subject to discovery in the event of litigation. Employees must be aware of this possibility when communicating electronically within and outside the company.

Appropriate Use. MVCSC employees are expected to use technology responsibly and productively as necessary for their jobs. Internet access and e-mail use is for job-related activities.

Employees may not use MVCSC's Internet, e-mail or other electronic communications to transmit, retrieve or store any communications or other content of a defamatory, discriminatory, harassing or pornographic nature. No messages with derogatory or inflammatory remarks about an individual's race, age, disability, religion, national origin, physical attributes or sexual preference may be transmitted. Harassment of any kind is prohibited.

Disparaging, abusive, profane or offensive language and any illegal activities—including piracy, cracking, extortion, blackmail, copyright infringement and unauthorized access to any computers on the Internet or e-mail—are forbidden.

Copyrighted materials belonging to entities other than MVCSC may not be transmitted by employees on the company's network without permission of the copyright holder.

Employees may not use MVCSC's computer systems in a way that disrupts its use by others. This includes sending or receiving excessive numbers of large files and spamming (sending unsolicited e-mail to thousands of users).

Employees are prohibited from downloading software or other program files or online services from the Internet without prior approval from the IT department. All files or software should be passed through virus-protection programs prior to use. Failure to detect viruses could result in corruption or damage to files or unauthorized entry into company systems and networks.

Every employee of MVCSC is responsible for the content of all text, audio, video or image files that he or she places or sends over the corporation's Internet and e-mail systems. No e-mail or other electronic communications may be sent that hide the identity of the sender or represent the sender as someone else. MVCSC's corporate identity is attached to all outgoing email communications, which should reflect corporate values and appropriate workplace language and conduct.

All employees will be expected to complete an internet usage agreement upon employment, and renew this agreement annually.

Click [HERE](#) to access MVCSC's policy on responsible use of technology and the internet. (A300 Responsible Use of Technology and Internet Use Policy).

Multi-Factor Authentication

To help protect sensitive student and staff data, all employees are required to use multifactor authentication (MFA) when accessing the student information system, Skyward, and Google Workspace tools. A smartphone

is necessary to complete this process. MFA may involve installing an authenticator app, a push notification, or opting in to receive verification codes via text message.

Personal Electronic Device Usage

MVCSC limits the use of all personal electronic devices including cell phones, tablets, computers, etc during regular working hours. Certified employees should not use their personal electronic devices for any use outside the scope of their job requirements during their designated work hours. Personal texting, phone calls, instant messaging, etc during the workday can interfere with employee productivity and can be distracting to others therefore it is strongly discouraged during regular working hours. Employees are encouraged to make any personal calls or texts during non-working hours (prep period, lunch, etc.) when possible and to ensure that friends and family members are aware of MVCSC's policy.

Media Relations

Because broadcast and print media are important stakeholders, MVCSC has developed a media relations policy that strives to provide clear communication to media while meeting state and federal privacy laws. MVCSC receives multiple requests each year from the news media seeking to interview staff and/or students. All media inquiries should be directed to the Community Relations Director who serves as the liaison between the media and our school district. If the expertise of a school corporation employee is required, the Director of Community Relations will identify the appropriate employee to be interviewed by the media. The Superintendent (and Community Relations Director or designated staff) will serve as the spokesperson(s) for the district. As an employee of MVCSC, staff may represent the district in videos/pictures that are shared with the media and used for marketing purposes, unless the employee notifies the Director of Community Relations that they do not want to be photographed that school year. Staff are discouraged to contact the media directly, but are encouraged to share news ideas with the Director of Community Relations.

Child Abuse Reporting

Under Indiana law any individual who has reason to believe a child is a victim of abuse or neglect has the duty to report it. If you suspect a child is a victim of abuse or neglect, you are required to report it immediately to the Department of Child Services (DCS) and/or the local law enforcement agency. You should also make your direct supervisor or building principal aware. It is the responsibility of the MVCSC to provide a safe, supportive, and responsive school environment for all students. The MVCSC School Board believes that all students have the right to be protected from abuse and neglect.

Information concerning alleged child abuse of a student is confidential information and is not to be shared with anyone other than the administration or the reporting agency. Any staff member who violates this policy may be subject to disciplinary action.

Note* Building principals and district administrators are trained on how to handle child abuse matters and such reporting will not put your employment in jeopardy. You may ask them for assistance, as needed.

Key/Badge Agreement

Access to the building (evenings, Weekends, Holidays, or when school is not in session) - Faculty members will be issued keys to their classroom and the building for which the teacher is assigned. Teachers may enter the building outside of regular school hours. However, teachers are restricted to working within their own

classroom and should enter other parts of the building only when it is necessary to complete school business. Teachers are not to use the building for personal or recreational reasons without the permission from the building principal. Athletic facilities are not to be used without permission from the building principal. Children should be closely supervised anytime they accompany you in the building. Teachers are not to give access to the building to anyone who is not a faculty member. Faculty members will be allocated keys to their classroom and to their assigned building. Teachers are not to be in possession of keys that are not designated for them.

School Property

School property (classroom, phone, computer, copy machines, school equipment, use of the building etc) should only be used for official school business only. Permission from the building Principal must be obtained for any use of school property for reasons other than school business.

- All school property made available for individual use of the school premises, such as desks, closets, filing cabinets, electronic devices, located in the classroom, teachers lounge, cafeteria and offices are the property of Mt. Vernon Community School Corporation. This property is made available for individual use in storing school supplies, equipment and personal items necessary for use at school but are not to be used to store items which cause, or can reasonably be foreseen to cause, an interference with school purposes or an educational function, or which are forbidden by state law or school rules.
- Employees who use school facilities for exercise purposes must sign a form to relieve the Corporation of any liability.
- The individual's use of the school property does not diminish the school corporation's ownership or control of the property. The school corporation retains the right to inspect the property and its contents to ensure that the property is being used in accordance with its intended purpose, to eliminate fire or other hazards, to maintain conditions, to attempt to locate lost or stolen materials, and to prevent the use of property to store prohibited or dangerous materials such as illegal drugs, alcohol, weapons, or educationally disruptive materials.
- The individual who uses the property of Mt. Vernon Community School Corporation is presumed to have no expectation of the privacy of the property's content.
- Upon reasonable suspicion of misconduct or a safety or security violation, the Principals or their designee are authorized to inspect individual property in a manner consistent with this policy and applicable Indiana statute. Upon the authorization of the Superintendent of Schools, inspection of school property may be conducted with the assistance of dogs under the control of a police agency.
- All vehicles located on the property of Mt. Vernon Community School Corporation are subject to inspections with the assistance of dogs under the control of a police agency upon authorization of the Superintendent of School. The owner or driver of any vehicle identified as potentially containing drugs or items that are forbidden by state statute will be requested to open the vehicle for the purpose of conducting a more detailed search.
- Individuals whose school property is found to contain prohibited or dangerous materials may be found to have violated Mt. Vernon Community School Corporations policies adopted to ensure an appropriately safe educational atmosphere in the Mt. Vernon Community School Corporation. If it is determined one or more policies have been violated, the Mt. Vernon Community School Corporation will impose penalties accordingly.

Damage to Personal Property

Bringing personal items into work is discouraged; however, those that are brought to school should be secured. The school will not reimburse for the loss of or damage to staff personal property. In the event that loss or damage does occur while performing assigned duties, an appeal to the staff member's direct supervisor in writing can be made which will be reviewed by the Chief Financial Officer. The appeal may be approved in full, denied in full, or partially approved. A corresponding student disciplinary action must accompany the loss and appeal. Restitution by the student and/or parent/guardian will be sought first. The appeal may be submitted if restitution is not made in full or in a timely manner. The CFO's decision is considered final.

Private Business

Faculty members are not to conduct or promote private business during the school day or on school property.

Money (Collecting money/financial transactions)

Teachers who collect money from students are required to keep accurate records. Money collected should be turned into the building treasurer by the end of the day. Money should not be held in a classroom overnight.

Confidentiality

Information concerning students gained as a professional educator must not be discussed with the general public. Teachers should also be discrete in sharing information concerning students with other faculty members. Information should be shared only for pertinent educational reasons. Students' confidentiality is protected under Federal Law (FERPA).

The Family Education and Privacy Act was enacted by Congress to protect the privacy of student educational records. This privacy right is a right vested in the student. Generally:

- Institutions must have written permission from the student in order to release any information from a student's educational record.
- Institutions may disclose directory information in the student's educational record without the student's consent.
- However, the parent/guardian/adult child may request that the student's directory information not be released upon written notification to the Corporation within ten (10) days after receipt of the annual public notice.
- Institutions must not disclose non-directory information about students without their written consent except in very limited circumstances.
- Institutions should notify students about their rights under FERPA through annual publications.

- When in doubt, it is always advisable to err on the side of caution and to not release student educational records without first fully notifying the student about the disclosure.
- Finally, the school should always seek a written consent from the student before disseminating educational records to third parties.

Crisis Management

Certified staff members should refer to their building's crisis response handbook located in their classroom. Classroom teachers should also have color coded flip cards to use in the event of an applicable crisis.

Visitors

Visitors to the school during the school day must be cleared by the Principal's Office. Any visitor in the building without a valid pass should be referred to the Principal's Office immediately.

Field Trip Expectations and Procedures

Field trips are an extension of the educational program of Mt. Vernon Community School Corporation and must align with approved instructional, athletic, co-curricular, or extracurricular goals. All trips must follow Corporation guidelines, Board policy, and established approval timelines.

Teachers, coaches, sponsors, and chaperones are responsible for maintaining appropriate supervision, student safety, and conduct throughout the trip, including transportation and overnight stays when applicable. Chaperones must complete all required background checks and volunteer documentation prior to participation and are expected to model appropriate behavior consistent with Corporation expectations. Students remain subject to the Student Code of Conduct during all school-sponsored travel activities.

Sponsors are responsible for communicating trip expectations, schedules, behavioral expectations, and emergency procedures to students and families prior to departure. All required forms, approvals, medical information, and transportation arrangements must be completed before travel. Appropriate supervision, student accountability procedures, and approved travel routes must be maintained throughout the trip.

All costs associated with field trips, including transportation, admission fees, meals, lodging, and related expenses, are the responsibility of the participating students or groups unless otherwise approved through Corporation funds, approved fundraising activities, grants, or booster support. All financial procedures and required approvals must be followed prior to collecting or expending funds related to a trip.

Additional procedures, forms, timelines, and chaperone expectations are outlined in policy C500, C525, D325 and the C500-R2 Academic and Athletic Field Trip Guidelines and related administrative forms and policies.

Staff and chaperones shall review policies and guidelines listed above.

School Supply Purchasing/Administrative Guidelines F150-R

Corporation credit cards are to be used for goods, services, and travel expenses directly related to Corporation business. Corporation credit cards are not to be used for personal expenses. Employees who use Corporation credit cards for personal expenses will be subject to discipline, up to and including termination, and will be

reported to appropriate authorities for misappropriation of Corporation funds.

Staff are prohibited from purchasing school or operational supplies with the expectation of personal reimbursement. All school supply purchases must be pre-approved by a direct supervisor or administrator and be purchased with school funds using a school or corporation credit card or purchase order. Items purchased with personal funds without prior approval will not be reimbursed. Exceptions will only be made for purchases in special circumstances or emergency situations as determined by the supervisor or administrator.

Only those employees authorized by the Superintendent or his or her designee may utilize a Corporation credit card. The Superintendent or his or her designee shall keep a log including the names of employees authorized to use a card, position, and amounts charged upon purchase.

All Corporation credit card purchases require an itemized receipt. Receipts must be submitted to the Superintendent or his or her designee within 10 business days of the purchase.

The cardholder shall present a sales tax exemption certificate when making a purchase with Corporation credit cards, as the Corporation is a tax-exempt entity. Only food and beverage sales tax may be paid by the corporation. If additional sales tax is charged, it is the employee's responsibility to fund the tax or be credited by the vendor.

Credit card charges may be subject to a daily limit or other limits based on available funds and approval. Any out-of-state travel expenses or associated purchases, such as an employee's travel and *per diem* costs of attendance at an out-of-state conference directly related to Corporation business, must be approved by the Superintendent, CFO, and/or principal prior to charge. The employee will submit a proposed travel budget, including per diem, prior to the out-of-state travel. The budget will be confirmed as part of the approval process. GSA expense guidelines will be followed when it is reasonable to do so.

The cardholder is responsible for the security of the Corporation credit card. Lost or stolen cards shall be reported immediately to the Superintendent or his or her designee and the credit card company.

Use of Credit Cards/Policy

The School Board recognizes the value of an efficient method of payment and recordkeeping for certain expenses.

The Board, therefore, authorizes the use of Corporation credit cards.

The Superintendent shall develop administrative guidelines that specify those authorized to use credit cards, the types of expense which can be paid by credit card, and their proper supervision and use.

The administrative guidelines should also require that a log be kept which includes the names of the individuals using the cards, their position, estimated amounts to be charged and the date the card is issued and returned.

Credit cards are not to be used to bypass the accounting system of the School Corporation. In addition, credit cards are not to be used for personal expenses not related to Corporation activities.

Procedures for payment of expenses charged to credit cards must be according to Board policy for the payment of claims.

Access to Personnel Files

Employee files are maintained by the Human Resources department and are considered confidential. Administrators and supervisors may only have access to personnel file information on a need-to-know basis. Personnel file access by current employees and former employees upon request will generally be permitted within 3 days of the request unless otherwise required under state law. Personnel files are to be reviewed in the Human Resources department. Employee files may not be taken outside the Human Records department.

Non-Discrimination Policy

Mt. Vernon Community School Corporation (MVCSC) does not discriminate on the basis of a protected class, including but not limited to, sex (including transgender status, sexual orientation and gender identity), race, color, disability, age, religion, military status, marital status, ancestry, or genetic information in the programs or activities which it operates or the employment therein or admission thereto. MVCSC strictly adheres to all non-discrimination and anti-harassment laws and does not tolerate acts of harassment.

MVCSC has designated several staff members as coordinator of non-discrimination and anti-harassment. The identity and contact information for these staff members are listed on our district's web page under Our District > Bylaws and Compliance A100.

Pregnant Workers Fairness Act (PWFA)

As required by the federal Pregnant Workers Fairness Act (PWFA), MVCSC will provide reasonable accommodations to employees and applicants with limitations related to pregnancy, childbirth or related medical conditions, unless the accommodation will cause undue hardship to MVCSC's operations. An employee or applicant may request an accommodation due to pregnancy, childbirth or a related medical condition by submitting the request in writing to human resources (HR).

Case Conferences

Employees covered under the Collective Bargaining Agreement will be compensated for attendance at special education annual case conferences and annual case reviews for Section 504 students which are held outside the teacher day. Teachers will be compensated per collective bargaining unit (see contract). In the event less than one hour is spent, compensation will be for each fifteen (15) minute increment or portion thereof. See Section 3.8 in the Teacher's Contract. To be compensated for case conferences a payroll claim form must be complete. This form can be found on the districts website under Departments> Human Resources>Documents>[Payroll Claim Form](#)

Payroll

[Pay Schedule 2026-27](#)

IRS Tax Form W-4

Our payroll system, Skyward Finance, uses tax calculators based on how you complete the Form W-4. **It is imperative that you review your pay stubs via Skyward Finance periodically to verify your withholdings match your tax liability.**

To provide maximum accuracy, you are encouraged to use the Tax Withholding Estimator available at www.irs.gov/W4app. You should consider using the withholding estimator if you:

- expect to work only part of the year (this does not apply if you are only switching jobs),
- had a large balance due or refund last year and it is no longer the beginning of the current year,
- have dividend or capital gain income or are subject to additional taxes, such as the additional Medicare tax,
- have self-employment income,
- prefer the most accurate withholding for multiple job situations, or
- prefer to limit information provided in Steps 2–4 but do not want to sacrifice accuracy.

You can view your current Form W-4 elections by going to Skyward Finance > Employee Information > Payroll > W4 Information. Below are the links to our website, if you wish to complete a new Form W-4.

- [Federal W-4 2026](#)
- [State W-4](#)

Days and Hours

After Corporation Discussion with the exclusive representation, the Board shall determine the school calendar and the hours for the teacher school day. Teachers are required to work the number of days as specified by the Board and in their individual teacher contracts, when extended contracts are offered (see below). For the 2026-2027 school year, teachers will work 185 days (or more, if extended contracts are offered). Generally, teachers are required to be physically present for seven (7) hours and thirty (30) minutes each workday, and report/departure times will be managed at the building level by each principal with the understanding that up to 60 additional minutes may be required from time to time for occasional staff meetings. Pursuant to Indiana law, all teachers will be provided with a 30-minute duty-free lunch period between the hours of 10:00 a.m. and 2:00 p.m. each day.

Teachers must make a prior request to an administrator for approval to leave their building during the contracted day, which includes individual preparation time, arriving late to school, leaving during the school day, or departing prior to the day's end. Administrators have the authority to grant or deny permission,

keeping in mind the amount of time requested, whether classroom coverage is needed, and the frequency of such requests from the individual teacher.

When teachers ask for approval to be absent outside of their individual preparation time, administrators will consider the amount of time away from students, whether coverage is needed, and the frequency of such requests from the individual teacher. If permission is granted for partial absence it must be less than one-quarter of the school day and require no substitute.

Extended Contracts

When extended contracts are offered, the following schedule of days will be used:

Departments		Coordinators	
<i>Position</i>	<i>Days</i>	<i>Position</i>	<i>Days</i>
HS Guidance Counselors	200	HS Director of Guidance	215
MS Guidance Counselors	190	Curriculum Integration Coordinator	200
Elementary/Intermediate Counselors	190	Behavior Specialist	202
Media Specialists	195		
HS Industrial Tech	200		

Health Plan Information and Procedures

There will be an open enrollment period each year. Insurance benefits shall be prorated over 365 days. The teacher's share of the insurance premiums will be withheld in equal amounts by 26 payroll deductions.

A teacher may, with a HIPAA qualifying event, change coverage tiers. For example, if an employee moved from the employee only plan to employee + spouse plan or from the family plan to employee + child plan.

Changing Plans

- Every year, in November, teachers will have the option to change between the PPO Plan and one of the HDHP Plans.
- As a matter of past practice, teachers can drop dependents/spouses at the time of retirement.
- If health care reform requires an open enrollment period, this would allow new teachers to be added from either plan once a year during the open enrollment period.

Health Savings Account (HSA) Payments

- The MT. VERNON contribution is based on a calendar year, which matches the plan year for the HDHP plan.

- MT. VERNON contributions are made only when employee contributions are made. For example: if a teacher contributes \$50 per pay, MT. VERNON will contribute \$50 per pay. If a teacher wishes to make a one time contribution of \$500, MT. VERNON will make a one time contribution of \$500.
- If a HIPAA event occurs in the middle of the calendar year and a teacher makes a change, they will also receive a prorated contribution.
- If a husband and wife are both employees and on the family plan or employee+spouse plan, there is one (1) health plan, one (1) HSA account, and one (1) contribution from MT.VERNON.
- MT. VERNON will not contribute to an HSA for retired teachers.
- In the year of retirement or resignation, the annual maximum contribution is prorated based on the number of months the teacher is eligible to make a contribution.

Section 125 – Generation I and II benefits of Section 125 of the Revenue Act of 1978 shall be made available to any teacher.

403(b) Information

The Board shall provide each employee the opportunity to participate in a voluntary tax-sheltered 403(b) program, consistent with the 403(b) Plan, adopted by the Board.

Lane Changes

Lane changes will only be considered with an original transcript and updated licensing reflecting the higher degree. These documents are required to be submitted to Human Resources. All documentation received by Human Resources by August 1st will be applied to the Lane Change of that school year. Documentation received after August 1st will apply to the following school year.

Duty Free Lunch Time

Each member of the collective bargaining unit will receive a thirty (30) minute duty free lunch period each day. This duty free lunch period shall not infringe upon the preparation time for those eligible staff members.

Preparation Time

Preparation time is important to teachers and administrators. Principals will make every effort to provide preparation time each day. Preparation time includes individual preparation, as well as time when teachers choose to plan as a team, grade level, or department. Conferences (i.e. case, S504, other), professional development, and other meetings should only occur occasionally (in relation to average minutes), as such interruptions to preparation time should be the exception and not the day-to-day practice. Principals will notify the Superintendent (or designee) using HR procedure, if average preparation minutes for the week will be decreased. Shortened days (i.e., two hour delays and early release Wednesdays) and temporary circumstances (e.g., tornado warnings, fire drills) may necessitate a temporary adjustment in this practice.

Elementary School – There will be an average of 235 minutes per week with 30 continuous minutes of duty-free preparation time each day. Only blocks of 20 minutes or more will count toward the 235-minute minimum per week. The above times shall not include supervisory duties such as bus, recess or lunch.

Intermediate School – There will be one (1) individual duty-free preparation time each day for all teachers.

Middle School – There will be one (1) individual duty-free preparation time each day for all teachers.

High School – There will be a full class period of duty-free preparation every day. Teachers will assist with supervisory duties during their preparation time or before or after school for an average of 15 minutes per day.

All Schools – An allowance of at least 15 minutes of travel time for any teacher required to travel between buildings will be honored, and the Board agrees that said drive time shall not be counted toward preparation time. Furthermore, the Corporation will recognize extenuating circumstances may require longer drive times (e.g., inclement weather, trains, and road closures).

Progressive Discipline

Meaning imposition of the least severe sanction that the Board determines, in its sole discretion, to be likely to prevent a recurrence of the offense, will be utilized to address employee conduct issues. If the Board finds facts that support the use of progressive discipline, the Board may impose a penalty which may include, but not be limited to one or more of the following:

- STEP 1: Verbal counseling/oral warning in which a verbal conference between the employee and his/her supervisor is held. The warning will be documented in writing to chronicle the verbal conference.
- STEP 2: A written warning, which is a formal notice of a performance problem or inability to follow established policy. This notice serves as a warning that continued infractions will not be tolerated and may result in recommendation for discharge.
- STEP 3: Probation for a period of time determined by the supervisor in connection with the written warning.
- STEP 4: Suspension without pay imposed in compliance with the applicable Indiana statutes.
- STEP 5: Termination imposed in compliance with applicable Indiana statutes.

- Discipline at Step 1 and Step 2 will be conducted by the building principal.
- Discipline at Step 3, Step 4 and Step 5, the building principal will provide a Notice of Principal Preliminary Decision. The teacher may appeal through the process outlined in *IC 20-28-9-22*. The Superintendent (or School Board) will provide the final decision on the progressive discipline.
- The Association President will be informed on Step 3, Step 4 and Step 5.

Post Accident Drug and Alcohol Testing

Employees will be subject to testing when they cause or contribute to accidents that seriously damage a MT. VERNON Community School Corporation vehicle, machinery, equipment or property or that result in an injury to themselves or another individual requiring offsite medical attention. A circumstance that constitutes probable belief will be presumed to arise in any instance involving a work-related accident or injury in which an employee who was operating a MT. VERNON Community School Corporation motorized vehicle is found to be responsible for causing the accident. In any of these instances, the investigation and subsequent testing must take place within two hours following the accident, if not sooner. A positive test will result in immediate termination of employment. An employee's refusal to cooperate in required testing will be treated as a positive drug test result and will result in immediate termination of employment.

Teacher Assistance Plan

While in the Initial and Intensive Assistance Plans (up to 90 days for either level), the teacher will not hold ECA positions within the school district. A principal may deem it appropriate to extend either type of assistance plan, if necessary. If that is the case, the teacher will continue to not hold an ECA position within the school district.

When a teacher moves into the Initial or Intensive Assistance Plans, MVCTA representation, building principal, and district administrator (HR) will work with the teacher on an appropriate phase-out of ECA positions.

School Staff Policies

This handbook is intended to serve as a practical guide for staff regarding district expectations, procedures, and daily operations. It is not intended to replace or supersede official Mt. Vernon Community School Corporation Board Policies, Administrative Guidelines, or negotiated agreements. Staff members are responsible for reviewing and following current Board Policies and Administrative Guidelines to ensure consistent implementation, compliance, and appropriate oversight. In the event of a conflict between this handbook and official policy documents, Board Policy and Administrative Guidelines shall prevail. The policies and guidelines listed below warrant additional review by staff.

- A125 Nepotism, Conflict of Interest, Gifts, and Use of Corporation Resources.
- C500 School Trips and Privately Sponsored Activities Involving Corporation Employees and Students.
- C525 Medical Needs at School
- D175 Board-Staff Communications
- D325 Personal Background Checks and Mandatory Reporting
- D275 Drug-Free Workplace
- D375 Staff Discipline
- D450 Termination and Resignation
- D475 Justifiable Decrease in Teaching Positions
- D225 Staff Ethics D200 Standard of Care and Supervision of Students
- F100 Internal Controls and Reporting Losses, Shortages, Variances or Theft

Summer School

Hiring

For interested teachers, a summer school application will be available to submit. The application will list available teaching positions. The application will include the following information: name, teaching experience, years in the position(s) applying for, and licensing. All this information will be used to determine the best teacher for an open position. Hiring summer school teachers is based on factors such as licensure, grade level and/or subject experience, teacher effectiveness rating, years of experience, application, input from building principals, and the number of sections available.

Compensation

Refer to the teacher's contract for compensation.

Sick Leave During Summer School

A teacher in summer school shall be granted one (1) non-accumulative leave day for use in case of personal business or personal illness during the summer school period. For purposes of definition, the day is a scheduled workday regardless of the number of hours per day that the teacher is assigned. A teacher may then use his accumulated sick leave from the regular school year if so needed. In this case, four (4) hours or less of instructional time equals one-half ($\frac{1}{2}$) day and more than 4 (4) hours of instructional time equals one day. This information can be found in the Collective Bargaining Agreement section 5.2.

Other Compensation

Refer to the teacher's contract for other compensation for Teachers who participate in professional development and curriculum writing outside of contract hours.

Refer to the teacher's contract for compensation for Teachers who present or provide training to other teachers outside of contract hours.

Paid Personal Leave

Personal leave days may be used in half-day increments with 24 hours' advance notice; although that notice may be waived by a teacher's building principal for good reason. The Association and Board agree that the purpose of personal leave is for personal or civic affairs and not intended to extend a vacation. Prior approval for extending a vacation may be considered through a written request to our Assistant Superintendent.

Unpaid Leave

Unpaid leave shall be approved only in limited circumstances including, FMLA, temporary disability leave (see Section 5.6 of the Collective Bargaining Agreement), and extreme extenuating circumstances, as determined

by the Superintendent or designee. Unapproved unpaid leave is a breach of contract, and may subject the certified employee to discipline up to and including cancellation of contract.

Extended Leave of Absence

Mt. Vernon Community School Corporation and its School Board of Trustees will comply with the Family Medical Leave Act ("FMLA"). Any absence for five (5) or more consecutive days will be considered an extended absence.

Eligibility

Employees may review Family and Medical Leave Act (FMLA) eligibility requirements and provisions by visiting: <https://www.dol.gov/general/topic/benefits-leave/fmla>

General Provisions

Under this policy, MVCSC will grant up to 12 weeks of leave during a 12-month period to eligible employees (or up to 26 weeks of military caregiver leave to care for a covered service member with a serious injury or illness). The leave may be paid, unpaid or a combination of paid and unpaid leave, depending on the circumstances of the leave and as specified in this policy.

- Employees must notify their administrator or supervisor as soon as the need for an extended absence is known.
- Employees must also notify Human Resources (HR) via email of the anticipated dates of absence.
- HR will determine whether the leave qualifies for FMLA and provide required documentation, if applicable.
- Completed FMLA paperwork must be returned to the HR department within two (2) weeks.

Unexpected absence

- Notify your administrator or supervisor as soon as possible.
- Contact HR to determine whether the absence may qualify for FMLA.

Required Forms (if applicable)

HR will provide the appropriate forms, which may include:

- Request for Leave of Absence
- FMLA Checklist
- WH-381 Notice of Eligibility & Rights
- WH-380-E or WH-380-F Certification of Health Care Provider

Additional Requirements

- A fitness-for-duty certification may be required for return from leave due to the employee's own serious health condition.
- Employees are responsible for entering FMLA time off requests in Skyward (excluding Paid Parental Leave, which HR will enter).

Benefits During Leave

While on FMLA leave, MVCSC will maintain health insurance benefits under the same conditions as if the employee were actively working.

- Employees must continue to pay their portion of premiums.
- If on unpaid leave, payments must be made directly to the Corporation.
- Coverage may be discontinued if payments are more than 30 days late, with a 15-day prior notice.

If an employee does not return from leave (for reasons other than qualifying circumstances), MVCSC may recover employer-paid insurance premiums.

Employee Status After Leave

Employees returning from FMLA leave will generally be restored to the same or an equivalent position, in accordance with FMLA regulations. Fitness-for-duty certification may be required where applicable.

Insurance Status After Exhaustion of Week FMLA

Once an employee exhausts their 12 weeks of FMLA leave, MVCSC is no longer required under FMLA to continue employer-paid health insurance contributions. Employees who remain on an approved leave of absence and are in an unpaid status may be required to pay the full cost of insurance coverage, including both the employee and employer portions of the premium, in order to continue coverage, consistent with plan documents and applicable law.

Employees will be notified of any required premium payments and applicable deadlines. Failure to timely remit required premium payments may result in cancellation of coverage, subject to applicable law and plan requirements.

Use of Paid Leave

Employees must use available paid leave (sick, personal, or vacation, as applicable) concurrently with FMLA leave before transitioning to unpaid leave, consistent with Corporation policies.

Intermittent Leave or a Reduced Work Schedule

The employee may take FMLA leave in 12 consecutive weeks or may use the leave intermittently (take a day periodically when needed over the year). In all cases, the leave may not exceed a total of 12 workweeks (or 26 workweeks to care for an injured or ill service member over a 12-month period).

Additional Provisions

- Employees may not work elsewhere while on FMLA leave.
- Failure to provide required medical certification may result in denial of FMLA protections.
- Questions or disputes regarding FMLA eligibility should be directed to HR and may be elevated to the Superintendent, or designee, if necessary.

Additional Contact Information

U.S. Department of Labor www.dol.gov/dol/topic/benefits-leave/fmla.htm

Supporting Documents

WORKERS' COMPENSATION BENEFITS

Eligible Participant – All employees are covered whether they are faculty, staff, full-time, hourly, etc. (volunteers and independent contractors are not covered).

Regardless of the severity of the injury, all incidents should be reported to your immediate supervisor immediately and an accident/incident report must be completed. Reports must be reviewed by the building/department administrator and forwarded to the Human Resources Department within twenty-four (24) hours after the occurrence and knowledge thereof. If you do not report the injury, there will be no documentation the injury was work related, and you could jeopardize your eligibility for work related coverage under Indiana Workers' Compensation.

Workers' Compensation provides benefits to employees who sustain injuries by accident arising out of and in the course of their employment. In the State of Indiana, employers are required by law to provide Workers' Compensation coverage for their employees either by purchasing coverage through an insurance company or by becoming self-insured. At MVCSC, we are self-insured through the ACCIDENT FUND INSURANCE COMPANY OF AMERICA is responsible for the processing of claims – including review of claims, payment of benefits, and denial of claims.

Work-Related Injury/Illness Procedures

1. You are injured.
2. You report your injury immediately to your supervisor, regardless of the severity of the injury, and an Employee Accident Report is completed. All reports must be completed in detail and reviewed by your immediate supervisor, MVCSC medical personnel (if applicable), and department director/building principal and forwarded to the Human Resources Department within twenty-four (24) hours after the occurrence and knowledge thereof. If you do not report the injury, there will be no documentation the injury was work related, and you could jeopardize your eligibility for work-related coverage under Indiana Workers' Compensation.

If outside medical treatment is provided, a copy of the

Employee Accident Report must be completed within 24 hours of the injury.

3. If medical treatment is needed, you must go to Hancock Occupational Medicine to be seen by a physician, unless it is an emergency situation. **You are required to have an Authorization for Treatment completed by Human Resources for Services in order to be treated.**
4. At some point, the treating physician will either release you to return to Regular Duty or release you to Modified Duty. **Your attending physician must provide a Patient Visit Summary and Instructions form to designate your work status.** If the injury results in time off, the waiting period is 7 days. Paid time off must be used during the waiting period. If an injury results in more than 21 consecutive days missed, the first 7 will then be owed to the employee.
5. After you have received medical treatment, you must report back to your supervisor immediately. If you are released to Modified Duty (work with restrictions), your attending physician must complete the Employee Work Ability form in detail for Transitional Employment Plan (TEP) consideration. It is your responsibility to inform your supervisor that you have been released to work with restrictions. **When**

an injured employee is released to work MVCSC must have an updated Patient Visit Summary and Instructions.

6. You must report back to work as soon as the physician releases you, with or without work restrictions. After you have returned to work, you will meet with your director to review your medical restrictions.
7. Your director will find work for you under the TEP that is consistent with your doctor's restrictions and limitations. He/she will talk to you about what your modified duties are, where they are, and when you are to report to them.
8. You and your director will review the TEP Employee Information Sheet as well as review and then sign the TEP Assignment Agreement (with acknowledgement of work capabilities) which clearly defines the TEP assignment and the length and dates of your assignment.
9. You must report to your TEP assignment as directed by your director.
10. During your TEP assignment you are required to communicate with your supervisor on your medical status and potential change in job duties. Your progress will continue to be monitored by your treating physician and the Third Party Administrator (TPA), Crawford & Company. It is your responsibility to perform within your treating physician's restrictions and limitations.
11. You can only return to your regular duties when your treating physician has cleared you in writing to do so. When the treating physician releases you to Regular Duty, you must let your director/supervisor know immediately.

What is a Compensable Claim?

For a claim to be covered under Workers' Compensation, it must fall within the limits of the Workers' Compensation guidelines as an injury by accident rising out of and in the course of employment. If an injury occurs at the work site and during work hours, it does not mean that the claim will automatically be covered. Listed below are a few examples to further explain:

- Slip & Fall – There must be a direct relationship between the injury and the employment.
- Parking Lot – The time and place of the injury must be associated with the employment.
- Travel – Employees attending work related and work sponsored conferences or meetings in the course of employment would be covered.
- Occupational Disease – An example is a nurse exposed to a patient with hepatitis.

However, ordinary diseases of life to which the general public is exposed are not covered (i.e., the flu).

What Benefits are Available?

- Medical treatment – You are entitled to necessary medical care for treatment of injuries at Hancock Occupation Medicine. **Human Resources will submit an Authorization form in order for you to receive treatment.**
- Lost Wage Benefits – When a compensable injury renders an employee Unable to Work, compensation for lost wages is paid starting on the eighth (8th) calendar day. The employee will not receive compensation for the first seven (7) calendar days (Waiting Period) unless he/she is still designated as

Unable to Work on the twenty-second (22nd) calendar day. Ind. Code §22-3-3-7(a). The first weekly installment of compensation is due fourteen (14) days after the disability begins. No later than fifteen (15) days from the date that the first installment is due, the employer/carrier must tender to the employee an Agreement to Compensation, along with compensation due. Ind. Code §22-3-3-7(b).

- Permanent/Partial Impairment Benefits – A monetary award an employee is entitled to if an injury results in permanent loss of use or function of a particular part of the body.
- Death Benefits
- Appeal Process

Workers' Compensation Leave of Absence

If an employee experiences functional limitations due to a work-incurred medical impairment(s), the employee and immediate supervisor will attempt to identify productive and medically appropriate work activities for the employee through the Transitional Employment Plan (TEP). If a return to productive and medically appropriate work activities is not possible, accrued sick, vacation and personal leave may be used to supplement temporary disability payments received under the Indiana Workers' Compensation Act.

Insurance Coverage During Leave – During a Workers' Compensation paid leave, the Corporation continues contributions for the insurance plans in which the employee is enrolled. The employee is still responsible for the employee contribution. If an employee is receiving temporary disability payments while on an unpaid Workers' Compensation leave, the Corporation continues to pay the MV contribution and will also pay the employee contribution for the medical plan in which the employee is enrolled. The employee will be required to make up any missed deductions/premiums upon their return to work.

Family and Medical Leave Act (FMLA)

If the employee is absent from work due to a work-related injury or illness, and is eligible for FMLA (Family and Medical Leave Act), the Human Resources Department must provide the employee with the required notice and follow FMLA procedures.

Additional Contact Information

IPEP

(800) 382-8837

Indiana Workers' Compensation Board

(317) 232-3808

Supporting Documents

Workers' Compensation Notice

CERTIFIED STAFF PERFORMANCE PLAN

As per Indiana Code, each certified employee of the Mt. Vernon Community School Corporation will be evaluated annually. For teachers, a major component of the evaluation process is classroom observations.



MVCSC Certified Staff Evaluation Overview 2026-2027

TERM	DESCRIPTION
Walkthrough	<p>Minimum 5-10 minutes. (Required for all teachers; administrators may stay longer if needed)</p> <p>Minimum of 10 dispersed throughout the school year, at least 4 (of the 10) walkthroughs per semester</p> <p>Feedback based on the MV walkthrough framework in SFS and sent to the staff member within 2 days after the walkthrough.</p>
Long Observation "Extended"	<p>Minimum 45 minutes (Required for all Tier 1 teachers)</p> <p>Focus: best practices that reflect MV teacher rubric</p> <p>Teachers need to submit a lesson plan for long observations 24 hours in advance of the scheduled observation.</p> <p>Evaluator will document observations in SFS within 7 days after observation.</p> <p>Primary evaluators will strive to complete all long observations before May 1.</p>
Short Observation	<p>Minimum 15 minutes (Not required)</p> <p>Focus: best practices that reflect MV teacher rubric</p>
Artifacts	<p>For Tier 1 Teachers: PLC documentation can serve as 1.5a documentation. 1.5b documentation can be uploaded. Teachers have the option to upload artifacts or optional meeting where teachers can share artifacts with the evaluator.</p>
Mid-Year Evaluation Conference	<p>Will be held if one or more of the following circumstances apply:</p> <ul style="list-style-type: none"> • If the teacher feels that a discussion is necessary or they have questions. • For teachers who the evaluator feels have performed at an "Improvement Necessary" or "Ineffective" rating during the first semester. • For teachers who are currently on an Improvement Plan.

Summative Evaluation	<p>All teachers have the opportunity to participate in an evaluation meeting to discuss the rubric/walkthrough data before the end of the year.</p> <ul style="list-style-type: none"> • If the teacher disagrees with the summative evaluation, the teacher may dispute it in writing after the evaluation with his/her primary evaluator. If time allows, teachers may request an additional observation from their primary evaluator or another administrator. • Tier 1 teachers will be rated Highly Effective, Effective, Needs Improvement, or Ineffective • Tier 2 teachers will be rated Meets Expectations or Needs Improvement with feedback shared on the summative evaluation
Introductory evaluation & development training	By the end of September or 30 days after hire; all new teachers need to have training on the MVCSC rubric; provide training via "New Teacher Academy."

TIER 1 Teachers		TIER 2 Teachers
Defined	Teachers in year one and year two at Mt. Vernon (including any teacher who had a gap in employment and has returned to MV) AND any teacher who has not achieved effective, highly effective, or meets expectations in the previous year.	Effective or highly effective teacher for 2+ years.
Long Observations	<ul style="list-style-type: none"> • All Tier 1 teachers will have 2 long observations (1 per semester) • Teachers need to submit a lesson plan for long observations 24 hours in advance of the scheduled observation. 	<ul style="list-style-type: none"> • Long or short observations are not required for Tier 2 teachers. An administrator may schedule a long observation, if necessary
	<ul style="list-style-type: none"> • The primary evaluator will schedule the long observation with the teacher, providing at least one week's notice and allowing the teacher the opportunity to select the date and time. • Teachers will have a post long observation meeting no longer than 7 days after observation has been sent back to the staff member. • Primary evaluators will strive to complete all long observations before May 1. • If the evaluator feels additional observations are necessary, additional observations may be scheduled based on an informal/formal plan of support. The additional observations may be unannounced observations. 	
Walkthroughs	<ul style="list-style-type: none"> • The evaluator may make as many "walkthroughs" as (s)he feels appropriate with a minimum of 10 dispersed throughout the school year • Walkthroughs will happen throughout the year. At least 4 (of the 10) walkthroughs per semester. 	

Movement between Tiers	<ul style="list-style-type: none"> • If a Tier 1 teacher receives Highly Effective (HE) or Effective (E) ratings each of his/her first two years: they will move to Tier 2. 	<ul style="list-style-type: none"> • Tier 2 teachers will receive a “Needs Improvement” rating if a long observation is conducted and results in a score below 2.5. In this case, the teacher will be placed in Tier 1 the following school year, and will need to satisfy the standards set in Tier 1 before returning to Tier 2
	<ul style="list-style-type: none"> • If the employee receives an Improvement Necessary (IN) rating in either of his/her first two years, (s)he will remain in Tier 1 until completing two consecutive years of HE or E before moving to Tier 2. • If the employee receives an Ineffective (I) or Improvement Necessary (IN) rating at any point during his/her first two years of employment, (s)he and the evaluator will develop a remediation plan of not more than ninety (90) school days in length to correct the deficiencies noted in the certified employee’s evaluation. • A teacher may have a CTA or ISTA representative with them to help develop the remediation plan. • Failure to correct deficiencies identified in any Remediation Plan may result in a recommendation to terminate employment. • Two (2) consecutive years of Improvement Necessary rating may result in a recommendation to terminate employment. 	