

METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE
Non-Certified Support Staff Manual

Effective July 1, 2023



The MSD of Martinsville does not discriminate on the basis of the Protected Classes of race, color, national origin, sex (including transgender status, sexual orientation and gender identity), disability, age, religion, military status, ancestry, or genetic information which are classes protected by Federal and/or State law (collectively, "Protected Classes") occurring in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment.

Definitions:

Employees are defined as full-time if they work 30 hours or more per week or part-time if they work less than 30 hours per week.

Employee Classifications:

240-260 day personnel working full-time with 12-month benefits.

181-239 day personnel working full-time with 12-month benefits.

180-230 day personnel working full-time with 9-11 month benefits.

182-day full-time transportation bus drivers with 9-month benefits.

Bus drivers are also subject to the rules, regulations, policies, and procedures of the Bus Driver Employee Handbook and the Bus Driver Manual

Part-time employees working less than 30 hours per week with no health benefits.

METROPOLITAN SCHOOL DISTRICT OF MARTINSVILLE
POLICIES FOR NON-CERTIFIED STAFF

A. ADMINISTRATION

1. In order to promote harmony and understanding, it is imperative that all personnel work directly under the supervision of the person to whom they are assigned. Problems arising from duties or employment should be referred to the person to whom assigned.
2. The Board of Education determines school policy. The Superintendent of Schools is the executive officer for the Board of Education and she/he has the responsibility for administering school policy.
3. The principal or supervisor is responsible for actual supervision, assignment of duties, reporting absence, and other information for personnel assigned to his/her office or building.

B. EMPLOYMENT

1. Twelve-month support staff are employed on a school year basis, beginning July 1st and ending on the following June 30th. Employees working less than 260 days will have their days to be worked assigned by their immediate supervisor in accordance with the school year calendar. In the event school is closed for one of the regularly scheduled attendance days, this is required to be made up, compensation shall be for the attendance day in session, not for the canceled attendance day for employees working less than a 260-day contract.
2. Employees are employed on the basis of the scheduled assigned time of their supervisor.
3. A National Criminal History Report is required by law of all new employees. This check is required before hiring by the school board. The district human resources staff will provide an online link for the prospective employee to use to request and pay for this check.

4. At the time of retirement, resignation, or termination, the employee's last payroll check will be held at the Central Education Center until cleared by his/her supervisor assuring that all keys and/or school property has been returned.
5. All support staff employees are at-will employees, meaning either party (employer or employee) may terminate employment at any time for any reason or no reason.
6. This handbook is not a contract and employees should not rely on the terms or conditions in the handbook when they accept or continue employment.
7. The employer has the right to administer the handbook's provisions as needed with School Board approval.

C. SALARY SCHEDULE

1. To receive a row increase on the salary schedule, the employee must work a minimum of 50% of the scheduled days for that position between July 1 and June 30 of the previous school year.
 - a. Placement on the salary schedule is determined at the time of employment in the specific job.
 - b. Credit for service in other capacities may or may not be recognized.
 - c. Credit years on the salary schedule are not used to determine eligibility for vacation time and other benefits.
2. Support staff salaries will be reviewed prior to November 1 of each year. The salary schedule adopted by the School Board will go into effect on the date specified by the Board.
3. Pay for approved overtime (over 40 hours worked in a week) will be at 1 1/2 times the regular hourly rate. The principal or supervisor and the Superintendent must approve overtime, or time exceeding the normal workweek. Paid vacation, sick, personal, bereavement, or holiday days off will not count toward the payment of overtime. Overtime will only be paid when actual hours worked is over 40 hours for the current week. Employees may earn compensation time with the prior approval of the Superintendent.
4. The maximum number of working days and working hours for all classifications are established by the Board of Education. The person to whom the employee is assigned may vary the scheduling of the hours in order to accomplish the assignment in the best interest of the school or office, but shall not exceed them without permission of the Superintendent.

D. PAYROLL DEDUCTIONS AND PAY DATES

1. All Personnel will file with the Central Education Center a Federal Form W-4 and Indiana Form WH-4, indicating: correct name as listed on Social Security card, Social Security number, and home address.
2. If there are changes in the employee's name or exemptions, new forms must be filed. An employee must submit a social security card or driver's license with the new name to have the name changed.

Deductions for withholding tax will be made from each check on the basis of declared dependents and salary.

3. Federal and Indiana Income Tax will be withheld based on how the W-4 and WH-4 forms are completed. County income taxes are also subject to withholding.
4. All Support staff are members of FICA and deductions must be made on each paycheck.
5. Support staff (who meet criteria in an approved PERF job category) are required to become members of the Public Employees Retirement Fund, which requires a three (3%) percent contribution from their gross salary. Rehired retired staff are not eligible to have the PERF deduction withheld.
6. Employees are required to have their pay deposited directly to any financial institution that can receive an electronic transfer of funds. An authorization form must be completed and submitted to the Central Education Center payroll department.
7. Employees will be paid every two weeks.

E. VACATIONS- *only available to full-time, 260-day employees*

1. All vacation time will be posted to the employee's accrued paid time off account by July 1st. Vacation days must be used by July 31st the following year. Vacation days can be carried over from one year to the next, up to five vacation days after July 31st of the following year for a total of no more than 20 vacation days available.
2. Twelve-month employees, with less than ten (10) years' experience, receive ten (10) days of vacation. Employees hired on July 1st through December 15th, receive five (5) vacation days after six (6) months of employment. Employees hired on December 15th through June 30th receive ten (10) vacation days, allocated on July 1st, eligible to be used after six (6) months of employment.
3. Twelve-month employees, with more than ten (10) years experience, shall be granted a vacation of three weeks.
4. Years of service, used to determine vacation days, are years served as a twelve (12) month employee in a position at MSD of Martinsville that is eligible for vacation days.
5. No vacations will be granted to less than twelve (12) month employees, to part-time employees, or to 12-month employees with less than six (6) months service in a twelve (12) month position.
6. Full-time employees who earn or accrue vacation and provide a two-week notice or retire will be paid their accrued but unused vacation time. Employees will be paid accrued but unused vacation time as an amount equal to a prorated number of days of vacation leave for each month worked in the current year until the date of separation minus any days already used. Employees who are terminated or who fail to provide at least a two (2) week notice will not be paid for any vacation time.

Employees will not be paid for any unused personal days upon separation of employment, whether

voluntary or involuntary.

F. HOLIDAYS

1. Twelve-month, full-time support staff shall receive compensation for, but not be expected to work, on the following days:

New Year's Day	Juneteenth Day	Day After Thanksgiving
MLK Day	July Fourth	Christmas Eve
Presidents' Day	Labor Day	Christmas Day
Memorial Day	Thanksgiving Day	New Year's Eve

If any of the above-listed holidays fall on a Saturday, twelve-month full-time support staff shall receive compensation for, but not be expected to work, the preceding Friday.

If any of the above-listed holidays fall on a Sunday, twelve-month full-time support staff shall receive compensation for, but not be expected to work, the following Monday.

To be eligible for paid holidays, the employee shall have worked, used a sick (doctor statement may be required), personal or vacation day on the last workday preceding the holiday and the workday immediately following the holiday.

Holiday pay will not be counted as hours worked for the calculation of overtime.

G. ABSENCE

1. When unable to report for work, it is the responsibility of all support staff personnel to notify the person to whom they are assigned.
2. Deductions for absence will be made at the hourly rate unless covered by an absence policy.
3. Unpaid time off that is not covered by FMLA and in excess of one day a fiscal year could result in disciplinary action including termination.

H. JURY DUTY

1. Support staff will receive the difference between their daily salary and jury duty pay when they are called to serve on a jury. Mileage allowance by the court is not considered a part of jury pay.

I. COURT LEAVES

Court leave with pay shall be granted to employees for the time necessary to make an appearance(s) in any court proceeding resulting from activities relating to the employee's employment with the school corporation except when the employee is a plaintiff or in court proceedings to enforce Public Law 217, Acts of 1973.

J. PROFESSIONAL LEAVE

Professional leave may be granted for attending and/or participating in educational workshops, educational seminars, or educational conferences which are sponsored by industry, professional associations, colleges, or universities without loss of pay when such absence is also approved by the supervisor or principal and the Superintendent and when such absence will contribute to staff and/or curriculum improvement. The attending or participating employee shall, if requested, be responsible for reporting to the school administrator upon the activities of such workshop, seminar, or conference, and shall, if requested, be responsible for aiding such school administrator in utilizing such information to improve the staff and/or curriculum. Approved expenses may be paid to the employee. Professional days are limited to three days per school year unless prior approval of the Superintendent has been obtained.

K. SICK LEAVE

1. Support staff members who are full-time employees shall be entitled to sick days per scheduled working year for personal illness that requires being absent from work according to the table below. Sick days are given on July 1 of each year. A medical note may be required after the fifth absence in a school year. All medical documentation must be submitted within three days of the requested leave or sick leave may not be used for the absence. Accrued sick days shall be based on the hours that the employee works in a typical day.

Employee Type	Days/Year	Maximum Accumulation
District/School Nurse	10 days	160 days*
230-260 days/Full-time	9 days	94 days*
180-229 days, Bus Drivers	5 days	62 days*

Accumulated sick time will be carried forward each year and added to the earned leave time for that year. For example, an employee with 94 allowed maximum days on June 30 will have 103 days available on July 1(94 maximum days + 9 accumulated days for the current year).

2. Employees may use up to ten (10) sick days per scheduled working year to care for members of his/her immediate family who are ill.

Illness or quarantine of a member of the certified employee’s “immediate” family, which shall be defined as the certified employee’s spouse, children, parents, and parents-in-law, or for family members residing in the employee’s household.

When an employee uses ten (10) days of such family illness leave in a work year, the employee may appeal to the Superintendent for use of additional sick days for family illness. The Superintendent may grant or deny such requests and that decision shall be final.

3. * If an employee has accumulated the maximum number of sick leave days in the above categories denoted with an (*) and does not use the current year’s allotment of days, he or she shall receive fifty (\$50.00) dollars for each unused personal and sick leave day exceeding the allowed maximum

in the first pay after July 1. The rate will be \$40 per day for nurses.

4. In the event an employee's employment with the MSD of Martinsville ceases, an employee will not receive any compensation for unused sick days, with the exception of an employee who is retiring, which is addressed under the "Retirement" section.
5. Employees with a start date after December 1 will receive 50% of the allocated sick days. Employees with a start date after March 1 will receive 25% of the allocated sick days.
6. In the event an employee terminates their employment with the MSD of Martinsville, they will forfeit any unused days.

L. SUPPORT STAFF SICK LEAVE BANK

1. The school corporation has established a voluntary sick leave bank to which full-time support staff personnel may contribute unused sick leave days, and from which a contributing individual may draw sick leave days, upon approval of the Sick Bank committee, when the individual's annual and accumulated sick leave, personal leave, and vacation days are exhausted. Enrollment procedures and sick leave bank rules are explained in the SUPPORT STAFF SICK LEAVE BANK PUBLICATION.

M. PERSONAL LEAVE

1. Personal leave will be allowed without loss of pay for personal business and/or civic affairs for all full-time staff in the following job categories:

<u>Employee Type</u>	<u>Days/Year</u>
District/School Nurse	4 days
230-260 days/Full-time	3 days
180-229 days, Bus Driver	3 days

2. When personal leave can be anticipated, a request for leave shall be made at least one day prior to such leave and shall be submitted to the building principal or supervisor who will approve it. In emergencies, the employee shall notify the building principal, or to their supervisor, of his/her intention to be absent.
3. Unused personal leave days shall be transferred at the end of the fiscal year (June 30) to sick leave days.
4. Personal leave is to be used for business that cannot be taken care of outside of the workday. The employee is required to give the reasons for requesting personal days. These days may be denied.
5. Employees with a hire date after December 1 will receive 50% of the allocated sick days. Employees with a hire date after March 1 will receive 25% of the allocated sick days.
6. In the event an employee terminates their employment with the MSD of Martinsville, they will

forfeit any unused days.

N. FAMILY AND MEDICAL LEAVE

An employee may find it necessary to take a leave of absence from work for certain family or medical reasons as provided in the Family and Medical Leave Act of 1993 (29 U.S.C § 2601 et seq.). To the extent an employee's family or medical leave ("FMLA leave") also qualifies under one of the school corporation's other leave policies (e.g. sick leave, personal leave, vacation leave, maternity leave, adoptive leave, disability leave), such leaves will run concurrently. If an employee has accrued paid time off, he/shemust use vacation, sick, and personal days while on FMLA. For further information regarding 'FMLA leave" please refer to Policy D400 in the corporation policy manual.

This policy shall apply to leaves in all areas in which an employee is unable to perform his/her duties owing to disablement for any period greater than five (5) days. Such disability shall include, among other items, incapacity which arises from major surgery, physical illness, mental illness, or emotional disturbance.

In order to be eligible to take leave under the FMLA, an employee must:

- work for a covered employer;
 - have worked 1,250 hours during the 12 months prior to the start of leave; (special hours of service rules apply to airline flight crew members)
 - work at a location where the employer has 50 or more employees within 75 miles; and
 - have worked for the employer for 12 months. The 12 months of employment are not required to be consecutive in order for the employee to qualify for FMLA leave. In general, only employment within seven years is counted unless the break in service is (1) due to an employee's fulfillment of military obligations, or (2) governed by a collective bargaining agreement or other written agreement.
1. **Anticipated Disability.** Where disability can reasonably be anticipated, as in the case of a scheduled operation, the following rules shall apply: (a) the employee requesting leave shall notify the Office of the Superintendent of the expected time of leave as soon as reasonably possible, (b) the leave shall begin at a time which is mutually agreeable to the employee to continue active employment in such employee's position, then upon request by the school corporation the employee shall furnish a statement from his/her physician which sets forth the facts and the physician's opinion as to such employee's ability to continue his/her duties. The school corporation may mandate, restrict or otherwise condition the dates of such leave upon such statement.
 2. In instances in which the disability could not be reasonably anticipated, the leave shall begin when medically required. The school corporation shall have the right to demand and receive reasonable documentation of such emergencies.
 3. **Rules Governing Return.**
 - (a) As soon as reasonably determinable, the employee shall notify the Superintendent of the estimate time of return to work, or of the fact that such employee does not intend to resume his/her duties, and shall, if intending to return to work, keep the school

- corporation advised of changes in such estimated time.
- (b) The employee shall furnish the school corporation proof of such employee's continued disability at any time during the disability if requested by the Superintendent of Schools.
 - (c) The employee shall notify the Superintendent as soon as such he/she has recovered from the disability and may resume his/her duties at such time as in the opinion of the employee and his/her physician that the employee is able to so resume. The school corporation may, at its option, require the certificate of the physician to this effect.
 - (d) Unless waived by the school corporation, however, the employee shall not be entitled to return to his/her duties unless at least two (2) calendar weeks' notice is given of the intention to return to work.
 - (e) If the employee desires that the leave be extended beyond the time that he/she was in the physician's opinion recovered sufficiently to return to his/her active employment, and if the school corporation agrees to such extension.

4. Position to Which an Employee Returns. Upon an employee's return to work, the school corporation shall assign the employee to the same position held by such employee when leave recommenced or to a similar position, except in the following instances:

- (a) Where the position and such similar position has been filled by an employee pursuant to a temporary or regular position.

O. MATERNITY LEAVE

Eligibility

Eligible employees must meet the following criteria to be paid:

- Be a full-time or part-time, regular employee (temporary employees and interns are eligible for this benefit).

In addition, employees must meet one (1) of the following criteria:

- Have given birth to a child.
- Have adopted a child or been placed with a foster child (in either case, the child must be age 17 or younger). The adoption of a new spouse's child is excluded from this policy.

Amount, Time Frame, and Duration of Paid Maternity Leave

- Eligible employees will receive a maximum of ten (10) days of paid maternity leave per birth, adoption, or placement of a child/children per contract year. The fact that a multiple birth, adoption, or placement occurs (e.g., the birth of twins or adoption of siblings) does not increase the ten (10) day total amount of leave granted for that event.
- Approved leave may be taken at any time during the 12-week period immediately following the birth, adoption, or placement of a child with the employee. Paid leave may not be used or extended beyond a 12-month time frame.
- The ten (10) days of paid leave may be awarded before all sick and personal days have been used from the employee's available sick and personal paid time off balance.

Requests for Paid Parental Leave

- The employee will provide their supervisor and the human resource department with notice of the request for leave at least thirty (30) days prior to the proposed date of the leave (or if the leave was not foreseeable, as soon as possible).

P. BEREAVEMENT LEAVE

1. When there is a death in the immediate family, employees shall be entitled to be absent without suffering loss of compensation for a period of seven (7) consecutive calendar days. The employee shall determine if those days begin on the date of the death or the date immediately following the day of death, as may fit the individual employee's circumstances. The total number of paid bereavement days shall not exceed five (5). Please note, employees working under 30 hours per week are eligible for three (3) days of bereavement leave.

The definition for "immediate family" is defined by the Board as current spouse, child, grandchild, parents, parents of current spouse, grandparent, sibling, current son-in-law, current daughter-in-law, or any person domiciled and residing in the employee's home as a member of the employee's family.

2. One day's absence shall be allowed without deduction of pay to attend the funeral of other relatives limited to direct aunts, direct uncles, first cousins, nieces, nephews, current brother-in-law, current sister-in-law, grandparent-in-law, or other relatives approved in writing by the Superintendent.
3. Three days' absence shall be allowed without deduction of pay for bereavement leave of current stepchildren, step-siblings, and current stepparents.

Q. HEALTH INSURANCE

1. Employees who work at least thirty (30) hours per week or are considered full-time, are eligible to participate in the Medical plan as offered by the School Board.
2. An employee who wishes to participate in the Medical plan has thirty (30) days from the date of employment to do so. If not done within the time period stated, the employee may be required to prove a federally recognized qualifying event in order to participate in the program.
3. The current cost per participating employee toward the monthly cost of the school corporation's respective group insurance plan can be obtained from the benefits department at the Central Education Center. Premiums depend upon the type of plan selected. Insurance rates are subject to change and employees will be notified in advance.
4. Board contributions toward insurance premiums are made only for the months an employee actually works or is on approved paid leave. Employees are responsible to pay the full premium during the months the Board is not contributing toward the premium.

The number of months contributions will be made by the Board are determined by the following schedule:

DAYS SCHEDULED TO WORK	MONTHS OF BOARD CONTRIBUTION
Up to 204 days	9 monthly payments
205 to 218 days	10 monthly payments
219 to 230 days	11 monthly payments
231 or more	11 monthly payments

5. Information on insurance at time of retirement is found under V. Retirement #4.

All insurance benefits are subject to the enrollment procedures and regulations in the Master Policy of each insurance benefit. The Board of Education assumes no liability beyond that available under the Master Policy or Contract, between the Board and the insurance carrier and/or insurance trust.

6. Eligible employees who elect to enroll in the Corporation's Insurance Program will have their coverage effective on the first of the month following 60 days of employment.

R. 403 (b) Plan

1. Effective January 20, 2023 and thereafter, all full-time non-certified staff members shall have the option of investing in the 403(b) plan up to the maximum allowable under Federal Law.
2. The Board shall deposit full-time non-certified staff member contributions into an individual account for each employee enrolled in the 403(b) program chosen by the Board. Such deposits shall be made on a bi-weekly basis.
3. The Board shall provide each full-time non-certified staff member with an opportunity to participate in a voluntary tax-sheltered 403(b) program consistent with the 403(b) plan adopted by the Board.
4. All full-time non-certified staff members participating in the 403(b) plan shall be immediately vested.

S. DENTAL INSURANCE

1. The school corporation provides dental insurance as a part of the group insurance program. Employees work at least thirty (30) hours a week or are considered full-time, are eligible to participate.
2. An employee who wishes to enroll in the dental program has thirty (30) days from date of employment to do so.
3. Employees, who are eligible and wish to participate in the dental program, shall enroll in the dental program. Participation in other insurance programs does not automatically enroll an employee in the dental program.

The current cost per participating employee toward the monthly cost of the school corporation's respective group insurance plan can be obtained from the insurance department at the Central Education Center.

Insurance rates are subject to change and employees will be notified in advance.

4. Board contributions toward insurance premiums are made only for the months an employee actually works or is on approved paid leave. Employees are responsible to pay the full premium during the months the Board is not contributing toward the premium.

The chart for the number of months of Board contributions can be found in: Q. HEALTH INSURANCE, #4

5. Insurance liability; see Section O#6.

T. LIFE INSURANCE

1. The corporation provides, for its employees in these classifications who work at least thirty (30) hours per week or are considered full-time, as a part of the group insurance program, term life insurance in the amount of \$50,000 at \$1 to the employee.
2. Employees may elect to carry additional life coverage during specified enrollment periods, as announced by the insurance company, by paying the total premium cost of the additional coverage. Some additional insurance coverage may be available only for new employees and are restricted to limited enrollment periods. Check with the benefits department for clarification.
3. Insurance liability, see Section O#6.

U. WORKER'S COMPENSATION

The Board of Education carries Worker's Compensation on all employees as required by the Worker's Compensation Act and the Worker's Occupational Disease Act of Indiana to cover the medical cost of personal injury or death by accident arising out of and in the course of employment. The provisions of this act require that a report of the injury to the employee shall be made in writing to the employer as soon as practicable after the injury. It is the responsibility of the employee to inform his/her employer of such injury. The following procedures will assist the employee in reporting injury and filing claims for compensation.

1. When an accident occurs resulting in injury to an employee, it should be reported to the immediate supervisor, building principal, or the school nurse who will complete a *First Report of Incident Form* to be filed in the Business Office, whether the injury requires treatment at the time or not. This report should be filed in the Business Office as soon as practicable (IC 22-3-3-1).
2. All employees seeking medical attention for work related injuries should report to his/her supervisor. Employees should seek medical attention at the Everside Health Clinic in Martinsville. If the clinic is unavailable, employees should seek treatment within the county of occupation (IC 22-3-3-4.a and IC 22-3-4-13.e). Employees should go to the emergency room at IU Health Morgan in Martinsville or Franciscan Health Mooresville. Medical attention for all work-related injuries will be provided by Everside Clinic, IU Health Morgan, or Franciscan Health Mooresville. Employees should **always** take a copy of the *First Report of Incident Form* with them to the care provider.
3. Should the injury require immediate medical attention, the employee should report to the Emergency Room at IU Health Morgan or Franciscan Health Mooresville and report to the immediate supervisor, building principal, or school nurse upon return to work.
4. IU Health Morgan, Franciscan Health Mooresville, or Everside Health Clinic will inform the Central Office as to the nature of the employee's injury and the anticipated time of disability.
5. IU Health Morgan, Franciscan Health Mooresville, or Everside Health Clinic will bill the Worker's Compensation carrier directly.
6. **Do not submit claims to your group health insurance for a job-related injury**, as this will only delay claims.

It is important these first reports of incident are made as soon as practical after the incident occurs per state law. In addition, should the injury result in lost time, you cannot receive your compensation until the claim has been made and processed. In addition, should the injury result in lost time you cannot receive your compensation until the claim has been made and processed.

It is important to report all injuries whether you go to a doctor or not because complications could occur at a later date; and if not reported within thirty (30) days from date of occurrence of injury, no compensation shall be paid until and from the date such notice is given.

7. Procedure of payment of benefits

It is the determination by the insurance company whether an injury or illness is job-related.

Procedures for payment, when an employee is awarded compensation from Worker's Compensation Insurance, are as follows:

- a. It is the intent of M.S.D of Martinsville that an employee who has been granted Worker's Compensation Insurance should not suffer a loss of wages (within the scope of the insurance policy) as result of a job-related injury or illness. Also, no employee shall benefit more than their normal wages for periods where both the employer and the insurance company are paying wages and benefits.
- b. Each situation will be evaluated to determine if the insurance compensation is adequate to cover the employee's normal wages.
- c. After a claim is filed, it may take several days before a determination is made by the insurance company and workers compensation is granted. Employee's available paid time off must be used to receive regular wages for disabilities under seven (7) days. No unpaid time off will be granted unless all available paid time off is used.
- d. Worker's Compensation may pay wages all the way back to the first day. If so, and the employer has been paying wages, the employee shall reimburse the employer for those paid days that were also compensated by insurance.
- e. When compensation from insurance begins the employee shall have all leave used during the covered period, that is related to time off the job as a result of a covered injury or illness, reinstated to that employee's appropriate accumulation.
- f. If the employee is compensated by insurance for a shorter work period than the normal work period, the M.S.D. of Martinsville will proportionally compensate the employee to make up for the lost wages.
- g. Under no circumstances shall an employee receive total compensation that exceeds the normal compensation for the work period for any combination of wages or any plan that is paid wholly or in part by the M.S.D. of Martinsville.
- h. During the period of covered Worker's Compensation Insurance payments, M.S.D. of

Martinsville shall continue to contribute its share of premiums, contributions, etc. that may be applicable. The employee shall also make all applicable contributions, which will require a check written to M.S.D. of Martinsville to cover the employee's contributions. If an employee fails to pay his/her share of the contributions the employer may cease payments and terminate the coverage.

- i. Employees should consult with the business office to assure that proper payments are being made and that there is no duplication of wages and/or benefits.

In the event there should be additional questions, contact your immediate supervisor, building principal, or the Central Education Center at 765-342-6641.

V. RETIREMENT - P.E.R.F.

1. Retirement shall be according to state and federal statutes regulating the same.
2. Each Support Staff member who meets PERF established criteria in an approved PERF job category shall participate in the Public Employees Retirement Fund. The cost for each employee shall be 3% of their wages while the corporation shall contribute an additional sum as established by P.E.R.F.
3. To be eligible for RETIREMENT SEVERANCE PAY, an employee must have been employed in the school corporation for a minimum of ten (10) consecutive years and must have satisfied the statutory requirements of the Public Employees Retirement Fund. Upon retirement, the employee shall receive fifty (\$50.00) dollars per day for accumulated sick leave. Employees shall receive their regular pay rate for any unused vacation days and prorated vacation days upon meeting the retirement requirements.
4. Support Staff members who retire by accessing and receiving benefits from the Public Employees Retirement Fund and who have reached the age of fifty-five (55) years may be eligible to continue health insurance coverage by paying the required premiums in full and in accordance with IC 5-10-8-2.6 service provisions. Such continuation shall cease when the member becomes eligible for Medicare. Such continuation is subject to proper notice as may be required by MSD of Martinsville and is subject to the rules, regulations, and policies of the health care program provider. Failure to pay premiums, when due, shall be cause to terminate continuation in the health care program.
5. Insurance Liability, See Section O #6

W. SECTION 125

The Metropolitan School District of Martinsville has established a Flexible Fringe Benefit Program for those employees eligible to participate in such a program in accordance with Section 125 of the Internal Revenue Act of 1978, and the corporation adopted plan document. Both "a generation one" program with premium contributions for the cost of medical and dental insurance coverage and a "generation two" program for dependent care expenses and health care expense accounts preserved in a non-taxable status will be sponsored by the school corporation. Employees may elect to participate in these programs annually.

X. RETIREE REHIRED AS FULL-TIME ACTIVE EMPLOYEE

Benefits – A retiree who becomes a reemployed full-time employee with the MSD of Martinsville is entitled to all benefits with regard to their classification:

- A) If a Retiree returns to work at the MSD of Martinsville and has been paying for Life Insurance, the Retiree may elect to allow the MSD of Martinsville to pay this benefit for them. However, once the Retiree elects to exercise this option, upon leaving employment for the second time, the Life Insurance benefit would terminate. In order to retain the Life Insurance while being hired for the second time, the Retiree would have to continue paying their Life Insurance as a Retiree while employed.
- B) If the Retiree decides to terminate their health or dental insurance as a Retiree to become eligible as an Active Employee, the Retiree understands they can continue to carry their health or dental insurance as a Retiree upon the termination as an active employee.
- C) The maximum experience credit a returning retiree can receive on the salary schedule is 10 years.

Y. MEDICAL EXAMINATIONS

1. Prospective employees in some classifications may be required to submit to a physical examination prior to employment with the corporation according to state law. It may also be required after an injury or extended illness.
2. The cost of the initial examination prior to employment, when required, will be assumed by the school corporation.

Z. LONG-TERM SUBSTITUTE BUS DRIVERS

After a Substitute Bus Driver has driven the same route for 10 consecutive work days, the Substitute Bus Driver shall go to the lowest single run or double run rate on the 11th day of service for the same route.

AA. DISCIPLINE PROCEDURES

The Board believes that standards of conduct for classified employees are necessary to provide students with a positive example of adult behavior and an orderly instructional environment. To this end, the Board has adopted a policy of progressive discipline to be applied except in cases of gross misconduct. In instances of gross misconduct, the purpose of this policy is to consider if the misconduct warrants suspension without pay or termination.

As used in this policy, "progressive discipline" means imposition of the least severe sanction that the Board determines, in its sole discretion, to be likely to prevent a recurrence of the offense. 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:

1. Verbal counseling/oral warning in which a verbal conference between the employee and his/her supervisor is held.
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.

3. Probation for a period of time determined by the supervisor in connection with the written warning.
4. Administrative leave with pay.
5. Suspension without pay imposed in compliance with the applicable Indiana statutes.
6. Termination imposed in compliance with applicable Indiana statutes.

Exceptions to the principle of progressive discipline contained in this policy may be made in cases in which the Board finds that the interests of students and the school community make the application of the principle of progressive discipline inappropriate. Examples include, but are not limited to the following:

1. Reporting for duty under the influence of an alcoholic beverage, an illegal drug, or a prescription drug used other than in accordance with a prescription.
2. Possession or use of alcohol beverages or drugs on school property or an event sponsored by the Board.
3. Willful refusal to follow established rules or standards for the conduct of an employee, i.e. insubordination.
4. Theft, fraud, or another violation of criminal law.
5. Arrest and subsequent conviction of a crime.
6. Falsification or omission of a material fact in the application for employment by the Board.
7. Threats and/or acts of violence to a person or substantial property damage.
8. Poor professional judgment resulting in a risk of physical harm to a person.
9. Harassment in violation of Board policy on harassment