



2016-2017

SAN JUAN ISLAND
SCHOOL DISTRICT

Employee Handbook

Mission Statement

Promote excellence, engaging every student, every day, through superior instruction, high expectations and academic content that is both challenging and individually relevant.

MISSION/VISION/GOALS

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**Affirmative Action
Non-discrimination statement**

The district will provide equal employment opportunity and treatment for all applicants and staff in recruitment, hiring, retention, assignment, transfer, promotion and training. Such equal employment opportunity will be provided without discrimination with respect to race, creed, religion, color, national origin, age, honorably-discharged veteran or military status, sex, sexual orientation including gender expression or identity, marital status, the presence of any sensory, mental or physical disability or the use of a trained dog guide or service animal by a person with a disability.

Title IX Officer: Danna Diaz
378-4133, dannadiaz@sjsd.wednet.edu

504 Officer: Jerry Ball
378-4133, jerryball@sjsd.wednet.edu

Affirmative Action Officer: Maude Cumming
378-4133, maudecumming@sjsd.wednet.edu

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NEW DISTRICT MISSION , VISION
AND GOALS

Mission Statement

Promote excellence, engaging every student, every day, through superior instruction, high expectations and academic content that is both challenging and individually relevant.

Vision Statement

Our students will graduate prepared for life's challenges as productive citizens who are happy, healthy and compassionate.

District Goals**Powerful Teaching & Learning**

- 1) Inspire self-evaluation and critical thinking skills in our students through instruction that is differentiated and individually relevant, supplemented by technology that is bold, intentional and seamless;
- 2) Recruit and retain passionate teachers, providing ongoing training that is flexible and professionally focused;
- 3) Integrate STEM, life-skills and arts instruction within an aligned curriculum that drives student engagement and accountability, meeting high expectations through demonstrated achievement; and
- 4) Maintain an adaptive culture, incorporating best practices and fostering innovation in all areas.

District Climate

- 1) Ensure a safe, tolerant and welcoming climate that values mutual respect and multi-cultural acceptance;
- 2) Recognize and celebrate success at all levels via communication that is proactive, positive, and sincere, using varied media; and
- 3) Promote inclusive partnerships with families and our community that foster engagement and enhance student learning.

Early Learning

- 1) Advance school-readiness through collaborative partnerships with parents and pre-school providers which emphasize experiential learning, literacy and social/emotional development; and
- 2) foster successful K-3 transitions through proactive assessment and early intervention strategies.

Foundational Principle: Stewardship

Engender trust by ensuring the responsive and optimal use of district resources, in a manner that is clear and transparent to stakeholders.

District Office Staff 378-4133 285 Blair Ave	
Danna Diaz	7999
Maude Cumming	7901
Jose' Domenech	7908
Marie Rothlisberger	7904
Jill Sandwith	7910
Joe Gamez	7907
Roy Knox	7137
Garrett Holmes	7902
High School 378-5215 45 Blair Ave	
Fred Woods	7199
Jannet Ortiz	7102
Tammy Andersen	7110
Gordy Waite	7132
Middle School 378-5214 85 Blair Ave	
Rod Turnbull	7299
Binney Haenel	7201
Amara Zee	7235
Elementary School 378-5209 95 Grover Street	
Diane Ball	7399
Susan Stehn	7301
Jill Peacock	7302
Tim Kopet	7307
Griffin Bay School 378-3292 85 Blair Ave	
Danna Diaz	7905
Connie Domenech	7801
Ben Troutman	7802

Title IX Officer

Danna Diaz, Superintendent
378-4133
dannadiaz@sjsd.wednet.edu

District 504 Officer:

Jerry Ball, Special Services Director,
370-7911, jerryball@sjsd.wednet.edu



New Logos!



Our District commitment to non-discrimination

The district shall provide equal employment opportunity and treatment for all applicants and staff in recruitment, hiring, retention, assignment, transfer, promotion and training. Such equal employment opportunity shall be provided without discrimination with respect to race, creed, religion, color, national origin, age, honorably-discharged veteran or military status, sex, sexual orientation including gender expression or identity, marital status, the presence of any sensory, mental or physical disability, participation in the Boy Scouts of America, or the use of a trained dog guide or service animal by a person with a disability. Grievance/appeal procedures are outlined in district policy and procedures.

Affirmative Action Officer:

Maude Cumming, Admin Assistant
370-7901, mcumming@sjsd.wednet.edu

Employee Travel / Field Trips / Purchasing

Procedures for Travel Request*

The San Juan Island School District Travel Request Form is to be used by all San Juan Island School District personnel requesting permission to travel out of the District. Travel Request Forms approved by the supervisor will be forwarded to the Superintendent's office for final approval, dependent on the availability of funds in the appropriate budget and the appropriateness of the request.

- A) A *Travel Request Form* is to be completed by the individual requesting travel and submitted to his/her supervisor for prior approval **at least two weeks prior to the anticipated travel.**
- B) All travel requests must be first approved by your immediate supervisor. The supervisor will identify the specific budget to charge the travel expenditure.
- C) All claims for expenses, within the limits allowed, must be submitted within thirty (30) days of activity on the expense reimbursement form.
- D) Reimbursement, within the limits allowed, will only be provided when **proper receipts and an internet generated map, such as mapquest or googlemaps, showing mileage totals** are attached to the expense claim. No receipts are required for meals. However, receipts are required for ferry, lodging, parking and other incidental expenses in accordance with the travel policy.
- E) **No meal allowance is provided for day travel.** For overnight travel no breakfast allowance is provided on the departure date, and no dinner allowance is provided on the return date unless the departure from Anacortes is after 7:00 p.m. Meals may not be claimed when provided by, and included in, the conference registration fee. No receipts are required for meals. The per diem allowance is inclusive of applicable taxes and gratuities (gratuities limited to 15% of meal cost). 2015-16 per diem rates are: breakfast \$10.00, lunch \$13.00, dinner \$22.00).
- F) When more than one person is attending the same meeting/conference it is expected that staff will carpool. District vans are to be used, if available, before reimbursement for multiple private vehicles will be authorized. Private vehicle mileage will be reimbursed at the IRS rate as established on the Expense Claim Form.
- G) Employees are responsible for reading and following policy 6312, and procedure 6312p, when traveling on school district business.
- H) If you're involved in a traffic accident, notify the police. Do not make any statements which may be held against you. Call your supervisor or one of the administrators.

***Please see Board Policy 6312 for Travel Reimbursement.**

Ferry Travel can be reimbursed through the District Office by submitting a Ferry Ticket receipt with a signed Expense Report form. Car and Driver and Passenger tickets will be reimbursed in accordance with the SJISD Travel Reimbursement Policy. The District would like to encourage utilizing commuter rates (Wave-to-go cards) and "van load" tickets whenever possible. Please see the District Transportation Supervisor for more information on "van load" tickets and other details or transportation arrangements.

Field Trips

Staff taking students on a field trip must complete a "Request for Field Trip" form and obtain their administrator's approval. This form is then given to the Director of Transportation at the District Office. **On and off-island field trips need to be scheduled a minimum of two weeks in advance.**

Field Trip Costs

- Bus costs:** **Driver** @ \$25.00/hour
 Bus @ \$1.10/mile
 Ferry - Bus & Load Varies by season and day of week
- SUV costs:** \$0.54/mile
- Ferry: SUV & Load** - Varies for high/low season and days of week

SUV Drivers - Any staff/volunteer driving students in a van on a field trip or sporting event needs to have or obtain the following items on file at the district office:

1. Valid WA State drivers license
2. Recent driving abstract (issued by DOL w/in the last 3 yrs.)
3. Valid First Aid Card
4. Valid D.O.T. physical
5. Drive test and approval by Transportation Supervisor
6. Proof of insurance
7. WA State Patrol background check

Important

The purchase order system is computerized. PO numbers cannot be issued over the phone, please be prepared to plan ahead for purchases, registrations and travel.

Purchasing

Prior to purchasing supplies, a supply requisition form must be completed. Once your requisition is approved by the principal, the purchase orders are input electronically by the building's Office Manager. PO's are electronically approved and processed at the District Office daily. Once processed, the purchase orders are faxed to the vendor (please provide fax number) or mailed, and building sites can access them electronically. To begin this process you will need:

- vendor name and address
- vendor phone number
- vendor fax number
- quantity of item
- color of item (if applicable)
- item # (stock number)
- special shipping instructions
- appropriate Budget Code
- requested delivery date
- approval of Principal

All purchasing should be done with a PO. For vendors that don't accept PO's, the District Office has alternative options. Please contact the District Office for specific instructions.

ASB Purchase Orders: ASB Purchase Orders require an ASB supply requisition to be completed. ASB purchases must be voted on and approved by the elected student council. This action must be reflected in the meetings' minutes. In addition to the items listed above in "Purchase Orders," ASB purchase orders also require the signatures of the following individuals before they can be processed.

- Principal's signature
- ASB Advisor's signature
- ASB Treasurer's signature
- Copy of minutes

ASB Purchase Orders also are input by the building's office manager and then printed and faxed to the vendor by the District Office.

Note: Please plan all ASB purchases well in advance.

Supplies: Out-of-pocket purchases are not encouraged, but if necessary **out-of-pocket purchases should be pre-approved or may result in not being reimbursed.** Original receipts must be submitted with an expense report form within 30 days to your building office manager.

Please Note:

Receipt of merchandise must be acknowledged before payment can be made. **Please sign, date and indicate your approval on the packing slips and return them to the District Office ASAP**

Approval:

Reimbursable expenses for supplies, travel, workshops, in-services, etc. **must be pre-approved by your administrator.**

Plan ahead

for workshops and conferences. Complete a Conference/Travel Request form as far in advance as possible to submit to your supervisor.

Payroll

2016-2017 Paydays

September 30
October 31
November 30
December 30
January 31
February 28
March 31
April 28
May 31
June 30
July 31
August 31

Payday: Payroll is generated once a month and falls on the last banking day of each month. See the payroll calendar to the left.

Electronic Deposit: All paychecks for employees are deposited electronically. Deposits are made into employees' accounts by 10 a.m. on the last banking day of each month. In order to set up electronic depositing for an employee, the district office needs a voided check from the employee's checking account. Be sure to let the district office know prior to the 10th of the month if you change banks and/or accounts to allow for necessary processing .

Predicted Payroll: We assume that you will work your regular schedule. Any adjustments required (extra pay, sick days, personal leave, unpaid leave, etc.) are made in the following month's paycheck. (For example, if you took a day of unpaid leave in November, this would be deducted from your December paycheck.) Any overtime and/or comp time requires prior approval of your supervisor.

Timesheets: All classified personnel must complete a timesheet and turn it in to the school office by the **1st working day of the month**, including any extra hours worked during the month.

Optional Payroll Deductions:

Employees can set up automatic deductions from their paychecks for:

Annuities
AFLAC
Credit Unions
Disability Insurance
Section 125
United Way
WA State Deferred Comp
San Juan Fitness Center

Questions? Contact
Jose' Domenech
in the District Office.

Employee Access information: In lieu of a paycheck stub , payroll information is available electronically through Skyward and will include the following data:

1. Pay description and detailed pay calculations.
2. Gross wages and net wages for pay period as well as year to date
3. Employee deductions - items that are paid by you and deducted from your paycheck. (i.e., taxes, retirement, union dues)
4. Employer contributions - Benefits and any other items that are paid by the school district. (These are not deductions from your paycheck)
5. Leave balance - is located under the Employee Access "Time Off" tab.

Note: Paystub information is available electronically through the Skyward program. From our website under staff resources and links, click on **Skyward Employee Access Login** for your paystub and payroll information.

Questions about payroll?

Call Jose' Domenech
370-7908
or e-mail:

josedomenech@sjsd.wednet.edu

Hourly Pay Schedule for Classified Employees

Note: These rates are subject to negotiation of the Collective Bargaining Agreement (CBA) and reflect base pay. Please see the P.S.E. CBA for information on work experience increases.

Level One: \$12.86

Food Service Utility Worker

Level Two: \$14.90

Assistant Cook
Assistant Custodian

Level Three: \$16.14

Cook
Stuart Island Custodian

Level Four: \$17.72

Secretary
Paraeducator
Sous Chef

Level Five: \$18.29

Custodian

Level Six: \$19.58

Bus Driver
Building Engineer - FHES
Office Manager - FHES, FHMS, and Griffin Bay School
Technology Support Technician

Level Seven: \$22.42

Building Engineer - FHHS/MS
Coordinators
HS Office Coordinator/ Registrar
Program Coordinator
Technology Coordinator

Level Eight: \$26.87

Chef, Maintenance Technician
Maintenance Technician

Table Of Total Base Salaries For Certificated Instructional Staff For School Year 2016-17

*** Education Experience ***

<u>Years of Service</u>	<u>BA</u>	<u>BA+15</u>	<u>BA+30</u>	<u>BA+45</u>	<u>BA+90</u>	<u>BA+135</u>	<u>MA</u>	<u>MA+45</u>	<u>MA-90 or Ph.D.</u>
0	35,700	36,664	37,663	38,665	41,877	43,946	42,801	46,014	48,085
1	36,181	37,158	38,170	39,215	42,461	44,519	43,277	46,523	48,580
2	36,638	37,625	38,648	39,774	43,011	45,090	43,756	46,993	49,073
3	37,110	38,107	39,140	40,302	43,533	45,662	44,210	47,439	49,569
4	37,573	38,613	39,653	40,855	44,104	46,250	44,686	47,936	50,082
5	38,051	39,096	40,146	41,415	44,652	46,841	45,170	48,409	50,597
6	38,542	39,565	40,650	41,982	45,204	47,404	45,666	48,888	51,087
7	39,405	40,443	41,543	42,947	46,218	48,478	46,595	49,863	52,125
8	40,669	41,763	42,889	44,410	47,724	50,068	48,056	51,371	53,714
9		43,131	44,313	45,888	49,280	51,703	49,533	52,926	55,350
10			45,752	47,442	50,879	53,383	51,088	54,526	57,029
11				49,041	52,553	55,107	52,687	56,200	58,753
12				50,590	54,272	56,903	54,350	57,918	60,550
13					56,033	58,742	56,070	59,679	62,388
14					57,803	60,651	57,842	61,565	64,297
15					59,307	62,229	59,345	63,165	65,969
16 or more					60,493	63,472	60,532	64,429	67,288

***For credits earned after the BA degree but before the MA degree:
Any credits in excess of 45 may be counted after the MA degree.***

Employee Benefits

A comprehensive *Summary of Health & Welfare Benefits*, prepared by The Partners Group, will be provided to all employees at the start of the year.

All eligible employees are provided healthcare, long-term disability, retirement and Section 125 fund options as a part of their union negotiated benefits package. Dental and Vision insurance coverage is mandatory for eligible employees. Medical insurance is optional for eligible employees. San Juan Island School District provides a monthly allocation relative to the employee's FTE status to assist in the payment of benefit premiums. **For the 2016-2017 school year the district will provide a maximum monthly allocation of \$780.00** To determine your pro rata allocation, simply multiply the maximum amount by your benefit FTE percentage. *Employees below .5 FTE may not be eligible for benefits. Please refer to your PSE or SJE contract for determination.*

For new employees: Employees starting work by the 10th of the month are eligible to receive benefits on the 1st of the following month. Employees starting work after the 10th off the month are eligible to receive benefits on the 1st of the second month. Any changes in coverage must be made during open the enrollment period in September. **Any additions must be made during the month of the birth or adoption, marriage, or loss of other coverage or you will have to wait until the next open enrollment period.**

Dental Insurance: Dental insurance is provided by Washington Dental Service (WEA). As noted above, this is required coverage for eligible employees under a composite plan, meaning it is the same rate for the insured alone or an entire family. **The premium amount for the 2016-2017 year is \$103.80 per month.**

Vision Insurance: Vision insurance is provided by WEA Select. This is also required coverage for eligible employees and like the dental coverage is a composite plan. **The premium amount for the 2016-2017 year is \$33.00 per month.**

Medical Insurance: Medical Coverage is provided by Group Health and Regence Blue Shield. **Group Health offers one plan. Regence offers four K-12 plans: Innova A & B, Engage 70, Innova 2500, HSA 1500 for certificated staff and HSA 1500 for classified staff.** Please note that HSA 1500 for classified staff includes a \$125 contribution towards your HSA. Please review the details carefully in the Summary of Health & Welfare Benefits booklet. For a summary of each plan and the costs, please refer to the Summary of Health & Welfare Benefits. Premium rates for the medical insurance will vary based on the insurance option chosen and family members to be covered. The District also offers AFLAC and American Fidelity plans for supplemental coverage.

Retirement: All eligible employees are required to participate in the State of Washington's retirement system. Classified employees participate in SERS (School Employees' Retirement System) and certificated staff are enrolled in TRS (Teachers' Retirement System). Information regarding these retirement programs is available at the District Office.

Section 125: The school district offers participation in "Tax Free Reimbursement Accounts" to which you contribute part of your pay before Social Security, Medicare and Federal Income (withholding) Tax, to pay for medical, dental and qualifying child and dependent care expenses.

CIGNA Insurance Long Term Disability: Employees working 17.5 hrs per week are automatically provided with CIGNA Long Term Disability coverage.

Open Enrollment:

Changes in healthcare insurance can only be made during open enrollment – **Aug 23 - Sep 17, 2016, or upon a qualifying event**

COBRA

The federal Consolidated Omnibus Budget Reconciliation Act (COBRA) law gives employees covered by healthcare benefits and their covered dependents the right to continue employer-sponsored group health coverage on a self-paid basis for up to 18 months (and in some cases up to 36 months) after you would otherwise lose eligibility.

More information on COBRA is available at the District Office.

BENEFIT DOLLARS WORKSHEETFTE Monthly Allocation 201&-201& = **\$780.00**

BENEFIT	PREMIUMS	YOUR SELECTION
DENTAL - Washington Dental Service (Mandatory) Employee and Family benefit	\$ 103.80	\$ _____
VISION - WEA (Mandatory at .5 FTE and above) Employee and Family benefit	\$ 33.00	\$ _____
	Subtotal	\$ _____

MEDICAL- Regence Blue Shield (6 possible plans) or Group Health. All employees enrolled in Regence Blue Shield **add \$2.39 for employee only** life insurance*

Or Regence Innova A & B Plan:

Employee Only	\$ 732.55	
Employee & Spouse	\$ 1,417.79	
Employee & Child(ren)	\$ 1,041.30	
Family	\$ 1,705.96	\$ _____ + \$2.39*

Or Regence Engage 70 Plan:

Employee Only	\$ 627.31	
Employee & Spouse	\$ 1,198.90	
Employee & Child(ren)	\$ 878.94	
Family	\$ 1,440.76	\$ _____ + \$2.39*

Or Regence Innova 2500 Plan:

Employee Only	\$ 558.05	
Employee & Spouse	\$ 1,096.85	
Employee & Child(ren)	\$ 807.28	
Family	\$ 1,321.66	\$ _____ + \$2.39*

Or Regence HSA 1500

Employee Only	\$ 549.49	
Employee & Spouse	\$ 1,050.18	
Employee & Child(ren)	\$ 769.90	
Family	\$ 1,262.05	\$ _____ + \$2.39*

Regence HSA 1500 *

Employee Only	\$ 674.49	
Employee & Spouse	\$ 1,175.18	
Employee & Child(ren)	\$ 894.90	
Family	\$ 1,387.05	\$ _____ + \$2.39*

OR Group Health:

Employee Only	\$ 688.03	
Employee & Spouse	\$ 1,333.64	
Employee & Child(ren)	\$ 977.94	
Family	\$ 1,623.56	\$ _____

Total of Your Benefit Choices \$ _____

Subtract Benefit Dollars Allotted (\$ 780.00 X your FTE) \$ _____

Amount to be Deducted Monthly \$ _____

New Employees

Insurance registration forms are due in the District Office by September 17th in order for coverage to begin on October 1.

Please Note:

Changes in health care insurance can only be made during open enrollment - Aug 23-Sept 17, 2016, (or upon a qualifying event)

Paperwork must be received by Sep 17, 2016.

Please refer to the Summary of Health & Welfare Benefits, for covered services, deductible, co-pay amounts and plans maximums.

Important Phone Numbers**Regence:**

(888) 367-2112
Group # 10005718
www.wa.regence.com

Washington Dental Service-WEA Group

(800) 554-1907
Group # 186
www.deltadentalwa.com

VSP Vision-WEA Group

(800) 877-7195
Group # 07113507
www.vsp.com

Group Health:

(888) 901-4636
Group # 1199200
www.ghc.com

Certificated

*Classified -
Including a \$125.00
allocated contribution
to HSA

Continuing Education Credits

If you have Continuing Ed credits/clock hours that you believe will result in a shift on the salary schedule, please contact Marie Rothlisberger at the District Office to schedule an appointment to review your transcripts. **Additional credits must be completed prior to September 30 and submitted to Marie by October 15th** to precipitate movement for the current year.

Certificated Personnel Information

Contracts

Contracts for all certificated staff will be issued to reflect your salary schedule placement. Employees will receive two copies of their contract. One copy is kept by the employee for their records and the other **must be signed and returned to the District Office within 10 days**.

Contracts reflect the official transcripts and verification of employment records on file in the District Office from the previous school year. Any additional credits obtained after that period will be updated in October and reflected retroactively in the October paycheck (if received by October 15). Certificated staff members are responsible for ensuring this data is sent by the appropriate university or school district in a timely fashion. If you have questions regarding your credits and experience currently on file, contact Marie Rothlisberger at the District Office.

The contract reflects your placement on the salary schedule.

Salary Schedule Placement

Changes in placement on the salary schedule may occur for the following reasons:

- Increase in post BA credits
- Change in degree
- Change in experience

Requirements

- **Quarter or semester credits** must be 100 level or higher and from an accredited four year college or university. Three quarter credits equal two semester credits, or one semester credit is worth one and a half times a quarter credit.
- **Clock hour** documentation must be from an approved Washington State provider such as an ESD, school district, etc. (Out of state clock hours are not acceptable.) Ten clock hours equal one quarter credit. Click here for list of OSPI approved clock hour providers:
<http://www.k12.wa.us/certification/teacher/pubdocs/ProfessionalOrganizations.doc>
- Credits and clock hours must meet at least one of the six criteria set forth by Washington state legislators. See Board Policy 531, Compensation Schedules (summarized in this booklet) for details.
- **Transcripts:** Official transcripts are required. Copies are not acceptable. The employee must order their transcripts and provide them to the District Office.

Deadlines

- **September 30** - Course work must be completed on or before this date.
- **October 15** - Deadline for documentation of transcripts, credit approval forms, and continuing certification. (May be extended by superintendent due to extenuating circumstances.)
- **October 15** - Deadline for **new teachers** to provide documentation of prior experience and/or original academic credits. Failure to do so shall result in placement of step one/column one for the first payroll. Pay will be adjusted retroactively if placement was based on copies that were not followed by originals by this date.

Classified Personnel Information

Classified staff will receive two copies of their annual report by Nov 15th of each school year. One copy is kept by the employee for their records, **returned to the District Office within the other must be 10 days of receipt.**

Please review the annual report carefully and note any corrections that need to be made. If you have any questions, please call the Payroll Coordinator Jose' Domenech in the District Office.

The contract includes a summary of the following information:

- | | | |
|--------------|---------------|-----------------|
| ➤ Birth date | ➤ Rate of pay | ➤ Vacation |
| ➤ Hire date | ➤ Benefit FTE | ➤ Annual Salary |

Hiring Practices

- SJISD is an equal opportunity, Affirmative Action employer. Copies of the Affirmative Action Plan are available at the District Office.
- All positions that open during the summer will be posted at the District Office and emailed to staff.
- All postings will comply with legal regulations and negotiated agreements.

Substitutes, Certificated and Classified

Substitutes for certificated positions must have a current Washington State teaching certificate on file in the District office. Substitutes for certificated and classified staff must have the results of fingerprinting on file at OSPI. **Teachers and paraeducators must use Aesop** (an automated substitute calling system) to post their absences. Absences can be posted anytime, up until 6:30 am the day of the absence. Go to www.frontlinek12.com/aesop and enter your ID number and PIN number. Please contact Marie at the District Office if you need to know your ID number and PIN number, and for any other questions about Aesop. In case of an emergency during the day while you are at work, please contact Jill Peacock for the Elementary School and Connie Biggers for the High School and Middle School. Substitutes for teachers and paraeducators will accept substitute jobs using Aesop.

Kitchen staff, bus drivers, office staff and custodians: Office staff must also use Aesop to record absences and to arrange for a sub ahead of time.

Middle School/High School Sub Emergency

If you are unable to use Aesop, or if it is after 6:30 am, Tammy Andersen is your emergency contact to arrange for a substitute. Tammy can be reached at home at **(360) 317-6061** or at the High School Office at **(360) 378-5215**.

Elementary School Sub Emergency

If you are unable to use Aesop, or if it is after 6:30 am, Jill Peacock is your emergency contact to arrange for a substitute. Jill can be reached at home at **(360) 378-6561** or at the Elementary school office at **(360) 378-5209**.

Volunteers

All classroom/field trip volunteers must have a current background check done **by the building office manager**. In some cases **if the volunteer will be alone with children, they will need to be fingerprinted**. Please check with Marie in the district office to make that determination. Background clearance information will be reviewed by your building office manager and kept confidentially in the school offices.

Volunteer coaches will need to complete an application and their background check/fingerprint results will be done and stored in a confidential file at the district office.

Any staff or volunteer who will be driving students in a van on a field trip or sporting event needs to have or obtain the following items on file at the district office:

1. Valid WA State drivers license
2. Recent driving abstract (issued by DOL w/in the last 3 yrs.)
3. Valid First Aid Card
4. Valid D.O.T. physical
5. Approval by Transportation Supervisor
6. Proof of insurance
7. WA State Patrol background check

Accident/Injury Reporting

Employees of SJISD are insured through the Washington State Department of Labor & Industries. Employees are responsible for reporting all accidents or injuries at once to the Building Office Manager.

The SJISD Accident / Incident form must be faxed to the District Office within 24 hours.

Any accident or incident that results in hospitalization must be reported to L&I within 8 hours.

Also, please note, to establish L & I eligibility, the L & I accident report form must be filled out at the Medical Providers office.

Application of Pesticides on school properties.

As per State law, all school districts in the State of Washington must post notice prior to the application of any pesticides at least 48 hours prior to the application.

We will post in a prominent place in the building, as well as a notify staff and parents. The notification will be at least 8.5x11 in. and will include the heading "Notice: Pesticide Application", and will list the product name, date, time, and specific location of the application.

District Policies

The following are excerpts, summaries or in some cases complete printings of some key district policies. Complete copies of all district policies are available on-line on our website on the Board of Directors' page.

Grading and Progress Reports (see Board Policy 2420)

At the beginning of each term, each teacher will specify in writing the student learning goals or standards for his/her respective courses. If participation is used as the basis of mastery of a goal or standard, a student's grades may be adversely affected for failure to attend or participate, provided on that day there was a graded participation activity. If the teacher does not so advise students in writing, the teacher may not use attendance and participation in the grading process. Students who feel that attendance or tardiness factors have been unfairly applied, may appeal to the principal to determine a resolution.

Student Learning Goals (see Board Policy 2000)

The Board has adopted this local policy in support of the four basic learning goals as established in the Education Reform Act. These goals are:

1. Read with comprehension, write with skill and communicate effectively and responsibly in a variety of ways and settings.
2. Know and apply the core concept and principals of mathematics; social, physical and life sciences; civics and history; geography; arts; and health and fitness.
3. Think analytically, logically and creatively, and integrate experience and knowledge to form reasoned judgments and solve problems.
4. Understand the importance of work, and how performance, effort and decisions directly affect future career and educational opportunities.

Child Abuse and Neglect Reporting (See Board Policy 3421)

Child abuse, neglect and exploitation are violations of children's human rights and an obstacle to their educational development. The board directs that staff will be alert for any evidence of such abuse, neglect or exploitation.

For purposes of this policy, the term "child" means anyone under the age of 18 and/or any current student of the district, including home-schooled students or any other person classified as a student in the district's database.

"Child abuse, neglect, or exploitation" will mean:

- A. Inflicting physical injury on a child by other than accidental means, causing death, disfigurement, skin bruising, impairment of physical or emotional health, or loss or impairment of any bodily function;
- B. Creating a substantial risk of physical harm to a child's bodily functioning;
- C. Attempting, committing or allowing any sexual offense against a child as defined in the criminal code. This definition also includes any communications with a child for immoral purposes or viewing, possessing, or distributing any sexually explicit images of a child. It also includes intentionally contacting directly or through the clothing, the genitals, anus or breasts of a child unless the contact is necessary for the child's hygiene, or health care purposes. This also includes a child's intentional or coerced contact with anyone's genitals, anus, or breasts;
- D. Committing acts that are cruel or inhumane regardless of observable injury.

These -acts may include, but are not limited to, instances of extreme discipline demonstrating a disregard of a child's pain or mental suffering;

- E. Assaulting or criminally mistreating a child as defined by the criminal code;
- F. Failing to provide food, shelter, clothing, supervision or health care necessary to a child's health or safety;
- G. Engaging in actions or omissions resulting in injury to, or creating a substantial risk to the physical or mental health or development of a child; or
- H. Failing to take reasonable steps to prevent the occurrence of the preceding actions.

Children (including other students), family members, and any other adult can engage in child abuse, neglect, or exploitation. This may include incidents of student on student misconduct. Staff should report all incidents of abuse regardless of the age of the person who engages in it.

Subject to the definition above, staff should not focus on a person's mental status to determine if she or he has committed child abuse, neglect, or exploitation. The law governing mandated reporting does not allow for exceptions for people with medical conditions that may mitigate the intent for committing child abuse, neglect, or exploitation.

When feasible, the district will provide community education programs for prospective parents, foster parents and adoptive parents on parenting skills and on the problems of child abuse and methods to avoid child abuse situations. The district will also encourage staff to participate in in-service programs that address the issues surrounding child abuse.

The superintendent will develop reporting procedures and provide them to, to all staff on an annual basis. The purpose is to identify and timely report all evidence of child abuse, neglect, or exploitation to the proper authorities. Staff will receive training regarding reporting obligations during their initial orientation and every three years after initial employment.

All staff are responsible for reporting all suspected cases of child abuse, neglect, and exploitation to the proper authorities and/or the appropriate school administrator. Under state law staff are free from liability for reporting a reasonable suspicion of child abuse, neglect, or exploitation. However, failing to report the incident may result in criminal liability regardless of whether the authorities determine the incident is provable in a subsequent legal proceeding.

Staff need not verify a report that a child has been abused, neglected, or exploited. Any conditions or information that may be reasonably related to child abuse, neglect, or exploitation should be reported. Legal authorities have the responsibility for investigating each case and taking appropriate action under the circumstances.

Child Custody (see Board Policy 3126)

The board of directors presumes that the person who enrolls a student in school is the residential parent of the student. The residential parent is responsible for decisions regarding the day-to-day care and control of student. Parents or legal guardians have rights to receive information contained in the school records concerning their child and to forbid or permit the disclosure of such information to others, subject to the authority granted to the residential parent.

The board, unless informed otherwise, assumes that there are no restrictions regarding the nonresidential parent's right to be kept informed of the student's school progress and activities. If restrictions are made relative to the above rights, the residential parent will be requested to submit a certified copy of the court order that curtails these right(s). If these rights are questioned by the nonresidential parent, the issue will be referred to law enforcement authorities for resolution.

Unless there are court-imposed restrictions, the nonresidential parent, upon request, will be given grade reports, notices of school activities, reports of disciplinary actions, or notices of teacher or principal conferences or summaries.

If there is a court order on file with the district that restricts and/or prohibits any parent or other person from contact with a student at school or picking up a student from school, then the district will not permit the student to visit with or be released to that parent, or other person.

Prohibition of Harassment, Intimidation & Bullying (see Board Policy 3207)

The board is committed to a safe and civil educational environment for all students, employees, parents/legal guardians, volunteers and community members that is free from harassment, intimidation or bullying. "Harassment, intimidation or bullying" means any intentionally written message or image — including those that are electronically transmitted — verbal, or physical act, including but not limited to one shown to be motivated by race, color, religion, ancestry, national origin, gender, sexual orientation including gender expression or identity, mental or physical disability or other distinguishing characteristics, when an act:

- A. Physically harms a student or damages the student's property;
- B. Has the effect of substantially interfering with a student's education;
- C. Is so severe, persistent or pervasive that it creates an intimidating or threatening educational environment; or
- D. Has the effect of substantially disrupting the orderly operation of the school.

Nothing in this section requires the affected student to actually possess a characteristic that is a basis for the harassment, intimidation or bullying.

"Other distinguishing characteristics" can include but are not limited to physical appearance, clothing or other apparel, socioeconomic status and weight.

"Intentional acts" refers to the individual's choice to engage in the act rather than the ultimate impact of the action(s).

Behaviors/Expressions

Harassment, intimidation or bullying can take many forms including, but not limited to, slurs, rumors, jokes, innuendoes, demeaning comments, drawings, cartoons, pranks, gestures, physical attacks, threats or other written, oral, physical or electronically transmitted messages or images.

This policy is not intended to prohibit expression of religious, philosophical, or political views, provided that the expression does not substantially disrupt the educational environment. Many behaviors that do not rise to the level of harassment, intimidation or bullying may still be prohibited by other district policies or building, classroom or program rules.

Training

This policy is a component of the district's responsibility to create and maintain a safe, civil, respectful and inclusive learning community and will be implemented in conjunction with comprehensive training of staff and volunteers.

Prevention

The district will provide students with strategies aimed at preventing harassment, intimidation and bullying. In its efforts to train students, the district will seek partnerships with families, law enforcement and other community agencies.

Interventions

Interventions are designed to remediate the impact on the targeted student(s) and others impacted by the violation, to change the behavior of the perpetrator, and to restore a positive school climate.

The district will consider the frequency of incidents, developmental age of the student, and severity of the conduct in determining intervention strategies. Interventions will range from counseling, correcting behavior and discipline, to law enforcement referrals.

Students with Individual Education Plans or Section 504 Plans

If allegations are proven that a student with an Individual Education Plan (IEP) or Section 504 Plan has been the target of harassment, intimidation or bullying, the school will convene the student's IEP

or Section 504 team to determine whether the incident had an impact on the student's ability to receive a free, appropriate public education (FAPE). The meeting should occur regardless of whether the harassment, intimidation or bullying incident was based on the student's disability. During the meeting, the team will evaluate issues such as the student's academic performance, behavioral issues, attendance, and participation in extracurricular activities. If a determination is made that the student is not receiving a FAPE as a result of the harassment, intimidation or bullying incident, the district will provide additional services and supports as deemed necessary, such as counseling, monitoring and/or reevaluation or revision of the student's IEP or Section 504 plan, to ensure the student receives a FAPE.

Retaliation/False Allegations

Retaliation is prohibited and will result in appropriate discipline. It is a violation of this policy to threaten or harm someone for reporting harassment, intimidation, or bullying.

It is also a violation of district policy to knowingly report false allegations of harassment, intimidation, and bullying. Students or employees will not be disciplined for making a report in good faith. However, persons found to knowingly report or corroborate false allegations will be subject to appropriate discipline.

Compliance Officer

The superintendent will appoint a compliance officer as the primary district contact to receive copies of all formal and informal complaints and ensure policy implementation. The name and contact information for the compliance officer will be communicated throughout the district.

The superintendent is authorized to direct the implementation of procedures addressing the elements of this policy.

Sexual Harassment (See Board Policy 5011)

This District is committed to a positive and productive education and working environment free from discrimination, including sexual harassment. The District prohibits sexual harassment of students, employees and others involved in school district activities.

Sexual harassment occurs when:

- 1) submitting to the harasser's sexual demands is a stated or implied condition of obtaining an education or work opportunity or other benefit;
- 2) submission to or rejection of sexual demands is a factor in an academic, work or other school-related decision affecting an individual; and/or,
- 3) unwelcome sexual or gender-directed conduct or communication interferes with an individual's performance or creates an intimidating, hostile or offensive environment.

Sexual harassment can occur adult to student, student to adult, student to student, adult to adult, male to female, female to male, male to male or female to female.

The District will take prompt, effective, remedial and equitable action within its authority on reports, complaints and grievances alleging sexual harassment that come to the attention of the District, either formally or informally. Allegations of criminal misconduct will be reported to law enforcement and suspected child abuse will be reported to law enforcement or Child Protective Services. Persons found to have been subjected to sexual harassment will appropriate school district services made reasonably available to them and adverse consequences of the harassment will be reviewed and remedied, as appropriate.

Engaging in sexual harassment will result in appropriate discipline or other appropriate sanctions against offending students, staff and contractors. Anyone else who engages in sexual harassment on school property or at school activities will have their access to school property and activities restricted, as appropriate.

Retaliation against any person who makes or is a witness in a sexual harassment complaint is prohibited and will result in appropriate discipline. The District will take appropriate actions to protect involved persons from retaliation.

It is a violation of this policy to knowingly report false allegations of sexual harassment. Persons found to knowingly report or corroborate false allegations will be subject to appropriate discipline.

The Superintendent will develop and implement formal and informal procedures for receiving, investigating and resolving complaints or reports of sexual harassment. The procedures will include reasonable and prompt time lines and delineate staff responsibilities under this policy. All staff are responsible for receiving informal complaints and reports of sexual harassment and informing appropriate District personnel of the complaint or report for investigation and resolution. All staff are also responsible for directing complainants to the formal complaint process.

The Superintendent will develop procedures to provide age-appropriate information and education to District staff, students, parents and volunteers regarding this policy and the recognition and prevention of sexual harassment. At a minimum, sexual harassment recognition and prevention and the elements of this policy will be included in staff, student and regular volunteer orientation. This policy shall be posted in each District building in a place available to staff, students, parents, volunteers and visitors, and shall be reproduced in each student, staff, volunteer and parent handbook.

The Superintendent will make an annual report to the board reviewing the use and efficacy of this policy and related procedures. Recommendations for changes to this policy, if applicable, shall be included in the report. The Superintendent is encouraged to involve staff, students, and volunteers and parents in the review process.

SEXUAL HARASSMENT PROCEDURE

Informal Complaint Process: Anyone may use informal procedures to report and resolve complaints of sexual harassment. Informal reports may be made to any staff member, although staff shall always inform complainants of their right to and the process for filing a formal complaint. Staff will also direct potential complainants to an appropriate staff member who can explain the informal and formal complaint processes and what a complainant can expect. Staff will also inform an appropriate supervisor or professional staff member when they receive complaints of sexual harassment, especially when the complaint is beyond their training to resolve or alleges serious misconduct. Informal remedies include:

- A. An opportunity for the complainant to explain to the alleged harasser that his or her conduct is unwelcome, offensive or inappropriate, either in writing or face-to-face;
- B. A statement from a staff member to the alleged harasser that the alleged conduct is not appropriate and could lead to discipline if proven or repeated; or
- C. A general public statement from an administrator in a building reviewing the District sexual harassment policy without identifying the complainant.

Informal complaints may become formal complaints at the request of the complainant, parent, guardian, or because the District believes the complaint needs to be more thoroughly investigated.

Formal Complaint Process: Anyone may initiate a formal complaint of sexual harassment, even if the informal complaint process is being utilized. Potential complainants who wish to have the District hold their identity confidential shall be informed that the District may face due process requirements that will make available all of the information that the District has to the accused. The District will, however, fully implement the anti-retaliation provisions of this policy to protect complainants and witnesses. Student complainants and witnesses may have a trusted adult with them during any District-initiated investigatory activities. The Superintendent or designated compliance officer (hereinafter referred to as the compliance officer) may conclude that the District needs to conduct an investigation based on information in his or her possession regardless of the complainant's interest in filing a formal complaint. The following process shall be followed:

- A. The compliance officer will receive and investigate all formal, written complaints of sexual harassment, or information in the compliance officer's possession that the officer believes requires further investigation.
- B. All formal complaints will be in writing; will be signed by the complainant; and will set forth the specific acts, conditions or circumstances alleged to have occurred and to constitute sexual harassment. The compliance officer may draft the complaint based on the report of the complainant, for the complainant to re-

- view and sign.
- C. When the investigation is completed the compliance officer will compile a full written report of the complaint and the results of the investigation. If the matter has not been resolved to the complainant's satisfaction, the superintendent will take further action on the report.
 - D. The superintendent will respond in writing to the complainant and the accused within thirty days stating:
 1. That the district does not have adequate evidence to conclude that harassment occurred;
 2. Corrective actions that the district intends to take; and/or
 3. That the investigation is incomplete to date and will be continuing.
 - E. Corrective measures deemed necessary will be instituted as quickly as possible, but in no event more than thirty days after the superintendent's written response, unless the accused is appealing the imposition of discipline and the district is barred by due process considerations or a lawful order from imposing the discipline until the appeal process is concluded. Staff may also pursue complaints through the appropriate collective bargaining agreement process or anti-discrimination policy.

Appeal Procedure

A. Level One

If a complainant remains aggrieved as a result of the action or inaction of the superintendent in resolving a complaint, the complainant may appeal to the board of the district by filing a written notice of appeal with the secretary of the board by the 10th calendar day following:

1. The date upon which the complainant received the superintendent's response, or
2. The expiration of the 30-calendar day response period based on the receipt of the complaint by the school district, whichever occurs first; and
3. The board will schedule a hearing to commence by the 20th calendar day following the filing of the written notice of appeal. Both parties will be allowed to present such witnesses and testimony as the board deems relevant and material. The board will render a written decision by the 10th calendar day following the termination of the hearing and will provide a copy to the complainant.

B. Level Two

If a complainant remains aggrieved as a result of the decision of the board in resolving a complaint, the complainant may appeal to the Superintendent of Public Instruction by filing a written notice of appeal with the Superintendent of Public Instruction by the 10th calendar day following the date upon which the complainant received written notice of the board's decision.

The Superintendent of Public Instruction will schedule a hearing to commence by the 40th calendar day following the filing of the written notice of appeal. The notice of appeal must state the areas of disagreement and the relief requested.

Appeals to the Superintendent of Public Instruction will be conducted de novo and in compliance with the state Administrative Procedures Act. The complainant will present his or her case and the school district will defend the decision rendered by the board.

Training and Orientation

A fixed component of all district orientation sessions for staff, students and regular volunteers will introduce the elements of this policy. Staff will be provided information on recognizing and preventing sexual harassment. Staff will be fully informed of the formal and informal complaint processes and their roles and responsibilities under the policy and procedure. Certificated staff will be reminded of their legal responsibility to report suspected child abuse, and how that responsibility may be implicated by some allegations of sexual harassment. Regular volunteers will get the portions of this component of orientation relevant to their rights and responsibilities.

Students will be provided with age-appropriate information on the recognition and prevention of sexual harassment and their rights and responsibilities under this and other district policies and rules at student orientation sessions and on other appropriate occasions, which may include parents. Parents will be provided with copies of this policy and procedure and appropriate materials on the recognition and prevention of sexual harassment.

As part of the information on the recognition and prevention of sexual harassment staff, volunteers, students and parents will be informed that sexual harassment may include, but is not limited to:

- A. Demands for sexual favors in exchange for preferential treatment or something of value;
- B. Stating or implying that a person will lose something if he or she does not submit to a sexual request;
- C. Penalizing a person for refusing to submit to a sexual advance, or providing a benefit to someone who does;
- D. Making unwelcome, offensive or inappropriate sexually suggestive remarks comments, gestures, or jokes; or remarks of a sexual nature about a person's appearance, gender or conduct;
- E. Using derogatory sexual terms for a person;
- F. Standing too close, inappropriately touching, cornering or stalking a person; or
- G. Displaying offensive or inappropriate sexual illustrations on school property.

Annually the superintendent or designee will convene an ad hoc committee composed of representatives of certificated and classified staff, volunteers, students and parents to review the use and efficacy of this policy and procedure. The compliance officer will be included in the committee. Based on the review of the committee, the superintendent will prepare a report to the board including, if necessary, any recommended policy changes. The superintendent will consider adopting changes to this procedure if recommended by the committee.

School-owned Vehicles (See Board Policy 6640 and 6640P)

Motor Pool: The following procedures shall be in effect for the operation of school-owned vehicles.

- 1) Vehicles shall be used for official District business only. Personal use of District vehicles constitutes grounds for disciplinary action which may include suspension without pay, termination of employment in the case of repeated violations, or suspension or termination of the right to operate District-owned vehicles. All users shall be employees, officers, or volunteers of the District.
- 2) All operators shall have a copy of their valid Washington State driver's license and a copy of a current driving record each year on file with the District office.
- 3) Any citation for violation of motor vehicle laws shall be the sole responsibility of the operator.
- 4) If involved in any accident the operator shall notify his/her supervisor, and the proper law enforcement agency immediately, and file an accident report within twenty-four (24) hours. Those accidents which involve personal injuries must be reported by telephone and followed up with a written report, both to the District and the District's insurance company.
- 5) Where the employee-driver is presumed not at fault, the District shall file a claim for damages with the insurance company of the other operator.
- 6) In the event of vehicle operation failure, the staff member should contact the transportation department for repair procedures.
- 7) Forms for reporting accidents, trip mileage, mechanical malfunctions, and insurance information shall be kept in the vehicle.
- 8) The driver and passengers shall wear seat belts at all times. No more than the specified capacity shall be transported.
- 9) Any items transported in school vehicles shall be secured to prevent hazard in case of an accident.

Motor pool vehicles will be assigned on a first come, first serve basis unless the Superintendent determines a need to do otherwise.

Confidential Communications (see Board Policy 4020)

The board recognizes that school staff must exercise a delicate balance regarding the treatment of information that was revealed in confidence. A staff member may, in his/her professional judgment, treat information received from a student as confidential while at other times decide to disclose what was learned to the school administration, law enforcement officers (including child protective services), the county health department, other staff members or the student's parents. The staff member should advise the student regarding the limitations and restrictions regarding confidentiality. The student should be encouraged to reveal confidences to his/her parents. If the staff member intends to disclose the confidence, the student should be informed prior to such action.

The following guidelines are established to assist staff members in making appropriate decisions regarding confidential information and/or communications:

- A. Information contained in the student's cumulative record folder is confidential and is only accessible through the custodian of student records. Information secured through the authorization of the record's custodian will remain confidential and will be used only for the purpose for which access was granted.
- B. While certain professionals may have a unique confidential relationship (e.g. attorney-client privileged communications and licensed psychologists), school staff members including counselors do not possess a confidentiality privilege.
- C. A staff member is expected to reveal information given by a student when there is a reasonable likelihood that a crime has or will be committed, (e.g., child abuse, sale of drugs, suicidal ideation).
- D. A staff member will exercise professional judgment regarding the sharing of student disclosed information when there is reasonable likelihood that the student's welfare may be endangered.
- E. If district officials determine there is a specific threat to the health or safety of a student or any other individual, it may disclose otherwise confidential student information to appropriate parties, as allowed by the Family Educational Rights and Privacy Act (FERPA).
- F. A staff member is encouraged to assist the student by offering suggestions regarding the availability of community services to assist a student in dealing with personal matters, (e.g. substance abuse, mental illness, sexually-transmitted diseases, pregnancy). The staff member should encourage the student to discuss such matters with his/her parents. Staff members are encouraged to discuss problems of this nature with the school principal prior to making contact with others.

Electronic Resources and Internet Safety (see Board Policy 2022)

The San Juan Island Board of Directors recognizes that an effective public education system develops students who are globally aware, civically engaged, and capable of managing their lives and careers. The board also believes that staff and students need to be proficient and safe users of information, media, and technology to succeed in a digital world.

Electronic Resources

The district, within financial capacity, will develop and use electronic resources as a powerful and compelling means for students to learn core subjects and applied skills in relevant and rigorous ways and for staff to educate them in such areas of need. It is the district's goal to provide students with rich and ample opportunities to use technology for important purposes in schools just as individuals in workplaces and other real-life settings use these tools. The district's technology will enable educators and students to communicate, learn, share, collaborate and create; to think and solve problems; to manage their work; and to take ownership of their lives.

The superintendent or designee will: 1) Create electronic resources and develop related educational systems that support innovative teaching and learning; Provide appropriate staff development opportunities regarding this policy; and 3) Develop procedures to support this policy. The superintendent or designee is authorized to develop procedures and acceptable use guidelines for staff and students as to use of district electronic resources, including those that access Internet and social media, and to regulate use of personal electronic resources on district property and related to district activities.

Internet Safety

To help ensure student safety and citizenship with electronic resources, all students will be educated about Internet safety. This will include appropriate online behavior, including interacting with other individuals on social networking websites and in chat rooms, and cyberbullying awareness and response.

To promote Internet safety and appropriate online behavior of students and staff as they use electronic resources and access material from the Internet, the superintendent or designee is authorized to develop or adopt Internet safety procedures, acceptable use guidelines, and, for students, related instructional materials for every grade level. The superintendent or designee in evaluating such procedures and instructional materials should take into account District electronic resources, community norms, privacy rights, responsible use, and issues of concern with student or staff use of electronic resources.

As a component of district Internet safety measures, all district-owned electronic resources, including computers networks and Wi-Fi in all district facilities capable of accessing the Internet must use filtering software to prevent access to obscene, racist, hateful or violent material. However, given the ever-changing nature of the Internet, the district cannot guarantee that a student will never be able to access objectionable material.

Further, when students use the Internet from school facilities for educational purposes, district staff will make a reasonable effort to supervise student access and use of the Internet. If material is accessed that violates district policies, procedures or student guidelines for electronic resources or acceptable use, district staff may instruct the person to cease using that material and/or implement sanctions consistent with district policies, procedures, guidelines, or student codes of conduct.

Mandatory Training

The district is required by OSPI to give all employees mandatory training covering topics such as Bloodborne pathogens, confidentiality, child abuse reporting, sexual misconduct, safety, discrimination, and other work related topics. These trainings are offered on the *SafeSchools* link located on our website. You will receive instructions and a password to access these online tutorials at the beginning of the school year.

The San Juan Island School District Board of Directors expects all staff members to maintain the highest professional, moral and ethical standards in their interaction with students.

Staff members are required to maintain an atmosphere conducive to learning, through consistently and fairly applied discipline and established and maintained professional boundaries.

The interactions and relationships between staff members and students should be based upon mutual respect and trust, an understanding of the appropriate boundaries between adults and students in and outside of the educational setting, and consistency with the educational mission of the schools.

Staff members will not intrude on a student's physical and emotional boundaries unless the intrusion is necessary to serve an educational or physical, mental and/or emotional health purpose. An educational purpose is one that relates to the staff member's duties in the District. Additionally, staff members are expected to be sensitive to the appearance of impropriety in their own conduct and the conduct of other staff when interacting with students. Staff members will discuss issues with their building administrator or supervisor whenever they suspect or are unsure whether conduct is inappropriate or constitutes a violation of this policy.

The San Juan Island School District Board of Directors supports the use of technology to communicate for educational purposes. However, District employees are prohibited from inappropriate online socializing or from engaging in any conduct on social networking Web sites that violates the law, District policies or other generally recognized professional standards. Employees whose conduct violates this policy may face discipline and/or termination, consistent with the District's policies, acceptable use agreement and collective bargaining agreements, as applicable.
