



Maryville City Schools Substitute Teacher Guide

2021-2022

Maryville City Schools
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INTRODUCTION

This handbook is designed to assist you in becoming a successful MCS substitute teacher. All MCS substitute teachers are required to familiarize themselves with the contents of this guide and the MCS Employee Handbook. For additional information on district policies, the Board of Education Policy Manual is available on the district website [HERE](#). Any questions should be addressed to the school administration

We welcome you to the Maryville City School District and wish you success in your assignment as a substitute teacher.

DISTRICT CONTACTS

School	Administrator & Email Address	Phone Number	School Hours
Foothills Elementary 520 Sandy Springs Road Maryville, TN. 37803	Karen Schito karen.schito@maryville-schools.org	681-0364	7:40a – 2:40p
John Sevier Elementary 2001 Sequoyah Ave. Maryville, TN 37804	Brandee Easterly brandee.easterly@maryville-schools.org	983-8551	7:50a – 2:50p
Sam Houston Elementary 330 Melrose St. Maryville, TN 37803	Casey Cutter casey.cutter@maryville-schools.org	983-3241	7:50a– 2:50p
Coulter Grove Intermediate 2025 Sevierville Road Maryville, TN 37804	Ramona Best ramona.best@maryville-schools.org	982-6345	7:40a – 2:40p
Montgomery Ridge Intermediate 835 Montgomery Lane Maryville, TN 37803	Kevin Myers kevin.myers@maryville-schools.org	980-0590	7:40a – 2:40p
Maryville Junior High School 805 Montvale Station Road Maryville, TN 37803	Melissa Stowers melissa.stowers@maryville-schools.org	983-2070	8:20a – 3:20p
Maryville High School 825 Lawrence Ave. Maryville, TN 37803	Heather Hilton heather.hilton@maryville-schools.org	982-1132	8:25a – 3:25p
Maryville Academy 1905 Sequoyah Ave. Maryville, TN 37804	Kyle Harris kyle.harris@maryville-schools.org	984-6966	8:00a – 3:00p
Central Office 833 Lawrence Ave. Maryville, TN 3803	Gina Holland gina.holland@maryville-schools.org	982-7121	7:30a – 4:30p

SUBSTITUTE TEACHER EMPLOYMENT INFORMATION

ANNUAL REQUIREMENTS

Each year returning substitute employees will be required to review this guide and complete the required annual training for all school employees through Safe Schools. These requirements may be completed at the convenience of the substitute while on campus (an ideal time would be during the scheduled planning period). The training must be accomplished prior to receiving the first paycheck of the school year.

PAY

The administrative staff at each school will submit your hours to the Central Office for compensation. The pay period begins on the 16th of the month and ends on the 15th of the following month. For example, pay received on the February 3rd payday reflects the days worked from December 16th – January 15th. If you have any questions about pay, please contact the district’s payroll specialist, Ellen Passmore at (865) 982-7121 or ellen.passmore@maryville-schools.org.

2021-2022 Pay Scale

ASSIGNMENT	RATE OF PAY
Substitute (day-to-day) – To replace absent regular employees on a day-to-day basis.	\$68.00 (High School Diploma) \$78.00 (Bachelor Degree) \$93.00 (TN licensed teacher)
Half-Day Assignment	\$34.00 (High School Diploma) \$39.00 (Bachelor Degree) \$46.50 (TN licensed teacher)
Temporary – More than 5 consecutive days in the same assignment.	Double rate on Day 6 (Certified Teachers Only)
Certified Subs greater than 20 days	Teacher Rate on New Scale
Incentives: 1st Incentive: An additional \$10.00 per day added to the regular rate of a substitute who fills an assignment at MJHS or MHS 2nd Incentive: An additional \$10.00 per day added to the regular rate of a substitute who fills a Special Education assignment at any school	\$10.00/day **The incentives will be combined for a total additional daily rate of \$20.00 for any sub who fills a Special Education assignment at MJHS or MHS***

NOTE: Certified Subs on board as of 1 July 2019 are grandfathered. All new certified subs must have an active TN License within the last 5 years

HOW TO BE A SUCCESSFUL SUBSTITUTE TEACHER

ROLE OF THE SUBSTITUTE TEACHER

The substitute teacher is the employee in charge of the classroom in the absence of the regular teacher. The substitute teacher is responsible for delivery of the instructional program to the class. While the substitute teacher is there to ensure the education of each student, the first responsibility is to maintain the care, welfare, safety and security of students in the classroom.

A substitute teacher needs to work closely with the Teacher Assistant (TA) and/or regular staff to maintain the continuity and routine of the regular classroom program. Teacher Assistants work closely with the classroom teacher every day. They are an invaluable resource who will assist and support you throughout your service. The substitute teacher is responsible for providing for the needs of the class, and for ensuring that established rules, procedures, and all assigned responsibilities are performed in an effective and professional manner.

DRESS CODE

All employees are expected to be neat, clean, and to wear appropriate dress for work that is in good taste and suitable for the job. Employees should not have piercings in any areas visible to students other than the ears. Dress or attire from school employees that the district leadership considers to be disruptive, inappropriate, or which adversely affects the educational atmosphere will not be tolerated. More information and examples of inappropriate attire can be found in the Maryville City Schools Employee Handbook.

REPORTING TO THE SCHOOL

You should arrive at the school 15 minutes prior to the beginning of class. The following must be done immediately upon your arrival:

- Sign in at the front office to make the administration aware of your arrival.
- Review lesson plans and secure necessary materials and resources.
- Locate and review emergency plans, as well as specific behavior intervention plans, IEP accommodations, and health care plans for students.
- **Put your personal belongings in a secure place when you arrive.** (Do not leave your belongings out. It is your responsibility to keep them secured, preferably in a locked desk or cabinet.)
- Make sure that the physical conditions of the room are conducive to learning. Check the lighting, ventilation, and temperature.

CLASSROOM CHECKLIST

Review the following:

- ___ Daily lesson plans
- ___ Classroom Rules & Policies
- ___ Materials and resources referenced in the lesson plan
- ___ Attendance directions
- ___ Procedural guidelines: seating charts, transitions, student helpers, etc.
- ___ Notes regarding specific students (e.g., special education, individual health problems, and behavior problems)
- ___ Emergency plans
- ___ Name(s) and hours of the teacher assistant(s)

SUBSTITUTE RESPONSIBILITIES

The following are applicable to all substitute assignments:

- Introduce yourself to the class; write your name on the board.
- Establish your authority as their teacher for the day. Let students know your expectations. A positive, but firm attitude will help to make your day successful.
- Start class promptly; this helps to reduce discipline problems.
- Record attendance.
- Supervise students at all times. Circulate the classroom and offer assistance.
- Doing personal business during a substitute assignment is prohibited. Following are some examples of unacceptable behavior: reading the newspaper, magazines, etc.; personal phone calls on school or cellular phone; and using the internet for non-school related purposes.
- If you need assistance resolving a problem, call the school office or principal.

CLASSROOM INSTRUCTIONAL TECHNIQUES

Follow the teacher's lesson plans as closely as you can. If you find it necessary to deviate, be sure to leave a note for the teacher, capturing that information. It is a good idea to have some plans and activities of your own that can be used if there are limited lesson plans, or if the class covers the planned material before the end of the day (or period). Use clear, consistent instructions in directing every activity. Ask questions to check for understanding.

CLASSROOM MANAGEMENT

- Begin the lesson promptly and keep smooth pacing to eliminate long transitions.
- Be pleasant. Appear confident. Set limits. Your first words and actions usually go a long way to set the expectations for your discipline response.
- You are legally responsible for the students' safety. While on campus, students are **NOT** to be left unattended at any time. Do not release a student to anyone without approval from the parent and school administration.
- Maintain established routines and schedules.
- Have students who seek attention help you – even the smallest tasks can put them on your side.
- With any group, smile, be friendly, show enthusiasm, and be positive.
- Maintain the use of conservative, non-controversial, acceptable language when in the classroom.
 - Foul, vulgar, or sexually suggestive language is strictly prohibited.
- Student dress codes prohibit gang related, vulgar, or drug/alcohol related clothing. Students must wear clothing that covers the body.
- Expect students to help maintain a clean and organized classroom. Make sure everything is tidy and returned to the condition of your arrival.

DISCIPLINE

The goal of discipline is to help students build their own self-control. Discipline techniques must be positive and rely on a problem-solving approach. It is important to be patient and consistent. A few discipline techniques that may be used include the following:

- A positive approach to discipline is encouraged. Be pleasant, yet firm.
- Discipline problems tend to be minimized in a classroom where the substitute is prepared, organized, adaptable and demonstrates understanding.
- Retaining student attention can be a challenge; however, the manner of presentation can make a difference.
- District policy does not permit corporal punishment.
- Deal with the individual student, not the group, when corrections are necessary. Have all the facts. Listen to both sides of a story. Focus attention on the problem. Give the child the benefit of the

doubt.

- Whenever talking to a student, provide eye contact. However, do not get in their “personal space.”
- The only time it is legal to physically restrain a student is when you determine the student will injure him/herself or others. The amount of restraint that can be applied is the absolute minimum to control the situation. **Once order is maintained, immediately report the matter to the principal.**
- Encourage students to think of alternative solutions to the conflict. Help the student see the consequences of his/her actions. Don’t get into a power struggle with the student. Attempt to give the student(s) options, which will allow him/her to maintain dignity.
- Remind students of the rules. Help them understand why their behavior may not be acceptable. Use words that a student can understand. Be consistent in your responses to situations and with students.
- Reward good behavior. Praise behavior that you like. Again, tell the student what you want instead of what you don’t want.
- It is appropriate to disapprove of a student's behavior, but never the student. You may say, "That is not a good thing to do," but never, "You are not a good person."
- If the student has special education eligibility, check to see if a behavior intervention plan has been developed. This plan must be followed in addressing inappropriate behaviors of the student.
- Be a positive role model. Students learn by example.
- If serious discipline problems arise or have the potential to escalate, contact the school office or principal immediately.

AT THE END OF THE DAY

Complete a final written report to the teacher. Be sure to include:

- From the lesson plans, what were you able to accomplish, what were you not able to accomplish and why, and, if you added anything, what was it and why
- Which students were helpful and which were problems (be specific and give details).
- Leave completed student work
- Return supplies and equipment to their proper storage areas
- Re-lock any cabinets that were locked when you arrived
- Logout of all computers and turn off all equipment
- Once all students have left, close and lock all windows and doors, turn off lights, and double check that the site is secure
- Return all keys to the appropriate staff

EMERGENCY PROCEDURES

Policies that must be followed in every emergency preparedness drill or disaster:

- All possible steps will be taken to assure the safety of the pupils who attend our schools.
- For all emergencies, the teacher is the authority in the classroom and must act as reason dictates.
- However, if time permits, the teacher will receive and follow the directions of the principal or other administrator.
- The teacher must stay with the children at all times.
- The teacher will not release the children without direction from the principal or another administrator.
- The teacher must take class roster with them.
- If available, the teacher should bring along the emergency classroom Go-Kit.

BOMB THREATS/BUILDING EVACUATION

- Police will be called immediately.
- Turn off all pagers, cell phones, or two way radios.
- If it is necessary to evacuate school, extended fire drill exit plan will be used as described below. Students will travel from the campus to a location designated at each school. Students will stand with the teacher until further instructions are given by the administration.
- Teachers must account for all students and should exit the building with their class rosters.
- Police will search building.

FIRE

- Students and employees will be alerted by the school's fire alarm system.
- A diagram showing all designated exit routes will be posted in all classrooms.
- Students will be made aware of all exits and proper exiting procedures. Move orderly, quickly and quietly to designated areas.
- **EVACUATE** students from the building using primary or alternate fire routes. Take emergency Go-Kit and student kits. Maintain control of the students a safe distance from the fire and firefighting equipment.
- Take attendance. Report missing students to the principal/designee and emergency response personnel.
- Maintain supervision of students until the Fire Department determines it is safe to return to the school building.

Each teacher is responsible for seeing that the Fire Drill and Evacuation Plan is posted in a conspicuous place in each classroom to which the teacher is assigned. Each teacher is also responsible for informing all students in the classroom of the evacuation plan for that room.

Fire drills will be held on a monthly basis.

INTRUDER/LOCK-DOWN

- Warning of impending danger will go out over the public address system. "Code Red. Code Red."
- Teachers will provide a quick check to the hall and secure children into the classroom and lock
 - the hall door. Students traveling will immediately go into the nearest classroom for lock-down.
- Office staff will lock down office doors.
- In the lock-down classroom, students should gather away from the windows and doors, seeking shelter in a safe place.
- Teachers are responsible for accounting for all students. Teachers will notify office of any child
 - not accounted for prior to the lock-down.
- Teachers will turn on personal cell phones for in-school communication. Do not place calls outside the building or tell outside parties of the lockdown. All phone lines must be kept open for emergency communication.

At least one lock-down/intruder drill will be held per year.

STORM/SEVERE WEATHER

- If a warning is received, student and employees will be alerted by an announcement on the public address system. "Take Cover...Take Cover...Take Cover. A severe windstorm is imminent."
- Teachers will escort their students to their assigned shelter area. Shelter areas are posted in each classroom. While moving to the shelter area, there shall be no talking; lines will move quietly and

quickly in an orderly fashion to their assigned areas.

- Upon reaching the shelter area, everyone should sit on the floor with backs against the wall if possible, knees to chest, with hands and arms covering head and face.
- Take attendance. Report any missing students to principal/designee.
- Close all blinds and curtains. Stay away from windows.
- Avoid auditoriums, gymnasiums and other structures with large roof spans.
- Remain with students near an inside wall or on lower floors of the building. Make arrangements for special needs, snacks and quiet recreational activities.
- Only after an “**all clear**” message is given should students be allowed to return to the classroom.
- Any change in the routine dismissal of our students by buses or parent/guardian pick-up due to emergencies will be announced on local radio and television stations. If relocation of students is necessary, the stations will also announce this.

For more information on disaster plans, see your site administrator or teacher to review the MCS Emergency Procedures Guide or EMCS Emergency Management Plan.

MEDICATION ADMINISTRATION

No teacher shall routinely dispense medication to students. All Maryville City Schools have a nurse on site. If under exceptional circumstances a child is required to take oral medication during school hours, send them to the school nurse.

PLANNING PERIOD TIME

The purpose of a planning period is to plan for effective instruction, meet with instructional team members, to participate in curriculum alignment with standards and assessments, evaluate student work and progress, data analysis, improvement initiatives, classroom observations, teacher mentoring, and staff development. Planning period is also a good time at the beginning of the year to complete your safeschools training online. This training needs to be completed before your first substitute pay period.

Employees are not to leave the building during school hours without prior approval from the principal and signing the personnel checkout and check-in sheet in the main office.



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Assistant Director of Schools
Amy Vagnier, Ed.S.
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SKYWARD

ALL MCS EMPLOYEES:

Monthly payroll detail (commonly known as a pay stub) is accessible online. You can view and print your pay stub from any desktop or mobile device via the MCS EMPLOYEE ACCESS PORTAL. Employee Access is a module of our payroll software, Skyward. With your ability to print a pay stub as needed, we will no longer provide a printed copy.

In the months ahead, we expect to activate additional features of the MCS EMPLOYEE ACCESS PORTAL, but for now the following are ready for you to utilize:

- **CHECK HISTORY**
 - At the home screen, select Employee Information tab, and under Payroll, select Check History
 - On the right, you can select SHOW CHECK
 - Or you can select the check number to reveal and print your own pay stub
- **CHECK ESTIMATOR** (allows you to set up different payroll scenarios to estimate your monthly pay, based on deduction changes you could make)
 - Select the Employee Information tab
 - Under payroll, select the Check Estimator
 - Alter any available fields and select the Continue Check Estimator Process button on the right
 - Include or exclude any deductions or benefits and select the Calculate Check button on the right
 - You can then see your simulated check detail and compare that to a current check stub
- **Let's Get Started**
 - LINK HERE → <https://skyward.iscorp.com/scripts/wsisa.dll/WService=wsfinmaryvilletn/seplog01.w>
 - Or, you can navigate to Employee Access by going to the Maryville City Schools webpage under Staff and Resources.
 - UserID → firstname.lastname (Example: jenna.smith)
 - Password → lastname, then birth month (XX), then birth year (XXXX) (Example: smith081992). You will immediately be prompted to change your password.
- **Mobile APP available too ...**
 - You can download the mobile app from the applicable APP STORE for your mobile device. Just search for SKYWARD MOBILE ACCESS.
 - Once installed, you can search the organization by ZIP Code or our district name, which is listed as MARYVILLE.
 - This is an easy way to quickly check for a deposit, with details. The date at the top of the check history screen is the deposit date.

We hope you find this process helpful, timely, and convenient. As always, feel free to contact us in the district office at (865) 982-7121 with any questions or concerns.

www.maryville-schools.org

Nick Black, Chairman

Julie Elder, Vice-Chairman

Chad Hampton

Candy Morgan

Bethany Pope

MARYVILLE BOARD OF EDUCATION

Nick Black, Chairman

Julie Elder, Vice-Chairman

Chad Hampton

Candy Morgan

Bethany Pope

DISTRICT NAME
Substitute Quick Reference Card

System Phone Number **865-238-4381**

Help Desk Phone Number **865-982-7121**

Write your Access ID here _____

Write your PIN here _____

Web Browser URL **<https://maryville.eschoolsolutions.com>**

TELEPHONE ACCESS INSTRUCTIONS

THE SYSTEM CALLS SUBSTITUTES DURING THESE TIMES:

	Today's Jobs	Future Jobs
Weekdays	Starts at 5:00 am	4:00 - 9:00 pm
Saturday	None	None
Sunday	None	4:00 - 9:00 pm
Holidays	None	4:00 - 9:00 pm

DECLINE/CANCEL REASONS:

1. Illness
2. No Transportation
3. Working in another District

Before any features are available, you must register with the system and create a PIN. The Access ID and PIN are used for all interactions with the system.

REGISTRATION

1. Enter your **Access ID** followed by the star (*) key
2. Enter your **Access ID** again when it asks for your PIN followed by the star (*) key
3. Record your name followed by the star (*) key
4. Hear your callback #. Correct if necessary.
5. You will be asked to select a new PIN. Enter a PIN at least six (6) digits in length followed by the star (*) key.

TELEPHONE ACCESS INSTRUCTIONS

1. Enter your **Access ID** followed by the star (*) key

2. Enter your **PIN** followed by the star (*) key

THE SYSTEM CALLS
HEAR THE JOB OFFER

1. **PRESS 1** to Hear the job offer
PRESS 2 to Set temporary Do Not Call
2. If you **pressed 1** to Hear the job offer
PRESS 1 to Hear the job description
PRESS 2 to Decline the job (without hearing the description)
Enter the decline reason from page 1 followed by the star (*) key
3. If you **pressed 1** to Hear the job description
PRESS 1 to Accept this job
Record the Job Number. You are successfully assigned to the job.
PRESS 2 to Repeat the job description
PRESS 3 to Decline the job
Enter the decline reason from page 1 followed by the star (*) key
PRESS 1 to Accept
4. If you **pressed 2** to Set temporary Do Not Call, hear a time offered
PRESS 1 to Accept the time offered
PRESS 2 to Enter an earlier time in HH:MM format.

HEAR THE CANCELLATION

1. Hear "This assignment has been cancelled" and the job information
2. **PRESS 1** to Repeat the job information

CALLING THE SYSTEM
MENU OPTIONS

- 1 - Review or Cancel Assignments
- 2 – Hear Available Jobs
- 3 - Change your Callback Number
- 4 - Review or Modify Temporary Do Not Call Time
- 5 - Review or Modify Unavailability Dates
- 6 - Review or Modify Daily Availability
- 7 - Change PIN or Re-record Name
- 9 - Exit and hang-up

REVIEW OR CANCEL ASSIGNMENTS

1. Hear assignments in chronological order
PRESS 1 to Hear assigned job information again
PRESS 2 to Cancel this assigned job
2. If you **pressed 2** to Cancel assignment
PRESS 1 to Confirm cancellation (Enter cancellation reason followed by the * key)

HEAR AVAILABLE JOBS

1. Hear assignment information
PRESS 1 to Repeat assignment
PRESS 2 to Accept assignment
PRESS 3 to Decline assignment
 2. If you **pressed 3** to Decline assignment
Enter decline reason from page 1 followed by the star (*) key
-

CHANGE YOUR CALLBACK NUMBER

- Hear the Callback telephone number
PRESS 1 to Modify callback telephone number
- Enter new telephone number followed by the star (*) key.

TO CHANGE PIN or RE-RECORD NAME

- PRESS 1** to Change your PIN
PRESS 2 to Change the recording of your name
-

WEB BROWSER ACCESS INSTRUCTIONS

SIGN IN

Open your browser and access the SmartFindExpress Sign In page. Enter your Access ID and PIN.

PIN REMINDER

The “Forgot your PIN?” link supports users who want to log into the system, but have forgotten their PIN. When this link is selected, the system displays the PIN Reminder Request page. The user’s Access ID and the security code being displayed must be entered on this page. **Note:** *You must be registered with the system to use this option.*

PROFILE

Information - Review profile status and address information.

Update Email - Enter or change email address

Callback Number – View/update callback number; specify a Do Not Call time.

Change Password - Enter your current PIN followed by a new PIN twice and click Save

SCHEDULE
General

- **Modify an Availability Schedule**
 - Choose day or days of the week you want to delete by checking the boxes by that day and select the *Delete* button
 - Select the *New* button to add a new day of week or time. Follow the steps for “Create a New Availability Schedule” as outlined above

Temporary Do Not Call

- Enter the telephone number where you can be contacted by the system. Include the ‘1’ (long distance indicator) and area code.
- Specify a temporary “Do Not Call Until” time if you do not want to be called by the system.

Classifications and Locations

- Review classifications and locations you have chosen for assignments

Unavail Dates Tab

- **Create Unavailability Schedule**
 - Select the *New* button
 - Enter Start and End Date Range (MM/DD/YYYY) or use the calendar
 - Select the *All Day* check box or enter the time range in HH:MM am or pm format
 - Select the *Call for Future Assignments* checkbox, if during the unavailable time period entered you would still like to receive calls for future assignments. Leave box unchecked if you do not want any calls during this time

- Select *Save* button

AVAILABLE JOBS

Choose the **Available Jobs** link to view and accept assignments

To view and accept jobs

- You must be available to work all days and times of the job
- You have specified that you will work at the location

Follow these steps:

- Select the date range for your search entering in the dates with forward slashes (MM/DD/YYYY) or using the calendar icon. Leaving dates blank will return all data
- Press the *Search* button to display the list of jobs
- Press the *Details* link to view the job details. Review the specifics and choose one of the following
 - Select the *Accept Job* button. A job number will be assigned to you if the job has been successfully assigned to you. **Please record this Job Number.**
 - Select the *Decline Job* button. Select a reason for decline from the drop-down list, then select the *Decline Job* button
 - Select the *Return to List* button to return to the job listing

REVIEW ASSIGNMENTS

Choose the **Review Assignments** link to review past, present and future assignments or to cancel an assignment

Follow these steps:

- Select format for Assignment display. List or Calendar view
- Search for assignments
- Press the *Search* button to display the list of assigned jobs
- Choose the *Job Number* link to view job details
 - Select the *Return to List* button to review other jobs assigned to you
 - Select the *Cancel Assignment* button to cancel your assignment. Enter a reason for canceling from the pull down list. Wait for the “Job was cancelled successfully” notification. You cannot cancel an assignment within 1 hour of the start time.
 - An assignment may contain file attachments. To view or download a file attachment, click on the file name.

SIGN OUT AND WEB BROWSER INFORMATION

At any time during the session, the *Sign Out* link can be selected to end the session and disconnect from SmartFindExpress. Selecting the browser's back button or going to another site on the Internet does not disconnect the session from SmartFindExpress.

To ensure security and privacy of information, use the *Sign Out* link to disconnect from SmartFindExpress, and close the web browser when you finish with your session.

You can click the Help link to access Help Guides and How-to videos.

Important Note: Do NOT use the browser's BACK button to navigate to screens. Navigation buttons are on the bottom of SmartFindExpress screens, such as the *Return to List* and *Continue* buttons.