

Crockett County Board of Education

Monitoring: Review: Annually, in February	Descriptor Term: Ethics	Descriptor Code: 5.611	Issued Date: 05/13/19
		Rescinds:	Issued:

1 An effective educational program requires the services of men and women of integrity, high ideals, and
2 human understanding. To maintain and promote these essentials, all employees are expected to
3 maintain high standards in their school relationships. These standards include the following:

4 1. The maintenance of just and courteous professional relationships with students, parent(s), staff
5 members, and others;

6 2. The maintenance of their own efficiency and knowledge of the developments in their fields of
7 work;

8 3. The transaction of all official business with the properly designated authorities of the school
9 system

10 4. The establishment of friendly and intelligent cooperation between the community and the
11 school system;

12 5. The representation of the school district on all occasions that the contributions of the school
13 district to the community are recognized;

14 6. The welfare of children as the first concern of the school district when placing professional
15 personnel. The use of pressure on school officials for appointments or transfers is unethical;

16 7. Restraint from using school contacts and privileges to promote partisan politics, sectarian
17 religious views, or selfish propaganda of any kind;

18 8. The responsibility to make any criticism of other staff members or of the school district directly
19 to the particular school administrator who has the administrative responsibility for improving
20 the situation and then to the Director of Schools, if necessary; and

21 9. The proper use and protection of all school properties, equipment, and materials.

22 **Report of Arrest/Finding**

23 If an employee is arrested for any reason, the employee is to notify his/her immediate supervisor and
24 Board of Education (Central Office) within forty-eight (48) hours of the arrest.¹

25 The employee shall notify the director of schools (within forty-eight hours of receiving such notice) if
26 the department of children's services finds the employee to have committed child abuse, severe child
27 abuse, child sexual abuse, or child neglect, or if the department of children's services names the
28 employee as an indicated perpetrator of child abuse.

- 1 Appropriate disciplinary action up to, and including, dismissal will take place if this notice is not
- 2 provided as required.

Legal References

1. 34 CFR §§ 84.205-84.215

Cross References

Staff Rights & Responsibilities 5.600
Staff-Student Relations 5.610

Crockett County Board of Education

Monitoring: Review: Annually, in January	Descriptor Term: Family and Medical Leave	Descriptor Code: 5.305	Issued Date: 09/07/23
		Rescinds: 5.305	Issued: 07/10/23

1 ELIGIBILITY

2 Anyone who has been employed for at least twelve (12) months by the school district and anyone who
3 has at least one thousand two hundred fifty (1,250) hours of service (hours used for leave, even FMLA
4 leave, shall not be credited for service for purposes of FMLA eligibility¹) during the previous twelve
5 (12) month period shall be eligible to use FMLA leave.²

6 GENERAL PRINCIPLES

7 An eligible employee shall be granted, upon request, up to twelve (12) weeks unpaid leave during a
8 rolling twelve month period for the following reasons:

- 9 1. The birth of a child;
- 10 2. The placement of a child with the employee for adoption or foster care;
- 11 3. A serious health condition of the employee that makes the employee unable to perform the
12 essential functions of his/her job position;
- 13 4. The care of a spouse, child, or parent of the employee who has a serious health condition; and
14
- 15 5. Any qualifying circumstances arising out of the fact that a spouse, child, or parent of the
16 employee is on covered active duty or has been notified of an impending call or order to
17 covered active duty in the Armed Forces.
18
19
20

21 An employee may substitute accrued paid leave for unpaid time. Use of accrued paid leave shall run
22 concurrently with and be counted toward the employee's total period of FMLA leave.

23 MATERNITY/PATERNITY LEAVE

- 24 1. *Relationship between FMLA leave and Tennessee Maternity Leave Act* – FMLA leave shall run
25 concurrently with leave provided under the Tennessee Maternity Act, which affords eligible
26 employees leave for a period not to exceed four (4) months for the adoption, pregnancy,
27 childbirth, and nursing of a newborn child.³
28
- 29 2. *Teachers' Leave* – In accordance with state law, any teacher who goes on maternity or paternity
30 leave shall be allowed to use all or a portion of the teacher's accumulated sick or annual leave
31 for maternity leave purposes. In order to be eligible to use sick leave, written request of the
32 teacher accompanied by a statement from the teacher's physician verifying pregnancy shall be

1 submitted. Upon verification by a written statement from an adoption agency or other entity
2 handling an adoption, a teacher may also be allowed to use accumulated leave for adoption of a
3 child. If both adoptive parents are teachers employed by the district, however, only one (1)
4 parent is entitled to use such leave.⁴

5
6 3. Spouses who are both eligible employees of the school district are limited to a combined total
7 of twelve (12) workweeks of FMLA leave in a single twelve (12) month period if the leave is
8 taken for the birth and care of a newborn child, for the placement of a child for adoption or
9 foster care, or to care for a parent who has a serious health condition. Under certain
10 circumstances, spouses who share leave for the birth or adoption of a child may be eligible for
11 limited amounts of additional leave for other qualifying FMLA reasons.⁵

12
13 4. *Paid Parental Leave* – Under state law, an additional six (6) work weeks of paid leave is
14 available to eligible employees after a birth, stillbirth, or adoption of a newly placed minor
15 child. An eligible employee taking leave under this provision shall not be required to utilize any
16 other type of accrued leave during this period. Eligible employees include teachers, principals,
17 supervisors, or other individuals required by law to hold a valid license of qualification for
18 employment who have been employed with a school district full time for at least twelve (12)
19 consecutive months.

20
21 Employees shall provide notice to the school district thirty (30) days prior to the intended use
22 of the leave. If the employee learns about the need for leave less than thirty (30) days in
23 advance, the employee shall give notice as soon as reasonably possible in order to be eligible
24 for the paid leave. This paid leave does not need to be taken consecutively; however, the paid
25 leave shall be used within twelve (12) months of the qualifying event. The leave shall run
26 concurrently with FMLA leave.⁶

27 LEAVE FOR A SERIOUS HEALTH CONDITION⁷

28 Eligible employees, upon request, shall be granted up to twelve (12) weeks of unpaid leave when
29 he/she is unable to work because of a serious health condition or to care for an immediate family
30 member with a serious health condition. Employees shall contact Human Resources to determine if the
31 reason for leave qualifies as FMLA leave. If the leave is foreseeable, the employee shall give thirty
32 (30) days' notice. If the leave is not foreseeable, the employee shall notify Human Resources as soon
33 as practicable, generally, either the same or next business day.

34 LEAVE FOR MILITARY FAMILY MEMBERS

35 1. *Qualifying Exigency Leave*⁸ - Eligible employees are entitled to up to twelve (12) workweeks
36 of leave because of any qualifying exigency arising out of the fact that the spouse, son,
37 daughter, or parent of the employee, as defined under the FMLA, is on active duty, or has been
38 notified of an impending call to active duty, or has been notified of an impending call to active
39 duty status in the Armed Forces. Qualifying exigencies may include:

- 40
41 a. Issues arising from the service member's short notice deployment;
42 b. Military events and related activities (e.g., official ceremonies, support programs);
43 c. Making or updating financial and legal arrangements;

- d. Attending counseling;
- e. Taking up to fifteen (15) days leave to spend time with a covered service member who is on short-term rest and recuperation leave during deployment; or
- f. Attending post-deployment activities.

2. *Military Caregiver Leave*⁹ - An eligible employee who is the spouse, son, daughter, parent, or next of kin of a covered service member or covered veteran with a serious injury or illness is entitled to up to twenty-six (26) workweeks of leave in a single twelve (12) month period. A covered service member is a current member of the Armed Forces, including a member of the National Guard or Reserves, who is undergoing medical treatment, recuperation, or therapy, is otherwise in out-patient status, or is otherwise on the temporary disability retired list for a serious injury or illness.

A covered veteran is an individual who was a member of the Armed Forces at any time during the period of five (5) years preceding the date of the medical treatment, recuperation, or therapy that has a serious injury or illness who is currently receiving medical treatment, recuperation, or therapy.

The single twelve (12) month period for military caregiver leave begins on the first day the employee takes leave for this reason and ends twelve (12) months later. An eligible employee is limited to a combined total of twenty-six (26) workweeks of leave to provide care for a covered service member. The maximum of twenty-six (26) workweeks may include no more than twelve (12) workweeks of leave that is taken for the birth and care of a newborn child, for the placement of a child for adoption or foster care, for care of a parent who has a serious health condition, or for the employee's own serious health condition.

INTERMITTENT LEAVE¹⁰

Eligible employees may take FMLA leave intermittently when medically necessary to care for a seriously ill family member, because of the employee's own serious health condition, or for the care for a newborn, a newly adopted child, or a newly placed foster care child. When an employee requests foreseeable leave for planned medical treatment and the employee would be on leave for greater than twenty percent (20%) of the total number of working days in the period during which the leave would extend, the school district may require that such employee elect either to take the leave for periods of a particular duration, not to exceed the duration of the planned medical treatment, or to transfer temporarily to an available alternative position offered by the school district for which the employee is qualified and that has equivalent pay and benefits and better accommodates recurring periods of leave.

RESTRICTIONS

1. Notice Requirements

- a. *Employee Notice*¹¹ - For foreseeable leave, the employee shall provide the Director of Schools with at least thirty (30) days written notice before the beginning of the anticipated leave.

- 1 b. *District Notice* - Once it has been established that the leave requested qualifies for
2 FMLA, the Director of Schools/designee shall notify the employee within three (3)
3 business days (absent extenuating circumstances) that any leave taken pursuant to state
4 leave statutes (paid vacation leave, personal leave, sick leave, or workers'
5 compensation) shall run concurrently with FMLA leave.¹² The notice may be given
6 orally or in writing. If the notice is oral, it shall be confirmed in writing, no later than
7 the following pay day.¹³

8
9 2. Certification Requirement¹⁴

- 10
11 a. The Director of Schools may require that a request for leave be supported by
12 certification issued by a health care provider with the following information:
13
14 i. The date on which the serious health condition commenced;
15 ii. The probable duration of the condition;
16 iii. The appropriate medical facts within the knowledge of the health care provider
17 regarding the condition; and
18 iv. A statement that the eligible employee is needed to care for the son, daughter,
19 spouse, or parent and an estimate of the amount of time that such employee is
20 needed.
21
22 b. If there is any reason to doubt the validity of the certification provided, the Director of
23 Schools may require, at the expense of the school district, an opinion of a second health
24 care provider.
25

26 3. Period Near the End of an Academic Term (Professional Employees)¹⁵

- 27
28 a. If leave is taken more than five (5) weeks prior to the end of the term, the Director of
29 Schools may require the employee to continue taking leave until the end of the term if
30 the leave is at least three (3) weeks of duration and the return of employment would
31 occur during the three (3) week period before the end of the term.
32
33 b. If the leave is taken five (5) weeks prior to the end of the term, the Director of Schools
34 may require the employee to continue taking leave until the end of the term if the leave
35 is greater than two (2) weeks duration and the return to employment would occur during
36 the two (2) week period before the end of the term.

37 **REQUIREMENTS OF THE BOARD¹⁶**

- 38 1. The employee shall be restored to the same position of employment or an equivalent position
39 with no loss of benefits, pay, or other terms of employment.
40
41 2. The employee shall be kept under any group health plan for any applicable FMLA, PPL or
42 other parental under the Tenn Code Ann. Section 4-21-408.
43
44 3. The Board may recover the premium paid under the following conditions:

- 1 a. The employee fails to return from leave after the period of leave has expired; and
2
3 b. The employee fails to return to work for a reason other than the continuation,
4 recurrence, or onset of a serious health condition or other circumstances beyond the
5 control of the employee.

Legal References

1. *Hinson v. Tecumseh Products Co.*, 2000 U.S. App. LEXIS 26778, at *1—10 (6th Cir. Oct. 17, 2000)
2. 29 USCA § 2601, 2611—2619
3. TCA 49-5-702; TCA 4-21-408
4. TCA 49-5-710(a)(2); TCA 8-50-802(a)(4)
5. 29 CFR § 825.120(a)(3)
6. Public Acts of 2023, Chapter No. 399
7. 29 CFR § 825.113
8. 29 CFR § 825.126
9. 29 CFR § 825.124; 29 CFR § 825.127
10. 29 CFR § 825.202
11. 29 CFR § 825.302-825.304
12. 29 CFR § 825.207
13. OP Tenn. Atty Gen 94-006 (Jan 13, 1994); *Plant v. Morton International, Inc.*, 212 F. 3d 929, 932 (6th Cir. 2000)
14. 29 CFR § 825.305-825.313
15. 29 CFR § 825.602
16. 29 USCA § 2614

Cross References

- Sick Leave 5.302
Long-Term Leaves of Absence 5.304

Crockett County Board of Education

Monitoring: Review: Annually, in August	Descriptor Term: Alcohol & Drugs in the Workplace	Descriptor Code: 1.804	Issued Date: 07/08/19
		Rescinds: 1.804	Issued: 11/20/00

1 *General*

2 Any employee who violates the terms of this policy shall be subject to disciplinary action, including
3 but not limited to, suspension, dismissal, and/or referral for prosecution.

4 The Director of Schools shall be responsible for providing a copy of this policy to all school district
5 employees.

6 **DEFINITIONS**

7 “Workplace” shall include any school building or any school premise; any school-owned or any other
8 school-approved vehicle used to transport students to and from school or school activities; and off-
9 school property during any school-sponsored or school approved activity, event, or function.

10 “Illegal drugs” shall include any narcotic drug, hallucinogenic drug, amphetamine, barbiturate,
11 marijuana, or any other controlled substance as defined by federal law.²

12 “Unauthorized drugs” shall include, but are not limited to, inhalants; any designer, synthetic,
13 derivative, analogous, or "look-alike" substances that are manufactured, designed, or intended to
14 resemble and/or mimic the effects of illegal drugs; any legally prescribed drugs being used in a manner
15 for which they were not intended or prescribed including, but not limited to, the use of prescription
16 drugs prescribed for another individual; and any lawful substances that could result in impairment of
17 physical or mental capacity that is threatening to the health or safety of the employee or others.³

18 “Alcohol” shall include, but is not limited to, spirits, liquor, wine, beer, and any liquid
19 containing alcohol as defined by state and federal law.⁴

20 **ALCOHOL & DRUG-FREE WORKPLACE**

21 No employee while on or in the workplace shall unlawfully manufacture, distribute, dispense, possess,
22 use, or be under the influence of any illegal or unauthorized drugs¹ or any alcohol.⁵

Legal References

1. Drug Free Workplace Act of 1988, 41 USCA § 8103
2. 21 USCA § 812
3. TCA 49-5-1003
4. TCA 57-4-102; 26 USCA § 5002
5. TCA 39-17-715

Cross References

- Supervision 5.108
Drug & Alcohol Testing for Employees 5.403
Drug-Free Schools 6.307

Crockett County Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Use of Multimedia	Descriptor Code: 4.408	Issued Date: 05/14/12
		Rescinds: 4.408	Issued: 12/13/99

- 1 All multimedia used in the classroom must either be provided by the school or have the prior approval
- 2 of the principal.

- 3 Movies, songs or other multimedia may be rented or purchased for use in the classroom for education
- 4 purposes only. No movie, song or other multimedia will be used in for entertainment purposes.

Cross References

Use of Copyrighted Materials 4.404

Crockett County Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Field Trips and Excursions	Descriptor Code: 4.302	Issued Date: 03/09/20
		Rescinds: 4.302	Issued: 09/30/96

1 Field trips designed to stimulate student interest and inquiry and to provide opportunities for social
2 growth and development are considered appropriate extensions of the classroom.

3 To be educationally beneficial, a field trip requires thoughtful selection, careful advance preparation of
4 the class, and opportunities for students to summarize the experience at the conclusion of the trip. To
5 this end, teachers and principals will be expected to consider the following factors in selecting field trips:

- 6 1. Value of the activity to the particular class group or groups;
- 7 2. Relationship of the field trip activity to a particular aspect of classroom instruction;
- 8 3. Suitability of the activity and distance traveled in terms of the age level;
- 9 4. Mode and availability of transportation; and
- 10 5. Cost.

11 The following guidelines shall be followed in planning and conducting field trips, excursions, and
12 competitions:

- 13 1. Any teacher desiring to take a group of students on an educational field trip must obtain advance
14 approval of the principal;
- 15 2. The trip must have a definite purpose and reflect careful planning. Students should be prepared
16 by general class discussion and/or research;
- 17 3. If bus transportation is required, the principal or his/her designee shall make the necessary
18 arrangements. A fee will be charged to the school for mileage when school system buses are
19 used;
- 20 4. The principal has the responsibility to notify the parent of the time, place and purpose of each
21 field trip;
- 22 5. Overnight educational trips and chaperones must be approved by the principal and the director
23 of schools in advance. These groups must be accompanied by at least one regular staff member
24 and others from the school who are appropriate for adequate supervision and shall be responsible
25 for student conduct while away. There must be at least one female and one male chaperone if
26 the trip is for a mixed group;

- 1 6. Students shall not be penalized for participating in approved school-sponsored trips and
2 activities. Teachers shall permit students to make up class assignments missed because of a trip
3 or activity;
- 4 7. All accidents that occur on a school-sponsored trip must be reported by the teacher to the
5 principal immediately upon returning to school. Serious accidents involving personal injury must
6 be reported immediately to the principal and/or director of schools. An emergency shall be dealt
7 with promptly by the teacher or other members of the school staff by taking appropriate action,
8 including sending the student to the hospital or summoning medical aid or ambulance. In cases
9 where it is necessary to send the student to the hospital, reasonable effort must be made to notify
10 the parents.
- 11 8. Any school-sponsored trip not meeting the “educationally beneficial” criteria as defined in this
12 section must have prior approval of the director of schools or his/her designee;
- 13 9. Any school-sponsored trip which is both out-of-state and overnight must have prior approval
14 by the principal.
15

16 **INDEPENDENTLY PLANNED TRIPS**

17 Trips privately planned by school district employees, acting outside the scope of their employment, are
18 not authorized by the school district.

19 These trips are not approved by the Board and are not considered a part of the curriculum. Total
20 responsibility for privately planned trips rests with the chaperone(s) as well as with the
21 parent(s)/guardian(s) of the students participating in the trip. The following restrictions shall apply:

- 22 1. Board funds or resources shall not be used;
- 23 2. School district materials shall not be used;
- 24 3. The Board shall not assume any liability;
- 25 4. Employees are not authorized to act on behalf of the school district;
- 26 5. Recruitment efforts made by an employee shall not occur during the instructional school
27 day; and
- 28 6. Absences caused by participation in privately planned trips shall be considered unexcused.
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Cross References

Special Use of School Vehicles 3.402
Extracurricular Activities 4.300
Attendance 6.200