



EMPLOYEE HANDBOOK

2026-2027

This handbook is advisory in nature, creates no contractual obligations on the part of Rock Hill Schools or its employees and does not alter the at-will relationship of nonexempt employees who are free to resign at any time for any reason. Rock Hill Schools has the same right to end the employment

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About Your Handbook

This handbook has been prepared to provide employees with information that Rock Hill Schools believes is essential to achieving a successful relationship in our business. This handbook provides a general description of Rock Hill Schools' policies and procedures in effect as of the date of publication. It will act as a guide to familiarize you with the general practices and procedures. Because the handbook is just a summary, it may not answer all of your questions. Should you need further information, please contact your supervisor or principal or inquire with someone in the Human Resources or the Business Services Departments.

While it is our goal to provide employees with beneficial programs and policies, all of our programs and policies are dependent upon economic and other considerations and cannot be guaranteed. For that reason, Rock Hill Schools reserves the right to eliminate, amend, alter and make exceptions to programs, policies and procedures at any time.

This handbook is advisory in nature, creates no contractual obligations on the part of the Rock Hill Schools or its employees and does not alter the at-will relationship of non-exempt employees who are free to resign at any time for any reason. Rock Hill Schools has the same right to end the employment relationship ([see policy GDB in Section G-Personnel](#)). No statement by an employee, officer, or agent of Rock Hill Schools contrary to this paragraph shall have any force or effect unless it is in writing and signed by the Chief of Human Resources.

ROCK HILL SCHOOLS

Trusting Rock Hill Schools

Rock Hill Schools is a diverse community of schools with an established history of innovations designed to meet the needs of all students. We have a long-standing reputation for providing quality education to all students and an unparalleled breadth of committed professionals from the classroom to the board room. The strength of Rock Hill Schools emanates from the expertise of our people. Success stories range from our traditional and choice programs, specialized IB, AP, and Dual Credit offerings focus on the profile of the S.C. Graduate, and reaching students with special needs. We engage students by designing work that is challenging, relevant, and meaningful to them. We earn respect and loyalty by providing a safe and nurturing school environment that builds on students' academic, moral, and social needs. Many of our students have received prestigious awards, scholarships, and recognition for academics, the arts, and athletics. The qualities that sustain us are a determination and commitment to excel. We know our students will need to be well-prepared as lifelong learners for a rapidly changing world.

Mission

Rock Hill Schools will provide all students with challenging work that authentically engages them in the learning process and prepares them for successful futures.

Professional Code

Put Students First
Nurture Relationships
Work Together for a Shared Vision
Grow Professionally
Continuously Find Ways to Improve

Board of Trustees

The Board of Trustees is the governing body responsible for establishing policies, setting direction, and providing support for quality educational opportunities for all students served by Rock Hill Schools. This school board recognizes that public support and open lines of communication are vital to a successful educational environment for students and employees.

The Board holds a monthly business meeting on the second & fourth Tuesdays of each month, August through June, at 6:00 p.m. in the Board Room of Rock Hill Schools at 386 E. Black Street unless another location is publicized. All meetings of the Board are open to the public.

Board of Trustees Members

Ms. Helena Miller

Chairperson, Seat 2
2719 Lake Wylie Drive
Rock Hill, SC 29732
(704) 488-4950

Ms. Jennifer Hutchinson

Vice Chair, Seat-At-Large
1360 Pampas Circle
Rock Hill, SC 29732
(843) 670-6116

Dr. Montrio Belton

Seat 1
511 Saluda St, PO Box 566
Rock Hill, SC 29731
(803) 324-4529

Mr. James Burns

Seat 3
1650 Milling Road
Rock Hill, SC 29730
(803) 366-9414

Mr. Peter Nosal

Seat 4
2191 Ebenezer Rd, #37810
Rock Hill, SC 29732
(803) 351-0957

Ms. Melissa Harris

Seat 5
2062 Wade Harris Rd
Rock Hill, SC 29730
(803) 415-1265

Ms. Lacy Daniel

Seat-A-Large
250 Heatherland Drive
Rock Hill, SC 29732
(864) 346-3445

District Office Administrative Personnel

Superintendent

Dr. Deborah Elder

Deputy Superintendent

Mr. Darren Wilson

Assistant Superintendents

Dr. Kershena Dickey, Assistant Superintendent of Elementary Education

Dr. Marty Conner, Assistant Superintendent of Secondary Education

Ms. Darlene Del Vecchio, Assistant Superintendent of Human Resources

Mr. Kevin Madden, Chief Financial Officer

Executive Directors

Dr. Katie Barber, Executive Director of Elementary Education

Dr. Nakia Barnes, Executive Director of Elementary Leadership

Dr. Jacob Moree, Executive Director of Elementary Service Team

Ms. Alicisa Johnson, Executive Director of Secondary Education

Dr. Carlos Grant, Executive Director of Secondary Leadership

Mr. Joseph Clark, Executive Director of Secondary Service Team

Mr. Robert Barnes, Executive Director of Finance

Mr. Anthony Scorsone, Executive Director of Human Resources

Mr. Maurice Murphy, Executive Director of Facilities Services

Mr. Andrew Jones, Executive Director of Safety

Ms. Lisa Sagona, Executive Director of Technology

Ms. Laurabree Monday, Public Information Officer

Directors

Mr. Kenneth Gaither, Director of Adult Education

Ms. Jennifer Newendyke, Senior Director of the Applied Technology Center

Mr. Michael Abraham, Senior Director of the Alternative Programs

Mr. Frank Palermo, Director of Behavioral Services

Mr. Damon Ward, Senior Director of the Central Child Development Center

Mrs. Lia McKay, Director of Elementary Exceptional Student Education

Dr. Shana Harper-Brice, Director of Secondary Exceptional Student Education

Mr. Jimmy Duncan, Director of District Athletic and Activities

Ms. Sadie Kirell, Director of Nursing and Student Well-Being

Mr. Daniel Beasley, Director of Research and Accountability

Ms. Amanda Hackney, Director of Budgeting

Mr. Tim Allen, Director of Information Technology

Ms. Kristin Culbreath, Director of Human Resources

Dr. Mary Roueche, Director of Educator Effectiveness

Mr. Bernard Gill, Director of Transportation

Mr. Andrew Jones, Director of Safety and Security

Mr. Michael Cox, Director of Facilities Services

Mr. Benjie Young, Director of Network Engineering

Mr. Gary Black, Director of School Nutrition

Directory of Schools

ELEMENTARY SCHOOLS

Central Child Development Center

Director: Mr. Damon Ward

414 East Black Street

(803) 980-2060

Cherry Park Elementary School of Language Immersion

Principal: Ms. Kendyl Futrelle

1835 Eden Terrace

(803) 985-2255

Ebenezer Avenue Elementary Traditional/Inquiry

Principal: Ms. Sheleea Leonard

242 Ebenezer Avenue

(803) 981-1435

Ebinport

Principal: Mr. Matthew English

2142 India Hook Road

(803) 981-1550

Independence

Principal: Ms. Adrienne Young

132 West Springdale Road

(803) 981-1135

India Hook

Principal: Mr. Christopher Roorda

2068 Yukon Drive

(803) 985-1600

Lesslie Elementary

Principal: Mr. Tanner Slagle

250 Neely Store Road

(803) 981-1910

Mt. Gallant

Principal: Ms. Jamie Cochrane

4664 Mt. Gallant Road

(803) 981-1360

Mount Holly

Principal: Mr. Kevin Hood

1800 Porter Road

(803) 985-1650

Northside

Principal: Ms. Lesley Rouse

840 Annafrel Street

(803) 981-1570

Oakdale

Principal: Ms. Jasmyne Spain

1128 Oakdale Road

(803) 981-1585

Old Pointe

Principal: Ms. Bianca Chivers-White

380 Old Pointe School Road

(803) 980-2040

Richmond Drive

Principal: Mr. Robert Hamm

1162 Richmond Drive

(803) 981-1930

Sunset Park

Principal: Ms. Tara Blackwell

1036 Ogden Road

(803) 981-1260

York Road

Principal: Ms. Keri Beth Brown

2254 W Main St.

(803) 981-1950

MIDDLE SCHOOLS

Castle Heights

Principal: Ms. Cynthia Robinson
2382 Fire Tower Road
(803) 981-1400

Rawlinson Road

Principal: Ms. Kia Frazier
2631 West Main Street
(803) 981-1500

Sullivan

Principal: Dr. Jacqueline Persinski
(803) 981-1450

HIGH SCHOOLS

Northwestern High

Principal: Dr. Marek Marshall
2503 West Main Street
(803) 981-1200

South Pointe High

Principal: Dr. Valarie Williams
801 Neely Road
(803) 980-2100

OTHER CAMPUSES

Applied Technology Center

Director: Ms. Jennifer Newendyke
1234 Flint Street Ext.
(803) 981-1100

Alternative Programs: Aspire& Virtual

Senior Director: Mr. Michael Abraham
Assistant Director: Ms. Neodria Brown
1234 Flint Street Ext.
(803) 981-1975

Dutchman Creek

Principal: Ms. Kenisha Rivers-Williams
4157 Mt. Gallant Road
(803) 985-1700

Saluda Trail

Principal: Dr. Rhine Kirkland
2300 Saluda Road
(803) 981-1800

Rock Hill High

Principal: Mr. Buddy King
320 West Springdale Road
(803) 981-1300

Bellevue Center

501 Bellevue Road
(803) 981-1183

Adult Education

Director: Mr. Kenneth Gaither

Behavioral Services

Director: Mr. Frank Palermo

ParentSmart

Assistant Director: Ms. Cindy Taubenkimel

Alternative Programs: T3 & Day Treatment

Senior Director: Mr. Michael Abraham
Assistant Director: Ms. Robertretta Patterson

Length of School Day

For Students:

<u>Grades pre-K-5:</u>	7:45 a.m. and ends at 2:10 p.m.
<u>Grades 6-8:</u>	8:15 a.m. and ends at 3:15 p.m.
<u>Grades 9-12:</u>	8:45 a.m. and ends at 3:45 p.m.

Early School Release Days

Grades pre-K-5	7:45 a.m. - 11:15 a.m.
Grades 6-8	8:15 a.m. - 11:45 a.m.
Grades 9-12	8:45 a.m. - 12:15 p.m.

Central Child Development & ATC Pre-K

Morning Session	7:25 a.m. - 9:55 a.m.
Afternoon Session	11:25 a.m. - 1:55 p.m.
Full Day 4K Schedule	7:25 a.m. - 1:55 p.m.

Teacher Work Hours

For Teachers:

Teachers are professional, exempt employees, not hourly workers; they are contracted for a job and completion thereof. To complete the job of a teacher and work the minimum hours prescribed by law, they must be at school in most cases a minimum of 7.5 hours/day. With faculty meeting days, they are at school longer, so a teacher's work week at school is usually around 38 hours in length. This allows them to be available for lunch duty, after-school tutoring, parent conferences, and staff meetings that are part of their responsibility and may take more than the specific hours listed. Thus, the following should generally be the work time for teachers:

Elementary:	7:30 – 3:00 Monday, Wednesday, and Thursday*
	7:30 – 3:30 Tuesday <i>Reserved for Faculty Meetings and/or assigned meetings</i>
	7:30 – 2:15 Friday (Teachers and staff may leave when all after-school supervision and responsibilities are complete as established by the administration)

* Teachers may not begin Be Great Academy work prior to 3:30

Middle:	8:00 – 3:30 Monday, Wednesday, and Thursday
	8:00 – 4:30 Tuesday <i>Reserved for Faculty Meetings and/or assigned meetings</i>
	8:00 – 3:20 Friday (Teachers and staff may leave when all after-school supervision and responsibilities are complete as established by the administration)

High	8:30 – 4:00 Monday, Wednesday, and Thursday
	8:30 – 4:30 Tuesday <i>Reserved for Faculty Meetings and/or assigned meetings</i>
	8:00 – 3:50 Friday (Teachers and staff may leave when all after-school supervision and responsibilities are complete as established by the administration.)

* Employees may not have their own children under their supervision or care during their regular work hours.

* The second and third Tuesdays of each month are designated and required Faculty Meetings. The remaining Tuesdays are as assigned by the supervisor.

Field Study and Excursions

Field Study: Field study must be subject-matter oriented ([see Policy IJOA I-Instructional Program](#)) and teachers must tie the study trip to curriculum maps and other curriculum areas and must prepare follow-up activities. If such field study requires leaving the school premises, prior permission must be obtained from the principal. All students participating in a field study must have parent or guardian permission. The teacher/administrator in charge must have emergency contact information for students while off school premises. Parent chaperones must have secured clearance prior to participating in the field study.

Overnight Study: All school-sponsored field studies requiring students to be away from home overnight (in-state) must be approved by the superintendent or his/her designee prior to any plans being booked or fundraising activities being conducted. No extracurricular overnight field study is permitted unless it conforms with the district's attendance policies relating to lawful and unlawful absences. Students can be excused from class(es) for participation in school representational activities if they have a passing average in each class they will miss and have no known unlawful absences. All absences for school representational activities must have prior approval from the principal.

Out-of-Town Study: Students who travel out-of-town to participate in group activities such as band, athletic contests, or any activity where they represent the school or participate in a school-sponsored program are the responsibility of and under the jurisdiction of the school while at the activity and are governed by the rules and regulations of the school district. Out-of-state overnight field study requires superintendent approval.

- Students who travel out of town as a group on transportation provided by the school (bus, car, or other transportation) will return with the group unless the parent meets the student at the game or activity and personally requests to the coach, teacher or sponsor that the child be released to his/her custody. Violation of this rule will be considered an unauthorized absence and subject to disciplinary action as prescribed.
- Students who attend an out-of-town activity with a group sponsored by the school must conduct themselves in an orderly fashion and in full compliance with the rules of the school. Students who conduct themselves in any way contrary to school rules will be subject to penalties as prescribed for such conduct while in school.

Emergencies and Safety Drills

Each school in the district has an emergency preparedness plan which has been developed in cooperation with local law enforcement and other emergency response agencies. The principal will be responsible for implementing the emergency preparedness plan.

Fire Drills: Schools will conduct fire drills at least once a month without notice. The staff will fully cooperate to carry out this legal requirement and will train students in prompt and orderly evacuation.

Tornado and Other Crisis Drills: The district has an Emergency Response Plan in the event of any crisis which may threaten the school community. Each school conducts emergency drills each year to educate students and staff on responses to a potential threat to safety.

Emergency Closings

The superintendent or his/her designee is empowered to close the schools and/or other district facilities in the event of hazardous weather, epidemics, or other emergencies that may threaten the safety or health of students or staff. The superintendent will take such action only after consultation with knowledgeable authorities.

When facilities are to be closed, the decision will be communicated as expediently as possible via the district's website, Facebook page, and local radio and TV stations. Digital learning days (E-learning) allows students and employees to

make up days missed by inclement weather or emergencies by completing a set of assignments or work within school days.

Professional Disposition

All Rock Hill School District employees are expected to strive to set an example for students that will serve them well in their conduct and behavior and subsequently contribute to an appropriate school atmosphere. Staff must act in a manner that is consistent with the district's policies and sets a positive example for all.

To that end, in dress, conduct (including conduct communicated or performed in person, in writing and/or electronically), and interpersonal relationships, all staff should recognize that they are being continuously observed by students, other employees, parents/legal guardians, and community members and that their actions and demeanor may impair their effectiveness as employees.

Behavioral decisions that diminish an employee's ability to be effective to such a degree that a potential for substantial disruption to the school environment or that directly compromise safety may result in disciplinary action up to administrative leave and/or termination.

Personal Dress & Representation

All Rock Hill School District employees are expected to serve as a positive role model in dress, behavior and image. In order to provide an atmosphere that promotes learning, limits disruptions, and sets an example for students, all employees should dress in a professional manner. Dress should reflect the role of the employee, with the ability to be presentable to parents and the public at any time. Spirit wear and jeans are appropriate only as designated by district and school leadership.

The enforcement of the prescribed dress code will be the responsibility of a school or office administrator. As a general rule, attire that would violate the dress code for students should be avoided for faculty and staff. To this end, professional discretion may be applied regarding athletic wear, etc... that may be required to carry out job duties included within the approved curriculum. For additional clarification about appropriate dress, employees should consult their school administrator.

To promote a positive atmosphere free of disruptions and distractions, employees must be mindful of decals or stickers on vehicles parked on district campuses. Language, images, and slogans that are profane, objectively offensive, sexually explicit, vulgar, inciting, or characteristic of hate speech impede our ability to promote a positive learning and working environment and will not be allowed on district property.

Professional Conduct

The personal life of an employee, including the employee's personal use of district-issued and non-district-issued electronic equipment, inside and outside of working hours (such as through social networking sites and personal portrayal on the internet), will be the concern of and warrant the attention of the board if it impairs the employee's ability to effectively perform their job responsibilities or if it violates local, state or federal law, or contractual agreements. Employee social media use has the potential to result in disruption of the school/work environment or impair the efficiency of the school/workplace. Employees will be held to the same professional standards in their use of social media as they are for any other conduct. If an employee has a question regarding the appropriate use of social media, they should consult their direct supervisor or building principal for guidance. Unprofessional conduct may subject the employee to disciplinary actions consistent with state law, federal law, and/or board policy.

Employees of the district, while on duty and in the presence of students, will not use profanity, will not use tobacco in any form, and will not possess, consume, or be under the influence of alcohol or drugs, as provided for in Board Policy GBEC (Drug-Free and Alcohol-Free Schools/Workplace).

Selling Items or Services for Personal Profit

In the interest of preserving a completely professional relationship between employees of this district and those whom they serve, the board will not permit district employees to sell on district premises for personal profit products or services of any kind to other employees, students, or patrons of any district facility/school.

Soliciting of Employees

No organization may solicit funds from employees within the district and the schools or distribute flyers or other materials related to fund drives through the district and the schools without the approval of the superintendent

or his/her designee. Employees will not be made responsible or assume responsibility for the collection of any money or distribution of any fund drive literature within the district or the schools without such activity having the superintendent's approval. As a matter of policy, the board expects such activities to be kept to a minimum.

Kindness Policy (KM)

Rock Hill Schools is committed to the core value of mutual respect for every person, regardless of their differences or characteristics. We expect all stakeholders to demonstrate this value in their daily behavior. When disagreements arise, we encourage clear, concise, and courteous communication to find a positive solution. It is strictly prohibited to engage in uncivil conduct on district property or at district-sponsored activities by school directors, staff, parents, volunteers, contractors or visitors.

To support this policy, it is expected that all employees:

- Treat one another and students with dignity and respect.
- Use sound and sensible judgment when dealing with disagreements between people
- Show respect, courtesy, and consideration for the dignity and cultural background of others
- Avoid using abusive language
- Do not use offensive language in public or electronic communication
- Demonstrate respectful problem-solving techniques
- Avoid actions or behaviors that could cause undue and productive fear, anger, frustration or alienation

For a full explanation of the expectations regarding this policy, please see Rock Hill School Board Policy KM.

FERPA & Mandatory Reporting

The Family Educational Rights & Privacy Act of 1974 underscores the crucial role of each employee in our institution by prohibiting the unauthorized disclosure of student information to individuals not directly involved with the need to know such information. This regulation emphasizes the value of each employee's contribution to our students' academic, social, and behavioral development, and the trust placed in them to uphold this standard. To this end, discussing students' academic, social, or behavioral information with colleagues or in the presence of students or parents of other students is prohibited. This protection extends to written communication including but not limited to social media.

To ensure the safety and well-being of students, all employees are required to report any suspected incidents of physical, emotional, sexual, or drug and alcohol abuse. Immediate reporting and maintaining confidentiality is of utmost importance. Failure to report may subject the employee to disciplinary actions consistent with state law, federal law, and/or board policy.

In May 2024, South Carolina signed into law (H. 4624) requirements for education professionals who may encounter information regarding the biological sex and gender identity of minor students. Specifically, a school's principal, assistant principal, or school counselor must inform a minor's parent or legal guardian if the minor asserts that the minor's gender is inconsistent with their biological sex or if the minor student requests to be addressed by a pronoun that does not align with the minor's sex. Education professionals who interact with the student must inform the designated building leader upon receipt of this information from the student. Notification under this law is a natural extension of parental rights consistent with FERPA and HIPPA, allowing parents full access to information regarding their minor child's educational, medical, and psychological well-being.

Technology Use in Rock Hill Schools

Rock Hill Schools offers technology training and services throughout the school district. Every classroom is equipped with an interactive classroom package and various other technologies. All schools have 1-to-1 student-to-computer ratios in grades K-12. The district encourages the use of technology for classroom instruction and access to technology anytime and anywhere.

E-Mail: District employees are provided with an e-mail account within the district, accessed through **Office 365**.

Courses: The district offers many courses for employees who wish to learn more about using the Internet and other programs used in the district. Course titles and schedules are posted on the district's PD management system, [KickUp Pulse](#), which can be accessed to sign up throughout the year.

Guidelines for the Use of the Internet & Social Media as an Instructional Tool:

- **User Name IDs, Account Numbers, and Passwords:** User names, account numbers, and passwords issued to staff members must remain confidential. Any staff member violating this policy will be subject to disciplinary action.
- It is the expectation that employees consistently monitor and enforce the use of the student cell phone policy. Uniformly maintaining expectations promotes positive school climates and limits disruptions.
- The use of social media during class time, or with the voice and/or image of students, must be in accordance with state, federal, and/or board policy especially as it pertains to FERPA and media release policies. The use of social media for entertainment purposes during the school day is expressly prohibited.
- At no point may the image, voice, recording, or identifying information about any student be on an employee's personal social media account as an extension of the account holder's professional capacity. All social media posts with images of students must go through the school or district accounts so as not to violate the express written media release permissions of the parent or guardian. Suppose an employee wishes to highlight the learning or special events within their classroom. In that case, they must do so through their school's social media administrator, ensuring students are cleared for media publication.
- **Electronic communications:** Employees are expected to communicate in a professional manner consistent with state and federal laws, including federal guidelines regarding the use of copyrighted materials. The use of electronic communications to display, send, or receive offensive messages or pictures; the harassment, insult, or attack of others via electronic communication; and the use of electronic communications for commercial purposes are strictly prohibited.
- **Independent navigation on the Internet by Faculty and Staff:** Employees are encouraged to explore online resources. Clearly, such explorations should be for educational purposes. Downloading and/or printing files and images containing content that is inappropriate for a K-12 setting is prohibited. Staff members are expected to employ professional judgment in the determination of inappropriate content.
- **Teacher-led exploration of the Internet:** Faculty who are exploring Internet sites with a class do not need special parental permission if the faculty member is in control of the navigation and/or is directing the students to known educational sites. A student who is navigating the Net at the teacher's direction is not considered to be independently using the Internet; this circumstance does not require parent permission. **Students should not be directed to an Internet site that the teacher has not previewed.**
- **Independent Navigation of the Internet by Students:** Independent navigation of the Internet by students requires both the student's signature and parental permission on the Student Assurances Form. The intent of the permission is not to discourage independent research on the Internet; however, constant teacher supervision under these circumstances will not be possible. Students are not permitted to search for, download, or print any objectionable, vulgar, or offensive material. Unsupervised participation in group discussion chats or newsgroups is not permitted. The signed permission form should be maintained by the school and should be obtained prior to assigning independent research on the Internet. Students utilizing the computer lab or 1-to-1 devices before and/or after school for Internet activities of their own choice should also have assurances on file at the school.
- **Installation of Personal Software:** Teachers may install legal copies (original disks and documentation must be kept at school) on their classroom computer(s). Shareware and freeware can be used in the classroom. Teachers should be aware that the district periodically updates the network. It is possible that teacher software and/or files will be removed and will require reinstallation. It is recommended that teachers maintain regularly updated backup copies of all files saved on the internal hard drive.

Cash Handling Procedures

Many employees are required to deal with cash activity at their schools (see [Policy DM D-Fiscal Management](#)). Each school location or department should follow procedures for the handling or collection of funds to ensure the safeguarding of these funds and to maintain reliable records for financial and managerial reporting.

The following procedures are not intended to replace any specific requirements at the school levels, but should be adhered to as a minimum requirement when employees collect cash or checks at the school level:

- Any employee who collects money on behalf of the school district for any reason should provide a receipt to the student or parents immediately upon receipt of the payment. Only the district receipt book assigned by the school bookkeeper should be used to issue the SmartFusion receipt. Signed activity logs may substitute for receipt documents if collections from students are less than \$5.00 each, which should also be issued to the employee by the bookkeeper. All parts of the receipt for the log should be filled out and must be signed by the employee collecting the funds.
- All funds collected by the employee must be taken to the school bookkeeper each day no later than the time designated by the principal. The employee will be issued a receipt by the bookkeeper to be stapled in the employee's receipt book. Receipt books should be kept in a secure, locked place.
- Schools will not keep more than the following amounts overnight, including cash and checks but excluding start-up cash for curricular activities and food service petty cash. All monies must be kept in a locked, secured place with limited access until deposited.
 - Elementary schools - \$750
 - Middle schools - \$1000
 - High schools - \$1500
 - Other district locations - \$250
- Funds must be deposited intact; that is, deposited as received. To avoid unnecessary handling, bookkeepers and others should avoid making changes with the receipts. Checks may not be cashed under any circumstances.

Procurement Procedures:

1. Only the Superintendent, CFO, and the Procurement Director (Manager) are authorized to sign contracts that bind the district for the purchase of goods, services, insurance, or construction, unless Board Policy or the Superintendent makes a specific delegation or exemption.
2. All other administrators are limited to signature approvals on contracts with a dollar value of \$5,000 or less.

Internal Review of Policy Violations and Misconduct Against an Employee

In the event an employee is arrested for any reason, he or she *must* immediately inform their supervisor and Human Resources.

In the event allegations are made of possible misconduct against an employee, the District will conduct an internal review. During the review, the employee will be placed on paid administrative leave.

The purpose of this leave period is to :

- Reasonably protect all parties from claims of retaliation or unwarranted allegations of misconduct
- Provide an opportunity to gather data that will be used to guide the District's understanding of the allegation
- Establish a safe and secure environment that is free from substantial disruption

For these purposes, the leave period is not considered a disciplinary act resulting from a substantiated claim of wrongdoing and is not considered a disciplinary suspension. Should this status change based on internal review findings, this will be communicated in writing.

The terms of leave are as follows:

- The employee is expected to be available by telephone, email, and video conference during regular business hours and will need to provide a number where you can be reached. Additionally, he/she is expected to be present for any in person meetings as requested.
- The employee is required to turn in their badge and district-issued device to their administrator. These items may be returned at the end of the administrative leave period.
- The employee is not to be present on school premises or district facilities without prior written approval from HR. Additionally, they are not to have any contact with other employees (outside of your direct supervisor and HR contact), students, or parents associated with Rock Hill Schools, whether initiated by the employee under review or by others, until further notice. This includes in-person activities, electronic communication, telephone calls, or other communications.

In the event of allegations of unwanted physical contact, the district will seek the support of law enforcement. The internal review will resume only after law enforcement has completed their investigation.

In the event of allegations of drug or alcohol use, the employee may be asked to submit to a drug and/or alcohol test. Refusal to provide a sample may result in immediate termination.

During the internal review process, Human Resources will review the employee's personnel record, evaluations, communication records, witness statements, video recordings, and any other pertinent evidence. Upon reaching a determination, the employee will participate in an in-person meeting and be provided the written determination of the review. If warranted, disciplinary action, up to and including suspension without pay or termination, will also be communicated at such time.

Licenses and Certification

Depending on the job role, some employees are required to maintain licenses and/or certification to keep their position. Copies of all licenses and certifications should be given to the Human Resources Department after being updated. Below is a list of some of those roles:

- **Teachers** must hold a valid SC teaching credential in the area(s) they teach.
- **Nurses, LPN's** and other health care providers (PT's and OT's) must maintain valid licenses.
- **Bus drivers** must maintain a valid driver's license and a CDL to be eligible to drive a bus.
- **Paraprofessionals** in Title I schools must be highly qualified as determined by NCLB. To ensure proper district-wide staffing, Rock Hill Schools requires *all* paraprofessionals to be licensed or hold an Associate's Degree.

Substitutes

The district contracts with Kelly Educational Staffing to train and retain daily substitutes for teachers and other staff who serve students. The district employee is responsible for securing his/her substitute through this service, as well as logging his/her own absences via the web-based program, Frontline Education (formerly AESOP Online) [Absence Management](#)

For long-term substitute situations for teachers, the district contracts with Kelly Educational Staffing and pays them certificate pay based on their degree and experience level noted on their certificate, which must be current and valid and in the area of the subbing situation. Long-term subs for non-teaching positions, if determined to be necessary, are paid an agreed-upon amount based on experience.

Transfer Request Procedures

A "voluntary" transfer is defined generally as a lateral move that is requested by an individual to move to a posted position that is on the same or lower pay scale and group as the employee's current position. The procedure for requesting a transfer is described below (see Policies [GCK](#) and [GDJ](#) in Section [G-Personnel](#)):

- Transfers are considered for posted positions and are in effect until the vacancy is filled. Appointments under superintendent's discretion are excluded from this provision.
- The person seeking a transfer should notify his/her immediate supervisor and the Human Resources Office utilizing the district **Transfer Request** form.
- Applications from candidates meeting the minimum qualifications for the position may be considered by the school/department having a vacancy.
- The school/department will recommend the individual who best meets the needs of the students and the instructional program.
- The deadline for the voluntary transfer process must conclude by or before May 10th. Transfers after May 10th must be approved by the Assistant Superintendent of Human Resources for Certified Staff.

BENEFITS OVERVIEW

Insurance

State Dental Plan: Employees are covered under a state group policy. Coverage for full-time employees is free. Employees may purchase insurance on their spouse and dependents for an additional cost paid by the employee.

Dental Plus: Dental Plus is an additional dental program that provides a higher level of coverage for dental services covered under the State Dental Plan. Dental Plus insurance is paid by the employee.

State Vision Plan: The State Vision plan, provided through EyeMed Vision Care, is available to eligible active employees, retirees, survivors, permanent, part-time teachers and COBRA subscribers and their covered dependents. Subscribers pay the premium without an employer contribution.

Disability: Insurance is available for employees to purchase for protection against long-term disabilities. Please contact the Finance Department for more information about available coverage.

Health: Employees can choose a plan offered through a state group policy processed by Blue Cross Blue Shield. Coverage for a spouse or dependent(s) can be purchased by the employee. Forms for making claims can be obtained from the S.C. PEBA website, www.peba.sc.gov.

Employees new to the district must complete insurance forms within 31 days of employment if they want insurance for themselves, their spouse, or dependents. If an eligible employee begins work on the first working day of the month (excluding Saturdays, Sundays, and holidays) and it is not the first calendar day, the employee may choose to have coverage start on the first day of the month or the first of the next month. If an employee begins work on any other day after the first working day of the month, health coverage goes into effect on the first day of the following month, provided the employee is actively at work on the effective date of coverage. Questions about claims through the State Health Plan should be directed to 1-800-868-2520.

Employees on **leave of absence without pay** (i.e., FMLA leave) must pay their monthly premium to the Finance Department. In some cases, the state portion will also have to be paid.

Special Note: Employees who plan to resign or retire should contact Insurance and Benefits to find out the termination date(s) of their insurance benefits. Any insurance benefits received during FMLA leave must be repaid to the District if the employee chooses not to return to work following the leave.

Liability: The district carries a liability insurance coverage of \$1,000,000 for each employee and each member of the Board of Trustees. Types of coverage include school board liability, general tort liability, and automobile liability and physical damage.

Life: Each employee covered under the state group insurance program is provided \$3,000 worth of life insurance at no cost. Employees can purchase life insurance on their spouse and dependent children (See definition of “dependent” below). Employees should contact the Finance Department for further information.

Optional Life: The State of South Carolina offers additional life insurance benefits for all eligible employees. “Optional Life” insurance is paid by the employee.

Worker’s Compensation: All employees who are injured on the job are covered by Worker’s Compensation. The district pays the annual premium at no cost to employees. When employees are injured on the job, incidents should be reported immediately to the employee’s supervisor and as soon as possible to Laney Burris in the Finance Department.

Nursing Mothers

As per the [PUMP for Nursing Mothers Act](#) subsection (a), the District will provide a reasonable break time for an employee to express breast milk for her nursing child for one year after the child's birth and a place, other than a bathroom, that is shielded from view and from intrusion from co-workers and the public, which may be used by an employee to express breast milk.

Employee Assistance Program: First Sun

The Employee Assistance Program (EAP) is provided by your employer at no additional cost to you. Individual use of your EAP is confidential and not reported to your employer or manager. The EAP is for you and your household family members. Everyone is automatically enrolled and receives their own set of counseling sessions and life management services. EAP has an easy-to-use resources to help support you and help you reach your potential at work and in life

Counseling Services for:

Grief and Loss
Stress management
Anxiety & Depression
Work-Life Balance

Life Management services for:

Finances
Elder and Adult Care
Health and Well-being
Pet care

For more information or to participate in the program, call **1-800-968-8143** or their website, www.firstsuneap.com

Staff Leaves and Absences

Please note: This policy is currently under review to meet policy update guidelines. A district-wide memo will be issued upon the approval of an updated Leave Policy (GCC/GDC).

Attendance: All employees are expected to arrive at the agreed-upon time and be ready to work every day they are scheduled to serve.

If an employee cannot arrive at work on time or is absent for an entire day, the employee must contact the supervisor as soon as possible. Until a direct supervisor provides an affirmative response, voicemail, text, and e-mail messages do not constitute acceptable notification. Excessive absenteeism, tardiness, or other unapproved leave may result in discipline up to and including termination and/or loss of pay. Failure to show up or call in for a scheduled shift without prior approval may result in discipline up to and including termination. If an employee fails to report to work or calls in to inform the supervisor of the absence for three consecutive days or more, the employee may be considered to have voluntarily resigned employment.

Vacation or personal leave during standardized testing periods or other school-wide activities may not be approved if the absence would create significant hardship to the school or the employee's absence would compromise the safety and smooth operation of the school environment. If the denial of a leave request is under consideration by the supervisor, he or she will contact Human Resources for guidance.

**Please refer to board policy for the complete outline regarding personal and sick leave.*

Personal Leave

Five of your sick days per school year (non-cumulative) may be used for personal reasons provided (1) that no employee requests such a day for personal business on the last day before holidays officially begin or on the first day after holidays officially end; (2) that no employee requests such a day during the first two weeks or the last two weeks of the school session; and (3) that the employee has given as much advance notice as possible prior to the day of the requested leave. Any exceptions to (1) and (2) above will require approval from the employee's direct supervisor via the [Request for Approval of Personal Leave Form](#). Personal leave will be deducted from accrued sick leave up to 5 days. Absences for

personal leave are granted for half days or full days, and the employee does not have to state the reason for the personal leave. Any personal days taken above 5 days will be unpaid.

Sick Leave

Full-time employees earn sick leave each month of active service and may use accrued leave for their own illness or injury, pregnancy, medical appointments, or to care for an eligible family member. Medical documentation may be required depending on the length of the absence. Unused sick leave accumulates up to the maximum allowed by District policy but is not paid upon separation from employment.

Family and Medical Leave (FMLA)

Employees who meet federal eligibility requirements may qualify for up to 12 weeks of job-protected leave under the Family and Medical Leave Act (FMLA) for qualifying family or medical reasons. Eligible employees must have worked for the District for at least 12 months and at least 1,250 hours during the previous 12 months. FMLA generally runs concurrently with applicable paid leave and may require medical certification.

Paid Parental Leave

Eligible full-time District employees may receive paid parental leave following the birth, adoption, or foster placement of a child under age 18.

- Employees who give birth or are the primary caregiver in an adoption are eligible for up to six (6) weeks of paid parental leave at 100% of their base pay.
- Eligible employees who are a co-parent, non-birthing parent, or are not the primary caregiver in an adoption are eligible for up to two (2) weeks of paid parental leave at 100% of their base pay.
- Paid parental leave must be used within 12 months of the qualifying birth, adoption, or foster placement and generally must be taken consecutively. Foster parents may request approval to use leave in nonconsecutive one-week increments.
- If both parents are employed by the District and are eligible, each may use paid parental leave either concurrently or at different times.
- District holidays and scheduled breaks do not count against paid parental leave.
- Paid parental leave runs concurrently with leave provided under the Family and Medical Leave Act (FMLA), when applicable, but does not reduce an employee's accrued sick or annual leave balances.
- Employees continue to accrue applicable leave while on paid parental leave, and the leave counts toward years of service and STEP advancement.
- Unused paid parental leave expires 12 months after the qualifying event or upon separation from employment and may not be carried over or donated.

Employees should contact Human Resources for eligibility requirements and procedures for requesting paid parental leave.

***** Updated State legislation goes into effect October 1, 2026*****

Bereavement: The district will grant an employee three days bereavement leave following the notification of the death of a member of his/her immediate family (spouse, children, grandchildren, parents, grandparents, brothers, sisters, and in-laws to the same degree). The three days are exclusive of Saturdays, Sundays, and holidays.

Jury Duty/Lawfully Issued Subpoenas: All employees who are summoned for jury duty or lawfully subpoenaed to appear in court shall be entitled to a leave of absence from their respective educational responsibilities--without loss of pay, vacation time, or existing leave days. Whenever a prospective juror is dismissed before the end of the working day, the employee will return to his/her official duties. Compensation paid to the employee for serving on jury duty is to be kept by the employee.

Military Leave: Employees of the district shall be entitled to military leave without loss of pay, seniority, or efficiency rating for one or more periods not exceeding a total of 15 workdays in one year. Saturdays, Sundays, and state holidays may not be included in these 15 days unless the Saturday, Sunday, or holiday is a regularly scheduled workday for the

employee. In the event an employee is called upon to serve during an emergency, he/she will be entitled to such leave of absence for a period not exceeding 30 additional days.

Necessary leave for families of service members could qualify under the Family and Medical Leave Act.

Professional Leave: Professional leave may be granted when teachers are attending a meeting of an organization in which they are officers. Generally speaking, an officer is a president, vice president, secretary, or treasurer. The district may also send teachers to various meetings as representatives for which professional leave would also apply; however, such leave must have the specific approval of the superintendent or his/her designee.

Please adhere to the following guidelines when considering professional development outside of the district:

Reservations to attend a conference may not be made until a request for professional development has been approved. *If an employee makes airline or hotel reservations prior to approval and the conference request is not approved, the employee may be responsible for all incurred expenses.*

1. *Conference attendance will be limited to a minimum number of people from any one school attending the same workshop/conference. Minimum number of people is determined at the principal's discretion.*
2. *Conference attendance must be aligned with the four focus areas of the district strategic plan (Future Focus, Vision and Beliefs, Nurturing Relationships, Quality Design), with the school improvement plans, or a requirement of the state or federal guidelines.*

Out of District – One Day Professional Development

1. *Registration should not be made until approval has been granted.*
2. *Registration and mileage will be reimbursed according to policy.*
3. *Meals will not be reimbursed for a one-day conference/professional development.*
4. *Carpooling should occur if more than one is attending the same workshop/conference.*

Vacation

Vacation for twelve-month employees accrues on the basis of 5/6 of a day of vacation for each month worked for a total of 10 days per year. For fractions of a month worked, the number of days worked is figured as opposed to the number of working days in any given month. Once the total number of vacation days is compiled, if a person has earned any fraction more than a whole day, the fraction is figured as a whole day.

Twelve-month employees who have less than two weeks paid vacation may take up to a maximum of two weeks vacation; however, the extra days taken will be without pay.

There is no limit on the number of accumulated vacation days; however, employees may not use more than twenty (20) vacation workdays per year. Vacation time may be taken as half days or full days only. If employees retire or resign, a maximum of two weeks of accrued days will be honored.

Sick Leave Bank

The District offers a voluntary Sick Leave Bank to provide additional paid sick leave to eligible employees who experience a catastrophic personal illness or injury, or who must care for an eligible immediate family member with a catastrophic illness or injury. The program is designed to help reduce the financial hardship that may result from extended absences.

Participation is available to full-time employees who earn sick leave. To join, employees must enroll during the designated enrollment period and donate one day of accrued sick leave. Additional contributions may be required to maintain the bank when needed.

Requests for Sick Leave Bank benefits are reviewed by the District's Sick Leave Bank Board, which determines eligibility based on the program's guidelines. A catastrophic illness or injury generally requires an extended absence from work and must be certified by a physician. Normal pregnancy, routine childbirth, and elective surgeries are not considered qualifying events under the program.

Donated sick leave becomes the property of the Sick Leave Bank and cannot be returned to the employee. Employees may discontinue participation during the annual enrollment period by providing written notice.

Employees should contact Human Resources for eligibility requirements, enrollment dates, application procedures, and complete Sick Leave Bank guidelines.

Regulations for Use of the Bank: For information on regulations, employees are requested to refer to the school board policy [GCCAAA-R](#).

Retirement

In June 2012, the State Legislature passed an act which revised the South Carolina Retirement System and established new rules for retirement based on when someone joined the retirement system. There are now two classes of members: **Class Two** and **Class Three**. Class Two members entered (started paying into) the SC Retirement System prior to July 1, 2012. Class Three members entered on or after July 1, 2012. For more information, contact PEBA Retirement Systems at 1-888-260-9430.

Normal Retirement (Unreduced Benefit)

Class Two Members:

- 28 years of service on the date of retirement, five years of which must be earned; or
- Age 65 or older on the date of retirement with five years of earned service.

Class Three Members:

- Meet the rule of 90. This means that a person's age and years of service must add up to 90. For example, a member who is 56 years old and has at least 34 years of service, eight years of which must be earned, would be eligible for normal retirement ($56 + 34 = 90$); or
- Age 65 or older on the date of retirement with eight years of earned service.

Early Retirement (Reduced Benefit)

Class Two Members:

- Age 60 with at least five years of earned service. Your benefit is permanently reduced 5 percent for each year of age less than 65; or
- Age 55 or older with 25 years of service, five years of which must be earned. Your benefit is permanently reduced by 4 percent for each year of service less than 28.

Class Three Members:

- Age 60 with at least eight years of earned service. Your benefit is permanently reduced 5 percent for each year of age less than 65.

Optional Retirement Plan (ORP): The South Carolina General Assembly has passed legislation that provides, as an alternative to participation in the South Carolina Retirement System, an optional retirement program for all employees of South Carolina Public School districts hired after June 30, 2003.

The state ORP is a defined **contribution** plan. Employers and employees contribute to a fund for which only the contribution is defined. The level of retirement benefit may rise or fall based on investment performance. An employee is not eligible to participate in the state ORP unless the employee is eligible for membership in the South Carolina Retirement System.

In contrast, the SCRS is a defined **benefit** plan. Employers and employees contribute to a fund for which a clearly defined and guaranteed level of benefit will be paid to retirees. These promised benefits cannot be reduced. Please contact the Finance Department (981-1000) for further information on this plan.

Deferred Compensation

Employees, on a voluntary basis, can participate in the South Carolina Public Employees Deferred Compensation Plan. “Deferred Compensation” is a method whereby employees can put “before-tax dollars” into an account, such as the S. C. Deferred Compensation Plan, and “defer the taxes” on those dollars until the time when the employee retires. The District will provide payroll deductions for those employees who wish to participate. For more information contact:

Empower

1-877-457-6263

or visit the website at www.southcarolinadcp.com.

SALARY INFORMATION

The district has salary scales for administrative, teacher, support, maintenance, and transportation staff. Click here for the link to [salary scales](#). Salaries for new employees or those moving to new positions are determined by considering experience and other factors. Because the district receives state funds for teachers’ salaries, their certificates (degree level and years of experience) determine their pay level.

All employees are paid yearly for days worked in a given year divided into 12 equal payments, except for activity bus drivers. Checks are issued semiweekly on the 10th and 25th of the month or on the last working day before the 10th and 25th.

Possible Deductions

Taxes: Taxes are determined by Federal and State income tax charts.

Flexible Benefits Plans (Money Plus): MoneyPlus, administered by WageWorks, is a tax-favored accounts program made available through the Internal Revenue Service (IRS) code to stretch your medical and dependent care dollars. With MoneyPlus, you elect to contribute an annual amount from your salary, and it is deducted from your paycheck, before taxes, to pay your eligible medical and dependent care expenses. As you incur eligible expenses during the plan year, you request reimbursement from WageWorks.

Insurance: Health insurance, dental insurance, disability insurance, and life insurance are offered to every full-time employee. A premium for plans chosen by the employee will be deducted based on an employee’s pay cycle – monthly.

Retirement: All permanent full-time or permanent part-time employees (with the exception of bus drivers) must participate in the S.C. Retirement System (SCRS) or State Optional Retirement Plan (ORP). The employee retirement rate for SCRS and State ORP is 9.00% which will be deducted from the employee’s gross pay. If the employee is a member of the Police Officer Retirement System (PORS), 9.75% will be deducted from the employee’s gross pay.

FICA (Social Security): Until the gross yearly salary reaches \$118,500.00, a deduction of 6.2 percent (average) of the gross monthly salary will be made.

FICAHI (Medicare Tax): A deduction of 1.45 percent of the gross monthly salary will be made.

Absences Not Covered By Leave: A full day’s pay will be deducted for each day the employee is absent. A half day’s pay will be deducted for any part of a half-day.

Direct Deposit of Payroll Checks

Direct deposit of payroll checks is required of all employees.

District Personnel Policies

A link to the District Policy Manual can be found on the web site. To view a specific Personnel policy noted in the list below, click here and go to Section [G Personnel](#) and [K General Public Relations](#).

General Policies for All Personnel

[GBA Open Hiring/Equal Employment Opportunity and Affirmative Action](#)

[GBAA Racial/Sexual Discrimination and Harassment](#)

[GBC Staff Compensation](#)

[GBE Staff Rights and Responsibilities](#)

[GBEA Staff Ethics/Conflict of Interest](#)

[GBEB Staff Conduct](#)

[GBEBC Gifts To and Solicitations By Staff](#)

[GBEC Drug Free Schools, Workplace](#)

[GBED Tobacco Free Schools](#)

[GBG Staff Welfare, Protection](#)

[GBGA Staff Health](#)

[GBGD Workers' Comp](#)

[GBI Political Activities](#)

[GBJ Personnel Files](#)

[GBK Concerns, Complaints, Grievances](#)

[GBK-R Concerns, Complaints, Grievances](#)

[KM Kindness Policy](#)

[Statement of Grievance Form](#)

[Transfer Request Application](#)

[AR GCC/GDC-R Paid Parental Leave](#)

Policies for Professional Staff

[GCA Professional Staff Positions](#)

[GCB Professional Staff Contracts](#)

[GCC-GCD Professional Staff Leave, Absences](#)

[GCCAAA Sick Leave Bank](#)

[GCCAAA-R Sick Leave Bank](#)

[GCE Professional Staff Recruitment](#)

[GCE-R Professional Staff Recruitment](#)

[GCF Professional Staff Hiring](#)

[GCF-R Professional Staff Hiring](#)

[GCI Professional Staff Development](#)

[GCK Professional Staff Assignments, Transfers](#)

[GCK-R Professional Staff Assignments, Transfers](#)

[GDR Non-school Employment of Support Staff](#)

[GCNA Supervision of Instructional Staff](#)

[GCO Evaluation of Professional Staff](#)

[GCO-R Evaluation of Professional Staff](#)

[GCQA-GCQB Professional Staff Reduction](#)

[GCQC-GCQD Professional Staff Resignation](#)

[GCQE Retirement of Professional Staff](#)

[GCQF Discipline, Suspension, Dismissal of Professional Staff](#)

[GCR Non-school Employment of Professional Staff](#)

[GCRD Tutoring for Pay](#)

Policies for Support Staff

[GDA Support Staff Positions](#)

[GDB Support Staff Contracts, Compensation](#)

[GDBC Support Staff Supplementary Pay, Overtime](#)

[GDBC-R Support Staff Supplementary Pay, Overtime](#)

[GDC-GDD Support Staff Leaves, Absences](#)

[GDF Support Staff Hiring](#)

[GDJ Support Staff Assignments and Transfers](#)

[GDJ-R Support Staff Assignments and Transfers](#)

[GDO Evaluation of Support Staff](#)

[GDQB Resignation of Support Staff](#)

[GDQC Retirement of Support Staff](#)

[GDQD Discipline, Suspension, Dismissal of Support Staff](#)

