PROPOSED POLICY/CODE OF CONDUCT PROPOSED REVISION
EXPULSION
OCTOBER 2026

EXPULSION

Expulsion is defined as the removal of a student from a school for violation of school rules or regulations. The authority to permanently expel a student is retained by the Board of Education, which alone can approve such an action. A student who is expelled loses the privilege to attend extracurricular activities.

Students who are expelled must meet the following requirements before they can be reinstated.

1. Complete 40 hours of community service
2. A letter from the parent requesting reinstatement
3. A letter from the student stating that he/she is remorseful and has learned a lesson
4. Drug test results if the student was involved in an incident involving drugs

In certain situations, students may have other requirements such as counseling for the student or for the student and parent depending on the situation. The student will not be allowed to re-enter school until all of the prescribed items are completed. A central office staff member will be assigned to the student to periodically verify that the student is making adequate progress on the readmission requirements during the expulsion period. If the parent/child does not complete the required items, the parent will be reported to the District Judge for their child being truant.

Prior to re-admittance, any student expelled from school must have a conference with the superintendent and principal. Parents are expected to attend the above-mentioned conference. Upon readmission, the student will be placed on probation for one (1) year. If the student commits a Class II or higher Code of Conduct infraction during the probationary period, the student may be recommended for Alternative School placement or expulsion.

BUTLER COUNTY BOARD OF EDUCATION
PROPOSED POLICY REVISION
ON-THE-JOB INJURY (STATE MANDATED PROGRAM)

Section 6.2d2 On-the-Job Injury

On-the-job injury is defined as any accident or injury to the employee arising out of and in the course of employment or occurring during the performance of duties or when directed or requested by the employer to be on the property of the employer. The term does not include a mental disorder or mental injury that has neither been produced or proximately caused by some physical injury to the body. The Board of Education shall adhere to all regulations, procedures, and rights of The Maryann Leonard Educators' On-The-Job Injury Act, Ala. Code §§ 16-1A-1 through 16-1A-7.

Beginning October 1, 2026, the Public Education Employee Injury Compensation Program became the exclusive remedy for job-related injuries sustained by covered public education employees. The Board of Adjustment retains sole jurisdiction over claims for injuries that occurred before the implementation date. This policy and procedures apply only to full-time employees of the school system.

Part-time, seasonal, substitute, contracted, temporary employees, extended day/hourly workers, volunteers, visitors, parents, students, and vendors are excluded from the Public Education Employee Injury Compensation Program entirely. Their injury claims are managed through the Board of Adjustment process.

The following policies, procedures and rights are established pertaining to employees who are injured while on the job:

1. The employee must give written notice to an immediate supervisor or the executive officer of the school system within five (5) working days after an injury has occurred. Any accident or injury arising out of and in the course of employment should be reported. **All injured employees are encouraged to report an on-the-job injury immediately, if possible, to the executive officer or supervisor at their school and/or to the Triage Line if the supervisor is not available. The Triage Line number is 1-800-272-5246.**
2. If an employee is deceased or not clinically able to make notification, another individual who is reasonably knowledgeable may make the notification of the injury within ninety (90) days of the date of the injury. All employees or persons with reasonable knowledge are encouraged to report the injury to the 24-hour "Nurse Triage Hotline" as soon as possible. The Nurse Triage Hotline number is 1-800-272-5246.
3. The school system, through its designated personnel (school principal/supervisor/school nurse), fills out the *First Report of Injury (Form FR-1)* and *Accident Report Employee Statement (PEEICB Form AR-1).* Forms are available on the school system's website. The employee must review and sign the completed forms. If an employee refuses to sign and/or return the injury report, the school system will notify the claims manager and document all outreach attempts.
4. The principal/supervisor will direct the injured employee to call the Nurse Triage Line immediately to begin the claim reporting and benefit process. If the injured employee is physically unable to make the call, the principal/supervisor will contact the Triage Line for the employee.
5. The original documents should be forwarded to the Secretary to the Superintendent/Office & Human Resources Manager at the Central Office for processing through PEEICB/Millennium Risk Managers (MRM).
6. An employee must use an authorized treating physician covered by PEEHIP. If the employee's personal physician meets the program's requirements and is covered by PEEHIP, the employee may be permitted by the PEEICB's third-party claims administrator to receive treatment from that physician. The PEEICB

is only obligated to pay for reasonable and necessary medical expenses incurred from a compensable on-the-job injury and from an authorized treating physician. PEEHIP-covered employees must use an authorized treating physician covered by PEEHIP.

7. If an employee is not covered by PEEHIP, the authorized treating physician will be designated by the PEEICB's third-party claims administrator, Millennium Risk Managers.
8. Reimbursement for copayments and deductibles is only applicable to those employees covered by PEEHIP. The PEEICB will reimburse injured employees for copayments and deductibles not covered by PEEHIP provided it is for an accepted and compensable claim, from an authorized PEEHIP physician and otherwise owed under the Alabama Workers' Compensation Act. Forms for reimbursement are available on the PEEICB's website.
9. For employees who are not covered by PEEHIP, payment for medical services will be made by the PEEICB, through its third-party claims administrator, Millennium Risk Managers, provided the treatment is related to the claimed work-related injury.
10. The employer will require medical certification from the employee's physician that the employee was injured and cannot return to work because of the injury. The employer may require a statement from the physician that there is a reasonable expectation that the employee will be able to return to work.
11. The salary and fringe benefits of the injured employee must be continued for a period up to 90 working days consistent with the employee's injury and the subsequent absence from work resulting from the injury.
12. The right to receive up to (90) working days of paid leave is established by Alabama law, not merely board policy. However, an employee is not automatically entitled to the maximum ninety (90) working days. The amount of leave granted must be consistent with the nature and severity of the work-related injury and the employee's absence from work resulting from that injury.
13. The employer may extend the 90-day sick leave period for on-the-job injuries at the discretion of the local school board.
14. Sick leave shall not be deducted from an employee's account if absence from work is the result of an on-the-job injury.
15. All disputes from employees who disagree with the employer's (or its agent or service company) determination about their entitlement to compensation and/or medical benefits under this program must be resolved through the Review Board, a hearing officer, or by agreed-upon mediation. Review Board proceedings are not a prerequisite to a hearing before a hearing officer.