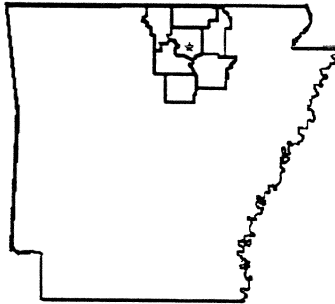


NORTHCENTRAL ARKANSAS EDUCATION SERVICE CENTER



PERSONNEL POLICIES MANUAL

2015-2016

Revised May 22, 2015

NAME AND AUTHORITY OF AGENCY

The name of this agency is the Northcentral Arkansas Education Service Cooperative (NAESC). NAESC has its legal existence under the Authority of Act 349 of the 1985 Arkansas General Assembly.

MISSION

The purpose of the NAESC is providing services and assisting the member districts in their efforts to improve instruction and enhance student lives. NAESC serves the following districts:

Batesville
Calico Rock
Cave City
Cedar Ridge
Concord
Highland
Izard County
Mammoth Spring
Melbourne
Midland
Mountain Home
Mountain View
Norfolk
Salem
Southside
Viola

GENERAL GOALS

Service needs of the Local Education Agency (LEA) shall determine the design of the NAESC Service Program. Such programs shall also be influenced by the Arkansas Department of Education's efforts to make services available to schools via the ESCs. The services of this ESC shall meet Arkansas' accreditation.

1. NAESC will strive to provide requested services which individual schools have not or cannot feasibly provide.
2. NAESC will endeavor to provide requested services more economically and/or effectively than the same services could be provided on an individual district basis.
3. The NAESC shall strive to make services to all interested districts as equally accessible as practical.

This ESC will work with its LEA's, other ESC's, and the Arkansas Department of Education (ADE) to improve communication and coordination throughout the Arkansas network of local school districts.

GOVERNANCE

A. Board of Directors

The governing body, here after referred to as the board of directors, shall consist of a representative selected from each member school district's board of directors. No school district may have official representation on more than one (1) cooperative board of directors. A simple majority of the representatives shall constitute a quorum and a majority vote of the quorum will rule. Each local member school district may also choose to appoint an alternate or proxy if their official representative cannot attend a board meeting and the district wishes to have representation.

Communication from the member school district superintendent to the co-op director or his/her designee is required for the alternate to have full voting privileges for the district at the meeting.

B. Board Meetings

The board of directors is required by law to meet at least eight (8) times per year. Regular monthly meetings are scheduled for the second (2nd) Wednesday of each month at 10:00 A.M. at the Co-op, or other meeting places as scheduled.

C. Selection of Officers

At the July board meeting the president of the board of directors shall seek nominations for officers from the floor. The officers shall consist of a president, vice-president, and a secretary. Officers are elected by members of the board present, and are to serve one (1) year.

D. Duties of Board of Directors

The board of directors shall:

1. Be responsible for the appointments and/or dismissal of the cooperative director.
2. Select and/or dismiss NAESC Employees based upon the recommendation of the director.
3. Maintain general responsibility regarding policies and practices to ensure the integrity and trust of the public with regard to the operation of the co-op. Such responsibilities will include but are not limited to:
 - a. approval of an annual budget;
 - b. periodical review of receipts and expenditures;
 - c. compliance with applicable laws and statutes;

- d. establish personnel policies;
- e. monitoring of the annual program to see if services and programs are consistent with district needs;
- f. carry out other duties which may be required for efficient operation of the cooperative.

E. Teacher Center Committee

Each Education Service Cooperative shall establish a teacher center which will provide, consistent with funds available, curriculum development assistance, educational materials and staff development services to teachers within the local school districts in the service area. A teacher center committee, composed of at least one (1) representative from the staff of each local school district, shall advise the director and the governing body on the staffing, programs and operation of the teacher center. The governing body of each Cooperative shall determine the initial composition of the teacher center committee to achieve a balance of elementary, middle/junior high and high school personnel and assure that at least one-half, but not more than two-thirds of the members are classroom teachers. All positions on the committee shall be assigned to school districts by lot. Colleagues in his/her district must elect each teacher. Each administrator or support person shall be appointed by the superintendent. Lot shall determine initial terms for equal or nearly equal periods of one (1), two (2) and three (3) years. The committee shall meet at least three (3) times per year. In the last meeting of each year, positions represented by expiring terms shall be reassigned by lot.

F. Participation

District participation in any cooperative service or program is voluntary.

EQUAL OPPORTUNITY

No employee in the Northcentral Arkansas Education Service Cooperative shall, on the basis of race, color, creed, religion, sex, age, disability, national origin or similar personal distinction, be denied the benefits of, or be subjected to discrimination in regard to employment, retention, promotions, transfer or dismissal in any educational program or activity under the jurisdiction of the board of directors. In accordance with Arkansas Law, applications from veterans of the United States Armed Forces and spouses of deceased veterans of the United States Armed Forces will be given preference. Disabled veterans of the United States Armed Forces will be given double the preference of the other two categories as required by law.

EMPLOYMENT

The board of directors, by majority vote of members present, shall elect or appoint the director.

Offer of contracts will be presented to employees as soon as possible following the April meeting of the board of directors. All such offers will expire if not accepted in writing and returned to the Director's office within thirty (30) days of issuance. Contracts not returned within thirty (30) days will be considered a resignation from the position. Any alteration to the contract will void the contract.

Positions that are funded by grants or by funding of participating school districts, require annual review and may not be continued beyond the termination of the grant funding or participating school funding for that position.

1. Background Checks – Certified Personnel
 - a. As required by law (Acts 1313 of 1997; 42 of 2003; and 2151 of 2005), It shall be the policy of NAESC to require statewide and nationwide criminal record checks upon initial employment of any certified personnel. These must be in accordance to the laws of the state and rules and regulations of the Arkansas Department of Education.
 - b. It is not the policy of the Northcentral Arkansas Education Service Center to pay the fee required for the criminal record check required before employing a new certified employee. Prospective employees are responsible for paying the required fee.
2. Background Checks – Non-certified Personnel
 - a. As required by law (Acts 1314 of 1997; 42 of 2003; 1087 of 2003; 1387 of 2003; 103 of 2003 (2nd Ex. Sess.); 2151 of 2005; 823 of 2007; and 1573 of 2007), It shall be the policy of NAESC to require statewide and nationwide criminal record checks upon initial employment of any non-certified personnel. These must be in accordance to the laws of the state and rules and regulations of the Arkansas Department of Education.
 - b. It is not the policy of the Northcentral Arkansas Education Service Center to pay the fee required for the criminal record check required before employing a new classified employee. Prospective employees are responsible for paying the required fee.

JOB ASSIGNMENTS

Assignment of duties is on a Cooperative-wide basis and not restricted to one office or location. Duty assignments are made by the Director or designee.

CALENDAR AND HOLIDAYS

A calendar of holidays for the new fiscal year will be submitted for board approval by the director no later than the June Board of Directors' meeting. A calendar year of working days shall be as follows:

12-month contract 240 days

10-month contract 210 days

9.5-month contract 195 days

NAESC HOLIDAY

~~2013-2014~~ 2015-2016

Holiday	Date
Labor Day	September 7, 2015
Thanksgiving	November 25-27, 2015
Christmas	December 21, 2015–January 1, 2016
President's Day	February 15, 2016
Spring Break	March 21-25, 2016
Memorial Day	May 30, 2016

***Note: These Holiday dates may be altered or deleted altogether due to days missed because of inclement weather.**

Approved on May 22, 2015

SALARY SCHEDULE

2015-16
NAESC Salary Schedule
Approved

Years of Experience	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
CERTIFIED/EMERSON																					
Coordinator	63,000	64,200	64,800	65,400	66,000	66,600	67,200	67,800	68,400	69,000	69,600	70,200	70,800	71,400	72,000	72,600	73,200	73,800	74,400	75,000	
Teacher Center Coord.	52,230	52,830	53,430	54,030	54,630	55,230	55,830	56,430	57,030	57,630	58,230	58,830	59,430	60,030	60,630	61,230	61,830	62,430	63,030	63,630	
LEA Spec Ed. Supervisor	52,230	52,830	53,430	54,030	54,630	55,230	55,830	56,430	57,030	57,630	58,230	58,830	59,430	60,030	60,630	61,230	61,830	62,430	63,030	63,630	
Program Coordinator	55,000	55,600	56,200	56,800	57,400	58,000	58,600	59,200	59,800	60,400	61,000	61,600	62,200	62,800	63,400	64,000	64,600	65,200	65,800	66,400	
Early Childhood Coordinator	49,680	50,280	50,880	51,480	52,080	52,680	53,280	53,880	54,480	55,080	55,680	56,280	56,880	57,480	58,080	58,680	59,280	59,880	60,480	61,080	
CERTIFIED/NON-SUPER.																					
Literacy Specialist	49,680	50,280	50,880	51,480	52,080	52,680	53,280	53,880	54,480	55,080	55,680	56,280	56,880	57,480	58,080	58,680	59,280	59,880	60,480	61,080	
Math Specialist	49,680	50,280	50,880	51,480	52,080	52,680	53,280	53,880	54,480	55,080	55,680	56,280	56,880	57,480	58,080	58,680	59,280	59,880	60,480	61,080	
Science Specialist	49,680	50,280	50,880	51,480	52,080	52,680	53,280	53,880	54,480	55,080	55,680	56,280	56,880	57,480	58,080	58,680	59,280	59,880	60,480	61,080	
Workforce Ed Evaluator	49,680	50,280	50,880	51,480	52,080	52,680	53,280	53,880	54,480	55,080	55,680	56,280	56,880	57,480	58,080	58,680	59,280	59,880	60,480	61,080	
G/T Coordinator (Full time)	35,620	36,220	36,820	37,420	38,020	38,620	39,220	39,820	40,420	41,020	41,620	42,220	42,820	43,420	44,020	44,620	45,220	45,820	46,420	47,020	
NON 12 MO.																					
Speech Therapist-195 day	44,430	45,030	45,630	46,230	46,830	47,430	48,030	48,630	49,230	49,830	50,430	51,030	51,630	52,230	52,830	53,430	54,030	54,630	55,230	55,830	
Teachers-195 day	36,400	37,000	37,600	38,200	38,800	39,400	40,000	40,600	41,200	41,800	42,400	43,000	43,600	44,200	44,800	45,400	46,000	46,600	47,200	47,800	
Teachers-MSE-195 day	40,400	41,000	41,600	42,200	42,800	43,400	44,000	44,600	45,200	45,800	46,400	47,000	47,600	48,200	48,800	49,400	50,000	50,600	51,200	51,800	
Sch Psych Spec-200 day (Ce	42,030	42,630	43,230	43,830	44,430	45,030	45,630	46,230	46,830	47,430	48,030	48,630	49,230	49,830	50,430	51,030	51,630	52,230	52,830	53,430	
Behav Sup. Spec-200 day (C	41,880	42,480	43,080	43,680	44,280	44,880	45,480	46,080	46,680	47,280	47,880	48,480	49,080	49,680	50,280	50,880	51,480	52,080	52,680	53,280	
ESVI (Vision) Cons 180 day	46,500	47,100	47,700	48,300	48,900	49,500	50,100	50,700	51,300	51,900	52,500	53,100	53,700	54,300	54,900	55,500	56,100	56,700	57,300	57,900	
PT & OT Aas 1-180 day	43,825	44,425	45,025	45,625	46,225	46,825	47,425	48,025	48,625	49,225	49,825	50,425	51,025	51,625	52,225	52,825	53,425	54,025	54,625	55,225	
Teaching Assistant-210 day	49,625	50,225	50,825	51,425	52,025	52,625	53,225	53,825	54,425	55,025	55,625	56,225	56,825	57,425	58,025	58,625	59,225	59,825	60,425	61,025	
Intermittent Vision Teacher (BSE	20,460	21,060	21,660	22,260	22,860	23,460	24,060	24,660	25,260	25,860	26,460	27,060	27,660	28,260	28,860	29,460	30,060	30,660	31,260	31,860	
Intermittent Vision Teacher (MSE	38,400	39,000	39,600	40,200	40,800	41,400	42,000	42,600	43,200	43,800	44,400	45,000	45,600	46,200	46,800	47,400	48,000	48,600	49,200	49,800	
Physical/Occup. Therapist	42,750	43,350	43,950	44,550	45,150	45,750	46,350	46,950	47,550	48,150	48,750	49,350	49,950	50,550	51,150	51,750	52,350	52,950	53,550	54,150	
CLASSIFIED (12 Mo)																					
Bookkeeper	29,294	29,894	30,494	31,094	31,694	32,294	32,894	33,494	34,094	34,694	35,294	35,894	36,494	37,094	37,694	38,294	38,894	39,494	40,094	40,694	
Administrative/Bkg Asst.	26,234	26,834	27,434	28,034	28,634	29,234	29,834	30,434	31,034	31,634	32,234	32,834	33,434	34,034	34,634	35,234	35,834	36,434	37,034	37,634	
Media Manager/PTD Asst.	24,704	25,304	25,904	26,504	27,104	27,704	28,304	28,904	29,504	30,104	30,704	31,304	31,904	32,504	33,104	33,704	34,304	34,904	35,504	36,104	
Medicaid	24,704	25,304	25,904	26,504	27,104	27,704	28,304	28,904	29,504	30,104	30,704	31,304	31,904	32,504	33,104	33,704	34,304	34,904	35,504	36,104	
Sec./Paraprof./Degree	22,664	23,264	23,864	24,464	25,064	25,664	26,264	26,864	27,464	28,064	28,664	29,264	29,864	30,464	31,064	31,664	32,264	32,864	33,464	34,064	
Sec./Paraprof./Non-Degree	21,134	21,734	22,334	22,934	23,534	24,134	24,734	25,334	25,934	26,534	27,134	27,734	28,334	28,934	29,534	30,134	30,734	31,334	31,934	32,534	
Computer Tech Level 1	31,334	31,934	32,534	33,134	33,734	34,334	34,934	35,534	36,134	36,734	37,334	37,934	38,534	39,134	39,734	40,334	40,934	41,534	42,134	42,734	
Computer Tech Level 2	37,454	38,054	38,654	39,254	39,854	40,454	41,054	41,654	42,254	42,854	43,454	44,054	44,654	45,254	45,854	46,454	47,054	47,654	48,254	48,854	
Computer Tech Level 3/B	39,494	40,094	40,694	41,294	41,894	42,494	43,094	43,694	44,294	44,894	45,494	46,094	46,694	47,294	47,894	48,494	49,094	49,694	50,294	50,894	
Computer Tech Level 4/M	41,534	42,134	42,734	43,334	43,934	44,534	45,134	45,734	46,334	46,934	47,534	48,134	48,734	49,334	49,934	50,534	51,134	51,734	52,334	52,934	
1. Salaries are based upon 12 month contracts with the exception of 185 day teachers & 200 day SPS and 210 day Teaching Assistant																					
2. Increments are contingent upon grant monies available																					
3. Continued Employment based on participating districts or state grant monies available																					
4. The Co-Op Director's salary will be indexed at 1.33 of the highest step of the Teacher's Center Coordinator's salary line.																					
5. The Deputy Director's salary will be indexed at 1.05 of the highest step of the Teacher's Center Coordinator's salary line.																					
6. Early Childhood Program Manager Stipend is \$2,000.																					
Board Secretary:																					
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Board Vice President:																					
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1. Salaries are based upon 12 month contracts with the exception of 195 day teachers & 200 day SPS and 210 day Teaching Assistant

2. Increments are contingent upon grant monies available

3. Continued Employment based on participating districts or state grant monies available

4. The Co-op Director's salary will be indexed at 1.33 of the highest step of the Teacher's Center Coordinator's salary line.

5. The Deputy Director's salary will be indexed at 1.05 of the highest step of the Teacher's Center Coordinator's salary line.

6. Early Childhood Program Manager Stipend is \$2,000

APPROVAL DATE: April 10, 2015

Board President:

Board Secretary:

* Raises Steps contingent upon base funding increase on an annual basis.

BASE SALARY SIZE & NUMBER OF INCREMENTS

At the Board's discretion and depending upon funds available, changes in the salary schedule can be made by:

1. Changing the base salary
2. Changing the fringe benefits
3. Across-the-board increases
4. Adding increments for experience and additional education. July 13, 2001, the board voted to accept up to 5 years of previous non-coop certified teaching experience for placement on the salary schedule. This will be in effect July 1, 2001. Act 1768 of 2003 requires the payment to teachers for all years of prior in-state teaching experience. This will be applied to the schedule where applicable.
 - A. A certified employee may receive all documented prior years of education-related experience as allowed and governed by A.C.A. 6-17-2403 (Act 2307 of 2005; revised Act 19 of 2006).
 - B. A classified employee may receive all documented prior years of co-op or education-related experience credit that is related to the employee's present job assignment on the salary schedule.
 - C. An employee may receive up to five years of documented non-co-op or non-educational experience credit for working in a job that is specifically related to the employee's present job assignment.

Documentation of previous employment and job duties shall be a requirement before credit will be allowed. All determinations of allowable/non-allowable credit shall be made by the director or his/her designee and be solely at his/her discretion.

PAYDAYS

NAESC employees will be paid on the 20th of each month unless the 20th falls on a weekend or holiday. In that case, payday will be on the last working day before the 20th.

Adopted by the NAESC Board February 15, 2013

FLEX WORK SCHEDULES

The normal hours of work are from 8:00 A.M. to 4:00 P.M. (with 30 minutes for lunch included) Monday through Friday (except when job requirements make it necessary to vary this schedule). The director/designee may determine that an alternate temporary work schedule be followed either collectively or on an individual basis. Any exceptions to the regular work schedule must have prior approval by the director or designee. It is the policy of NAESC that employees, falling under the Fair Labor Standards Act, work no overtime hours. Failure to comply may result in termination. Flex-Work schedule request forms must be filed when an individual seeks to alter their normal work schedule . Failure to comply represents an unauthorized absence.

**Northcentral Arkansas Education Service Center
Flex-work Schedule Request (Individuals)**

BEFORE REQUEST DATE

Employee Name: _____ Date of Request: _____

Reason for Request: _____

Approved: _____ Disapproved: _____

Employee Signature

Immediate Supervisor

Director

AFTER FLEX WORK DAY

Total Hours Worked: _____ Worksite: _____

Date to Take Off: _____ Hours to Take Off: _____

Approved: _____ Disapproved: _____

Employee Signature

Immediate Supervisor

Director

RESIGNATIONS

Personnel presenting a resignation in writing prior to July 1 will normally be released from the contract. Resignations submitted after July 1 will be recommended for Board acceptance only if a suitable replacement is available, or the Board determines there is a justifiable reason for accepting the resignation. A two-week notice of resignation should be given.

Accrued vacation should be taken prior to the effective date of an employee's termination date. However, if this is not feasible, the employee may receive compensation for accrued vacation leave with the director's approval if it is determined that the employee is needed to complete unfinished or needed work. (See form on the following page).

Director's Request for Payment of Accrued Vacation Leave

At the time of Resignation

I request payment of _____ accrued vacation pay. It is necessary
Employee
that this employee work to final day due to

Employee's Signature

Date

Director's Signature

Date

Accounting Use:

Vacation Days accrued

X _____
Daily Rate

\$ _____
Total Compensation

EVALUATIONS

A job description has been developed for all positions. The director/designee shall provide each staff member a written evaluation at least once each year. The evaluator shall discuss the written evaluation with the person being evaluated and that person shall sign or initial a copy of the evaluation for the director's/designee's file. The person being evaluated may add written comments to the evaluation. Evaluation will be conducted in a professional, positive manner.

The objective will be to help identify employee strengths and weaknesses and to offer suggestions for improvement of performance.

The Director of the Co-op shall be evaluated annually by the board in writing.

Revised by the Cooperative Board on May 15, 2013.

TERMINATION

Termination or contract non-renewal of employees who are covered by Act 631 of 1991 . . . "Public School Employee Fair Hearing Act" will be dismissed in accordance with this act. Termination of employees who are covered by Act 936 of 1983 will be dismissed in accordance with the Act. . . "The Teacher Fair Dismissal Act of 1983." The term "teacher" as used in the Act will be defined as any person, exclusive of the Superintendent (Director), employed in an Arkansas public school district (Cooperative) that, as a condition of employment, is required to hold a teaching certificate from the Arkansas Department of Education.

Act 631 of 1991 and Act 936 of 1983 assures due process for all Cooperative employees.

TRANSFER, REDUCTION IN FORCE, PROGRAM ELIMINATION

A). Transfer

1. The Board may transfer/reassign any itinerant employee, as defined in these policies, upon the recommendation of the Director when in the best interest of the cooperative to do so. Such transfers shall not be arbitrary, capricious, or discriminatory.
2. The Board may also consider and may grant a requested transfer if the employee so requesting possesses the required qualifications for the desired position and if a vacancy in such position exists. All requests for voluntary transfers shall be carefully considered and reviewed on a nondiscriminatory basis.

B). Reduction in Force

1. The Northcentral Arkansas Education Service Cooperative is an entity whose charge is to administer programs that benefit member districts. As such, the cooperative has no independent funding source. Rather, it administers various programs that are accepted by the Governing Board. In the course of the administration of these programs, personnel may be hired, equipment purchased, and other attendant costs necessary for success may be expended. Several factors must be in place for the Board to consider acceptance of a program's administration, the most important of which is an adequate funding mechanism.

All personnel contracts drawn between the Cooperative and an employee shall contain a statement to the effect that the personnel contract shall become null and void at any point in its existence when funding from the source ceases to exist, whether it be a state grant or funding from the local school districts.

The Governing Board of the Northcentral Arkansas Education Service Cooperative acknowledges its authority to conduct a reduction in force (RIF) when a decrease in grants, school participation or other reason(s) make such a reduction necessary or desirable. A RIF will be conducted when the need for a reduction in the work force exceeds the normal rate of attrition for that portion of the staff that is in excess of the needs of the cooperative as determined by the Co-op Director.

In effecting a reduction in force, the primary goals of NAESC shall be: what is in the best interests of the member districts of the cooperative; to maintain accreditation in compliance with the Standards of Accreditation for Arkansas Public Schools and other applicable licensing or accrediting organizations, and the

overall needs of the cooperative. A reduction in force will be implemented, upon approval of the Board, when the Co-op Director determines it is advisable to do so and shall be effected through non-renewal, termination, or both. A reduction in force will be conducted by evaluating the needs and long- and short-term goals of the cooperative and its programs, and its member districts, and by examining the staffing of the cooperative at each site, program, and in each licensure areas.

Definitions

Site: Site means the school district where a program is located; if the program is not located at a school district, site shall mean the administrative offices of the NAESC, or the location established by the NAESC Board for the Program.

Program: Program means a separate organizational unit of the NAESC that requires licensure and/or expertise and training in specific disciplinary areas. For the purposes of this policy, organizational units include but are not limited to each site where a program exists, and distinct Specialist, Supervisor or Coordinator position(s), etc. for a discipline or support area.

C) Program Elimination or Program Site Elimination

No seniority shall apply in situations where program elimination occurs or is recommended, program funding is lost, site or program licensure or accreditation is lost, or the site of a program is recommended for closure, elimination or curtailment.

Reduction by assignment area, skill set training or expertise, RIF due to program size reduction at a site or program redesign

D) Reduction In Force procedures are separated into the two employee classifications: Certified and Classified.

For Certified Employees: If a reduction in force becomes necessary in a program or at a site, or due to program or site redesign, the certified employee's total number of point shall be the determining factor. **The certified employee with the most points as compared to other certified employees assigned to the same site and/or program and with the same licensure shall prevail.**

For Classified Employees: If a reduction in force becomes necessary in a program or site, or due to the need to reduce the size of a program or at a site or due to program or site redesign, or by a need to reduce the number of

employees with a particular skill set, training or expertise as determined by the cooperative director, the employee's total number of points shall be the determining factor. **The employee with the most points as compared to other employees assigned to the same site and/or program or, if not assigned to a specific program, with the same skill set, training or expertise shall prevail.**

For all employees affected by the RIF:

In the event that two employees subject to a RIF have the same length of service, the employee with the highest number of points as determined by the schedule contained in this policy shall be retained. The employee with the fewest points will be laid off first. In the event two or more employees have the same number of points, the employee(s) shall be retained whose name appears first in the board minutes of the date of hire. There is no right or implied right for any employee to "bump" or displace any other employee.

Certified Employee Points

- Years of service in the cooperative – 1 point per year

All certified position years in the cooperative count including non-continuous years. Service in any position not requiring teacher licensure does not count toward years of service. Working fewer than 120 days in a school year shall not constitute a year.

- Graduate degree in any area of licensure required for the present job assignment in which the certified employee will be ranked (only the highest level of point apply)

Master's degree – 2 points

Master's degree plus thirty additional hours – 3 points

Educational specialist degree – 5 points

Doctoral degree – 6 points

- College class passed in the last 5 calendar years taken at the request of the cooperative director – 1 point
- College class taken with a final grade of "B" or better in the last 3 prior school years (not including current academic year) taken at the request of the cooperative director – 1 point per class for a maximum possible of 5 points

All points awarded must be verified by documents on file with the cooperative by October 1st of the current school year. Each employee's points shall be totaled with comparable employees in an area considered for RIF, ranked by the total points from highest to lowest. All employees employed in an area considered for RIF shall receive a listing of classified personnel with corresponding point totals. Upon receipt of the list, each employee has ten (10) working

days within which to appeal his or her assignment of points with the cooperative director whose decision shall be final.

A RIF of any part or portion of a contract of employment, or to reduce salary may also be conducted.

Classified Employee Points

- Years of service in the cooperative – 1 point per year

All classified position years in the cooperative count including non-continuous years.

Working fewer than 120 days in a school year shall not constitute a year.

- Teacher licensure relevant or helpful as determined by the cooperative director (even if not required) for the present job assignment – 3 points
- Associate Degree – 2 points
- Child Development Associate License – 1 point

BENEFITS

LEAVE BENEFITS

Sick Leave

- a. Any employee who works for the cooperative in a regular salaried position shall accrue sick leave. Full-time employees will accumulate eight (8) hours per month for each month of contract. Other employees' sick leave accumulation shall be prorated appropriately.
- b. A maximum sick leave of 120 days may be accumulated by an employee as of June 30th of each year.
- c. Sick leave may be used for only the following purposes:
 - When the employee is unable to work because of sickness, injury or medical, dental or optical treatment.
 - Death or serious illness of a member of the employee's immediate family. Immediate family is defined as the father, mother, sister, brother, spouse, child, grandparent, in-law or any individual acting as a parent or guardian of an employee.
 - Bereavement requests other than those listed when approved by employee's immediate supervisor or the director/designee.
- d. The use of sick leave is contingent upon the occurrence of one of the events listed above. If the event never occurs, the employee is not entitled to the sick leave benefits.
- e. Application for unexpected sick leave is to be filed the day the employee returns to work. Expected sick leave, or appointments, etc., must have prior approval. Employees shall notify their immediate supervisor no later than 8:00 A.M. of the day of absence.
- f. If an employee fails to make proper notification for use of sick leave as provided herein, such absences can be charged to annual leave, personal leave, or leave without pay. Employees' supervisors shall have the right to request a written doctor's certificate in cases of excessive or frequent absences.
- g. Persons who have extended illness or injury must obtain a release form from the doctor to return to work.

Court and Jury Leave

- a. Any employee who is subpoenaed will be entitled to regular cooperative compensation without any deductions from regular salary.
- b. Since deductions in salary are not required when work is missed, the employee is required to refund the NAESC the amount of compensation paid for jury duty.
- c. Reasonable notice shall be given to the director.

Reporting Leave

- a. All types of leave must be reported to the director/designee prior to the requested leave. Emergency situations that prevent prior reporting must be reported immediately upon the employee's return.
- b. The director/designee shall keep an official record of each employee's leave and it will be reviewed by each employee periodically.

Revised 7/13/2001

Annual Leave

- a. Personnel employed with a contract that is, or would have been 240 days on July 1, will be allowed to earn annual leave at the rate of (1) day (8 hours) annual leave per month of contracted time. (Contract payouts will be calculated on a daily rate of ninety-six (96) hours to two hundred forty (240) workdays).
- b. All annual leave is cumulative. However, no employee may have more than 20 days (160 hours) accumulated on June 30th of each year. Any excess over 20 days will be lost if not used as of June 30th each year. Annual leave must have prior approval of the director/designee. Annual leave (more than 5 consecutive work days) should be requested four weeks in advance.
- c. Annual leave must be earned before it is used.
- d. The minimum authorized leave amount (of any kind) an employee can use is one-half (1/2) hour.

Revised May 22, 2015

Personal Leave

- a. Personnel employed with a contract that is, or would have been 240 days on July 1, will be allowed two (2) personal leave days per year with pay. Persons hired late, who work less than 240 days, will accrue personal leave on a prorated basis for that year.
- b. Employees ineligible for annual leave will be granted personal leave on a prorated basis of four (4) personal days annually per (195 day) contract rounded to the nearest ½ hour.
- c. Personal days are non-cumulative but may be transferred to sick leave if requested in writing on or before June 30th of that fiscal year and upon the approval of the director or his/her designee.

Leave Without Pay

- a. It shall be the policy of NAESC that all personal and/or annual leave, or any other appropriate leave relevant to the absence, shall be exhausted before an employee may take leave without pay.

Bereavement Leave

- a. It shall be the policy of NAESC that up to five (5) days of bereavement leave with full pay shall be granted to employees upon the death of immediate family members and the approval of the director or his/her designee. Immediate Family for this instance is Spouse, Father, Mother, Children, Brothers, and Sisters.
- b. Two (2) days leave with full pay is allowed for employees who have deaths including father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandchildren, and grandparents
- c. One (1) day leave with full pay is allowed for employees who have death in the family which includes, aunts, uncles, first cousins, grandparent-in-laws, nieces and nephews.
- d. A maximum of one-half leave, with full pay, is allowed for a representative from a school to attend the funeral of a school student, or faculty member's spouse or child.
- e. Leave requests by employees to attend out-of-town funerals, or funerals for non-family members may be granted under special or extenuating circumstances by the director or his/her designee without deduction from the employee's accumulated leave.

Revised May 22, 2015

SICK LEAVE BANK

a. Participation

At the beginning of each fiscal year, or upon employment, each participating person shall contribute a minimum of one of their sick leave days to a sick leave bank. Each person wishing to join the Sick Leave Bank shall do so by September 15 of each school year on a Sick Leave Bank form submitted to your immediate supervisor. The Sick Leave Bank is completely voluntary.

b. Governance—Sick Leave Bank Committee

A five-member committee will oversee the administration of the Sick Leave Bank with the assistance of the director. The committee will be comprised of personnel who have contributed to the Sick Leave Bank. A chairperson will be elected from the five members of the Sick Leave Bank Committee within two weeks following the election of the committee. The chairperson will address the committee members by email and present any request for slb leave within 10 days of the request. After reading the request, the members may make a decision based upon the responses from the committee members, or decide that a meeting should be called at this time to discuss the issue in more detail. Voting shall be done directly to the chairperson by email. The committee will decide on requests based on the committee's rules of operation.

c. Rules of Operation

The Sick Leave Bank Committee will administer the bank according to the following rules:

- (1) Persons who have made contributions to the bank may make withdrawals from the bank and must be currently enrolled. Days cannot be returned to the contributor.
- (2) The SLB days may be used only upon exhaustion of a bank member's accumulated sick leave and accumulated annual or personal leave days.
- (3) Sick Leave Bank days will be granted only in cases of a catastrophic illness or a debilitating injury of a SLB member or immediate family—parents, children or spouse. Requests will be examined on an individual basis and granted or denied by the committee. The SLB Committee reserves the right to make exceptions to this policy in cases involving unusual circumstances. Upon request, the applicant must provide medical documentation that a catastrophic illness or debilitating injury exists.
- (4) Requests for SLB days will be made on a SLB request form submitted to the chairperson or a member of the SLB Committee or to the immediate supervisor.

- (5) Sick leave grants made from the bank shall be for up to forty (40) days for an individual applicant per year if the days are available.
- (6) When the Sick Leave Bank accrues a balance of one-hundred (100) days, no further contributions shall be required from members.
- (7) Any SLB member who has been denied days from the bank shall have a right to request a convening of the committee for the purpose of making a personal appeal.
- (8) When the Sick Leave Bank accrues a balance of one-hundred (100) days, a person who has been a member of the Sick Leave Bank shall not be required to, but may contribute sick leave days, until such time as the accumulated days in the Sick Leave Bank are considered by the committee to be deficient.
- (9) Any member who has used the maximum number of days shall not be required to contribute to the bank again until the full membership contributes to the bank.
- (10) The Sick Leave Bank Committee, with the director's approval, has the right to consider any member-in-good-standing's request and grant approval of such request in extenuating circumstances not referred to in Number 3.

Reference: ACT 818 of 1989.

FAMILY MEDICAL LEAVE

The Northcentral Arkansas Education Service Center recognizes that employees, on occasion, need extended leave time in order to care for themselves in the event of serious personal illness or to provide care for an immediate family member with a serious illness. Therefore, pursuant to the provisions of the Family and Medical Leave Act of 1993, the Northcentral Arkansas Education Service Center Board of Directors instructs the Executive Director to implement procedures to provide family and medical leave to all eligible employees.

1. Eligibility

- a. In compliance with the Family and Medical Leave Act (FMLA) of 1993, Northcentral Arkansas Education Service Center will grant unpaid leave up to a maximum of twelve weeks during any one-year period to an eligible employee for one or more of the following reasons:
 - (1.) For the care of the employee's child (birth, adoption, foster care).
 - (2.) For the care of the employee's spouse, child or parent who has a serious health condition.
 - (3.) For a serious health condition that makes the employee unable to perform his or her job.
- b. In order to qualify for family/medical leave, an employee must have been employed by the Northcentral Arkansas Education Service Center for at least one year and must have worked 1,250 hours over the previous twelve months.

2. Application for Family Medical Leave

- a. The request for family medical leave must be made in writing to the director thirty days prior to the beginning of the leave. Advance notice is not required in cases of medical emergency or other unforeseeable events.
- b. Medical certification from a licensed, practicing health care provider must be provided with the application for FMLA. The certification must verify the need for leave and the estimated length of leave. The medical certification must be provided at the time the request for FMLA is presented to the director. If an employee fails to provide timely medical certification, leave may be denied until medical certification is provided. The medical certification must include a statement from a licensed, practicing health care provider that the

employee is unable to perform the required functions of his or her position.

- c. An employee who wishes to request unpaid FMLA must provide thirty days advance notice to the director in writing if the need of the leave is "foreseeable". The written request must state the declared reason for the leave and the length of time requested. Medical certification from a licensed practicing health care provider must also be provided.
- d. The Northcentral Arkansas Education Service Center may require a second medical opinion and periodic re-certification at its own expense. If the first and second medical opinions differ, the Northcentral Arkansas Education Service Center, at its own expense, may require the binding opinion of a third licensed, practicing health care provider approved jointly by the employee and the cooperative.

3. Length of Leave

- a. An eligible employee of the Northcentral Arkansas Education Service Center is entitled to a total of 12 work weeks of leave during a "rolling" twelve-month period measure backward from the date the employee first uses any FMLA leave. However, the employee must first utilize earned and/or accrued sick leave and unused personal days to substitute for all or part of any unpaid FMLA leave.
- b. FMLA leave because of a birth or adoption of a child expires at the 12-month period beginning on the date of the birth of the child or the placement of the child. Any leave must be concluded within this one-year period.
- c. Spouses employed by the Northcentral Arkansas Education Service Center are limited to a total of 12 weeks combined leave for the birth or adoption of a child or the care of a sick parent.

4. Health Insurance During Leave

- a. For the duration of the FMLA leave, the employee's group health insurance will be continued under the same conditions as if the employee had continued working. Since the employee will be on unpaid leave, the employee will be responsible for bringing to the

director's office each month the employee paid portion of the employee's health insurance premium. State matching insurance will continue during the period of the leave. Even though the employee is on unpaid FMLA leave, he or she must continue to make his or her contribution to the health insurance premium. Payment of the employee paid portion of the health insurance premium will be due in the director's office at the same time as if on regular payroll deduction.

- b. If the employee on FMLA leave has received state matching contribution for health insurance and does not return to work, the amount of the insurance matching provided by the state will be recovered from the employee.

5. Reporting Requirement During Leave

Employees on FMLA shall communicate with the central office every two weeks during the leave period to report on the employee's leave status and intention to return to work as well as the expected date of return.

6. Return From Leave

- a. As a condition of restoration from FMLA leave, the employee will provide medical certification from a licensed practicing health care provider that the employee is able to resume work.
- b. For an instructional employee who begins leave more than five weeks before the end of a term, the employer may require the employee to continue taking leave until the end of the term.
- c. If an employee is permanently unable to return from leave, medical certification from a licensed, practicing health care provider must be provided to verify the inability of the employee to return to work.
- d. An employee taking FMLA leave is entitled to be returned to his or her previous position or to "an equivalent position".
- e. In the event that an employee is unable to return to work, the director will make a determination at the time as to the documentation needed for a severance of the employee's contract due to an inability of the employee to fulfill the responsibilities and requirements of the contract.

HEALTH INSURANCE BENEFITS

The State of Arkansas provides blanket health insurance coverage for all eligible cooperative employees who choose to participate. The state makes a monthly contribution for members in an amount that is determined by a governing committee at the state level.

Employees desiring membership and coverage under the plan for their spouse and/or dependents must bear the cost of additional premiums above the state contribution.

DENTAL INSURANCE BENEFITS

NAESC provides dental insurance to all employees through Delta Dental Insurance.

Employees desiring membership and coverage under the plan for their spouse and/or dependents must bear the cost of additional premiums above the state contribution

FLEXIBLE BENEFIT CAFETERIA PLAN

Employees may participate in a cafeteria section plan flexible benefit program under Code Section 125 of the Internal Revenue Code through which certain fringe benefits may be purchased by salary deduction.

403(B) TAX DEFERRED ANNUITY

Employees may participate in a Salary Reduction (Elective Deferral Only) Tax sheltered annuity.

RETIREMENT

Employees that have a contract that extends 180 days or more are required by law to participate in the state sponsored teacher's retirement system as contributory members. Those employees with a shorter contract time than 180 days and employees who are presently non-contributory members have a one-time, irrevocable option to become contributory members. Allowable changes must be requested by June 30th prior to the affected contract year.

REVISED 7/1/2012

WORKER'S COMPENSATION

All employees are covered by Worker's Compensation for accidents sustained while performing duties related to their jobs at the cooperative.

The director shall provide assistance where necessary to any employee in filing for benefits under this program.

POLICIES

FINANCIAL POLICIES

It is the policy of the Northcentral Cooperative to conduct business transactions with Purchase Orders (PO's). Purchase Requests shall be made by the employee to their immediate supervisor or the Director. Approval must be obtained before purchases can be made. A person other than the author of the PO must verify that the merchandise was received by signing the PO. PO's are approved by the immediate supervisor, the Deputy Director and the Director of the Cooperative.

When using the Co-op credit card or making online purchases, a PO with receipt or a print out of the order should be turned into the Bookkeeping Department by the next business day after using the credit card or an online order. The packing list from online orders can be brought to the Bookkeeping Department upon verification of receipt of items and added to the PO. This is necessary to verify purchases made with the credit card.

EXPENSE REIMBURSEMENT

It is the Policy of the Northcentral Cooperative to always welcome guests from the State, as well as other guests, including Legislators. Employees, representing NAESC, shall be reimbursed for expenses incurred for supplies and meals (including tips allowably by law and IRS).

TELEPHONE USAGE

All personal calls made from the cooperative must be charged to you home number or personal calling card. No personal calls are to be charged to the cooperative phone.

DRUG POLICY

In an effort to create a healthy environment for staff members, and in compliance with the provisions of Public Law 101-226, the Board of Directors of NAESC prohibits the possession, uses, or distribution of illegal drugs and/or alcohol by its employees on NAESC property.

Illegal manufacture, distribution, dispensation, possession or use of narcotics, drugs, alcohol, or controlled substances during working hours on NAESC property constitutes conduct unbecoming to an employee and is prohibited. An employee shall not report to work or work after having used any prohibited drug. Compliance with this regulation is a condition of employment and any employee in violation will be subject to disciplinary action, up to and including discharge. Compliance with the standards of conduct stated in this policy may result in disciplinary action, including suspension and termination. If the situation warrants, the Director shall communicate all available information promptly to the proper law enforcement agency(ies) and offer full cooperation of the Northcentral Arkansas Education Service Center in an investigation.

Employees are encouraged to seek treatment and/or counseling for drug problems. NAESC will not assume any expenses incurred in counseling or attendance in a drug/alcohol program. (INFORMATION ABOUT DRUG AND ALCOHOL COUNSELING, REHABILITATION AND RE-ENTRY PROGRAMS ARE AVAILABLE IN THE DIRECTOR'S OFFICE).

However, a request for assistance by an employee after violating this regulation will not affect the imposition of disciplinary action.

CONFERENCES AND VISITATION

The Board authorizes the Director to grant professional employees time to engage in educational activities related to the goals and needs of the cooperative without pay reductions. The number of absences allowable for such activities shall be at the discretion of the Director.

TRAVEL POLICY

Travel regulations are designed to reimburse the traveler for certain expenses within certain limits when traveling on official business from the Northcentral Cooperative. Please keep in mind that only official business expenses are reimbursable.

1. **MEALS.** Meals will be reimbursed on a per diem basis for approved travel out of the co-op area. Reimbursement will be for incurred expenses up to the maximum rates based on the following chart:

Meal Allowance	In-State	Out-of-State
Breakfast	\$6	\$8
Lunch	\$10	\$12
Dinner	\$16	\$22
Total	\$32	\$42

On the day of departure and the day of return, as indicated and pre-approved on the travel request form, the traveler may only claim incurred expenses of up to 75% of the per diem amount. Receipts for meals and incidental expenses will not have to be provided, however, travel request forms with mileage, hotel information, and event information must be provided **IN ADVANCE** for approval. No per diem amount will be allowed for the meals provided by the meeting or conference attended. A gratuity of up to 15% may be included for reimbursement; however the gratuity must fall within the per diem amount. The per diem amount will not be increased by adding gratuity. **Note: In case of a substantially increase in travel expenses, the director or his designee, may require reimbursements based on actual costs with receipts required.**

LODGING. Actual expenses for lodging will be reimbursed (with proper receipts) upon prior approval of the director/designee. If there is no motel receipt, or the costs are being directly billed to NAESC, the name of the motel must be typed or printed on the TR-1 form above the name of the town visited

Meals and lodging cannot be claimed within the NAESC service area, unless a special event is approved for payment by the director or his/her designee.

2. Current mileage allowance for privately owned vehicles when the traveler is traveling on official business for the cooperative is the rate at which other state agencies are reimbursed (effective July 1, 2004). The shortest highway route should determine the mileage. Mileage is calculated from your official station to the destination or from the traveler's residence to the destination, whichever is less. The mileage chart adopted by NAESC, or miles calculated on a computer using Google Maps must be used for determining mileage instead of odometer reading.

(The traveler must provide the insurance on his/her privately owned vehicle and include the following statement on the TR-1 form "I hold a valid Arkansas driver's license # _____ and maintain liability insurance coverage on the automobile that I drive with minimum limits of 25,000/50,000/15,000.)

Vicinity mileage claimed should be listed separately in the "to and from" column on the TR-1 form.

Claims for reimbursement should be entered on the TR-1 form on a daily basis and only after expenses are incurred. Prepaid travel expenses are not allowed i.e. claiming expenses before a trip is made on your TR-1.

NAESC assumes no responsibility for any maintenance, operational cost, accidents, fines or tolls incurred by the owner of a vehicle while on official business for the state.

Car-pooling is strongly encouraged whenever possible. If one or more travelers are transported in the same vehicle, only the owner of the vehicle can claim mileage reimbursement.

3. Expense for telephone calls claimed on a TR-1 can be for official business only and should be used only when absolutely necessary.
4. Travelers using commercial airlines will utilize only coach accommodations, except in those instances where first-class accommodations would be more economical for the Co-Op i.e. coach availability would require and overnight stay.
5. For out-of-state travel, reimbursement shall be made on the mode of travel as determined by the immediate supervisor of the employee/requestee.
6. Expenditures for entertainment, tips, flowers, valet services (except pre-approved parking services), gifts, laundry, alcoholic beverages or other similar expenses are not reimbursable.
7. Claims for expenses for educational supplies, postage, books, magazines, etc. are not entered on the TR-1 form. Requests for the purchase of these items should be on Purchase Request forms.
8. A request for a reimbursement more than 60 days old is not allowed.
9. When filling out TR-1 form for reimbursement included complete address, zip code, title of individual, drivers license number and car license if reimbursement for mileage.
10. Claims for travel must be from official station to destination or from home to destination, whichever is shortest route.
11. Before an employee can claim reimbursement for meals and lodging an official station must be established by the travel supervisor.
12. Any claims for reimbursements when employee uses a NAESC vehicle is not allowed. Actual cost of out-of-pocket gasoline or other expenses may be reimbursed and must be documented/receipted.
13. Direct billing with hotels is allowed only with prearranged hotels.

REMEMBER: YOU ARE RESPONSIBLE FOR YOUR TR-1. THEY ARE AUDITED CLOSELY SO JUST DO THE RIGHT THING. YOUR TRAVEL SUPERVISOR SHOULD NOT HAVE TO CORRECT THEM. EMPLOYEE'S ITINERARIES SHOULD MATCH THE TR-1'S. REIMBURSEMENT MAY BE WITHHELD OR DENIED IF SUPERVISOR HAS NOT PRE-APPROVED TRAVEL ON THE ITINERARY.

TRAVEL REQUEST FORM AND TR 1 FORM WILL BE SENT TO YOU ELECTRONICALLY
TR1 FORMS ARE DUE TO THE DEPUTY DIRECTOR BY CLOSING TIME ON THE FIRST WORKING DAY OF THE MONTH.

REVISED 5/24/2013

UNUSED SICK/ANNUAL LEAVE POLICY

Northcentral Arkansas Education Service Center recognizes the importance of the employee's contribution to the workplace. It is because of this recognition that NAESC allows the following options for employees with sick and/or annual leave that they do not use.

If an employee has annual leave that is not used by June 30 of the current year, upon request, the annual leave may be transferred to sick leave. The request must be made to the director/designee in writing and approved prior to the June 30 deadline.

Upon retirement employees may apply for a one-time reimbursement of unused sick leave accumulated by the employee for up to one-hundred twenty (120) days at a rate of \$50.00 per day. Additionally, if the employee accumulates one-hundred twenty (120) days and continues to work, the employee may apply for reimbursement for all days accumulated over one-hundred twenty (120) days at the same above rate. The application for each reimbursement must be made to the director/designee and approved before June 30 of the current fiscal year. To become eligible for these benefits, the employee must have worked for NAESC for a minimum of the last five (5) consecutive years. If the employee requesting reimbursement is paid salary from grant funds, the reimbursement must be paid from those funds whenever possible. Proper planning for these reimbursements is required in advance, or the reimbursement may be denied by the director or his/her designee.

Revised May 22, 2015

NAESC
Annual Leave Rollover Form

Date: _____

School Year: _____

Employee Name: _____

I would like to rollover _____ hours of annual leave into sick leave.

Signature: _____

Supervisor's Signature: _____

Director's Signature: _____

**Request for Payment of
Unused Sick Leave**

I, _____, request payment of _____ days accrued sick leave.

Employee's Signature

Date

Director's Signature

Date

Accounting Use:

_____	Sick Days accrued
X _____	\$50.00
\$ _____	Total Compensation

Date Paid: _____

COURT AND JURY DUTY

Any employee who is subpoenaed will be entitled to regular cooperative compensation without any deductions from regular salary.

Since deductions in salary are not required when work is missed, the employee is required to refund the NAESC the amount of compensation paid for jury duty.

Reasonable notice shall be given to the director.

NORTHCENTRAL ARKANSAS EDUCATION SERVICE CENTER

The following information is included in NAESC's Personnel Policy Manual.

Acceptable Use of Electronic Equipment

NAESC employees are permitted limited use of office equipment for personal needs as long as the use does not interfere with official business and involves minimal additional expense to the Co-Op.

E-Mail

Use of email for non-NAESC business is authorized if its use:

Does not interfere with the mission or operation of NAESC.

Takes place outside the employee's official duty time.

Involves minimal additional expenses to NAESC such as small amounts of toner, ink or paper and minimal data storage or transmission impacts such as emails with small attachments.

Inappropriate use of email would include but not be limited to:

Forwarding chain letters or mass mailings of any type.

Large attachments or video or sound clips.

Illegal, inappropriate or offensive subject matter.

Commercial, business or for profit activities.

Fundraising, lobbying, political activity or endorsements.

When using email for non-Co-op business, employees do not have a right, nor should they have an expectation of privacy at any time, including accessing the Internet and using email. Employees who wish their private activities to remain private should avoid using Cooperative property. NAESC is not liable for any actions associated with any use of NAESC property for non-Co-op business.

This policy exists to help maintain a professional work environment, ensure maximum availability of NAESC resources and to reduce unnecessary distractions to the conduct of NAESC business.

Use of Internet

It is unacceptable for a user to use, submit, publish, display, or transmit on the network or on any computer system any information which:

- Violates or infringes on the rights of any other person, including the right to privacy;
- Contains defamatory, false, inaccurate, abusive, obscene, pornographic, profane, sexually oriented, threatening, racially offensive or otherwise biased, discriminatory, or illegal material;
- Violates agency regulations prohibiting sexual harassment;
- Inhibits other users from using the system or the efficiency of the computer systems;
- Encourages the use of controlled substances or uses the system for the purpose of criminal intent;
- Uses the system for any other illegal purpose.

It is also unacceptable for a user to use the facilities and capabilities of the system to:

- Transmit material, information, or software in violation of any local, state or federal law;
- Conduct any non-governmental-related fund raising or public relations activities;
- Engage in any activity for personal gain or personal business transactions, such as buying or selling of commodities or services with a profit motive.

Use of Instant Messenger Services

Use of “unofficial” (Yahoo, AOL, etc.) instant messenger services is prohibited.

STATEMENT TO BE USED AS BANNER PAGE BEFORE USERS LOGIN

You do not have the right to privacy while using any NAESC office equipment, including Internet or email services. Furthermore, your use of NAESC office equipment, for whatever purpose, is not secure, private or anonymous. While using NAESC office equipment, your use may be monitored or recorded. If NAESC office equipment or services are involved at any point in the transmission or receipt of personal information, then this policy applies and your use may be monitored. For example, if you use a NAESC PC to read or respond to personal email sent to you at a non-Government email address (e.g., AOL, Yahoo); your use may be monitored.

CIPA Compliance

- o Technology Protection Measures are in place and used for all Internet Access
- o Monitoring of Internet usage for minors and adults is policy
- o Internet Safety Training is to be provided to minors and addresses:
 - Appropriate online behavior
 - Cyberbullying awareness and response
 - Social networking sites
 - Chat rooms

EQUIPMENT DISPOSAL

When property or equipment owned by NAESC becomes obsolete, is replaced or is non-operable, and has been retired or approved by the board of directors to be retired from the fixed record, these shall be the procedures for disposal of the property or equipment:

1. If the property or equipment is determined to be broken or non-working, it will be disposed of by either giving it away or by placing it in the trash dumpster
2. If the equipment has been replaced and is not being used, or has been determined to be obsolete, but is still usable, the following apply:
 - a. The items will be advertised one time in a paper with local distribution, indicating a description of the property/equipment, the time that sealed informal bids will be taken, the date and time the bids shall be opened, and the time frame in which the property/equipment must be removed from the co-op.
 - b. Informal sealed bids will be taken in the time frame advertised by the paper.
 - c. Bids will be opened at a regular or special board meeting by the president of the board.
 - d. The board shall have the right to accept the highest bid or to reject all bids.
 - e. Employees of NAESC or the board shall not be prohibited from submitting a sealed bid for the property or equipment publicly advertised.
3. If no acceptable bid is obtained, the respective departments shall properly dispose of the property in a way that will best benefit the co-op.

EMPLOYEE HANDLING OF DEBT

All employees are expected to meet their financial obligations. If an employee writes "hot" checks or has his/her income garnished, dismissal may result

An employee will not be dismissed for having been the subject of one (1) garnishment. However, a second or third garnishment may result in dismissal.

At the discretion of the Director, he or his designee may meet with an employee who has received a second garnishment for the purpose of warning the employee that a third garnishment will result in a recommendation of dismissal to the Co-op Board.

At the discretion of the Director, a second garnishment may be used as a basis for a recommended dismissal. The Director may take into consideration other factors in deciding whether to recommend dismissal based on a second garnishment. Those factors may include, but are not limited to, the amount of the debt, the time between the first and the second garnishment, and other financial problems, which come to the attention of the Co-op.

Adopted by NAESC board on May 20, 2005.

Itinerant Personnel Policy

The Board of Directors of the Northcentral Arkansas Education Service Cooperative has adopted two criteria to qualify a person to be hired as an itinerant employee through the Northcentral Cooperative. They are:

1. The person or position hired must serve two or more districts; or
2. The person or position hired may serve only one district if the salary required to purchase the services of the person is outside the district's salary schedule.

Itinerant personnel serving only one district shall serve under the personnel policies of Cooperative, which shall become part of that person's contract. The schedule, calendar, procedures, and other pertinent parts of the personnel policies of the district for whom the person provides services, shall also become part of that person's contract.

Classified or non-certified personnel may not be employed to serve only one district.

Adopted June 25th, 2014

ELECTRONIC TRANSFER OF FUNDS

The Northcentral Arkansas Education Service Center recognizes the need and importance for the Co-op Treasurer/Bookkeeper to electronically transfer funds. In accordance with Arkansas Code Annotated §6-13-701, as amended by Act 989 of 2011, the Co-op Treasurer/Bookkeeper may electronically transfer funds if:

1. The transfer is initiated by the Co-op; and
2. It is authorized in writing by both the disbursing officer of the board of directors and the director of the co-op.

Adopted by the board on April 10, 2015

SEPARATION AND REMOVAL OF EMPLOYEE EMAIL AND OTHER RIGHTS

Upon notification of an employee separating service from NAESC the director or the director's designee will:

- Review the employee records to determine whether if there are any outstanding obligations of the separating employee that must be settled.
- Confirm that all employee email and access accounts have been or will be terminated by the effective date of separation, unless there is a reason not to terminate as determined by the director or his/her designee.
- Verify all obligations of the separating employee have been settled.

Adopted May 22, 2015

NAESC WIRELESS SECURITY POLICY

All configuration parameters (such as Service Set Identifier (SSID), keys, passwords, etc.) of Wi-Fi access points or bridges that can be changed from default manufacturer settings shall be changed from the default and should be complex.

Wireless access is provisioned through managed, secure, password-protected means and/or via other authentication methods as available and/or necessary. These may include, but not be limited to, Directory Services Integration, RADIUS, Challenge/Response, 802.11x, etc.

NAESC may employ the use of guest network SSIDs without authentication for the purposes of providing connectivity for training and/or limited access use. These SSIDs will be available from 7:30am to 4:30pm Monday through Friday

All wireless transmissions used by NAESC Staff between NAESC managed wireless access points or bridges and clients shall be encrypted utilizing the WPA protocol at a minimum to prevent unauthorized access to the state network. WEP (wireless encryption protocol) shall NOT be utilized due to its multiple security flaws.

Wirelessly transmitted data and credentials granting access to state resources are subject to the SS-70-009 Remote Access Standard and the SS-70-006 Encryption Standard. NAESC searches for and disables rogue Wi-Fi access points to the state network at least quarterly. Wireless networks (Including Bluetooth, Wi-Fi, etc.) that covered entities may use that are separate from the state network are not subject to this standard. Clients however must still adhere to the SS-70-009 Remote Access Standard and the SS-70-006 Encryption Standard when accessing Level B, C, or D data from these outside environments.

Users of the NAESC wireless network requiring access to systems or applications which contain data which is classified by the SS-70-001 Data and System Security Classification Standard as being Level B - Sensitive, Level C - Very Sensitive or Level D - Extremely Sensitive have appropriate access controls (firewall rules, router access control lists, and similar measures) that disallow wireless users from directly accessing the system or application. Users must use appropriate technology such as encrypted VPN, SSL/TLS, encrypted web pages, or similar authenticated and encrypted technologies to access these resources. This is in accordance to SS-70-009 Remote Access Standard and the SS-70-006 Encryption Standard. Examples include, but are

not limited to: VPN, Routed traffic via the APSCN computer network, SSL connectivity to ADE resources, etc.

Bluetooth wireless devices must be secured to the extent configurable between the devices involved and Bluetooth devices accessing NAESC's network should follow the SS-70-009 Remote Access standard and the SS-70-006 Encryption standard.

Glossary

Bluetooth A computing and telecommunications industry specification that describes how mobile phones, computers, and personal digital assistants (PDAs) can easily interconnect with each other and with home and business phones and computers using a short-range wireless connection.

Rogue Access Point Unauthorized wireless device allowing access to the state network

SSID (Service Set Identifier) A service set identifier (SSID) is a sequence of characters that uniquely names a wireless local area network (WLAN). This name allows stations to connect to the desired network when multiple independent networks operate in the same physical area.

State Network The state core information technology infrastructure serving Arkansas agencies, boards, commission, public schools, institutions of higher education, libraries, and other public organizations with Internet connectivity, data processing and transmission, video conferencing and telecommunications.

WEP (Wired Equivalent Privacy)- WEP is an optional privacy protocol originally specified in the IEEE 802.11 (802.11 legacy) standard that is designed to provide a level of security and privacy comparable to what is usually expected of a wired LAN. Weakness in the design makes this protocol unsuitable for use in environments which must protect sensitive data.

Wi-Fi A term used to describe the underlying technology of wireless local area networks (WLAN) based on the IEEE 802.11 set of specifications and is used interchangeably

with the term wireless. Wi-Fi refers to any individual standard or the collection of all standards within the 802.11 family such as 802.11a, 802.11b/g, 802.11i, or 802.11n.

Wireless Wireless LAN (local area network) data access technology including the following protocols: 802.11 series and Bluetooth that accesses state information technology resources

WLAN (wireless local area network) A communication system that enables mobile users to connect to a wired network through a wireless (radio) connection, often implemented as an extension to wired LAN. WLAN'S are typically found within a small client node, dense locale (e.g. a campus or office building), or anywhere a traditional network cannot be deployed for logistical reasons.

WPA (Wi-Fi Protected Access) WPA is a security standard for users of computers equipped with Wi-Fi wireless connection. It is an improvement on and is expected to replace the original Wi-Fi security standard, Wired Equivalent Privacy (WEP). WPA provides more sophisticated data encryption than WEP and also provides user authentication.

RECOVERY OF NAESC PROPERTY

The Northcentral Arkansas Education Service Cooperative reserves the right to withhold any compensation owed to an employee who is separating service until such time as all equipment, property or funds owed or belonging to the Co-op are returned.

Adopted by the board on May 22, 2015

NAESC Organizational Chart 2015/2016

NAESC Board of Directors

Gerald Cooper,
Director

Tammy Luster, Bookkeeper	Arnold Harris, Deputy Director	Kelly Cowan, Asst. Bookkeeper/HR
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Sarah Bookout, LEA

Benny Abraham, LEA

Shana Bailey, Behavior
Support Specialist

Sandy Daniels, Itin. SPS

Rita Phillips, Itin. SPS

Marsha Clark, ESVI

Melissa Morrison, EC Coordinator		Susan Cowgill, HIPPY Coordinator
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Mark Gipson, TCC,
Associate Director

Laura Edwards, Teacher/EC Pgm. Mgr.	Lorrie Sadler, Speech	Candi Cooper, HIPPY HBE	Bobbie Jo Smith, PD Assistant	Jeff Johnston, Technology	Sharon Walker, Literacy Specialist
Dawn Wilbur, Teacher	Tiffany Webb, Speech	Kristy Davidson, HIPPY HBE	Elaine Wilson, ParaPro	Alan Floyd, Computer Tech	Rhonda Taylor, Literacy Specialist
Shannon Cooper, Teacher	Holly Cooper, Speech	Coleen Massey, HIPPY HBE	Becky Johnson, Media Manager	Kevin Thompson, Computer Tech	Carol Heringer, Literacy Specialist
Gaila Holowell, Teacher	Sheri Harris, Speech	Brandi Meredith, HIPPY HBE		Jonas Anderson, Computer Tech	Lynn Maguffee, Science Specialist
Keri McCarn, Teacher	Natasha Kearbey, Speech				Cindy Merritt, Math Specialist
Devin Cravens, Teacher	Rhonda Miller, Speech				Ann Webb, GT Coordinator
Sherry Henry, Teacher	Christy Jeffery, Teaching Assistant				Ann Webb, GT Coordinator
Jill Grisham, Teacher	Pam Wright, Speech				
Kristin Hamby, Teacher	Melanie Cornelius, Speech				
Abby Baker, Teacher	Sebrina Weaver, Medicaid Clerk				
Beth Brown, OT	Tiffany Casey, Behavior Specialist				
Aprill Gillihan, OT & PT Assistant	Jennifer Humphries, Itin. Speech				
Missy McBride, Itin. Speech	Sharyn Moxley, PT				
Teresa Sanders, Itin. Braille	Penny Price, EC Assistant				

Step 1

Form A

GRIEVANCE REPORT

From: _____, Grieving Person

To: _____, Supervisor

Subject: _____

Date: _____

Description of Happening: On _____ (Date)

Signature

Step 2

GRIEVANCE RESPONSE

Grievance No. _____

To be assigned only if forwarded

Date Forwarded: _____

Response to Grievance:

Signature of Supervisor

Step 3

Form B

GRIEVANCE

From: _____, Grieving Person

To: _____, Co-Op Director

Date: _____

Grievance Report "Form A" must be attached

Signature

Step 4

DIRECTOR'S RESPONSE TO GRIEVANCE

Date Appeal Received: _____

Date of Response to Appeal: _____

Response to Appeal:

Signature of Director

Date

Step 5

Form C

BOARD OF DIRECTOR'S APPEAL

From: _____, Grieving Person

To: Cooperative Board of Directors

Subject: _____

Date: _____

Attach: Grievance Report (Form A) and Appeal (Form B)

Step 6

BOARD OF DIRECTOR'S RESPONSE

Date Second Appeal Received _____

Date of Response to Second Appeal: _____

Response to Second Appeal:

Signature of President, Board of Directors

Date