



Zachary Community School System

2023-2024

Employee Handbook

**A Publication of the
Zachary Community School Board
Human Resources Department**

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The Zachary Community School Board as an Equal Opportunity Employer, who fully and actively supports equal access for all qualified applicants, regardless of race, color, religion, gender, national origin, age, disability status, Genetic Information or Testing, Family & Medical Leave, protected veteran status, or any other characteristic protected by law, and prohibits retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination. The Zachary Community School does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The person responsible for compliance with 504 and ADA is Aeneid Mason and Title IX is Gwendolyn Longmire.

MESSAGE FROM THE DISTRICT

Welcome to the Zachary Community School System! We are delighted that you are a part of a teaching and learning community that is determined to be a model of excellence through high quality instruction. This employee handbook should help you carry out your duties in schools and offices.

Zachary Community Schools are made up of dedicated employees who work collaboratively to improve academic achievement. All stakeholders in this community are committed to ensuring that all students are awarded the opportunity to be their very best!

You are a valuable part of an education team. Every member of our work force contributes to the educational advancement of our students. Your performance, regardless of your position, has impact on our ability to provide the very best services our students deserve. You have our confidence and support.

Congratulations and welcome to our team.

Zachary Community School Board Office

Mr. Ben Necaise, Superintendent

3755 Church Street
Zachary, LA 70791
(225) 658-4969
www.zacharyschools.org
Fax Number: (225) 658-5261

Zachary Community School Board Members

Mrs. Gaynell Young, District 1
Mr. Ryan Talbot, District 2
Mr. Marty Hughes, District 3
Mr. Kenneth Mackie, District 4
Mrs. Laura Freeman, District 5
Dr. Elecia Lathon, District 6
Mr. Andrew Gaines, District 7
Dr. Crystal London, District 8
Mr. David Dayton, District 9

For additional information about Board meetings, you may contact Connie Aslin, Board Secretary at 225-658-4969.

Main Office Administrators

TBD – Chief Academic Officer
Karin Lawless – Supervisor of Accountability & Assessment

TBD, Supervisor of Early Childhood Programs (PreK-2)
Jennifer Marangos, Supervisor of Elementary Programs (3rd- 6th)
Jeffery Hand, Ph.D. – Supervisor of Secondary Programs & Technology

Gwendolyn Longmire, Ph.D. – Director of ESSA Federal Programs and Data Management
Aeneid Mason – Director of Student Support Services
Monte Burke – Supervisor of School and Home Relations
David Brewerton, Director of Athletics

Mrs. Yolanda Williams, Director of Human Resources
Mr. Allen Walls, Human Resources Supervisor
Mrs. Kalyn Gauthier, Human Resources Coordinator
Mr. John Musso, Business Manager
Mrs. Bianca Coats, Supervisor of Child Nutrition
Mr. Tim Jordan, Supervisor of Operations

Schools

- **Zachary Early Learning Center (PK)**
Charissa Osberry, Principal
Delena Robinson, Secretary
Yolanda Moore, Clerk
4400 Rollins Road Extension
Phone: 654-6011
- **Northwestern Elementary School (K)**
TBD, Principal
Lorrie Wax, Dean of Students
Tami Capello, Secretary
Susan Varnadore, Clerk
4200 Rollins Road
Phone: 654-2786
- **Rollins Place Elementary (Grades 1-2)**
Kelli Day, Principal
Kristy Gilpin, Assistant Principal
Brydie Manuel, Assistant Principal
Lettimarie Neziyana, Dean of Students
Tess Ricketts, Secretary
Samantha Turner, Clerk
4488 Rollins Place Road
Phone: 658-1940
- **Zachary Elementary School (Grades 3-4)**
Megan Noel, Principal
Beverly Hill, Assistant Principal
Lance Jarreau, Assistant Principal
Brittney Gaines, Dean of Students
TBD, Secretary
JoAnn Mills, Clerk
3775 Hemlock Street
Phone: 654-4036
- **Copper Mill Elementary School (Grades 5-6)**
Lia White-Allen, Principal
Jonathan Coats, Assistant Principal
Jess Patti, Assistant Principal
TBD, Dean of Students
Erika Jaksic, Secretary
Kristen Olinde, Clerk
1300 Independence Blvd.
Phone: 654-2786

- **Northwestern Middle School (Grades 7-8)**
Rebecca Brian, Principal
 Wytika Beard, Assistant Principal
 Kimberly Littles, Assistant Principal
 James Walker, Dean of Students
 Cindy Booth, Secretary
 Katie Suire, Clerk
 Allison Moore, Guidance Clerk
 5200 East Central
 Phone: 654-9201

- **Zachary High School (Grades 9-12)**
Lindsey Spence, Principal
 Dewlyn Daigre, Assistant Principal
 Erica Henry, Assistant Principal
 Jessica Johnson, Assistant Principal
 Jeremy Roussel, Assistant Principal
 Chris Carrier, Dean of Students
 Jonathan McClinton, Dean of Students
 Penny Jackson, Secretary
 Tiffany Heck, Clerk
 Natasha Walker, Clerk
 Sandy Walters, Clerk
 Toi Lee, Attendance Clerk
 Latisha Spears, Foundation Hall Clerk
 4100 Bronco Lane
 Phone: 654-2776

- **Port Hudson Academy**
 Todd McDonald, Assistant Principal
 Cynthia Blanchard, Clerk

Vision

The Zachary Community School System is recognized as a model of excellence serving all citizens.

Mission

The mission of the Zachary Community School Board is to assist every student in reaching his or her maximum potential through high quality instruction and good stewardship of community resources.

Core Values

Children First
Honesty; Integrity
Teamwork
Strong Moral Foundation
Community and Family Involvement
Accountability
No Political Agendas
Safety
Excellence

Standards of Performance

Zachary Community School Board

STANDARDS OF PERFORMANCE

ATTITUDE:

At Zachary Community School System, we pride ourselves in always doing the following:

- Treat everyone as if he or she is the most important person in our facility.
- Promptly welcome customers in a friendly manner.
- Smile, make eye contact and introduce ourselves.
- Our body language, tone and demeanor should always reflect a positive attitude.
- We take the initiative to offer assistance to customers. We won't wait to be asked.
- We listen carefully to what customers have to say.
- Rudeness is not acceptable.
- We speak positively and offer compliments frequently.
- We apologize for problems and inconveniences.
- We avoid placing the blame or making excuses.
- We thank customers for choosing our schools.
- We know that students and parents are not an interruption of our work, but they are the reason for us being here.
- We continue to be happy.

COMMUNICATION:

The goal of communication is full understanding. We must be committed to listening attentively to our customers in order to fully understand their needs. We must avoid confusing customers, and we need to speak in terms they can easily understand.

Greetings and Instructions:

- Customers will be greeted with a warm and friendly smile.
- We will use the customer's name as soon as we have heard it or as it is written down.
- We make eye contact with all people.
- We will introduce ourselves promptly by using our first name.
- We will use "please" and "thank you."
- We will listen to our customers' concerns in ways that show them that we care and always ask "How may I help you?"

APPEARANCE:

- Each employee's appearance represents our school; therefore, each employee's grooming and dress will be professional and appropriate.
- We will take pride in our facility and do our part to maintain a safe, uncluttered and litter-free workplace.
- Your attire will be professional, tidy, discreet, tasteful and appropriate. Your attire and body language are all part of your appearance.
- Dress code policies will be followed.
- Good personal hygiene will always be maintained.

Facility and Environmental Appearance:

- The working environment and hallways will be maintained, clean and uncluttered.
- When you come across litter, please ensure that it is picked up and disposed of properly.
- When you come across a spill, report it immediately to ensure a safe and clean environment.
- As you vacate a work area, lounge or meeting room, you should always leave it clean and presentable for the next teacher or staff member.
- It is the responsibility of all employees to report unsafe or unsightly conditions such as plumbing needs, lighting problems, damaged walls or anything else that needs immediate attention, to the appropriate department.
- Everyone is encouraged to clean up after himself/herself and others; we all need to ensure a safe and proper environment.
- A clean and safe environment is the responsibility of all employees.
- Graffiti should be reported immediately and removed within 24 hours.

CONFIDENTIALITY:

- Do not discuss our students' performance with others.
- Communicate with our students and parents in a private manner.
- Eliminate gossip in order to respect co-workers. Others often can hear this unprofessional discussion.
- Remember that confidentiality extends into the community. Do not discuss students outside the school.

SENSE OF OWNERSHIP (PRIDE):

Each employee must feel a sense of ownership towards his or her job and the school system.

We must all take pride in what we do. We must be responsible for the outcomes of our efforts and recognizing our work as a reflection of ourselves. We all should follow these practices:

- Take pride in the school as if you owned it.
- Be sure you know and understand the responsibilities of your job. Take charge of and accept these responsibilities.
- Strive to do the job right the first time.
- Look beyond your assigned tasks. Your responsibility does not end where your co-worker's responsibility begins.
- Look for ways to exceed our customers' expectations.
- Be good consumers of our insurance, utilities and schools.

COMMITMENT TO CO-WORKERS:

As Zachary Community School Board employees, we are linked to one another by a common purpose: serving our students and our community. Therefore, our co-workers are our teammates. They deserve our respect. Without their contributions, none of us could perform our jobs. Just as we rely on our fellow employees, they rely upon us. Each of us has obligations to our co-workers. We will:

- Treat every co-worker as a professional. Recognize that we each have an area of expertise. Give credit where credit is due.
- Show consideration. Be sensitive to a fellow employee's inconvenience. Consider another's priorities in addition to our own.
- Be tolerant of fellow employees. Recognize that conflicts may exist among co-workers, but professional courtesy is expected. Set aside differences when working together. Realize we all have personal shortcomings. Rudeness is not appropriate.
- Be supportive of fellow employees. Offer help when possible. Cooperation is expected in the workplace.
- Be honest and loyal to your co-workers. Don't undermine other people's work. Respect their efforts. Be discreet about what is said.

ZACHARY COMMUNITY SCHOOL BOARD POLICY

- ❖ The Zachary Community School Board has published policies that govern the school system.
- ❖ The Zachary Community School Board reserves the right to revise, supplement, or rescind any policy or portion of the policy guide as it deems appropriate, in its sole and absolute discretion.
- ❖ The Zachary Community School Board will notify employees of any revisions or updates to the handbook as they occur.

I understand that the Zachary Community School Board Policy Handbook is available for review online at its website at:

<https://zacharyschools.org/CAPS/ZacharyCAPS.htm>

I also understand it is my responsibility to read and comply with the policies, procedures, and practices contained in the policy handbook and any revisions made to it.

My signature below certifies that I have entered into an employment relationship with Zachary Community School Board and that I understand I am accepting the responsibility for reading and abiding by all policies. I also accept responsibility for contacting my supervisor or the Personnel Department if I have questions or concerns.

Employee Name (printed): _____

Employee Signature: _____

Campus/Department: _____

Date: _____

Section I: Zachary Community School Board

Overview

This employee handbook attempts to summarize and discuss various aspects and policies of our school system for the information and convenience of our employees. Out of necessity, the employee handbook carried a condensed version of many Board policies and administrative procedures and should not be substituted for the official Policy Manual. The Policy Manual contains the actual operational policies of the Board and is revised continuously. The Zachary Community School Board (ZCSB) Policy Manual and state and/or federal law prevail in all instances.

This handbook has been prepared as a guide for employment including practices and responsibilities for the employees of Zachary Community School Board. All employees are expected to read, understand, and comply with the provision of the handbook. If you have any questions about any handbook provisions, consult the Personnel Department to have your question answered. Employees can review the School Board's complete policies found online at

<https://zacharyschools.org/CAPS/ZacharyCAPS.htm>.

Section II: Employment Practices and Policies

Note: All policies are subject to be updated by board action and/or state law.

Employment of Personnel

The Zachary Community School Board and its administrative staff believes that it has an obligation to provide the children attending its schools with the very best personnel available regardless of race, color, creed, sex, age, national origin or any similar personal characteristic. Age shall be considered only with respect to minimums set by law.

More Information can be found in policy:
FILE: GBD

Equal Employment Opportunity Statement

The Zachary Community School Board declares as policy that all applicants for admission and employment, students, parents, or legal guardians of students, or employees, sources of referral of applicants and employment, and any and all entities having business with the School Board are hereby notified that this School Board does not discriminate on the basis of race, color, national origin, natural, protective, or cultural hairstyle, sex, age, marital status, sexual orientation, disability, religion or veteran status in admission or access to, or treatment or employment in, its programs and activities, including any notices required by Title IX of the Education Amendments of 1972 or Part 106 of Title 34 of the United States Code of Federal Regulations. The School Board pledges to protect qualified applicants and employees with disabilities from discrimination in hiring, promotion, termination, pay, job training, fringe benefits, classification, referral, and other aspects of employment on the basis of disability. The School Board shall also provide qualified applicants and employees with disabilities with reasonable accommodations that do not impose undue hardship.

The Superintendent and/or his/her designee shall investigate any and all complaints that may be brought against the School Board or any individual school in the school district in regard to any alleged discriminatory action for appropriate treatment by the Superintendent and/or the School Board.

More Information can be found in policy:
FILE: GAAA

Fingerprinting and Background Check

The Zachary Community School Board shall require, in accordance with state law, applicants for employment with the School Board to submit necessary information

regarding their backgrounds. A prospective employee shall be required to provide authorization for the disclosure of any information regarding past criminal activities.

More Information can be found in policy:
FILE: GBD

Personnel Records

The Zachary Community School Board shall require the maintenance of a uniform system of personnel records for all employees. It shall be the responsibility of the Superintendent or designee to keep the records updated and complete in accordance with statutory provisions.

A personnel file shall be accurately maintained in the central administrative office for each present and former employee. These files shall contain applications for employment, references, and records relative to compensation, payroll deductions, evaluations, and such other matters as may be considered pertinent to the proper maintenance of all personnel records. It is the duty of the employee to furnish the personnel office with certificates, transcripts, statements of degrees, and other educational experience related documentation.

The Superintendent shall be designated as custodian of all personnel files and shall have the overall responsibility for maintaining and preserving the confidentiality of the files. The Superintendent may, however, designate another official to perform the duties of records management on the understanding that this official is to be held responsible for granting or denying access to records on the basis of these guidelines.

More Information can be found in policy:
FILE: GAK

Title VII Employee Sexual Harassment

It is the policy of the Zachary Community School Board to provide an employment environment that is free from unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct or communications deemed to constitute sexual harassment under federal and state laws, regulations, and guidelines. The Zachary Community School Board shall not tolerate sexual harassment by any student, employee, non-employee volunteer, or School Board member toward any individual.

All managerial and supervisory personnel shall be responsible for enforcing the Zachary Community Parish School Board's sexual harassment policy. Failure to enforce this policy in a prompt and strict manner may subject such personnel to disciplinary action.

More Information can be found in policy:
FILE: GAEEA

Contracts and Compensation

Contracts of employment between eligible employees and the Zachary Community School Board shall be executed for a specified period of time and compensation in accordance with state law. Unless otherwise stipulated, all employees shall meet all stated position qualifications and/or certification requirements before any contract shall become valid. Renewal or issuance, when possible, of contracts of employment, as well as dismissal or nonrenewal of contract notices, with the exception of performance contracts, shall be issued on or before the last day of each school year, whenever possible.

More Information can be found in policy:
FILE: GBA

Individuals with Disabilities

The Zachary Community School Board believes that no otherwise qualified person shall, on the basis of disability, be subjected to discrimination in employment, promotion, demotion, transfer, or any employment-related function or process, under any program or activity in the Zachary Community School System.

The School Board further believes that no student, parent or other citizen with a disability should be denied access to any program or activity, where reasonable accommodations may be made without imposing undue financial or administrative burdens, or where such modifications would result in a fundamental alteration in the nature of the program or activity.

More Information can be found in policy:
FILE: GAAB

Drug Free Workplace

The Zachary Community School Board, in compliance with the Drug Free Workplace Act of 1988, recognizes its obligation in providing and maintaining a drug free workplace to remain eligible to receive federal grants and in support of local, state and national efforts to achieve drug free schools and communities.

More Information can be found in policy:
FILE: GAMD

Employee Tobacco Use

All property of the Zachary Community School Board is a smoke-free/tobacco-free environment.

The use of any tobacco product, smokeless tobacco, or any smoking object/device, including but not limited to electronic cigarettes, advanced personal vaporizers, vape pens, vape mods and similar devices, shall be prohibited on and in all School Board property and vehicles, and at all school-sponsored or school-approved functions. However, this prohibition shall not be applicable to any tobacco product approved by the United States Food and Drug Administration for sale as a tobacco cessation product and which is marketed and sold solely for such purpose.

More Information can be found in policy:
FILE: GAMA

Employee Dress Code

DRESS AND PERSONAL GROOMING

Employees on a daily basis shall dress as professionals, in businesslike attire in order to set a good example for co-employees, students and the general public. Employee dress and grooming shall not detract from the learning/educational environment of students' participation in classes, school programs or other school-related activities. Extremes in style and fit in employee dress and extremes in style of grooming shall not be permitted. Administrators shall be authorized to use their discretion in determining extremes in styles of dress and grooming and what is appropriate and suitable for Zachary Community School Board employees. No employee shall wear, possess, use, distribute, display or sell any clothing, jewelry, emblem, blade, symbols, sign or other things which are evidence of affiliation with drugs, alcohol, violence or gang related activities.

The School Board shall not discriminate against an employee on the basis of a natural, protective or cultural hairstyle. *Natural, protective, or cultural hairstyle* shall include, but is not limited to, afros, dreadlocks, twists, locs, braids, cornrow braids, Bantu knots, curls, and hair styled to protect hair texture or for cultural significance.

EMPLOYEE DRESS CODE

The guidelines of the School Board shall be that no mode of attire shall be considered proper for school wear that distracts from or disrupts classroom and school decorum. Principals and other administrative supervisors shall be delegated the authority and bear the responsibility for ensuring compliance with this the provisions of this policy and shall be expected to counsel and/or discipline employees they supervise on professional appearance in conformance with this policy. Any employee

whose attire or dress is not professional in the opinion of the principal/supervisor shall be informed and directed to conform to policy. An employee who is inappropriately dressed in the opinion of the principal/supervisor, may be sent home and required to return to work in acceptable attire. The employee shall not be paid for time away from work. Any employee who disregards the provisions of the School Board's employee dress code policy shall be subject to disciplinary action.

1. Employees shall dress in professional/business attire.
2. Clothing shall fit appropriately, and all undergarments shall be concealed.
3. Shirts/blouses shall be sized appropriately.
4. Clothing that is revealing, skintight, or see-through shall not be worn.
5. Dresses and skirts shall be of appropriate length (no shorter than two (2) inches above the knee).
6. Halter tops, spaghetti straps and strapless tops shall not be allowed unless worn under another blouse, shirt, jacket, or sweater. (This includes dresses that possess this type of top as well.)
7. Employees shall wear professionally appropriate footwear. No flip flops of any kind (defined as backless shoe with a strap between the toes) and no rubber crocs.
8. Shorts shall not be worn.
 - A. Exceptions: Coaches and physical education employees may wear loose fitting, appropriately sized shorts of an appropriate length during the physical education instructional periods.
 - B. Coaches and physical education employees shall wear outer pants or warm-ups in the instructional setting.
9. Only coaches and physical education employees may be allowed to wear athletic attire and warm-ups of any type.
10. No jeans of any color shall be acceptable.
 - A. Spirit days may be designated by the principal.
 - B. No skinny jeans, jeggings, low-rise jeans nor jeans of any type with excessive embellishment.
11. Facial hair shall be kept neat and clean.

12. All employees shall maintain well-groomed hair styles/cuts. Hats shall not to be worn inside.
13. No visible body piercings other than earrings shall be acceptable. Earrings on males shall not be accepted.
14. Permanent or temporary body art (tattoos) shall be hidden or covered by clothing and should not be visible.
15. Appropriate dress shall also be expected of cafeteria, maintenance, and transportation personnel and may include uniforms or other apparel approved by their principal or supervisor. Vocational teachers shall wear Occupational Safety and Health Administration (OSHA) approved clothing when teaching Career and Technical Education classes, if applicable. Scrubs may be worn by the medical/nursing and child nutrition staff only.

Revised: July 25, 2013

Revised: August 2, 2022

Ref: La. Rev. Stat. Ann. §§[17:81](#), [23:332](#)
Board minutes, [7-25-13](#), [8-2-22](#)

Certification

Zachary Community School Board follows the Louisiana Department of Education Certification Structure and Requirements.

More Information can be found online at: www.teachlouisiana.net

Complaints and Grievances

Any employee of the Zachary Community School Board, or student, shall have the right to appeal the application of policies and administrative decisions affecting him/her. The person filing the grievance shall be assured freedom from restraint, interference, coercion, discrimination, or reprisal in presenting his/her appeal with respect to a personal grievance.

More Information can be found in policy:
FILE: GAE

Employee Investigations

Concerns about serious situations or conditions within the school system should be reported to the Superintendent or his/her designee. Should the Superintendent determine that the situation/condition warrants investigation, he/she shall have the matter investigated by appointing appropriate staff personnel (one or more persons) to make the necessary inquiries. At the conclusion of their investigation, a report shall be prepared for submission to the Superintendent.

More Information can be found in policy:
FILE: GAMC

Solicitations

The Zachary Community School Board shall prohibit employees from accepting or soliciting any gift, favor, service, or other benefit that could reasonably be construed to influence the employee's discharge of assigned duties and responsibilities. An employee who believes he or she has or may have a conflict of interest shall disclose the interest to the Superintendent or designee, who shall take whatever action is necessary, if any, to ensure that the district's best interests are protected.

More Information can be found in policy:
FILE: GAI
FILE: GAIB

Dismissal of Employees

With the exception of layoffs caused by programmatic changes, budget cuts, staff reorganizations, and/or other personnel actions reducing numbers of employees, no Zachary Community School Board employee shall be dismissed except as provided by state law and this policy.

Any other school employee if such employee is convicted of or pleads nolo contendere to [crimes enumerated](#) in La. Rev. Stat. Ann. [§15:587.1](#), except La. Rev. Stat. Ann. [§14:74](#).

The Superintendent shall notify the State Superintendent of Education of any employee's dismissal for the criminal offenses above no later than thirty (30) days after such dismissal.

In addition, employees shall be subject to removal for failure to properly report arrests for certain offenses enumerated in La. Rev. Stat. Ann. [§17:16](#).

If an employee is absent for ten (10) or more days without explanation or approved leave, the School Board may consider the job as abandoned and the employee may

be terminated, unless the employee can provide acceptable and verifiable evidence of extenuating circumstances. The Superintendent or his/her designee shall be responsible for determining acceptability of evidence of extenuating circumstances.

More Information can be found in policy
FILE: GBN, GBNA

Dangerous Weapons

It is unlawful for an employee to intentionally possess a firearm on school property or within 1000 feet of school property, with limited exception, or while on a school bus. The area surrounding the school campus or within 1000 feet of any such school campus, or within a school bus shall be designated *firearm-free zones*. The Zachary Community School Board, in cooperation with local governmental agencies, and the Louisiana Department of Education, shall designate and mark *firearm-free zones* which surround all schools and school property.

Any employee possessing a firearm, dangerous weapon, or instrument intended or likely to produce great bodily harm, on school property, in his/her vehicle, or at any school-related function, may be subject to disciplinary action, up to and including termination.

More Information can be found in policy
FILE: GAMG

Electronic Communications Between Employees and Students

The Zachary Community School Board shall require that all communications between employees and students be appropriate and in accordance with state law. All electronic or any other communications by employees to students at any time shall be expected to be professional, acceptable in content to any reasonable person, and limited to information that is school-related or is acceptable to both student and parent.

All Zachary Community School District electronic communications procedures must be followed.

All electronic communication, including electronic mail, by an employee to any student enrolled in a public school in this school district relative to the educational services provided to the student shall use a means provided by or otherwise made available by the school system for this purpose and the School Board shall prohibit the use of all such system means to electronically communicate with a student for a purpose not related to such educational services, except communication with an immediate family member if such communication is specifically authorized by the School Board.

Any electronic communication made by an employee to any student enrolled in a public school in this school district or that is received by an employee from any student

enrolled in a public school in this school district using a means other than one provided by or made available by the school system shall be reported by the employee in a manner deemed appropriate by the School Board. Records of any such reported communication shall be maintained by the School Board for a period of at least one (1) year.

The School Board may authorize a school principal, or his/her designee, to permit an employee at the school to contact one or more specifically identified students enrolled at the school and be contacted by such student or students using a means other than one provided by or made available by the school, provided the employee has requested and received permission from the principal, or his/her designee, to do so and has provided documentation in writing to the principal, or his/her designee, stating the purpose or purposes for such contact. Such purposes may include but need not be limited to necessary communications relative to extracurricular activities, student athletic activities, community-based youth activities such as scouting, and faith-based activities such as a youth group sponsored by a religious organization.

More Information can be found in policy
FILE: GAMIA

Section II: Accrual & Use of Leave

Reporting Absences

All employees are required to notify their immediate supervisor as soon as reasonably possible in advance of any absence.

Holidays

The Zachary Community School Board shall establish the holiday schedule for all personnel in addition to those included in the adoption of a school calendar. Whenever a holiday falls on a Saturday or Sunday, the School Board may declare that the holiday be observed on the preceding Friday or following Monday, respectively.

General election day shall be designated by each school system as a holiday every four (4) years for the presidential election. The first Tuesday after the first Monday in November in even-numbered years where the parish governing body has established a polling place at a public school shall also be designated as a holiday.

More Information can be found in policy:
FILE: GBRL

Family and Medical Leave Act (FMLA)

The *Family and Medical Leave Act* (FMLA) provides eligible employees the opportunity to take unpaid, job-protected leave for specified family and medical reasons.

ELIGIBILITY

Only eligible employees are entitled to take FMLA leave. To be eligible for FMLA benefits, an employee shall have been employed by the School Board for at least twelve (12) months and have worked at least 1250 hours during the 12-month period immediately preceding the date of the leave to be taken.

LEAVE ENTITLEMENT

Eligible employees may take up to twelve (12) workweeks of unpaid leave in a 12-month period for one or more of the following reasons:

1. For the birth of the employee's son or daughter or for the placement with the employee of a son or daughter for adoption or foster care, and to care for the newborn or newly placed child.
 - A. Leave shall be taken within the twelve (12) months immediately following the birth or placement.
 - B. In cases where both a husband and wife are employed by the School Board and both are eligible for FMLA leave, the husband and wife shall be limited to a combined total of twelve (12) weeks of FMLA leave for the birth or placement and subsequent care.
2. To care for the employee's spouse, son, daughter, or parent with a *serious health condition*.
3. Because of a *serious health condition* that makes the employee unable to perform one or more of the essential functions of his or her job; and
4. Because of any "qualifying exigency" arising out of the fact that the employee's spouse, son, daughter, or parent is a military member on covered active-duty status (or has been notified of an impending call or order to covered active duty).

More Information can be found in policy:
 FILE: GBRIBA

Sick Leave

The Zachary Community School Board shall grant all employees hired for the school year or longer absences because of personal illness or other emergencies or special circumstances without loss of pay based on the number of months employed as follows:

Nine (9) month employee-	10 days
Eleven (11) month employee-	11 days
Twelve (12) month employee-	12 days

Sick leave, when not used, shall be allowed to accumulate to the credit of the employee without limitation. However, upon initial employment, a *teacher* employed by the School Board shall not be allowed any sick leave until he or she reports for duty and actually performs work.

More Information can be found in policy:
 FILE: GBRIB

Personal Leave

All full-time employees of the Zachary Community School Board shall be allowed without loss of pay, up to two (2) days absence during each school year to be used for such purposes as may be determined by the individual employee. Personal leave will only be granted in half-day increments. Personal leave shall be charged to and deducted from current and/or accumulated sick leave as of the date personal leave is taken. Personal leave shall be limited to two (2) days per year and personal leave shall not be compensated for upon death or retirement or paid in any other manner except as provided by law.

More Information can be found in policy:
FILE: GBRIA

Professional Leave

The Zachary Community School Board recognizes the value of attending regional and national educational meetings in order to become exposed to new ideas and developments in various areas of public-school education. Therefore, the Superintendent or his/her designee may grant professional leave to an employee wishing to attend any educationally related conference, meeting, or convention, if such attendance is considered to be in the best interests of the school district. The Board may pay all or any part of expenses of any personnel whom it may direct to represent it at any such professional or educational meeting or in visitation to another school system. In all such cases, prior approval for said expenses must be given by the Superintendent or his/her designee.

Application and notification to attend a conference or similar educational meeting shall be made in writing and approved as far in advance of the meeting as possible. The written request shall include dates, subjects to be covered, and sponsoring agency.

More Information can be found in policy:
FILE: GBRH

Sabbatical Leave

The Superintendent may grant sabbatical leave for the purpose of professional or cultural improvement or for medical leave to all teaching personnel in accordance with statutory provisions. *Teaching personnel* shall include any person employed by the School Board who holds a valid teaching certificate issued by the Louisiana Board of Elementary and Secondary Education (BESE) and any social worker, school counselor, school nurse, audiologist, educational diagnostician, speech-language pathologist, or school psychologist employed by the School Board who holds the appropriate valid professional ancillary certificate issued by the Louisiana Department of Education.

More Information can be found in policy:
FILE: GBRHA

Military Leave

Any regular employee of the Zachary Community School Board who is serving in the military service or in the armed forces of the United States shall be granted a leave of absence for the period dating from his/her induction, enlistment, enrollment, or call to service. Such leave shall not affect tenure rights acquired prior thereto. An employee, upon return, must apply for reinstatement to the former position within thirty (30) days after discharge or release from active duty.

An employee who is ordered to duty shall notify the immediate supervisor as early as possible so that scheduling arrangements can be made. The employee shall also notify the Human Resources Department within three (3) days of receipt of orders and shall submit to the Human Resources Department a copy of the official orders. While on military leave, employees shall continue to accrue leave and other benefits which they are entitled to receive in their normal assignment.

More Information can be found in policy:
FILE: GBRID

Jury Duty or Subpoenas

The Zachary Community School Board shall grant a leave of absence to any regularly employed person of the school system who has been called to serve jury duty or subpoenaed to serve as a witness in a court proceeding, including depositions, on school business. Such leave shall be granted for the period of time required to serve such jury duty without loss of sick, emergency, or personal leave or any other benefit. Jury duty shall not be deemed to interrupt service accumulated toward sabbatical leave.

Anyone serving on jury duty shall be responsible for submitting verification of call or subpoena for jury duty to the Superintendent or designee to be eligible to receive leave for jury duty. Any employee abusing said leave shall be subject to disciplinary action.

Teachers authorized to serve jury duty must leave lesson plans for the substitutes with their principal.

More Information can be found in policy:
FILE: GBRIH

Leave without Pay

The Zachary Community School Board may grant leaves of absence without pay for periods not exceeding one (1) year to any regularly employed teacher or other employee, who requests such leave in writing, whenever in the discretion of the Board such leave is in the best interest of the public school system. The granting of such leaves shall not affect any tenure rights which the applicant may have acquired.

Requests for leave of absence without pay shall be submitted to the Superintendent or his/her designee, in writing, at least fifteen (15) days prior to the effective date of the leave, whenever possible. The leave request shall be presented to the Board for its consideration.

The Board may reassign an employee taking leave without pay to a teaching, administrative, or similar position within the person's area of certification or job responsibility if a vacancy occurs. Such reassignment shall be effected in accordance with the Board's transfer policy and procedures.

More Information can be found in policy:
FILE: GBRIJ

Annual Leave

All twelve (12) month full-time employees shall earn annual leave at the following rates based on length of employment:

One to four years -	10 days per year
Five to nine years -	15 days per year
Ten years or more -	20 days per year

Annual leave shall be posted at the beginning of each fiscal year. Annual leave, when not used, shall be allowed to accumulate to the credit of the employees to a maximum of fifty (50) days.

More Information can be found in policy:
FILE: GBRK

Maternity Leave

The Zachary Community School Board shall grant to regular employees *leave without pay* for maternity purposes for a reasonable period of time before and after the birth of a child. *Reasonable period of time* means that period during which the female employee is disabled on account of pregnancy, childbirth, or related medical conditions. *Regular employees*, for purposes of this policy, shall mean teachers serving under contract (not to include substitute teachers or teachers replacing others on leave) and other female employees who are employed by the School Board on a

regular basis. Such leave shall be granted upon proper application to the School Board for maternity leave.

More Information can be found in policy:
FILE: GBRIC

Employee Health and Safety

The Zachary Community School Board recognizes the importance of protecting the health and welfare of students, teachers, and other employees of the educational system from the spread of communicable diseases. The transfer of certain diseases by contact with body fluids may pose a health risk to students, teachers and employees. Therefore, decisions regarding the type of educational and care setting for an infected person should be based on the behavior, neurologic development, and physical interaction with others in that setting. The risk in the school setting should also be considered since children may have a greater risk of encountering infectious agents in a school setting than at home.

More Information can be found in policy:
FILE: GAMF

Section III: Training and Professional Development

The Zachary Community School Board recognizes that a program of professional development and education is important for the constant professional growth and improvement of an employee. Therefore, professional personnel shall be encouraged to keep up with new developments and take part in development opportunities in their academic fields and to cultivate an open mind and an experimental attitude toward current educational practices.

The Board may annually develop a plan for in-service teacher educational programs in conformity with guidelines established by the Louisiana Department of Education. The School Board shall utilize the advice of the members of its professional staff in developing the proposed plans.

More Information can be found in policy:
FILE: GAD

Educational Assistance

The Zachary Community School Board, in the implementation of statewide curriculum standards, has developed and adopted the *Pupil Progression Plan for the Zachary Community School Board* in accordance with statutory provisions. The plan contains School Board policy, regulations, and/or procedures as they relate to the promotion, retention, acceleration and similar actions regarding students' performance within the schools of the school district. The Superintendent shall be responsible for the implementation of the *Pupil Progression Plan* as outlined by guidelines of the Louisiana Department of Education.

The policies, regulations, and procedures developed and revised periodically in the *Pupil Progression Plan* shall be considered as School Board policy, regulations, and/or procedures and treated as if part of this policy manual.

The School Board shall be apprised periodically concerning implementation of all regulations contained in the Plan, and an annual report shall be submitted to the staff outlining the progress of the programs, promotions affected, and similar transactions.

Ref: La. Rev. Stat. Ann. §[17:24.4](#)
[Pupil Progression Policies and Procedures, Bulletin 1566](#), Louisiana
Department of Education

More Information can be found online under Personnel and Educational Assistance.

Training and Seminars

The ZCSB provides funding for employees to attend job-related trainings. Approval for trainings is based on factors such as job requirements, employee developmental needs and the availability of budgeted funds.

Evaluation of Professional Staff

TEACHERS AND ADMINISTRATORS

The Zachary Community School Board believes the quality of teaching and learning is directly related to the performance of personnel who work in the school district. It is therefore, the policy of the School Board to appraise the performance of instructional and administrative personnel in order to maintain performance at the levels essential for effective schools.

The Superintendent and his/her staff shall have the responsibility for developing, monitoring, and maintaining an effective and efficient performance evaluation program in accordance with guidelines as found in [Regulations for Evaluation and Assessment of School Personnel, Bulletin 130](#), Louisiana Department of Education. The observation, evaluation and assessment process shall measure the effectiveness of teachers and administrators as to whether they meet the necessary standard of performance.

The process for all observations, evaluations, teacher conferences, and related functions shall be conducted in accordance with state requirements, as well as regulations and other criteria enumerated in the *Zachary Community School Board Personnel Accountability Plan*. Evaluations shall be conducted annually.

Every effort shall be made by the school system to communicate to position holders the general goals of the system, the specific objectives of the position, the plans which have been made to support the individual as he/she performs his/her role, the standards of performance the system has established, the criteria it will employ in assessing performance, as well as components of an intensive assistance program for addressing those persons determined to be *ineffective*.

Copies of the assessment and evaluation results and any documentation related thereto of any school employee retained by the School Board shall be confidential and shall not constitute a public record and shall not be released or shown to any person except as provided by state or federal law.

Should a teacher or administrator not agree with his/her rating, he/she may initiate grievance proceedings in accordance with the procedure for resolving conflict adopted

by the School Board in accordance with La. Rev. Stat. Ann. §[17:3883](#), as contained in the School Board's personnel evaluation plan.

ALL OTHER PERSONNEL

In an effort to improve the level of job production and skill performance of the individual employee, evaluations of support personnel shall be conducted annually. Performance evaluations shall be based on an employee's job classification and the School Board's adopted standards for the work performed.

Revised: September 13, 2012

Revised: August 19, 2014

Revised: July 19, 2016

Ref: La. Rev. Stat. Ann.
§§[17:3881](#), [17:3882](#), [17:3883](#), [17:3884](#), [17:3901](#), [17:3902](#), [17:3903](#), [17:3904](#)
[*Regulations for the Evaluation and Assessment of School Personnel, Bulletin 130*](#), Louisiana Department of Education
Board minutes, [9-13-12](#), [8-19-14](#), [7-19-16](#)

More Information can be found in policy:

FILE: GBI and

ZCSB Personnel Evaluation Plan

Section IV: Employee Benefits

Overview

The Zachary Community School Board offers payroll deductible insurance to all fulltime employees. Our health and related insurance products agency is Bancorp South Insurance. Their phone number is 225-336-5328. Any changes in status of insurance coverage (marriage, birth, death, divorce or overage dependent(s)) must be made within 30 days of the change. Life insurance is also available for all employees. The insurance available is based upon the employee's salary. In addition to the above, the Zachary Community School Board also offers the following insurances to employees: dental, vision, 403B and cancer.

Detail information can be found regarding benefits on the Zachary Community School District Employee Benefits website which is located online at:

<http://www.zacharyschools.org/Departments/Human-Resources/benefits-retirement/>

Retirement/Teachers' Retirement System of Louisiana

Each new employee must enroll either in the Teachers' Retirement System of Louisiana (Regular or Plan A). Listed below are the employee classifications eligible for membership in the respective retirement system. TEACHERS' RETIREMENT SYSTEM OF LOUISIANA (REGULAR)* Administrators, Psychologists, Social Workers, Teacher Aides, School Nurses, Attendants, Teachers (or anyone paid as a teacher) * school Lunch Employees – Plan A Eligibility requirements for retirement are established by the retirement system. The Superintendent/designee shall establish procedures to assist employees by accurately and timely reporting final compensation information to the appropriate retirement system.

Retirement/School Employees Retirement System of Louisiana

Each new employee must enroll either in the Louisiana School Employees Retirement System of Louisiana. Listed below are the employee classifications eligible for membership in the respective retirement system. LOUISIANA SCHOOL EMPLOYEES' RETIREMENT SYSTEM Bus Drivers, Janitors, Bus Attendants, Physical Plant Services, Custodians. Eligibility requirements for retirement are established by each retirement system. The superintendent/designees shall establish procedures to assist employees by accurately and timely reporting final compensation information to the appropriate retirement system

Section V: Departments

Human Resources

yolanda.williams@zacharyschools.org

The Human Resources department provides the “person power” for the system to function. This office initiates the selection process to hire the best-qualified personnel to match job requirements. This department assists employees (certified and classified) in matters related to leaves, retirements, certification, transfers and associated paperwork. Certificated employees are those whose position description requires a valid Louisiana Teacher’s Certificate. Classified employees are not required to hold a valid Teacher’s Certificate. Official personnel records are developed and maintained by this department. Problems encountered by employees relative to personnel matters are resolved through the efforts of the person in this department.

Please contact the Human Resources for assistance in the following areas:

- Change in name, address, insurance dependents/beneficiaries, tax withholding, and voluntary deductions.
- Updates of Teaching Certificates, including applications for higher certificates or extensions; adding endorsements, adding higher degrees and changing your names.
- Any questions regarding Compass
- Viewing of your Personnel file

The Zachary Community School Board recognizes that a program of professional development and education is important for the constant professional growth and improvement of an employee. Therefore, professional personnel shall be encouraged to keep up with new developments and take part in development opportunities in their academic fields and to cultivate an open mind and an experimental attitude toward current educational practices.

Business Department

john.musso@zacharyschools.org

Overview

The Business Department is responsible for the financial accountability of the school board. Financial accountability includes the preparation of annual budgets for the General Operating Fund and all Federal Programs; the proper recording of all revenue from local, state and Federal sources; proper classification and posting of all expenditures; preparation; and processing of semi-monthly payrolls; reconciliation and remittance of all payroll deductions; and the preparation of monthly and annual financial statements. Additionally, the business department has the responsibility to obtain property insurance to protect the assets of the school board and adequate liability insurance to ensure the school board’s protection from litigation. The Business Department has the responsibility of conducting internal audits of the schools and

general operating system to ensure compliance with all policies, procedures and statutory regulations.

Payroll

Employees are required to send verification of employment forms to all former employers in order to receive credit for prior experience and vested sick leave. Annual pay is divided into twenty-four (24) equal payments. Dates of paychecks and pay period cutoff dates will be made available to employees each year. Direct Deposit of paychecks is mandatory for all employees.

Mandatory Deductions

Law requires the following payroll deductions:

- Withholding for federal and state income taxes
- Medicare deductions for employees hired after May 1, 1986
- Retirement (FICA for part-time employees)
- Garnishments, tax levies, etc.

Compensation Guidelines/Overtime

The Zachary Community School Board, for purposes of accurate and timely wage and salary determinations, and in an attempt to ensure consistency and fairness in the application and interpretation of federal regulations established in the *Fair Labor Standards Act (FLSA)*, sets forth the following guidelines.

MINIMUM WAGE

The minimum wage paid on an hour-by-hour basis to all Zachary Community School Board employees whether full or part time, permanent or temporary shall be at least equal to the federal minimum wage.

WORKWEEK

A *workweek* is a continuous period of 168 hours in the form of seven consecutive 24-hour periods. The school system workweek begins at 12:01 a.m. each Thursday for all employees and consists of seven (7) consecutive days. Each workweek stands alone for the purpose of determining overtime pay for nonexempt employees.

WORK SCHEDULES

The work schedule for exempt employees such as principals, teachers and others may vary as to time of reporting and shall continue until professional responsibilities to students, school, and School Board have been completed. Administrative meetings, curriculum development, student supervision, assigned duties, parent conferences, group or individual planning, extracurricular activities, School Board and School Board

Committee meetings may require hours beyond any stated minimum. The Superintendent or his/her designee, consistent with the FLSA and the provisions of this policy, shall define work schedules for nonexempt employees.

SALARIES

A fixed salary is generally paid to nonexempt employees for hours worked for forty (40) hours in a workweek. Nonexempt employees who have a work schedule of fewer than forty (40) hours in a workweek shall not be paid overtime compensation unless the employee works more than forty (40) hours in a workweek. Such employees shall be paid their regular rate of pay for time worked up to forty (40) hours.

PART TIME IN DIFFERENT CAPACITY

Should individuals be employed in one capacity but voluntarily work part time in a different capacity on an occasional or sporadic basis, the hours logged in the secondary voluntary capacity shall not be counted as hours worked for overtime purposes.

More Information can be found in policy:
FILE: GBAA

Student Assessment and Support Service for Youth (SASSY)

aeneid.mason@zacharyschools.org

SASSY consists of certified/licensed school social worker, school psychologist, educational diagnostician and school nurses. Services are provided to students three to twenty-two years of age. These services include: academic assessment, emotional/behavioral assessment, homebound instruction, gifted & talented, health assessment, parent consultation and network/link for families to community resources.

Assessment & Accountability

karin.lawless@zacharyschools.org

The Accountability and Testing department oversees the district testing program which includes the LEAP, GEE, ILEAP and Iowa tests. The department also analyzes student-level data to produce reports that help principals and teachers identify the academic needs of students. School-level data is also analyzed to determine the general areas for school improvement as well as school strengths.

Technology Department

jeffery.hand@zacharyschools.org

The Technology Department directs the development, implementation and evaluation of the district's comprehensive technology program. The director works closely with teachers and staff in determining their technology needs to better serve the students. All purchasing and installation of hardware and software is coordinated through the Technology Department. The Technology Department is responsible for providing

ongoing technology training to all teachers in the district. The director works closely with each School Improvement Team to assist in the integration of technology onto their School Improvement Plan. The Technology Department is responsible for all mandated electronic state reporting.

Communications Department mandy.bradley@zacharyschools.org

The Graphic Design/Publicity department is responsible for creating a polished, professional image for the school board through standardization of forms, printing and other design related matters. Requests for the creation of new district-wide forms, as well as the redesign and printing of existing forms should be directed to this department. The department also provides a media liaison for the district by distributing press releases to area media for special events and activities within the district. This department also handles the design and maintenance of the Zachary Community School Board web site located at www.zacharyschools.org. To submit information to be included on the web site you may email the webmaster at webmaster@zacharyschools.org or fax a request form which may be obtained from the main office or on the web site.

Child Nutrition bianca.coats@zacharyschools.org

The purpose of the Child Nutrition Program is to safeguard the health and well being of the systems children by providing nutritionally adequate meals each school day ensuring that participating children gain a full understanding of the relationship between proper eating and good health. In addition, the Child Nutrition Programs provide these children with learning experiences that will improve their eating habits.

National School Lunch and Breakfast Program

The National School Lunch and Breakfast Programs are federally assisted meal programs operating in public schools. They provide nutritionally balanced lunches to children each school day. Districts that choose to take part in the lunch program receive cash subsidies and donated commodities from the USDA for each meal they serve. In return, they must serve lunches that meet Federal requirements, and they must offer free or reduced-price lunches to eligible children.

Educator's Right to Teach

§416.18. Teacher Bill of Rights

A. Respecting the authority of teachers is essential to creating an environment conducive to learning, effective instruction in the classroom, and proper administration of city, parish, and other local public schools. To maintain and protect that authority, it is important that teachers, administrators, parents, and students are fully informed of the various rights conferred upon teachers pursuant to this Section, which are:

(1) A teacher has the right to teach free from the fear of frivolous lawsuits, including the right to qualified immunity and to a legal defense, and to indemnification by the employing school board, pursuant to R.S. 17:416.1(C), 416.4, 416.5, and 416.11, for actions taken in the performance of duties of the teacher's employment.

(2) A teacher has the right to appropriately discipline students in accordance with R.S. 17:223 and 416 through 416.16 and any city, parish, or other local public school board regulation.

(3) A teacher has the right to remove any persistently disruptive student from his classroom when the student's behavior prevents the orderly instruction of other students or when the student displays impudent or defiant behavior and to place the student in the custody of the principal or his designee pursuant to R.S. 17:416(A)(1)(c).

(4) A teacher has the right to have his or her professional judgment and discretion respected by school and district administrators in any disciplinary action taken by the teacher in accordance with school and district policy and with R.S. 17:416(A)(1)(c).

(5) A teacher has the right to teach in a safe, secure, and orderly environment that is conducive to learning and free from recognized dangers or hazards that are causing or likely to cause serious injury in accordance with R.S. 17:416.9 and 416.16.

(6) A teacher has the right to be treated with civility and respect as provided in R.S. 17:416.12.

(7) A teacher has the right to communicate with and to request the participation of parents in appropriate student disciplinary decisions pursuant to R.S. 17:235.1 and 416(A).

(8) A teacher has the right to complete only paperwork that is not excessively burdensome and that, if required by law or regulation, adheres to the law or regulation and does not result in overly cumbersome interpretations of that law or regulation.

(9) A beginning teacher has the right to receive leadership and support in accordance with R.S. 17:3881, including the assignment of a qualified, experienced mentor who commits to helping him become a competent, confident professional in the classroom and offers support and assistance as needed to meet performance standards and professional expectations.

(10) A teacher has the right to be afforded time during the school day or week to collaborate with other teachers.

B. No city, parish, or other local public-school board shall establish policies that prevent teachers from exercising the rights provided in this Section or in any other provision included in R.S. 17:416 through 416.16.

C. The provisions of this Section shall not be construed to supersede any other state law, State Board of Elementary and Secondary Education policy, or city, parish, or other local public school board policy enacted or adopted relative to the discipline of students.

D. Each city, parish, or other local public-school board shall provide a copy of this Section to all teachers at the beginning of each school year. Each such school board also shall post a copy of the rights provided in this Section in a prominent place in every school and administrative building it operates and provide such a copy to parents or legal guardians of all children attending such schools in a form and manner approved by the school board.

Each city, parish, or other local public-school board and every school under its jurisdiction that maintains an Internet website shall post on such website a copy of the Teacher Bill of Rights required by this Section. Acts 2003, No. 1252, §1, eff. July 7, 2003; Acts 2008, No. 155, §1, eff. June 12, 2008; Acts 2013, No. 329, §1.