



Autism and Tertiary Behavior Supports Kansas Multi-Tier System of Supports

TASN ATBS & Kansas MTSS Addendum Handbook

2015-2016

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HUMAN RESOURCES

Fair Labor Standard Act (FLSA)

Grant certified staff are considered to be Exempt Employees with respect to FLSA. Exempt employees are not covered by the FLSA. To qualify for exemption, initially the employee must be considered salaried. In order to be considered salaried the employee must regularly receive a predetermined amount of pay that is not dependent upon the quantity or quality of work performed. The employee must receive full salary for a workweek in which the employee performs any work, regardless of the number of days or hours worked.

Rate of Pay

All employees' salaries / wages will be identified on contracts and approved by the Board of Directors.

Days of Work

All staff are employed for 1.0 FTE (260 days).

Workday

1. Workday is defined as any day that is not considered a legal holiday.
2. If an employee cannot be at work, he/she must notify the office or immediate supervisor and enter the information on the employee calendar.
3. Licensed staff is expected to follow the schedule that was set when making an appointment or meeting.

Duty and Work Assignments

Employees are assigned duty and work assignments (both temporary and regular) as dictated by the needs of the TASN ATBS & Kansas MTSS Grant Activities and Keystone. It is the employer's responsibility (and privilege) to control the work of its employees. This is an employee at-will and notwithstanding any other provision to the contrary, this contract is subject to termination by the employing board of education, without further proceedings and without reference to any other law or contractual arrangement.

PAYROLL AND BUSINESS OFFICE

Benefits

As of July 13, 2015, the negotiations teams have met and have reached tentative agreement. The agreement needs to be ratified by the association and approved by the board, but this is where the agreement now stands: (This clause will be removed when the Board approves the 15-16 Negotiated Agreement in August.)

Health Insurance – Keystone will contribute \$460 per month toward the purchase of the newly adopted health plan. If an employee takes the high deductible HSA plan, Keystone will contribute \$30 per month into the HSA account.

Dental Insurance – Keystone will provide a paid single dental plan beginning September 1, 2015.

Voluntary Benefits – The current benefits and contributions will continue through July and August. Similar plans will be available for employees to choose from at their cost.

There is an agency imposed one calendar month waiting period for benefits eligibility. New employees will be eligible for benefits on the first day of the month following a full month of employment.

If staff resigns/terminates prior to completing current contract, all benefits will cease at the end of the resignation/termination month.

Absence Reporting

All staff must call/email the grant Coordinator/Director when they are not working do to illness, in addition they are to document the absences on their time sheet/calendar in quarter, half and full day increments.

Communication Expenses

The Grant Director shall determine whether Grant staff and the Grant Director will be reimbursed a monthly stipend for communication expenses or for the actual costs of communication expenses following monthly submission of invoices.

Inventory

The Grant Staff and the Grant Director in possession any electronic equipment/hardware purchased by the TASN ATBS or MTSS Grant must submit a

request for a Keystone Inventory sticker to Keystone Accounts Payable. The request must contain the person's mailing address and the type of electronic equipment/hardware, model and serial number. Upon receipt of the Keystone Inventory sticker, the sticker must be affixed to the electronic equipment/hardware.

All materials, presentations, photos and video collected or used as part of the grant are property of the grant. These items are to be housed in an editable form in the program Dropbox.

LEAVE

Personal Leave

1. Employees are allowed three (3) personal days per year, non-cumulative, unless contract specifies otherwise.
2. Personal Leave must be recorded on the monthly calendar in quarter, half, three-quarter or full increments.
3. Personal leave can be used at any time.
4. Contracts shall not be completed with paid personal leave unless administration and or Board approve the request. If prior approval is not received, leave will be without pay.

Accrued personal leave will not be paid if separation occurs.

Sick Leave

Employees working 12 months receive 12 days of sick leave available for use at anytime (accrued one per month per contract length), unless contract specifies otherwise.

At the end of the school year, any unused leave will be accumulated to seventy (70) sick days, unless contract specifies otherwise.

1. Sick days may accumulate to a total of seventy days, unless contract specifies otherwise.
2. Sick leave must be reported on the time card / calendar in quarter increments.
3. A monthly report of remaining sick leave will appear on paycheck stubs.
4. Employees who begin after the start of the contract year and part-time employees will receive a percentage of sick leave according to the percentage of the contract worked. The following formula will be used to determine the earned sick leave for new hired staff: 0-6 days left to work in the month the employee will earn 0 days of sick leave for that month; 7-16 days worked in the employees first month the new employee will earn ½ day of sick leave for that month; if the new employee works 17 or more days in a

month, they will earn one day for their initial month of employment. Each month thereafter the employee will accrue one day of sick leave each month they work.

5. If an employee resigns or terminates before the end of said contract and has been paid for un-accrued days, the final paycheck will be adjusted to pay back unearned days.
6. Sick leave shall cover absences for the employee's own illness and illness or death within the immediate family. Immediate family shall include parents, siblings, spouse, children, grandparents and parents in-laws of the employee.
7. Sick leave will not be approved to complete contract unless administration and or Board approve the request. If prior approval is not received, leave will be without pay.

Accrued sick leave will not be paid if separation occurs.

Employee on FMLA, extended leave, or disability is responsible to submit to Human Resource a physicians release to return to work.

Employees receiving disability pay will follow short-term disability guidelines.

Bereavement Leave

Each employee shall be allowed three (3) paid non-cumulative bereavement days, for each death in the immediate family. Immediate family shall be defined as: spouse/partner, children/dependents, parents, parents-in-law, siblings, grandparents, and grandchildren. – Please note on timecard/calendar relationship of loved one.

Emergency Leave

1. A maximum of one (1) day emergency leave will be granted to each employee.
2. Emergency leave is defined as leave provided for business or activities, which cannot be conducted during time outside of school.
3. Requests for this leave must be made orally to the Grant Director with written explanation to follow as soon as possible.
4. Emergency leave is nondeductible and non-cumulative.
5. Emergency leave is granted only if all other applicable leave is exhausted.

Paid Holidays

Grant employees will receive eleven paid holidays. Employees must be employed at the time and resume work after a paid holiday to receive this benefit.

- a. July 4th
- b. Labor Day

- c. Thanksgiving and the day after
- d. Two days before Christmas, Christmas and the day after
- e. New Year's Day
- f. President's Day or Martin Luther King Day
- g. Memorial Day

Paid Vacation

July 1, certified employees working 12 months will receive 20 vacation days unless otherwise specified on the contract. Non-certified staff working 12 months will receive 20 vacation days. Vacation days are available for use at anytime agreeable with the employee and grant manager.

Vacation days will be prorated for employees contracted after the start of said contract year. If an employee in any given year resigns or terminates before fulfilling their contract, days will be prorated and the final paycheck will be adjusted to pay back unearned days.

Vacation days must be used by June 30th.

Employees who receive 20 or more days per year of vacation per year may add unused days at the end of their contract year to their sick leave.

Professional Leave

Professional leave must be approved by the grant Coordinator/Director prior to registration, purchase or travel and lodging.

Travel Expenses

Lodging will be reimbursed if paid using a personal credit card only if the Keystone Learning Services purchase card is not available. All in state lodging must be charged sales tax exempt. Meals will be covered using the per diem system below. Mileage will be reimbursed at the state rate of reimbursement.

The number of quarter days allowed begins with and includes the quarter day in which the employee departs on official travel and for each quarter day thereafter, except no meal allowance is allowed for the quarter day in which the employee returns to the official station or domicile. A quarter day is a day divided into four.

Quarter I	12:01 A.M. – 06:00 A.M.
Quarter II	06:01 A.M. – 12:00 Noon

Quarter III	12:01 P.M. – 06:00 P.M.
Quarter IV	06:01 P.M. – 12:00 Midnight

Each quarter is valued at \$11.50, no reimbursement is granted when a meal is provided as part of conference or training.

The employee is eligible for a flat \$23 per diem if employee travels more than 30 miles from the employees domicile and employees workday is extended 3 hours beyond employees normal workday. This per diem is taxable.

Where/When to Send the Reimbursement Form Send completed Mileage/Expense vouchers to the designated grant administrative assistant on the date assigned to do so, the administrative assistant will then submit them to: **Keystone** office ATTN: Accounts Payable. Vouchers must be turned in on the by the fifth of the month or payment may be delayed until the following month. *Vouchers for the current school year must be turned in by June 5th; failure to do so may result in non-reimbursement of expenditures.*

*With overnight travel, the per diem is non-taxable.