

Northeast Kansas Infant Toddler Program
Addendum Handbook

2021-2022

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HUMAN RESOURCES

Fair Labor Standard Act (FLSA)

The Fair Labor Standard Act (FLSA), 29 U.S.C. 201 et seq., contains federal statutes establishing minimum wage, overtime pay, equal pay regardless of sex, record keeping requirements and child labor standards for nonexempt employees. FLSA is administered and enforced by the United State Department of Labor, Wage and Hour Division.

Rate of Pay

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

Overtime Pay

Employees shall receive not less than one and one-half times their regular rates of pay for hours worked in excess of the applicable maximum hours.

Overtime will be paid upon approval of the director/supervisor and must be approved prior to the overtime worked. Overtime is calculated for over 40 hours of actual work time per week. Days taken as sick, personal, holiday, vacation, or without pay will not be used for calculation purposes. Overtime pay will be paid in the payroll month in which the overtime occurred.

If an employee physically works a total of 40 hours or less, no extra pay is required.

Workday

Workday is defined as total yearly contracted hours divided by fifty-two weeks, divided by 5 days a week to obtain daily average. The average is then used as the workday for calculating absences and paid leave. All employees will have their workday computed to determine their daily average hours of work.

Hours of Work

1. Staff are not required to travel when their assigned counties are closed due to inclement weather or other emergencies. Staff will reschedule home visits at times agreeable to families or offer telehealth visit in order to meet IFSP services.

2. Workshops attended on weekends do **not** count as workdays.
3. All staff must file a general workday schedule with the Tiny-K office prior to September 1st. An amended schedule to be submitted if there is a change to scheduled work days.
4. If staff will not be working on scheduled days, follow procedure for notification of absences.
5. If an employee works with supervisor's approval on a day Keystone is closed, the employee will be paid regular pay for the hours worked. If an employee does not work, personal or unpaid may be used.
6. Staff may schedule time over an eight-hour day when it is deemed necessary. However, employees are not permitted to work over 40 hours a week.
7. Monthly hours submitted may not exceed contracted monthly amounts unless otherwise approved by the supervisor.

The immediate supervisor with the approval of Keystone administrators will determine the hourly schedule for paraeducators.

1. The immediate supervisor will inform paraeducators of their daily schedule of hours of work, including meal periods and breaks.
2. Administrators may schedule time over contracted hours when it is deemed necessary. Paraeducators are not permitted to work time over their contracts without the prior approval of Keystone administrators. Violation of not informing Keystone Administrators could result in disciplinary action to the supervising teacher and or para.
3. Workday should be reported in $\frac{1}{4}$, $\frac{1}{2}$, $\frac{3}{4}$ or full day increments on the time card. Sick, personal, and jury duty should be reported in these increments.

Duty and Work Assignments

Employees are assigned duty and work assignments (both temporary and regular) as dictated by the needs of tiny-k. It is the employer's responsibility (and privilege) to control the work of its employees.

Practice/Cooperating Teachers

Licensed Tiny-k staff may agree to supervise a practicum / fieldwork level student provided the Tiny-k coordinator has given approval. All inquiries from universities or prospective students should be referred to the coordinator to establish next steps. Any money received by the district as reimbursements or payments may be distributed either into the general budget or as payroll to the cooperating teacher.

Evaluations

All personnel will be evaluated by Coordinator(s) in accordance with the requirements of KDHE and Part C. Completion of paperwork requirements, child and family supports, interactions with families, interactions with other staff, and record keeping will be some of the components of each teacher's evaluation. Child records may be reviewed to determine if IFSP's are completed on time and in compliance with federal and state regulations. The quality of IFSP's will be evaluated according to Evidence Based Practice outlines. In addition, data collected during annual file reviews will be used to report the quality of IFSP's. Other records reviewed may include peer reviews, documentation of parent contacts, and information gathered from the IT Department, etc. The accuracy of the IFSP documents are equally as important.

PAYROLL AND BUSINESS OFFICE

Benefits

Staff working thirty or more hours per week qualify for all Section 125 benefits (including Health). Employees who are working 20-29 hours per week, hired prior to July 1, 2011, and participated in benefits, are grandfathered in with those benefits currently enrolled.

Health Insurance – Keystone will contribute \$465 per month toward the purchase of the Board approved health plan.

Voluntary Benefits - Vision, dental, disability, cancer, life, critical illness, identity protection and accident can also be purchased at the employees' expense.

Roth IRA and 403 B plans are available at employees' cost, through payroll reduction/deduction.

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 or is terminated prior to completing the current contract, all benefits will cease at the end of the resignation/termination month. If staff resigns or retires after completing the current contract, benefits and current contributions will continue through August payroll (health insurance will continue through September and other benefits will continue through August).

Time Cards

Tiny-k coordinator is expected to review and sign all staff time cards.

1. Tiny-k employees must report each day's hours, absences, mileage, traveled log, and initials of children served as well as explanation of hours worked on monthly time sheets.
2. Timecards are due to the coordinator by the 2nd of the month for coordinator's signature and must be in Keystone's office by the 5th day of the month.
3. Timecards must be signed by both employee and supervisor.

Absence Reporting

All employees must call/email the Tiny-K office supervisor, as well as notifying those kids scheduled to be seen the day of absence. Substitutes will not be hired for short term absences; however arrangements can be made with team members to ensure tiny-k families are supported.

- Keystone personnel must report all absences on their monthly timecard / calendar.
- Absences are to be reported as quarter, half, three-quarter or full day.
- Notification of absences should be made to Tiny-k office, supervisor, scheduled families, and affected team members.
- Fill out the appropriate form (professional / personal leave) and submit it to the supervisor.
- For long-term absences, all staff must notify Keystone Human resources, even if Tiny-k is arranging coverage for the absence.

Ordering Supplies

Any supplies needed by Tiny-k staff should be submitted to the Tiny-k coordinator for approval. Once approval is given, staff may purchase and submit for reimbursement or submit a purchase order.

1. Personal expenses for supplies will be reimbursed if the employee obtains prior approval **and** submits a receipt. *Sales tax is not reimbursable.*
2. Supply budget is set for the program as a whole.

LEAVE

Vacation /Sick/Discretionary Leave

Tiny-k employees will receive 6 weeks / 30 days of paid time off.

1. These days will be prorated for employees contracted after the start of the contract year.
2. Certified hourly staff who work less than full time will have their leave days prorated to equal an hourly amount per contract.
3. At the end of the contract year, up to and not to exceed 5 days can be carried over to the following contract year.
4. Maximum of forty (40) days can be accumulated over time.
5. Leave must be reported on the employee's monthly timecard/calendar by $\frac{1}{4}$, $\frac{1}{2}$, $\frac{3}{4}$ or full day.
6. A monthly report of remaining leave will appear on paycheck stubs. (Current to calendars submitted)
7. Although paid time off can be used throughout the contract period, it is earned at a rate of 2.5 days per month.
8. Employees will complete a calendar of anticipated leave with no more than 2 consecutive weeks off at a time.
9. If an employee resigns or terminates before finishing the contract year and has been paid for un-accrued days, the final paycheck will be adjusted to pay back in-accrued days.
10. Retirement is the only time accumulated leave will be paid. Employees who resign, non-renewed or terminated in the contract year, will not be paid for their accumulated sick and discretionary leave. Retiree will be reimbursed up to 40 days of leave at the rate of \$100.00 per day.
11. Leave will not be approved to complete the contract unless the administration and or Board approves the request. If approval is not received, leave will be without pay.

Accrued Vacation/Sick/Discretionary Leave will not be paid if separation occurs.

Employees on FMLA, extended leave or disability are responsible to submit to Human Resource a physician's 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 mark on the timecard/calendar relationship of a loved one.

Professional Leave

It is the belief of Keystone that in order to provide appropriate programs for students, staff must be life-long learners, constantly adding to their knowledge, skills, and attitudes. All Keystone employees are expected to continue to learn new skills and to be knowledgeable regarding best practices and new developments in their respective areas of specialization. Staff development for Tiny-k is periodically provided throughout the year. Attendance of licensed staff is required at the scheduled staff development day(s) and any other training as notified. Other staff development opportunities will include workshops for specific groups, workshops on topics of general interest, and individual coaching as needed. Professional leave is for the purpose of attending conferences, in-service institutes and other activities designed to improve the teacher's professional competency. The approval of the Keystone Administration is required prior to taking professional leave.

Keystone sponsored workshops/in-service: Professional Leave Request Forms do NOT need to be completed. Simply follow the instructions in the announcement information, which typically includes emailing or calling the office to register.

Off-site Workshops/Conferences: A Professional Leave Request Form must be submitted to the special education administrator. All requests will be carefully considered by the administrative team and returned with the decision about attendance and reimbursement information. Conference information (registration information, conference description) must be attached to the request.

- Reimbursement: To be reimbursed for conference attendance/mileage/meals/etc., submit information with receipts* on the Conference Expense Voucher Form and send it to the program Coordinator for approval. Do not submit the monthly timecard.
 - Vouchers must be turned in before the fifth day 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.

- Meal Reimbursement: Meals are not reimbursable for day-trip conferences. Meals are only reimbursable for overnight functions in the following manner: If the meal is not provided at the function, the expense of the noon meal as well as morning/evening meals are reimbursable not to exceed the daily amount of \$45. Prior approval on the Professional Leave Request Form is required.

* Keystone is a tax-exempt agency. Employees will not be reimbursed for any sales tax or gratuity (tips). No alcoholic beverage is allowed on a receipt (all items on the receipt will not be reimbursed).

1. Staff wishing to attend a conference, workshop, etc. must submit a "Certified Staff Professional Leave Request Form" to the program coordinator.
2. Conference information (registration information; conference description) Must be attached to a request.
3. The request must first be approved by the Tiny-k coordinator.
4. All requests will be returned to the employee with the decision about Attendance and reimbursement information.
5. To be reimbursed for conference expenses, submit this information with receipts on the "Conference Expense Voucher" form and send it to the program coordinator for approval. Do not submit on the monthly timecard.

Monthly Expense Voucher

Monthly expenses and mileage reimbursement are completed in combination with a timecard. Mileage will be reimbursed at the current state rate.

1. Mileage is documented beginning at county line of our service area and to each subsequent visit by listing town and ending at the exit of county line at the end of their workday.
2. Cell Phone stipend is given monthly to all Tiny-K certified staff that are Keystone employees.
3. Approved supply purchases receipts are attached to timecard / expense voucher.

Mileage Reimbursement Guidelines.

- Activities outside of the ***Tiny-k*** area will be reimbursed in the following manner: Employees may claim mileage from home and back with prior administrative approval. Mileage reimbursement for conferences must be claimed on the

“Conference Expense Voucher” **not** on the monthly “Expense Voucher” form.

Example 1: An employee lives in Topeka and drives from home to an all- day workshop in Lawrence. Mileage may be claimed from the employees home to Lawrence and back.

- Activities *within the Keystone* area will be reimbursed in the following manner:
Employees may not claim mileage from home to their first work location of the day or from work to home at the end of the day. (unless otherwise agreed upon in contract negotiations)

Where/When to Send the Reimbursement Form. Send completed Mileage/Expense vouchers to Tiny-k Coordinator by the 2nd of each month for signature. Coordinator will submit all timecards/expense vouchers to Ozawkie office ATTN: Accounts Payable. Vouchers must be turned in by the fifth day of each month or payment may be delayed until the following month by no later than the fifth. Vouchers for the current school year must be turned in by June 5th; failure to do so may result in non-reimbursement of expenditures.

STAFF BEHAVIOR

Attendance and Punctuality

It is the procedure of Tiny-k to have employees report to work / home visits / team meetings punctually and to work contracted hours. Excessive tardiness and poor attendance disrupts workflow and will not be tolerated.

1. Supervisors should provide starting, ending, meal / break times.
2. Supervisors will record the absences and tardiness, or early departures.
3. All employees are expected to be regular in attendance according to set days.
4. The immediate supervisor will review frequent absences.
5. Absences which are too frequent, absences which are without leave, and absences which extend beyond the established limits for a given reason are subject to review and appropriate action by supervisor (Plan of Action and Dismissal).

Building/Job Responsibilities

1. Tiny-k personnel will be under direct supervision of the Coordinator.
2. Dress code for Tiny-k staff is modest and professional, as well as appropriate to complete the requirements of assigned duties.
3. Tiny-k employees are encouraged to work closely with team members concerning scheduling, planning time, and services.
4. Certified employees are encouraged to attend county ICC and visit community partners as time allows to help build relationships and referral support for the program.
5. While on duty pleasure reading, playing games, using technology for personal reasons is strictly prohibited.
6. Personal activities should only be conducted during lunch/break time.