Policies and Procedures Manual

Thomas Edison Charter Schools
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Updated 5-2-19
-1000-
Governance and Organization
To the greatest extent possible, existing members of the Thomas Edison Charter Schools (TECS) governing board will seek out the best qualified individuals from the school parent organizations to run for, or be appointed to, open board positions or to fill board positions with expiring terms. Board member qualifications, expectations and behaviors may be found in the schools’ philosophical policies. Also included are board structure, operations, functionality and purpose.

In regard to employment of Governing Board members and their family members, please refer to Exhibit A section 10.

The school endorses and embraces a model of policy governance as its philosophical and procedural model for charter school board governance, that follows the procedures, strategic planning, and description of board duties set-forth in Dr. Brian L. Carpenter’s book “the Seven Outs” (Figure Out, Find Out, Scope Out, Write Out, Carry Out, Measure Out, Shout Out).

Board members shall not solicit or approve requests from employees prior to receiving principal approval. Employees shall submit requests that require board action to the schools' principal for prior approval.
Thomas Edison Charter Schools
Governing Board Procedures

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New Board Member Orientation Checklist
• Sign Board Member Agreement
• Complete Conflict of Interest Form (Referenced in Policy 1203)
• Complete Background Check
• Submit Short Bio for Website
• Read TECS Charter
• Read TECS Bylaws
• Read TECS Strategic Outcomes
• Read “The Seven Absolutely Universal, Non-Negotiable, Unchanging Principles of Good Charter School Governance” by Dr. Brian Carpenter
• Read TECS Governing Board Handbook
• Become familiar with: • subcommittee responsibilities
  • TECS Policy & Procedure Manual (accessed from school website)
  • TECS History documents (accessed from school website)
  • TECS budget reports
  • USBE website (www.schools.utah.gov)
  • Glenn Latham
  • Teacher Handbook
  • Parent Handbook
Annual Board Calendar Overview

The annual board calendar serves as a guide to help ensure consistency and continuity of effort for future boards. It is intended to be a working document and may be changed to reflect the needs of the school.

**Monthly Board Meeting Agenda Items:**
- Principal Reports
- Personnel Requests
- Finance Report
- Vendor/Contractor Approvals
- Academic Reports (Directors of Instruction)

**JUNE**
- **Board Meeting:** Approve current FY final budget, approve next FY initial budget, board member subcommittee assignments, property/liability insurance renewal, Jim Peterson contract review and renewal, strategic plan review, guidance counseling program report, conflict of interest disclosures, TECS assessments report (year-end student data), Health and Dental insurance approval.
- **Finance, Facilities & Legal Subcommittee:** UAPCS conference, monthly financial review, any legal issues
- **Policy & Personnel Subcommittee:** Principals’ contracts, UAPCS conference, new board member orientation
- **Executive Committee:** UAPCS conference

**JULY**
- **Board Meeting:** Meeting held only if needed to approve health and/or dental insurance
- **Finance, Facilities & Legal Subcommittee:** Subcommittee goals, monthly financial review
- **Policy & Personnel Subcommittee:** Subcommittee goals
- **Executive Committee:** Annual planning
- **Training Objectives:** TECS History (online), Policy and Procedures Manual Section 2000, The Seven Outs

**AUGUST**
- **Board Meeting:** UAPCS membership renewal and approve delegates
- **Finance, Facilities & Legal Subcommittee:** Fiscal policies review for compliance with current law, monthly financial review
- **Policy & Personnel Subcommittee:** Annual policy review: bullying, electronic devices, school fees, etc.
- **Training Objectives**
  - Policy and Procedures Manual Section 3000, Read Utah Code 53-1a
SEPTEMBER

**Board Meeting:** Fee Waiver Policy approval

**Finance, Facilities & Legal Subcommittee:** 401k, disability & life insurance review, monthly financial review

**Policy & Personnel Subcommittee:** Teacher licensure review, board recruitment needs analysis

**Executive Committee:** Faculty meeting visits

**Training Objectives:** Policies and Procedures Manual Section 4000, Open Meetings, GRAMA, Robert’s Rules of Order. Study online: FERPA, PPRA. From the USBE website study the Section 504 training.

OCTOBER

**Board Meeting:** UCA approval, reading achievement approval, FLSA presentation (on even years)

**Finance, Facilities & Legal Subcommittee:** Annual budget meetings, monthly financial review, risk assessment

**Policy & Personnel Subcommittee:** Board candidate recommendations.

**Executive Committee:** State fall finance training

**Training Objectives:** Policies & Procedures Manual Section 5000

NOVEMBER

**Board Meeting:** Approve contingency percentage goal, state assessment report, strategic planning review

**Finance, Facilities & Legal Subcommittee:** external audit review, including internal controls, financial forecasting, monthly financial review

**Policy & Personnel Subcommittee:** Stakeholder input for strategic planning

**Executive Committee:** Faculty meeting visit, staff surveys

**Training Objectives:** Policies & Procedures Section 6000

DECEMBER/JANUARY

**Board Meeting:** If a meeting is held the meeting may include calendar approval, audit presentation and acceptance, Explore test report

**Finance, Facilities & Legal Subcommittee:** Board self-evaluation and goal setting, monthly financial review

**Policy & Personnel Subcommittee:** Board self-evaluation and goal setting, discuss potential board candidates with principals

**Executive Committee:** Strategic plan review, principal evaluation meetings, board self-evaluation and goal setting

**Training Objectives:** Keys to Classroom Management (Latham)
FEBRUARY
Board Meeting: Legislative update, board self-evaluation and goals
Finance, Facilities & Legal Subcommittee: Board visit day, monthly financial review
Policy & Personnel Subcommittee: Board visit day, staff evaluations and retention meetings with administration
Executive Committee: Board visit day
Training Objectives: Teacher Handbook

MARCH
Board Meeting: LAND Trust plan approvals, principals’ contract renewals, legislative update, in-house assessment report
Finance, Facilities & Legal Subcommittee: Monthly financial review, RFP reviews as necessary
Policy & Personnel Subcommittee: Parent survey review, board candidate applications & interviews
Executive Committee: Board candidate interviews
Training Objectives: Teacher Handbook

APRIL
Board Meeting: RFP approvals as necessary
Finance, Facilities & Legal Subcommittee: Monthly financial review, salary/benefits comparison w/ local market
Policy & Personnel Subcommittee: Board candidate interviews, recommendations and/or election, salary/benefits comparison w/ local market
Executive Committee: Faculty meeting visits
Training Objectives: Parent Handbook

MAY
Board Meeting: Principals’ salary adjustments, vendor approvals as necessary, board appointments
Finance, Facilities & Legal Subcommittee: Property/liability insurance review
Policy & Personnel Subcommittee: USOE legislation summary
Training Objectives: Keys to Classroom Management (Latham)
A flow chart showing the organizational/administrative structure is provided below.

**Note 1:** Each Principal remains the head of their respective school’s parent organization.

**Note 2:** Advisors, consultants, and contractors may be hired by the governing board or principal and approved by a majority vote of the board.

**Note 3:** Business manager services may be hired out to an outside service provider with Board approval.

**Note 4:** Each principal shall have staff oversight responsibility of his/her respective school, and not the other.
Meetings

**Business Meetings**
Typically held 1st, 2nd and 4th week of the month, these meetings serve as communication and coordination meetings for administrators, financial advisors, and board members. They are instrumental in helping board members gain a general knowledge of school operations. Board members attend business meetings on a rotating schedule. The attending board member communicates any applicable discussion items to subcommittee chairs and/or sends out a summary of discussion items of note to board members. Business meetings are held prior to board meetings on the first week of the month, and typically on Wednesdays 4:15 to 5:15. They are held at noon on the 2nd and 4th weeks. They rotate between schools on a monthly basis, except in September.

**Subcommittee Meetings**
See Governing Board Procedures #1102a

**Governing Board Meetings**
Board meetings are held monthly, if needed, typically on the first Wednesday of the month. January – June meetings are held at Edison South; July – December meetings are held at Edison North. Occasionally, the board may need to hold additional board meetings due to scheduling conflicts, approval deadlines, or other unusual circumstances. See calendar for more details.
Training

Board training occurs at the state and school levels. The board president disseminates training information to all board members and helps ensure board member accountability for completion of training at both levels.

State Level Training: All board members will make good faith efforts to participate in trainings provided by the Utah State Board of Education (USBE) and Utah Association of Public Charter Schools (UAPCS). Board members will also make good faith efforts to attend training workshops offered by UAPCS. Board members attending state level trainings will coordinate efforts to summarize and share information with the board as a whole.

Board members will complete monthly training objectives that strengthen their working knowledge of the TECS program and their understanding of governance.

Evaluation & Goal Setting

Staff Feedback: Consistent with TECS policy, the board solicits staff feedback regarding the administration and governance of the schools. Staff feedback is collected via a mid-year survey where staff may write open-ended commentary using the governing board performance standards as a reference. Data will be shared with board members and a third party, such as the school’s contracted business manager, who will help disaggregate and compile the data for the board to consider during self-evaluation.

Guided Self-Evaluation and Goal-Setting: Self-evaluation will be conducted at the individual, subcommittee and board levels. Using the performance standards and indicators as a guide, each board member will carefully consider their personal efforts for each standard and determine whether they need refinement, meet expectations, or exceed expectations. Board members will set personal goals to address standards that need refinement. Insights from this individual process will then be discussed in subcommittee. Guided by the performance standards and indicators, each subcommittee will then conduct a detailed review of the board’s efforts in each standard to determine if they need refinement, meet expectations or exceed expectations, and set goals for improvement accordingly.

Governing Board Performance Standards and Indicators

The performance standards are guiding principles in fulfilling the responsibilities and oversight duties outlined by the state of Utah and TECS governing documents. The associated indicators, though not exhaustive, further define the performance standards and promote their practical application. The rubric on the following pages should be used during the annual board self-evaluation.
## Board Self Evaluation

<table>
<thead>
<tr>
<th>School Year</th>
<th>Committee</th>
<th>Date</th>
<th>Self-Evaluation Scale</th>
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<tr>
<td></td>
<td></td>
<td></td>
<td>4—Exceeds Expectations</td>
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<td>3—Meets Expectations</td>
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<td></td>
<td>2—Approaching Expectations</td>
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<tr>
<td></td>
<td></td>
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<td>1—Needs Refinement</td>
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### A. Demonstrates a complete vision and firm conviction of the schools’ philosophy and purpose.

<table>
<thead>
<tr>
<th>Score</th>
<th>Comments</th>
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<tr>
<td>4</td>
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1. Demonstrates a knowledge of school history and a regard for the founders’ vision of the philosophy and educational program of the school.


3. References and applies core documents in decision making.

### B. Promotes the TECS mission

<table>
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1. Is an enthusiastic proponent of the program and should be the best public relations representative the school has.

2. Builds collaborative relationships with staff, parents, and community stakeholders.

3. Build a professional relationships with local political representatives.

4. Apply a visionary approach by engaging in strategic goal setting and resource allocation, considering future opportunities and challenges.
### C. Operate as outlined in the Charter and associated core documents.

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<th>Score</th>
<th>Comments</th>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>Fulfill my responsibilities as outlined in the charter and bylaws.</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>My subcommittee functions as defined in core documents and assumes responsibility for distinct areas of oversight.</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Adhere to all organizational policies and procedures outlined in core documents.</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Perform to my fullest capability the responsibilities, expectations and behaviors outlined in the charter and board policies.</td>
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### D. Perform fiduciary duties in a legal, ethical and responsible manner.

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<tr>
<th></th>
<th>Score</th>
<th>Comments</th>
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<tbody>
<tr>
<td>1</td>
<td>Understand the expectations and obligations associated with public service and act as representatives of the public trust.</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Understand and fulfill fiduciary duties of care, loyalty and obedience.</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Engage in ongoing training and board development.</td>
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### E. Applies principles of good governance in carrying out its duties.

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<tr>
<th></th>
<th>Score</th>
<th>Comments</th>
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<tbody>
<tr>
<td>1</td>
<td>Asserts collective authority and demonstrates unity in supporting its decisions.</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Develops school policies that are legally compliant, philosophically aligned with the schools’ mission and considerate of stakeholders.</td>
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<tr>
<td>3</td>
<td>Delegates managerial and operational responsibilities to school administrators and establishes accountability structures to ensure their fulfillment.</td>
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### F. Engages in equal, informed and appropriate oversight of the schools’ finances, facilities and legal matters.

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<thead>
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<th>Comments</th>
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<tbody>
<tr>
<td>1</td>
<td>Ensure the benefit of both schools and the detriment of neither.</td>
</tr>
<tr>
<td>2</td>
<td>Acquire a general knowledge of the school’s management and operations.</td>
</tr>
<tr>
<td>3</td>
<td>Oversees the schools’ finances, approves the annual budget and ensures fiscal accountability in the disbursement of public funds.</td>
</tr>
<tr>
<td>4</td>
<td>Employs and evaluates the principals.</td>
</tr>
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<td>5</td>
<td>Solicits feedback from stakeholders.</td>
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### G. Ensures the TECS program is effective, accountable and compliant.

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<tbody>
<tr>
<td>1</td>
<td>Uses objective, reliable data to evaluate the program’s effectiveness.</td>
</tr>
<tr>
<td>2</td>
<td>Collaborates with administration to generate strategic goals and monitors progress toward goal achievement.</td>
</tr>
<tr>
<td>3</td>
<td>Ensures the schools are fulfilling all aspects of the charter agreement with the state.</td>
</tr>
<tr>
<td>4</td>
<td>Remains informed of state and federal legal requirements and ensures their implementation.</td>
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Contacts & Acronyms

Contacts
The board secretary will supply new members with a list of current contacts.

ADA  Americans with Disabilities Act
AFR  Annual Finance Report
ARL  Alternate Routes to Licensure
APT  Alternative Pathway to Teachings
CACTUS  Computer Aided Credentials of Teachers in Utah Schools
CCGP  Comprehensive Counseling and Guidance Program
CRT  Criterion Referenced Test
CCA  College and Career Awareness
DIBELS  Dynamic Indicators of Basic Early Literacy Skills—A state required early reading test given in grades 1-3.
ELL  English Language Learner
ESL  English as a Second Language
FAPE  Free and Appropriate Public Education
FERPA  Family Educational Rights and Privacy Act
FY  Fiscal Year (ours begins July 1 and ends on June 30)
GRAMA  Government Records Access and Management Act
IDEA  Individuals with Disabilities Education Act
IEP  Individual Education Plan
LAND Trust  Learning And Nurturing Development — this refers to state lands that generate revenues. Schools may apply for these funds by generating a LAND Trust plan.
LEA  Local Education Agency—A district or charter school entity. Edison North and South comprise one LEA.
LRF  Local Replacement Fund
LRE  Least restrictive environment
MSP  Minimum School Program—Primary funding for districts and charters.
MTSS  Multi-Tiered Systems of Support
NRT  Norm referenced test
OPMA  Open and Public Meetings Act
OCR  Office of Civil Rights
PO  Parent Organization
PCCR  Plan for College and Career Readiness
RFP  Request for Proposals
RTI  Response to Intervention
SIS  Student Information System
SPED  Special Education
SCSB  State Charter School Board
TECS  Thomas Edison Charter Schools
Title 1  Federal elementary and secondary education act
UAPCS  Utah Association of Public Charter Schools
UCC  Utah Core Curriculum
UCN  Utah Charter Network
UPPAC  Utah Professional Practices Advisory Commission
UPEFS  Utah Public Education Finance System
USBE  Utah State Board of Education
UTREx  Utah e-Transcript and Record Exchange
UTIPS  Utah Test Item Pool Service
WPU  Weighted Pupil Unit

504  Refers to section 504 of Rehabilitation Act of 1973. Help a child with special health care needs fully participate in school.
Thomas Edison Charter School
Governing Board Membership Acceptance

I, ______________________________________, the undersigned, hereby accept and acknowledge the position of Governing Board Member for the Thomas Edison Charter School.

I agree that this position will cover June, 20____, through May, 20____, and I will make every effort to attend all applicable subcommittee meetings and all public board meetings as calendared.

I will abide by all the board member expectations and behaviors written in the school documents. I further agree and acknowledge that I will uphold all conditions and goals of the Thomas Edison Charter School as written in the most current approved charter to the best of my ability. I will disclose any conflict of interest that arises and abstain from a vote on that topic. I promise to put the progress and goals of the school above my own personal agenda items and represent myself to attune my vision with that of TECS.

I will uphold all preceding decisions and policies made by a prior governing board and honor all outstanding obligations of the school until such time as existing policies are reviewed and amended and said obligations are satisfied.

I acknowledge that I will use Robert’s Rules of Conduct as a guideline during public board meetings and conduct myself with utmost professionalism as a representative of the school.

I further acknowledge that I will be exposed to certain confidential information. I agree to keep such information confidential during the time of my membership on the board and after my membership has expired and not to disclose any confidential information to anyone outside of the principals, management and administrative team of TECS.

Agreed and Accepted by ___________________________________________________
(neew board member signature)

Date _____________________

Acknowledged by _______________________________________________________
(current governing board president)
Introduction to Robert’s Rules of Order (Robert’s Rules of Order will be used as a guideline for conducting governing board meetings.)

Parliamentary Procedure is a set of rules for conduct at meetings, that allows everyone to be heard and to make decisions without confusion.

Parliamentary Procedure Is important because it is a time tested method of conducting business at meetings and public gatherings. It can be adapted to fit the needs of any organization.

The method used by members to express themselves is in the form of moving motions. A motion is a proposal that the entire membership take action or a stand on an issue. Individual members can:

1. Call to order.
2. Second motions.
3. Debate motions.
4. Vote on motions.

There are four Basic Types of Motions:

1. Main Motions: The purpose of a main motion is to introduce items to the membership for their consideration. They cannot be made when any other motion is on the floor, and yield to privileged, subsidiary and incidental motions.
2. Subsidiary Motions: Their purpose is to change or affect how a main motion is handled, and is voted on before a main motion.
3. Privileged Motions: Their purpose is to bring up items that are urgent about special or important matters unrelated to pending business.
4. Incidental Motions: Their purpose is to provide a means of questioning procedure concerning other motions and must be considered before the other motion.

How are Motions Presented?

1. Obtaining the floor
   a. Wait until the last speaker has finished.
   b. Rise and address the Chairman by saying, "Mr. Chairman, or Mr. President."
   c. Wait until the Chairman recognizes you.
2. Make Your Motion
   a. Speak in a clear and concise manner.
   b. Always state a motion affirmatively. Say, "I move that we ..." rather than, "I move that we do not ...".
   c. Avoid personalities and stay on your subject.
3. Wait for someone to second Your motion
4. Another member will second your motion or the Chairman will call for a second.
5. If there is no second to your motion it is lost.
6. The chairman states your motion
   a. The Chairman will say, "it has been moved and seconded that we ..." Thus placing your motion before the membership for consideration and action.
   b. The membership then either debates your motion, or may move directly to a vote.
c. Once your motion is presented to the membership by the chairman it becomes "assembly property", and cannot be changed by you without the consent of the members.

7. Expanding on your motion
   a. The time for you to speak in favor of your motion is at this point in time, rather than at the time you present it.
   b. The mover is always allowed to speak first.
   c. All comments and debate must be directed to the chairman.
   d. Keep to the time limit for speaking that has been established.
   e. The mover may speak again only after other speakers are finished, unless called upon by the Chairman.

8. Putting the question to the membership
   a. The Chairman asks, "Are you ready to vote on the question?"
   b. If there is no more discussion, a vote is taken.
   c. On a motion to move the previous question may be adapted.

Voting on a Motion:
The method of vote on any motion depends on the situation and the by-laws of policy of your organization. There are five methods used to vote by most organizations, they are:

1. By Voice -- The Chairman asks those in favor to say, "aye", those opposed to say "no". Any member may move for an exact count.
2. By Roll Call -- Each member answers "yes" or "no" as his name is called. This method is used when a record of each person's vote is required.
3. By General Consent -- When a motion is not likely to be opposed, the Chairman says, "if there is no objection ..." The membership shows agreement by their silence, however if one member says, "I object," the item must be put to a vote.
4. By Division -- This is a slight verification of a voice vote. It does not require a count unless the chairman so desires. Members raise their hands or stand.
5. By Ballot -- Members write their vote on a slip of paper, this method is used when secrecy is desired.

There are two other motions that are commonly used that relate to voting.

1. Motion to Table -- This motion is often used in the attempt to "kill" a motion. The option is always present, however, to "take from the table", for reconsideration by the membership.
2. Motion to Postpone Indefinitely -- This is often used as a means of parliamentary strategy and allows opponents of motion to test their strength without an actual vote being taken. Also, debate is once again open on the main motion.

To review:

1. Allow motions that are in order.
2. Have members obtain the floor properly.
3. Speak clearly and concisely.
4. Obey the rules of debate.
   Most importantly, BE COURTEOUS.
Training References

- *The Seven Outs* (Brian Carpenter)
- *Creating an Effective Charter School Governing Board* (National Charter School Resource Center)
- *Charter School Board University* (Carpenter)
- “Five Reasons Why Most Charter School Boards Are Ineffective” (Carpenter)

(Training references may be checked out from the school libraries.)

Other Topics

- Fiduciary Responsibility/Little Manual
- Charter Authorization/Utah State Office of Education and Subsidiaries
- Federal and State Regulations
- State Assessments & Reporting Requirements
- Employment Law
- Auditing & Procurement
- School Funding & Finance
- Open Meetings/GRAMA
- School Facilities
- Charter Fidelity Monitoring
- Professional Ethics and Licensing
- Special Education

Other training information sources include federal and state law, information from the USBE and/or other government entities, UAPCS, UCN (Utah Charter Network), national charter school organizations, professional organizations, and other reputable sources.

**TECS Program Training**

Incorporating TECS specific training information promotes integration of the program’s core philosophies into all board work and ensures that board members consistently study and apply core documents in their decision-making.

**TECS Program Materials**

- TECS Charter
- TECS Policies & Procedures (including the governing board policy and procedures)
- TECS Bylaws
- TECS Teacher Handbook
- TECS Parent Handbook
- *Keys to Classroom Management* (Glenn Latham)
- TECS History (online)
Governing Board Member Recruitment Guidelines

Recruitment
The rotating nature of the governing board presents unique challenges in maintaining consistency in board membership and activity. An informed and cohesive board requires ongoing focused effort in the recruitment of quality board candidates. The Policy & Personnel subcommittee and the principals lead these efforts.

Board Needs Analysis - September
• Identification of the board’s strengths and weaknesses in its current membership composition, external opportunities and threats, and board member characteristics and specialized skills needed in the foreseeable future. This should include input from all current members.

Strategies To Identify Candidates - October/November
• Potential board candidates may be identified from among the TECS parent organizations and/or the community. The subcommittee will solicit recommendations from board members, TECS administration, staff and Parent Organizations.

Candidate Contact and Education - January/February
• Individuals recommended as potential board candidates will be contacted by a board member or principal and provided an invitation letter. Candidate education efforts should include attending board meetings, reviewing core documents, an introduction to principles of good governance, and ideally could include participating on ad-hoc committees as well.

Candidate Interviews, Screening, Recommendations, Appointments and/or Elections - March/April/May

Appointment Procedures:
The board committee will thoroughly review applications, conduct reference checks and interview applicants. The committee will ensure that candidates are philosophically aligned, strongly committed to the program and able to make meaningful contributions. For appointed positions, the committee recommends an appointee for board approval. New board members are appointed at the May board meeting to begin their term on June 1.

Election Procedures:
In late March or early April, the board secretary ensures public notification of upcoming elections (i.e. newsletter, email, flyer, and/or website, etc.) at the appropriate school. Candidates must complete a board application, and any candidate who meets the requirements may run. Candidate information should be made available to the public, and the election should remain open for a week in April to allow parents ample time to place a vote. Election ballots should be counted by a minimum of two people. Winners are publically announced.
Sample Governing Board Candidate Invitation Letter

Date

Dear ____________,

In May of this year, new members will be appointed to the Thomas Edison Charter School Governing Board. Members of the governing board have a unique opportunity to serve students, families and our community by promoting excellence in public education. The importance of the educational experience in the life of a child cannot be overstated. Governing board service allows board members to participate in creating an encouraging, supportive atmosphere for our children and an exceptional educational experience that fosters a lifelong love of learning and prepares students to be high achievers and reputable citizens in their future endeavors.

You have been recommended to our committee as a person of outstanding experience, dedication, skill and service. We believe you are well-qualified to promote the philosophy and mission of TECS as a member of the governing board. We ask that you give serious consideration to applying for a governing board position to contribute to this worthwhile effort. As you contemplate this opportunity, we hope you will refer to the schools’ website to read the school documents, including the charter and policy handbook. It provides a basic overview of the role and responsibilities of the governing board.

A member of the governing board will contact you in the near future to discuss this invitation with you. If you have any questions, please contact ________________ at ________________.

Sincerely,

Policy and Personnel Committee
Thomas Edison Charter Schools
Sample Governing Board Election Notice Letter

Dear Parents,

We are fortunate at Thomas Edison Charter Schools to have a wealth of parents who are actively involved in educating our children. TECS parents contribute substantial amounts of time and effort on behalf of our students. Thank you to each of you for serving our school with distinction.

At TECS, there are many opportunities to make a difference in the lives of our students. Thomas Edison Charter Schools Governing Board has a vacancy to be filled by an elected representative from Edison _______ . We ask that interested TECS parents consider serving on the Governing Board.

The purpose of the Governing Board is to uphold the charter and carry out the TECS vision as it oversees the affairs of the school. The Board promotes the school’s mission, hires and supervises administration, fulfills all school legal responsibilities, establishes important school policies, oversees the budget, develops relationships within the community, and ensures the schools are legally compliant and accountable. Ideal board candidates will have a firm commitment to the schools’ philosophy, mission and goals. They will be able to attend meetings, visit the schools, serve on subcommittees and contribute to the school’s focus. The term of service is three years and begins June 1, 20____.

To apply, you are invited to complete an application available in the office. The TECS Charter and Governing Board Handbook outline the qualifications, duties and responsibilities of board members in more detail. As you consider making this important contribution, you are invited to study these documents.

The application deadline is February 28, 20____ at 3:00 P.M. In adherence with our school charter and state guidelines, we will be holding an election to fill this board vacancy. A list of qualified applicants and their qualifications will be made available for your information. Each family in the school has one vote to cast. Voting will be open from April _____ - _____, 20_____ in the office during school hours. The winner will be announced at the board meeting in May.

Please feel free to contact ___________________________, TECS Governing Board President, at (email address), or by phone at (---) ---- - ---- for more information.

Thank you for your consideration and support!

Sincerely,

Thomas Edison Charter Schools Governing Board
Principal Employment Agreement

After the preliminary budget is approved in June, two copies of the contracts should be signed by the principals of each campus. The principal keeps a copy for his or her records, and the other copy is submitted to TECS business services financial officer.

SAMPLE PRINCIPAL EMPLOYMENT AGREEMENT

This EMPLOYMENT AGREEMENT (this "Agreement"), dated ____________ (the "Effective Date"), is made and entered into by and between THOMAS EDISON CHARTER SCHOOL, INC., a Utah non-profit corporation (the "School"), and ________________, an individual ("Employee"). The parties will be referred to herein as the "Party" or "Parties."

WHEREAS, the School desires to employ Employee and Employee desires to be employed on the terms and subject to the conditions set forth herein;

NOW, THEREFORE, for good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties agree as follows:

1. Employment; Term. This Agreement shall take effect on the Effective Date. The School will employ Employee in the position of ____________ for the period beginning on ________________, and ending on ________________, unless sooner terminated under the terms of this Agreement. Employee accepts such employment and agrees to devote his or her best efforts to perform faithfully, diligently and competently all duties and responsibilities of such position and such other duties as may be assigned to Employee by the School. Employee shall perform the foregoing services at the time, place and manner as directed by the School.

2. Compensation and Benefits. For the services to be performed and the duties and responsibilities assumed under this Agreement, the School shall pay to Employee, in accordance with the School's normal payroll practices, direct salary compensation (the "Salary") at the rate of $ per year. The Salary will be payable to Employee in accordance with the School's ordinary practices for salaried employees. Employee is entitled to participate in such employee benefit plans and programs as are maintained by the School, to the extent that his or her position, service, compensation, age, health and other qualifications make him or her eligible to participate. The School does not promise the adoption or the continuance of any particular plan or program during the Term, and the terms of any such plan or program may be modified by the School, at its sole discretion, at any time. Employee's (and his or her eligible dependents') participation in any such plan or program will be subject to the provisions, rules, regulations and laws applicable thereto. Employee is entitled to such other fringe benefits as are provided to employees of the School with comparable positions, service and compensation as Employee. Employee is entitled to reasonable vacations in accordance with the School's policies applicable to employees of the School with comparable positions, service and compensation as Employee.
3. **Covenants of Employee.** Employee’s failure to fully, faithfully, diligently and completely satisfy any of the following obligations shall subject Employee to termination.

   a) Employee covenants and agrees to abide by state and federal law and any direction, rules or policies implemented by the School.

   b) Employee covenants and agrees to strive to fulfill charter-identified goals and outcomes of the strategic plan approved by the School.

   c) Employee covenants and agrees to operate within the budget approved by the School.

   d) Employee agrees to follow and implement the philosophies and teaching methods of the School’s educational program as identified in its charter.

   e) As a condition of employment, Employee agrees to remain legally certified by the State of Utah to perform all duties associated with Employee’s position during the Term, if such certification is required by Utah law.

   f) Employee agrees to submit to fingerprinting and background check(s) by the school or its agents. This Agreement is contingent upon the receipt of fingerprints from Employee and the satisfactory completion and review of all background checks. The School’s Governing Board may, in its sole discretion, terminate this Agreement based on its review of Employee’s background check.

4. **Confidential Information.** Employee recognizes that he or she will occupy a position of trust and confidence with the School as to Confidential Information (as defined herein) pertaining to the School and its affiliates. As an inducement for the School to enter into this Agreement, Employee: (i) will hold any and all Confidential Information in strictest confidence; and (ii) will not use, cause, or permit to be used the Confidential Information in any way detrimental to the School, or disclose, cause or permit to be disclosed any Confidential Information to any third party, as required by law or in the course of performing the duties as an employee of the School. Upon termination or at any time at the request of the School (including after termination), Employee (and if deceased, Employee’s personal representative) shall promptly return to the School, without retaining copies, all tangible items that contain, constitute or relate in any way to Confidential Information. For purposes of this Agreement, "Confidential Information" includes, but is not limited to, any (i) trade secret or other confidential or secret information of the School or any of its affiliates, (ii) technical, business, proprietary or financial information of the School or any of its affiliates not available to the public generally, and (iii) personnel information, student information and other sensitive or proprietary information.

5. **Inventions.** Employee acknowledges that, in his or her capacity as an employee of the School, he or she may be involved in (i) the conception or making of improvements, techniques, discoveries, methods, curricula and inventions or the like (whether patentable or unpatentable and whether or not reduced to practice), (ii) the authorship of works that may be copyrighted and (iii) the development of trade secrets relating to the School or its affiliates (hereinafter referred to as “Employment IP”). Employee acknowledges that all such Employment IP shall be the exclusive property of the School. Employee hereby waives and agrees to waive any and all rights he or she may have in or to such Employment IP. Employee hereby assigns, and agrees to assign, to School, without additional compensation, Employee’s entire right, title and interest in and to all such Employment IP. Employee agrees and acknowledges that to the maximum extent permitted by law, any copyrightable Employment IP shall be deemed a work made for hire. At the request of the School and at no expense to
Employee, Employee will execute and deliver all such papers, including, without limitation, any assignment documents, and shall provide such cooperation as may be necessary or desirable, or as the School may request, to enable the School to obtain, enforce, secure and exercise, throughout the world, its rights, title and interest in and to such Employment IP assigned to School pursuant to this section 5.

6. Specific Performance. Employee agrees and acknowledges that the terms and conditions set forth in Sections 4 and 5 are material, that any violation of any term or provision of Sections 4 or 5 would be highly injurious to the School and its affiliates, and that any breach thereof would cause irreparable harm to the School and its affiliates, which harm may be extremely difficult to measure in money damages, and that School may not have an adequate remedy at law or in damages due to such violation. For these reasons, Employee consents and agrees that if he or she violates any term or provision of Sections 4 or 5 of this Agreement, the School and its affiliates will be entitled to the issuance of a restraining order, preliminary or permanent injunction, without bond, or to the enforcement of other equitable remedies against Employee to compel performance of the terms of Sections 4 or 5 without the necessity of showing or proving the School has sustained any actual damage. This will in addition to any other rights and remedies otherwise available to School in law or equity.

7. Termination.
   a) Termination for Cause. During the Term, Employee's employment with the School may be terminated "for cause," which shall include (i) Employee's conviction for, or plea of nolo contendere to, any felony or a misdemeanor involving moral turpitude; (ii) Employee's commission of an act involving personal dishonesty or fraud involving personal profit in connection with Employee's employment with the School; (iii) Employee's commission of an act involving willful misconduct or gross negligence on the part of Employee in the conduct of his or her duties hereunder; (iv) Employee's breach of any material provision of this Agreement where such breach continues for a period of twenty (20) days after Employee's receipt of written notice of such breach from the School; or (v) willful violation of the School's policies and practices. In the event of termination under this Section 7, the School's obligations under this Agreement shall cease and Employee shall forfeit all his rights to receive any compensation or benefits under this Agreement, except that Employee shall be entitled to his or her Salary and benefits for services already performed as of the date of termination of Employee's employment hereunder.
   b) Employer's Right to Terminate. Employee acknowledges that the School is owned and operated by a private corporation, is operated as a public school, and is funded by the State of Utah. Employee agrees that his or her employment is subject to termination by the School in the event the State of Utah fails to fund, fully or partially, the operation of the School. Employee further acknowledges and agrees that his or her employment may be terminated in the event the continued operation of the School becomes impossible or impracticable.
   c) Employee's Right to Terminate. Employee shall be entitled to terminate his or her employment hereunder at any time for Good Reason. For the purposes of this Agreement, Employee shall have "Good Reason" to terminate his or her employment hereunder (i) upon a significant demolition or material adverse change in his or her duties and responsibilities; or (ii) upon a material breach by the School of its agreements and covenants set forth herein.
8. **Renewal.** The director/principal shall be appointed or approved for the following year of service by a majority vote of the voting members of the board no later than the March board meeting each year, except where a vacancy for the position of director may require later approval.

9. **Death or Disability.**
   a) This Agreement shall terminate upon Employee's death.
   b) If Employee becomes permanently disabled (determined as provided below) during the Term, his employment with the School will terminate as of the date such permanent disability is determined. Employee will be considered to be permanently disabled for purposes of this Agreement if he or she is unable by reason of accident or illness (including mental illness) to perform the material duties of his or her regular position with the School and is (i) not expected to recover from the disability within a period of three (3) months from the commencement of the disability; or (ii) not expected to be able to perform the material duties of his or her regular position with the School for a period of three (3) months in any consecutive twelve (12) month period as a result of the same disability. If at any time Employee claims or is claimed to be permanently disabled, a physician acceptable to both Employee, or his or her personal representative, and the School (which acceptances shall not be unreasonably withheld) shall be retained by the School and shall examine Employee. Employee shall cooperate fully with the physician. If the physician determines that Employee is permanently disabled, the physician must deliver to the School a certificate certifying both that Employee is permanently disabled and the date upon which the condition of permanent disability commenced. The determination of the physician shall be conclusive.
   c) Employee's right to his compensation and benefits under this Agreement shall cease upon his or her death or disability, except that Employee (or his or her estate or heirs) shall be entitled to his or her Salary and benefits for services already performed as of the date of his or her death or disability.

10. **Miscellaneous**
   a) This Employment Agreement shall be governed by and construed in accordance with the laws of the State of Utah, as such laws are applied to contracts entered into and to be performed entirely within the State of Utah. Any action arising out of this Agreement may be brought in Cache County, Utah.
   b) Nothing contained in this Employment Agreement may be construed so as to require the commission of any act contrary to law, and whenever there is any conflict between any provisions of this Employment Agreement and any statute, law, ordinance, order or regulation, the latter will prevail, but in such event any such provision of this Employment Agreement shall be curtailed and limited only to the extent necessary to bring it within any applicable legal requirements. If any provision of the Employment Agreement should be held invalid and unenforceable, the remaining provisions shall be unaffected by such a holding.
   c) Any notice required or permitted under this Agreement must be given in writing and will be deemed effectively given upon personal delivery or upon receipt by the office of the addressee after deposit with the United States Post Office, by registered or certified mail, postage prepaid, return receipt requested, addressed to the School or Employee at such address as such party may designate by written notice to the other party.
d) Notwithstanding anything to the contrary in this Agreement, the Parties must make any mutually agreed modification or amendment to this Agreement in writing. Such written modification must be approved by the Governing Board of the school. This Agreement is binding upon and inures to the benefit of the Parties and their respective heirs, successors and assigns. As to Employee, this Agreement is a personal service contract and may not be assigned by Employee, but all obligations and agreements of Employee under this Agreement are binding upon and enforceable against Employee and Employee’s personal representatives, heirs, legatees and devisees.

e) Notwithstanding anything to the contrary contained in this Agreement, Employee’s rights and obligations under Sections 4, 5 and 6 shall survive the expiration or termination of this Agreement.

f) No waiver of any provision of this Agreement will be valid unless in writing and signed by the waiving party. No waiver of any provision of this Agreement shall be deemed, or shall constitute, a waiver of any other provision, whether or not similar, nor shall any waiver constitute a continuing waiver, unless so provided in the waiver.

g) This Agreement supersedes any existing agreement, oral or written, between the School and Employee.

IN WITNESS WHEREOF, the Parties have executed this Employment Agreement as of the date first above written.

The “School”
THOMAS EDISON CHARTER SCHOOL, INC.,
a Utah nonprofit corporation: “Employee”

Signature: ___________________________ Signature: ___________________________

Print Name: ___________________________ Print Name: ___________________________

Title: ___________________________ Date: ______________

Date: ______________

Sample Affidavit for Governing Board Closed Meeting. The affidavit should be printed double sided on letterhead or from an electronic copy.
Affidavit for Governing Board
Closed Meeting

The Thomas Edison Charter Schools Governing Board met in an executive closed session pursuant to Utah Code 52-4-205.

Date: 8 August 2018

Subsection: 1(a) - discussion of the character, professional competence, or physical or mental health of an individual;

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Signature

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GOVERNING BOARD PROCEDURES (26 of 26)

Policies and Procedures Manual  1000—Governance and Organization

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Effective 3/29/2014

52-4-205 Purposes of closed meetings -- Certain issues prohibited in closed meetings.

(1) A closed meeting described under Section 52-4-204 may only be held for:
(a) except as provided in Subsection (3), discussion of the character, professional competence, or physical or mental health of an individual;
(b) strategy sessions to discuss collective bargaining;
(c) strategy sessions to discuss pending or reasonably imminent litigation;
(d) strategy sessions to discuss the purchase, exchange, or lease of real property, including any form of a water right or water shares, if public discussion of the transaction would:
   (i) disclose the appraisal or estimated value of the property under consideration; or
   (ii) prevent the public body from completing the transaction on the best possible terms;
(e) strategy sessions to discuss the sale of real property, including any form of a water right or water shares, if:
   (i) the public discussion of the transaction would:
      (A) disclose the appraisal or estimated value of the property under consideration; or
      (B) prevent the public body from completing the transaction on the best possible terms;
   (ii) the public body previously gave public notice that the property would be offered for sale; and
   (iii) the terms of the sale are publicly disclosed before the public body approves the sale;
(f) discussion regarding deployment of security personnel, devices, or systems;
(g) investigative proceedings regarding allegations of criminal misconduct;
(h) as relates to the Independent Legislative Ethics Commission, conducting business relating to the receipt or review of ethics complaints;
(i) as relates to an ethics committee of the Legislature, a purpose permitted under Subsection 52-4-204(1)(a)(iii)(C);
(j) as relates to the Independent Executive Branch Ethics Commission created in Section 63A-14-202, conducting business relating to an ethics complaint;
(k) as relates to a county legislative body, discussing commercial information as defined in Section 59-1-404;
(l) as relates to the Utah Higher Education Assistance Authority and its appointed board of directors, discussing fiduciary or commercial information as defined in Section 53B-12-102;
(m) deliberations, not including any information gathering activities, of a public body acting in the capacity of:
   (i) an evaluation committee under Title 63G, Chapter 6a, Utah Procurement Code, during the process of evaluating responses to a solicitation, as defined in Section 63G-6a-103;
   (ii) a protest officer, defined in Section 63G-6a-103, during the process of making a decision on a protest under Title 63G, Chapter 6a, Part 16, Controversies and Protests; or
   (iii) a procurement appeals panel under Title 63G, Chapter 6a, Utah Procurement Code, during the process of deciding an appeal under Title 63G, Chapter 6a, Part 17, Procurement Appeals Board;
(n) the purpose of considering information that is designated as a trade secret, as defined in Section 13-24-2, if the public body’s consideration of the information is necessary in order to properly conduct a procurement under Title 63G, Chapter 6a, Utah Procurement Code;
(o) the purpose of discussing information provided to the public body during the procurement process under Title 63G, Chapter 6a, Utah Procurement Code, if, at the time of the meeting:
   (i) the information may not, under Title 63G, Chapter 6a, Utah Procurement Code, be disclosed to a member of the public or to a participant in the procurement process; and
   (ii) the public body needs to review or discuss the information in order to properly fulfill its role and responsibilities in the procurement process; or Utah Code
(p) a purpose for which a meeting is required to be closed under Subsection (2).

(2) The following meetings shall be closed:
(a) a meeting of the Health and Human Services Interim Committee to review a fatality review report described in Subsection 62A-16-301(1)
(a), and the responses to the report described in Subsections 62A-16-301(2) and (4);
(b) a meeting of the Child Welfare Legislative Oversight Panel to:
   (i) review a fatality review report described in Subsection 62A-16-301(1)(a), and the responses to the report described in Subsections 62A-16-301(2) and (4); or
   (ii) review and discuss an individual case, as described in Subsection 62A-4a-207(5); and
(c) a meeting of a conservation district as defined in Section 17D-3-102 for the purpose of advising the Natural Resource Conservation Service of the United States Department of Agriculture on a farm improvement project if the discussed information is protected information under federal law.

(3) In a closed meeting, a public body may not:
(a) interview a person applying to fill an elected position;
(b) discuss filling a midterm vacancy or temporary absence governed by Title 20A, Chapter 1, Part 5, Candidate Vacancy and Vacancy and Temporary Absence in Elected Office; or
(c) discuss the character, professional competence, or physical or mental health of the person whose name was submitted for consideration to fill a midterm vacancy or temporary absence governed by Title 20A, Chapter 1, Part 5, Candidate Vacancy and Vacancy and Temporary Absence in Elected Office.

Amended by Chapter 196, 2014 General Session
GOVERNING BOARD SUBCOMMITTEE POLICY

The TECS Governing Board shall comprise two or more subcommittees, each consisting of two or three board members. One board member chairs each subcommittee.

The committees may also involve other stakeholders such as administrators, teachers, parents, students, contracted service providers, and/or community members. However, only duly appointed or elected board members are authorized to vote on action items in board meetings.
Each year, soon after the first of June, members of the board, under the direction of the board president, shall determine the makeup of each subcommittee. Each subcommittee shall select a subcommittee chairperson. The executive committee will consist of three members, this will typically be the board president and chairs of the other committees.

Each subcommittee shall meet as needed, preferably with an agenda, to discuss issues related to their area of responsibility. Subcommittee decisions do not replace full board action. As needed, each subcommittee shall recommend items needing full board attention/action to be placed on the next available open board meeting agenda. Since each subcommittee is less than a quorum of the full board, subcommittee meetings are not subject to the open meeting laws.

The areas of responsibility for the finance, facilities, and legal committee are as follows:

- Oversight of the business aspects of the school including, but not limited to, accounting, budgets, bank accounts, payroll, internal auditing, independent auditing, staff salaries/wages, subcontracting, loans and taxes
- Issues related to alternate funding sources such as grants and donations
- Issues related to public relations and marketing
- Issues related to the school facility and grounds including, but not limited to, building improvements, utilities, technology, building codes, building expansion, playground, parking lot, and property
- Oversight of legal aspects of the school including, but not limited to, adherence to federal and state regulations and legal claims or suits
- Adherence to federal, state, and local laws
- Technology to support the academic program
- LAND Trust

The areas of responsibility for the policy and personnel committee are as follows:

- Oversight of the policy aspects of the school including, but not limited to, the development or revision of school policies
- Federal and state laws and regulations
- 504/OCR
- Oversight of the personnel aspects of the school, including but not limited to, issues related to school staff, staff training, professional development and needs
• Issues related to Parent Organizations
• Governing board development, training, and recruiting
• Special education
• Intervention strategies

The areas of responsibility for the executive committee are as follows:
• Evaluation of the school principals
• TECS Strategic Plan
• Board meeting agendas, subcommittee recommendations, and communication between subcommittees
• Grievances (as outlined in the policy and procedures manual)
• Plans and executes the agenda of board meetings
• Serves as a communication link with other members of the board
Proposals, contracts, petitions, and other items that require a vote or action of the board shall be distributed (or emailed) to each board member a minimum of 2 calendar days before each scheduled meeting. Such distributed items shall be written concisely and logically such that each board member will understand a) the issue, b) the included pertinent associated data & information, and c) the action that is requested. It is recognized that emergency situations may occur that requires board action on issues that were not known before the 2-day deadline. The board executive committee shall determine whether specific issues are emergencies on a case-by-case basis. However, in the event that state or local laws disallow such action on issues not properly publicized in advance, the executive committee shall call for an emergency meeting of the board to address emergency issues to take place at a later time, within the constraints of the law.

The agenda for the board meeting shall be established by the board executive committee and distributed (or emailed) to each board member a minimum of 24 hours before each scheduled meeting; however, efforts should be made to distribute agendas and actions before that.

Each board meeting shall be conducted according to a format described by Robert's Rules of Order.

Status reports and information presented at the meeting that requires no action from the board at that time, may optionally be distributed in advance, but is not required.

When calling for a vote of the board, the officer conducting the meeting may choose to either call for 1), a voice vote or 2), a vote by a show of hands (e.g. “....all in favor say aye” or “....all in favor raise your hand”).

During board meetings, all board members shall be mindful of the flow of business related to the agenda and should keep unrelated conversations to a minimum.

Meeting Length: Care should be taken by the executive committee to ensure that the agenda will result in a meeting of reasonable length. Experience has shown that the board is most effective when the length of the board meeting is 90 minutes or less. With this in mind, the Board Meeting Length Procedure should be applied.
1. The executive committee shall carefully select which agenda items need to be addressed at the next board meeting.

2. The executive committee shall prioritize selected agenda items and place them in order of importance - the most important item being first on the agenda (after approval of the previous meeting’s minutes).

3. In the event a board meeting reaches 80 minutes in length, and the remaining agenda items would take the meeting length well beyond 90 minutes, the procedure below should be followed:
   a. The board officer conducting the meeting shall bring to the attention of the board that the meeting length would go well beyond 90 minutes if every agenda item were covered.
   b. The Board shall quickly discuss and decide which of the remaining items require consideration and/or action from the board at that time, and which items may be deferred until the next scheduled meeting.
   c. The meeting shall conclude after the selected items requiring consideration and/or action from the board are completed.
   d. In the unusual event that critical items on the agenda requiring consideration and/or action from the board at that time would take the meeting length well beyond 90 minutes, a majority of the Board shall consent to: 1) convene a special board meeting on another day to cover those remaining items, or 2) extend the meeting for a reasonable amount of time to efficiently cover those remaining items. The anticipated total time to cover the remaining critical items may dictate what the Board decides in such a case.
It is the policy of Thomas Edison Charter Schools to convene and conduct electronic meetings as outlined by current state law under the following conditions:

1. Normal public notice shall be given as prescribed in 52-4-207
2. Written notice shall be posted at the anchor location
3. 24 hour notice shall be given board members of the electronic meeting
4. Connection details shall be given board members
5. The anchor location shall be the normal location for board meetings
6. Quorum requirements are met by including board members connected electronically.
   Effort will be made to provide visual aids and written materials in advance.

As a public body, a Charter School board may convene and conduct electronic meetings as outlined in Utah code 52-4-207.

**Specific References**

Under Utah code 53A-1a-502(2)—Charter Schools are part of the states public education system and therefore the board is a public body.

Under Utah code 52-4-207(1)b(ii)---A quorum is not required at the anchor location.

Under Utah code 52-4-207(3)a---Notice to the public is the same as for a normal meeting

Purpose: To establish written procedures governing electronic meetings, as required by Section 52-4-7.8, Utah Code Annotated, at which one or more members of the public body may participate by means of a telephonic or telecommunications conference.

1. Prior to or at the beginning of an electronic meeting, the conducting member of the Governing Board shall verify that proper notice of the meeting was given pursuant to Section 52-4-7.8, Utah Code Annotated.

2. Prior to or at the beginning of the electronic meeting or portion of the electronic meeting in which non-present members will be participating, the conducting member of the Governing Board shall confirm that the non-present members are connected via electronic means.

3. The electronic connection shall be such that all members, both present and non-present, may hear the proceedings of the meeting, or portion of the meeting, in which they are participating.

4. If voting is required, the conducting member of the Governing Board shall require a roll call vote, so that the non-present members’ votes may be counted.

5. The conducting member of the Governing Board shall require all participants in the electronic meeting to verbalize their statements and responses, so that the non-present members may hear them.

6. The conducting members of the Governing Board shall require that all visual aids and written materials not available to the non-present members be verbally described. Effort will be made to provide visual aids and written materials in advance.
CONFLICT OF INTEREST POLICY

Thomas Edison Charter Schools are publicly funded and bound by applicable federal and state laws governing non-profit and charitable organizations. In order to protect the financial interests and tax-exempt status of the schools, TECS prohibits any action that constitutes a conflict of interest in its contracts, agreements, transactions and services.

This policy applies to all “TECS representatives” defined as board members, administrators, key employees, consultants and volunteers who make or influence decisions on school contracts, agreements, transactions and services. Conflicts of interest occur when a TECS representative directly - or indirectly through business, investment, affiliation or family - stands to benefit financially from school-related contracts, agreements, transactions and services. Financial benefit includes direct and indirect remuneration as well as gifts or favors that are not substantial.

TECS representatives will complete a conflict of interest disclosure statement annually. Any TECS representative who has an interest in a contract or other transaction presented to the board or a committee thereof for authorization, approval, or ratification shall make a prompt and full disclosure of their interest to the board or committee prior to its acting on such contract or transaction. Such disclosure shall include any relevant and material facts known to such person about the contract or transaction that might reasonably be construed to be adverse to the school’s interest.

No board member shall cast a vote on any matter which has direct bearing on services to be provided by that member, or any organization which such member represents or which such member has an ownership interest or is otherwise interested or affiliated, which would directly or indirectly financially benefit such member. All such services will be fully disclosed or known to the board members present at the meeting at which such contract shall be authorized. Additionally, no TECS representative with governing board delegated powers shall establish or authorize contracts, agreements, transactions and services in which such representative has a conflict of interest.
I have read and understand my legal and ethical obligations under the Thomas Edison Charter Schools Conflict of Interest Policy. I acknowledge my agreement with the intent of this policy and hereby attest that I will abide by the policy during my term of service or employment at TECS.

_______ I am not aware of any conflict of interest.

_______ I have a conflict of interest in the following area(s):

________________________________________________________
________________________________________________________
________________________________________________________
________________________________________________________
________________________________________________________
________________________________________________________
________________________________________________________
________________________________________________________

Signed: ____________________________ Title/Position: ____________________________

Print Name: ____________________________ Date: ____________________________
**STUDENT RECORDS POLICY**

Policies and Procedures Manual

<table>
<thead>
<tr>
<th>Item #</th>
<th>Board President Signature</th>
<th>Original Approval Date</th>
<th>Last Amendment Date</th>
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<tr>
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</table>

School personnel are trained in and manage student records as directed by the Utah State Office of Education.
MAINTENANCE OF CONFIDENTIAL INFORMATION POLICY

It is the policy of Thomas Edison Charter Schools, to maintain in strict confidence the personal information collected from employees. Prudent practices in relation to the retention, disposition, and distributing of information will be enforced.

Paper documents containing this confidential information will be stored in a secured location, electronic media will be protected with standard electronic media protection, and disposal will be done by shredder or other appropriate means.

Thomas Edison will not collect confidential information from applicants such as driver’s license number, social security number or date of birth. This information will only be collected after an applicant has accepted an employment offer and is considered an employee.
It is the policy of Thomas Edison Charter Schools ("School") that documents containing descriptions pertaining to its philosophy, curriculum, trade-secrets, teaching methods, practices, school procedures, and policies, or which are otherwise marked as "Confidential" or which an ordinary person would consider as confidential, are considered to be the intellectual property of the School. Documents containing such information shall be marked and protected as proprietary information, copy-written, or as intellectual property of the School. Nevertheless, all such documents shall be available for viewing upon the request of any parent or student in the School or any member of the community, except those specifically marked “Trade Secret.”

Any group or organization requesting purchase of School IP/PI program or materials must: 1) be an existing school or intending to create a school, 2) sign a comprehensive non-disclosure-agreement for the protection of the School program and materials, and 3) receive explicit permission for such purchase from the School.

Any Employee of the School, as part of their employment responsibilities, may be involved in (i) the conception or making of improvements, techniques, discoveries, methods, curricula and inventions or the like (whether patentable or unpatentable and whether or not reduced to practice), (ii) the authorship of works that may be copyrighted and (iii) the development of trade secrets relating to the School or its affiliates (hereinafter referred to as “Employment IP”). Every Employee shall acknowledge that all such Employment IP shall be the exclusive property of the School. Every Employee shall waive and agree to waive any and all rights he or she may have in or to such Employment IP. Every Employee shall assign, and agree to assign, to School, without additional compensation, Employee’s entire right, title and interest in and to all such Employment IP, and Employee shall agree and acknowledge that to the maximum extent permitted by law, any copyrightable Employment IP shall be deemed a work made for hire. At the request of the School and at no expense to Employee, Employee shall execute and deliver all such papers, including, without limitation, any assignment documents, and shall provide such cooperation as may be necessary or desirable, or as the School may request, to enable the School to obtain, enforce, secure and exercise, throughout the world, its rights, title and interest in and to such assigned Employment IP.
Policy Prohibiting Discrimination

Thomas Edison Charter Schools’ philosophy emphasizes an atmosphere of respect, civility and courtesy, and a deep regard for the dignity of all individuals. It is the policy of TECS to provide equal opportunity in all educational programs, school activities and school employment. TECS does not permit or practice discrimination on the basis of race, creed, color, national origin, religion, age, sex or disability.

It is the policy of TECS to comply with state and federal laws which prohibit discrimination and protect the civil rights of students, families, applicants, employees and/or other persons affiliated with TECS. Utah Administrative Code R277-112 references applicable laws:

1. (1) the Individuals with Disabilities Education Improvement Act of 2004, 20 U.S.C., 1400;
2. (2) State Board of Education Special Education Rules, August 2007;
3. (3) Section 504 of the Rehabilitation Act of 1973, as amended, 29 U.S.C. 794, which prohibits discrimination on the basis of disability in programs and activities receiving Federal financial assistance;
4. (4) Section 5 of the Americans with Disabilities Act Amendments of 2008, which prohibits discrimination on the basis of disability.
5. (5) Title IV of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000c et seq., which provides standards and training for educators relative to the desegregation of schools receiving Federal financial assistance;
6. (6) Title VI of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000d et seq., which prohibits discrimination on the basis of race, color, or national origin in programs and activities receiving Federal financial assistance;
7. (7) Title VI of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000e et seq., which prohibits discrimination in employment based on race, color, religion, sex, or national origin in programs and activities receiving Federal financial assistance;
8. (8) Title IX of the Education Amendments of 1972, as amended, 20 U.S.C. 1681 et seq., which prohibits discrimination on the basis of sex in education programs and activities receiving Federal financial assistance;
9. (9) Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000e et seq., which prohibits discrimination on the basis of race, color, religion, sex, or national origin, and also prohibits discrimination against an individual because of his or her association with another individual of a particular race, color, religion, sex, or national origin. Title VII also covers types of wage discrimination not covered by the Equal Pay Act;
Background Check Policy

To ensure the protection of students, parents and staff, it is the policy of Thomas Edison Charter Schools to follow all federal and state regulations regarding criminal background checks of individuals in education settings.

- All TECS Governing Board members will submit to criminal background checks as a condition of governing board service.
- All TECS employees will complete a background check as a condition of initial employment. Licensed educators will complete a background check as a condition of licensure renewal with the state of Utah. Non-licensed TECS employees will submit to a criminal background check at least every six years, and TECS may require periodic background checks within a shorter period as well.
- TECS may require individuals who provide contracted services to submit to a criminal background check as a condition of contracted services. Any contracted service providers who have significant, non- incidental, or prolonged contact with students will submit to a criminal background check. Additionally, contracted service providers who have access to or information regarding the schools’ financial or technological resources will submit to a criminal background check.
- TECS Parent Organization Executive Councils will submit to a criminal background check as a condition of service.
- Where reasonable cause exists, TECS may also require additional periodic background checks of licensed and non-licensed employees, contracted service providers and volunteers.
- TECS may, at its discretion, pay for criminal background checks. TECS also reserves the legal right to require an employee to pay the cost of periodic criminal background checks at its discretion in compliance with Utah law.
- TECS may request the Criminal Investigations and Technical Services Division to seek additional information from regional or national criminal data files.
- TECS will consider only those convictions, pleas in abeyance, or arrests which are job-related for the employee, applicant, or volunteer.
- An applicant, volunteer or employee will have an opportunity to respond to any information received as a result of a criminal background check. This response should be in
writing, signed and dated by the applicant, volunteer or employee, and submitted to the principal.
If a person is denied employment or is dismissed from employment because of information obtained through a criminal background check, the person shall receive written notice of the reasons for denial or dismissal. The person has the opportunity to request a hearing with the governing board personnel subcommittee to respond to the reasons.
TECS will only disclose confidential information obtained through the criminal background check process as legally allowable.
TECS will submit to the Utah Department of Public Safety a complete list of non-licensed employees including names, dates of birth, and social security numbers.

Reference Laws:
Utah Code 53A-3-410
Utah Admin. Code R277-516
GRIEVANCE POLICY

Grievance Policy

Thomas Edison Charter Schools promote a positive, proactive approach to problem-solving. The governing board maintains that parents and staff can generally resolve their concerns through open, respectful communication as outlined below:

Parents
A parent who has an honest complaint regarding a staff member should, in good faith, address his or her concern with the involved employee(s) and work in a timely, reasonable and cooperative effort to resolve the concern. If the parent prefers, he or she may address concerns directly with the Principal and work in a timely, reasonable, and cooperative effort to resolve the concern.

Staff
An employee who has an honest complaint regarding another employee must first address his or her concern in good faith with the other employee and work in a timely, reasonable and cooperative effort to resolve the concern. If the employee is unable to resolve complaints through these efforts, he or she may address concerns with the Principal in a similar manner.

An employee who has an honest complaint involving the Principal must address his or her concern in good faith with the Principal and work in a timely, reasonable, and cooperative effort to resolve the concern.

Board Appeal
In the event that a parent and/or employee complaint has not been resolved by good faith efforts at the administrative level, the complaint may be directed to the Governing Board in a detailed, written appeal specifying:

- the individual(s) involved
- details of the events that led to the complaint, including dates and approximate times
- details of good faith efforts to resolve the problem, including dates and approximate times, and
- the requested solution

The governing board will carefully and objectively consider the appeal. The board may, at its discretion, gather additional information from the complainant, other employees, administra-
Parents and staff members are welcome to direct any concerns with governing board policy or action items during the public comment segment of monthly board meetings, in writing to the board at any time, or by scheduling a meeting with a board subcommittee.

It should be noted that this policy is in no way intended to discourage or limit any individual’s legal responsibility to report unlawful activities as mandated by state and federal law. Additionally, this policy does not alter in any way the school’s status as an at-will employer and does not preclude the school from discontinuing employment even if the employee has submitted an appeal.
Government Records Access Management Act (GRAMA) Policy

Thomas Edison Charter Schools uphold:
- the rights of the public to fair and reasonable access to records of public business.
- individuals’ rights to privacy regarding personal data gathered by government entities.

Accordingly, it is the policy of TECS to comply with the Government Records Access Management Act (GRAMA) enacted by the state legislature, as well as all federal laws governing the management of, and access to, the schools’ records (as defined by Utah Code 63G-2-103). Legal mandates for managing and accessing student records are found in the Family Educational Rights and Privacy Act (FERPA).

Records Officer
The Principal of each campus will designate a Records Officer for his or her campus. The Records Officer will be trained and certified as mandated in Utah Code 63A-12-110. The Records Officer works with state archives in the care, maintenance, scheduling, designation, classification, disposal, and preservation of records (Utah Code 63G-2-103). The Records Officer works, as necessary, with the Principal and the Governing Board in classifying records and in reviewing and responding to GRAMA requests.

Classification of School Records
State law allows classification of a school record to occur prior to or following a request for access to the record, and TECS may reclassify a record or series of records at any time. TECS records will be classified under the following general categories:
- Public records as described in UCA § 63G-2-301;
- Private records as described in UCA § 63G-2-302;
- Controlled records as described in UCA § 63G-2-304;
- Protected records as described in UCA § 63G-2-305; and
- Limited records as described in UCA § 63G-2-201 (3)(b).

Access to School Records
- Every person has the right to inspect a public record free of charge.
- Every person has the right to take a copy of a public record during normal working hours (Sections 63G-2-203 and 63G-2-204).
- TECS will not disclose a record that is private, controlled, or protected to any person except as provided in GRAMA Subsections (5)(b) & (5)(c) or Sections 63G-2-202, 63G-2-206, or 63G-2-303.
- A person may request to inspect or receive copies of the school’s records by submitting a written GRAMA request to the Records Officer.
- The Records Officer may, in consultation with the principal and as necessary, delegate to other staff the responsibility for compiling records in the GRAMA request.
- The Records Officer will ensure that records are disclosed as legally allowable within the time periods set forth in Utah Code 63G-2-204 and 205.
- Denials of access to school records must be approved by the Principal. In the event that a GRAMA request is denied in whole or part, the Records Officer will provide to the requester a notice of denial containing the following information:
  1. a description of the record or portions of the record to which access was denied, provided that the description does not disclose private, controlled, or protected information or information exempt from disclosure under Subsection 63G-2-201(3)(b);
  2. citations to the provisions of state or federal regulation that exempt the record or portions of the record from disclosure, provided that the citations do not disclose private, controlled, or protected information or information exempt from disclosure under Subsection 63G-2-201(3)(b);
  3. a statement that the requester has the right to submit a written appeal to the Governing Board; and
  4. the time limits for filing an appeal, and the name contact information of the TECS Governing Board president.

**Fees**

TECS reserves the right to charge a reasonable fee to cover the actual costs of providing a record as detailed in Section 63G-2-203. These costs include, but are not limited to, the cost of staff time (when such costs exceed fifteen minutes) and materials used in providing the record.

- Fees will reflect current market rates (such as hourly wages, copy costs, etc.) at the time of the request.
- Fees will be approved by the Principal.
- TECS may, at the discretion of the Records Officer and Principal, require payment of past fees and future estimated fees before beginning to process a request if fees are expected to exceed $50 or the requester has unpaid fees from previous requests.
- TECS may, at the discretion of the Records Officer and Principal, waive fees as allowable under Section 63G-2-203(4).
Appeals
Any person aggrieved by 1) the denial of a GRAMA request, or 2) a fee assessment for a GRA-MA request, may appeal the determination within 30 days to the Governing Board by submitting a written notice of appeal under the directives of Section 63G-2-401. If the Governing Board denies a records request, the requester may: (a) appeal the denial to the records committee as provided in Section 63G-2-403; or (b) petition for judicial review in district court as provided in Section 63G-2-404.

In accordance with Section 63G-2-603, an individual may contest the accuracy or completeness of any public, or private, or protected record concerning him by submitting a written request to the Records Officer to amend the record. The Records Officer will consult with the Principal and Governing Board as necessary in the consideration and approval of amending a record.

Reference Laws:
Utah Code 63G-2: Government Records Access Management Act
The principal/director shall not cause or allow any practice, activity decision, or organizational circumstance that is either unlawful, imprudent, or in violation of commonly accepted educational, business and professional ethics.

The Governing Board grants the principal(s)/director(s) the ability to make reasonable, acceptable and according to common sense or normal practice, exceptions to policy in such circumstances that comply with the spirit and intent of the policy and still follow all applicable laws and rules.

If the principal/director makes a reasonable exception he/she will notify the Governing Board in writing within 48 hours of the circumstance that required a reasonable exception to be made.
The strategic outcome goals below were written, where possible, to align with the education philosophy and mission statement of the school.

**STRATEGIC OUTCOME 1:**
Accessing available test data, administration will set goals at the beginning of the year. Then they will review and report on student proficiency and growth to the board on an annual basis as end of year test results are available.

**STRATEGIC OUTCOME 2:**
TECS students will meet or exceed the annual average growth compared to past cohorts as measured by the current trend-line on the in-house monthly testing report.

**STRATEGIC OUTCOME 3:**
TECS will achieve a *net promoter score of 60-80 on stakeholder surveys.*
*A net promoter score (NPS) measures the willingness of customers to recommend a company’s services. Customers or employees are asked, “On a scale of 0-10, how likely is it that you would recommend Thomas Edison Charter School to your friends, family or others?” Those that give you a 6 or below are detractors, a score of 7 or 8 are called passives, and a 9 or 10 are promoters. To calculate the Net Promoter Score, subtract the percentage of detractors from the percentage of promoters. Given the NPS range of -100 to +100, a “positive” score or NPS above 0 is considered “good,” +50 is “excellent,” and above 70 is considered “world class.”

**STRATEGIC OUTCOME 4:**
Directors of Instruction will report annually results from observations to determine if the 8:1 positive reinforcement ratio is being met.

**STRATEGIC OUTCOME 5:**
95% of TECS students in 1st-8th grades will achieve high citizenship (defined as “outstanding” and/or “satisfactory” grades) and 95% of 8th grade will indicate future plans to achieve in post-high school education or training in their PCCR.

**STRATEGIC OUTCOME 6:**
The number of students on the wait list will be at least 107% of capacity measured within one week after the lottery, and two weeks after school begins.

**STRATEGIC OUTCOME 7:**
Edison South will pay off USDA Loan #2 by the end of FY19. Edison North will be in a position to pay off their portion of USDA Loan #1 by the end of FY21.
PURPOSE OF ADMINISTRATOR EVALUATION: Thomas Edison Charter Schools understand the crucial role the administrative team plays in the success of children. From instructional leadership to student discipline to personnel management to budget, these school leaders are the driving force behind the schools’ success. Thus acknowledging the need for true leaders at the helm of TECS, the evaluation program functions as a tool for continuous improvement. Through feedback from staff and the Governing Board, administrators are provided insight into their leadership strengths and areas of needed growth. Identifying and reflecting upon trends in the feedback provides administrators the opportunity for significant progress. Progress leads to improvement. Improvement leads to success. Such success offers each student the greatest opportunity to achieve at the highest level.

OVERVIEW OF ADMINISTRATOR EVALUATION
Staff Feedback: Employees will be given the opportunity to provide anonymous feedback on each administrator. Using the performance standards as a reference, staff will write open-ended commentary on topics of their choice for a length of their choice. The administering and gathering of feedback will be conducted by a third party (i.e. business manager, PO representative, etc.) in early December. The third party will submit the feedback to the administrator and the Governing Board by January 1st.

Guided Self-Evaluation: Consistent with the Teacher Development Plan, each administrator will conduct a self-evaluation based upon the Performance Standards. This guided self-evaluation will be conducted with the administrator’s direct supervisor, the Governing Board for principals and the principals for junior administrators. The administrator will indicate for each standard whether they feel they need refinement, meet expectations, or exceed expectations. Together, they will also celebrate successes and strengths as well as set goals to address areas in which they’d most like to improve.

ADMINISTRATOR COMPENSATION: In an effort to recruit and retain quality individuals, it is the intent of Thomas Edison Charter Schools to competitively compensate all employees, including administrators. Depending upon their assignment, there are three tiers in which an administrator will be compensated. The range indicates the minimum and maximum salaries in which the administrator may initially begin and eventually plateau. Beginning salaries will be determined by the hiring party which will weigh experience, performance, and a variety of other criteria. The hiring team will determine the amount of increase each year dependent upon the performance. Assuming stable budget circumstances, the yearly increase will be a minimum of $1,000. During the guided self-evaluation meeting, the supervisor will also present and review an employment offer for the following school year, to be ratified at the following Governing Board meeting (typically in February).

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<tr>
<th>Tier</th>
<th>Possible Positions</th>
<th>Salary Range</th>
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<tr>
<td></td>
<td></td>
<td>Base</td>
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<tr>
<td>1</td>
<td>Administrative Intern</td>
<td>$42,500 – $52,500</td>
</tr>
<tr>
<td>2</td>
<td>Junior Administrator*</td>
<td>$47,500 – $67,500</td>
</tr>
<tr>
<td>3</td>
<td>Principal / Director</td>
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*Assistant Principal and Director of Instruction
PERFORMANCE STANDARDS—Each of the ten standards include an inconclusive list of indicators to help better define the standard.

I. THE ADMINISTRATOR DEMONSTRATES A DEEP COMMITMENT TO FUNDAMENTAL PHILOSOPHIES OF THE SCHOOL AS OUTLINED IN CORE DOCUMENTS INCLUDING THE CHARTER AND THE GOVERNING BOARD, TEACHER, AND PARENT HANDBOOKS.
   A. Knowledgeable of core philosophies and beliefs.
   B. Frequently reads and references core documents.
   C. Is an active advocate and enthusiastic proponent of the program.
   D. Builds philosophical unity by working to ensure that all staff understands and works within the framework of core philosophies and beliefs.

II. THE ADMINISTRATOR MODELS AND CULTIVATES A CULTURE OF INTEGRITY, RESPONSIBILITY, AND HIGH ETHICAL AND PROFESSIONAL STANDARDS.
   A. Honest, upright, and civil in all school decisions and interactions.
   B. A model of diligence, punctuality, and professionalism.

III. THE ADMINISTRATOR BUILDS A POSITIVE SCHOOL CULTURE THROUGH PROMOTING AND BEING A MODEL OF GLENN LATHAM PHILOSOPHIES AND METHODOLOGIES.
   A. Effectively builds positive relationships of trust.
   B. Makes positive comments to staff, parents and students.
   C. Is a good listener.
   D. Offers constructive suggestions in appropriate ways to the appropriate people in an effort to improve instead of harm.
   E. Demonstrates effective oral and written communication skills.
   F. Manages and resolves conflicts and crises effectively.

IV. THE ADMINISTRATOR SUPPORTS TEACHERS AND STAFF
   A. Supports teachers and staff in their high standards of performance.
   B. Orchestrates opportunities for quality professional development through planned group trainings, one on one mentorship, colleague collaboration, and effective implementation of the Teacher Development Plan.
   C. Facilitates constructive feedback in an effective and meaningful manner.
   D. Deals with student misconduct in a prompt and effective manner in accordance with basic school protocols.

V. THE ADMINISTRATOR DEMONSTRATES FLEXIBILITY
   A. Effectively prioritizes and delegates.
   B. Adapts well to unforeseen circumstances both on a daily and long-term basis.
VI. THE ADMINISTRATOR EFFECTIVELY MANAGES THE ORGANIZATIONAL AND OPERATIONAL NEEDS OF THE SCHOOL
   A. Organizes staff in a manner that maximizes strengths and accomplishes the schools’ mission.
   B. Develops and maintains a quality master schedule to maximize learning for all students.
   C. Effectively manages care and maintenance for the facility.
   D. Is organized and an effective time manager.

VII. THE ADMINISTRATOR IS AN EDUCATIONAL LEADER.
   A. Knowledgeable of quality curriculum and effective teaching strategies.
   B. Develops, implements and communicates a shared vision of learning that reflects excellence for all.
   C. Monitors the alignment of curriculum and instruction and other aspects of the educational system.
   D. Monitors and evaluates the effectiveness of programs and makes modifications where necessary.
   E. Effectively collaborates with teachers to set proper student performance goals.
   F. Effectively monitors student progress, identifying notable trends in student achievement and facilitating adjustments to meet student needs.
   G. Maintains high standards and expectations for the whole school community.
   H. Recognizes, honors, and celebrates success.

VIII. THE ADMINISTRATOR IS SKILLED IN FISCAL MATTERS.
   A. In collaboration with pertinent individuals, develops and maintains a quality educational program with budget constraints.
   B. Is forward thinking, planning and preparing for the future.

IX. THE ADMINISTRATOR DEMONSTRATES SKILL IN MATTERS OF PUBLIC RELATIONS AND POLITICAL PROTOCOLS.
   A. Works well with the community in order to build the program through public relations and student recruitment and retention.
   B. Applies effective strategies for dealing with local, state, and national political issues and forces where they impose on the schools’ operation.
   C. Understands the Utah State Office of Education protocols and completes necessary obligations and assignments.
   D. Demonstrates reasonable understanding of educational law, including the implications of liability.
   E. Effectively delegates and follows up with members of the school community, including the Governing Board and Parent Organization.

X. THE ADMINISTRATOR ATTRACTS, HIRES, AND RETAINS THE MOST EXCELLENT TEACHERS AND STAFF.
   A. Understands the critical importance of employing the right people for the right positions.
   B. Consistently recruits and hires the most highly qualified staff available.
   C. Effectively navigates the employee termination process.
Purpose: The need for diligent, knowledgeable and positive leadership is necessary for any school. Understanding this and that the school atmosphere and success begins and ends with the principal, it is imperative that Thomas Edison Charter School train and maintain quality administrators throughout its existence. We are a unique school in philosophy, policy, programs and demands. Due to the abundance of our distinctive characteristics, the best way for the school to maintain educational prowess and integrity is to train and hire administrators groomed within the program.

Therefore, it is proposed that Thomas Edison Charter School adopt the accompanying Administrator Training Program (ATP). This program is designed to select, groom and prepare future administrators years before they step into their new, demanding role. This permits a smooth transition and an opportunity for future administrators to learn from the experience and knowledge of current administrators. The program focused on developing the skills and applying practical ideals. Our ATP accompanied with the formal education of a graduate degree will help ensure the continued success of TECS for decades to come.

Compensation: The school desires to attract and keep quality staff, including administrators. Considering this, and the fact that this program with require both time and effort, participants ought to be compensated for their efforts. It is proposed that the following two possible venues of compensation be adopted:

1. For participants needing to complete an administrative graduate degree, they will be awarded 75% of the degree’s total cost up to the amount $10,000 total compensation.
2. For participants who have already earned their needed degree, they will be awarded a total of $7,500 over the course of the program.

*All payments will be added to the participant’s monthly paycheck in equal quantities according to the projected time of program completion.

Application: As the training and compensation will certainly be an attraction to many staff members, it is important that an application process be in place. This will allow the current administration and governing board to select those prospects who seem most suitable for the position. Those desiring to apply will need to complete and submit to the principal:

1. the application attached at the end of this proposal,
2. a current resume,
3. and typed responses to the short answer questionnaire found on the application.

After reviewed by the principal, they will write and attach a statement detailing their opinions on the applicant’s potential. The then completed application will be submitted to the governing board for final approval. Depending upon the number of applicants, an interview with the governing board may be used to determine those finalists accepted into the program.
ATP Overview: As the formal education of a graduate degree will focus on general, theoretical principles, the purpose of the ATP is to teach and link the practical to the conceptual. Following the school-adopted teaching philosophy of the Collin’s Model, the program is divided into three levels: 1. Modeling 2. Coaching and 3. Scaffolding and Fading.

The program is organized and divided into four main categories: levels, concepts, items, and tasks. Each level (found in the Collin’s Model stated above) is divided into three main concepts: Instructional Leadership, Management Strategies, and Standards and Goals. Under each concept are specific items accompanied with practical tasks to be learned, observed, or completed. As the participant completes all the tasks required for each item in every concept, he/she will be able to graduate to the next level. Here’s a look at an example for a level one participant.
For each item the participant will write a minimum of one reflection. A reflection is a one to two paragraph summary of thoughts, impressions, and concepts learned within that item. They may choose to write it about the item as a whole or about individual tasks.

In addition to regular contact with each campus’s respective principal, a joint meeting will be held with all participants and administration from both campuses monthly. This meeting will be a chance to discuss concepts, ask questions, and make plans for future training.

Once all items for every concept in the level have been completed, the participant is then ready to graduate to the next level. In order for the graduation to occur, the participant will need to apply by writing and submitting a one-page reflection of thoughts and impressions to the principal. Participants will also defend their understanding of concepts learned before a panel of two to three administrators. This will also be a time to evaluate one’s own intentions and goals about school administration and an opportunity to synthesize concepts learned into a coherent whole.

A level one participant usually only observes. A level two participant actively contributes alongside administrators. A level three participant completes tasks on his/her own, reporting back to administration on a consistent basis.

As a way to document progress and learning, participants will compile all documents for each level of the ATP into a portfolio. This personnel development compilation will include reflections, applications, administrator feedbacks, and any other pertinent document. The completed portfolio will be presented to a panel of administrators and governing board members at the final graduation interview. If the panel determines that the participant didn’t show adequate understanding, they will give feedback as to what the participant needs to improve and set a time for a follow-up interview. Once the participant passes the final panel interview, he/she will successfully graduate from ATP and be awarded their certificate.
The Thomas Edison Charter Schools will survey all teachers and staff annually for feedback regarding the governance and administration of both Edison North and Edison South.
Public Relations Communication Specialist
The Governing Board supports public relations efforts to publicize student achievement, school wide successes, and the promotion of the TECS philosophy and mission. All public relations efforts should be conducted in accordance with federal law, state rule, and school policies including, but not limited to, student privacy, student data, school safety, public communication, conflicts of interest, school finance, school technology and information systems.

Public relations efforts should not impede the educational process (i.e. borrowing from instructional time, etc.), and should be of the highest quality of editorial content and effective format. Publications issued by, and in the name of, TECS shall reflect the highest regard for staff, students and families.

All public relations efforts should help the school interface with the community in positive ways, clarify misconceptions about the program, and reach potential students and families. All outreach and public relations efforts require the approval of school administration. All publications shall comply with State Administrative Code R277-487 along with all TECS privacy policies.

Procedures for Community Outreach and Public Relations
In order to fulfill the intent of the Community Outreach and Public Relations Policy, the school may determine to hire additional staff, such as a communications specialist and/or marketing intern. Any additional personnel shall maintain the highest standards of professional conduct and will perform his or her duties in accordance with all applicable school policy and procedures as
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Students
and Parents
It is the policy of Thomas Edison Charter Schools to abide by federal and state guidelines concerning student registration. (53A-1a-506) Eligible students.

Students retained in Kindergarten will be ensured a place. Siblings of current students, children and grandchildren of founders, children and grandchildren of current governing board members, children of current employees, and transfer students from an affiliated campus will be given preference for enrollment. In the event preference enrollment exceeds the capacity of any grade level, those potential students will be entered into the grade based on a preferential lottery. New students who do not have current siblings will be entered through a lottery process. Those students who are not selected will be placed on the waiting list in the order drawn from the lottery.

The principal will resolve all enrollment concerns.

Legal guardians of new students who apply for enrollment are expected to observe in two classrooms, read prescribed school materials, and view required video presentations prior to their student(s) being added to the lottery and admittance into the school.

Legal guardians of new K-4 students are expected to complete the 10 hour parent Spalding course. The school will provide various class dates and times.

It is the responsibility of the legal guardians to provide correct contact information.

Legal guardians may be granted a leave of absence for their children upon written request from the school.
ENROLLMENT PROCEDURE

The success of the Thomas Edison Charter Schools depends on many varied aspects of both the schools’ programs and the personnel. Word-of-mouth advertising from satisfied parents and students as well as all other media advertising help to bring a prospective parent to the school; however, what they encounter once they are within our doors can depend a lot on their first impression.

As an alternative public school, we are responsible for helping a parent make the best choice for their student and, of course, we hope that choice will be their enrollment. Because of the nature of our society, many are interested in pursuing something different, but a little nervous about making a leap outside their comfort zone. It then becomes our responsibility to give them enough positive information so they are educated as to who we are and what we have to offer.

The following enrollment procedures are meant to guide a prospective parent through a search of that information. It is important to remember, however, that a confident, informative conversation explaining the schools’ atmosphere, sense of purpose and professionalism can go a long way to helping a parent make their decision.

The following steps should be taken whenever a prospective parent is looking to enroll their students at our schools:

- Complete an enrollment form
- Observe in the classroom at the grade level being considered for 45 minutes
- Observe in another grade level for 45 minutes
- View and return the school’s DVD
- Review the Parent Handbook
- Meet with an administrator

All personnel who work in a situation where they meet someone who is new to the school need to be familiar with all enrollment materials and they should understand their position of making that good first impression. A professional, confident, and informed approach to anyone entering the school is integral to the success of our program and is as much a part of the enrollment procedures as any of the steps listed above.
ENROLLMENT: Applications will be accepted between now and noon on Xxxx YY, 20ZZ.

1. All currently enrolled students will be reenrolled for the next school year. If a family decides that a student will not be returning to Thomas Edison Charter School, they will let us know as soon as possible, so that we will know how many spaces will be open in each grade.

2. All current preferential wait-listed potential students will NOT need to reapply for the next school year. If necessary, they will be ordered in a preferential lottery.

3. Children whose new applications are received during the open enrollment period before noon on Xxxx YY, 20ZZ will be entered in the regular lottery. The outcome of that lottery will establish their acceptance or wait-listed position for the 20ZZ-20ZA school year.

4. Each child whose new application is received after noon on Xxxx YY, 20ZZ will not be entered into the lottery, but will be added to the bottom of the 20ZZ-20ZA wait list for his or her grade AFTER all lotteried students. He or she will maintain that position until the end of the school year, and will be included in future lotteries.

5. The lottery will be conducted in an open, public meeting to be held about B:CC pm on Xxxx YY, 20ZZ. See the lottery procedure below.

6. Before school starts, parents of accepted students have one week from the date of notification of acceptance to complete the necessary registration paperwork. Students whose paperwork is not completed within one week of notification will lose their place, and a wait-listed student will be accepted instead. After school starts, parents have one complete school day from the date of notification of acceptance to complete the necessary registration paperwork before giving up their spot.

7. Thomas Edison Charter School cannot create wait lists for classes beyond the 20ZZ-20ZA school year because a lottery system is used to determine which new students will be offered spaces for coming years. All children on wait lists are relotteried each year, regardless of the previous year’s position. Therefore, adding a very young child in advance to the school’s wait list provides no advantage. Acceptance to Thomas Edison Charter School is offered to wait-listed children only through the lottery for that specific school year. Note: This may change at a future time if Thomas Edison Charter School chooses NOT to accept federal funds.

8. In accordance with Utah Law, children must turn five before September 1, 20ZZ to attend any public charter school for the 20ZZ-20ZA school year. Applications received for children who do not turn five before September 1, 20ZZ will not be entered into this year’s lottery.

9. Legal guardians of new K-4 students are expected to complete the 10 hour parent Spalding course. The school will provide various class dates and times.
LOTTERY PROCEDURE

A. The intention of Thomas Edison Charter School’s lottery procedure is to keep families together to the greatest extent possible, while allowing equal opportunity for all students to get into the school. Since the grade at which the most new students and families will come into the school each year is Kindergarten, the lottery will begin with that grade and work up.

B. Federal law allows the following exemptions from the lottery process: 1) students continuing from the previous year, 2) waitlisted siblings of students already attending the school, 3) children or grandchildren of founders, 4) children or grandchildren of current governing board members, 5) children of current employees, or 6) students who are transferring from an affiliated campus. Waitlisted students in classes that are filled before the lottery begins, will be ordered in a preferential lottery.

C. The lottery will identify which students fill the open slots of each class. After a class is filled, the lottery will determine the waitlist order of students who have siblings already accepted by the school or who applied for enrollment by noon on Xxx YY, 20ZZ. That order will be maintained throughout the school year, until the lottery for the subsequent school year is held*.

* Note: If Thomas Edison Charter School chooses not to accept federal funds at a future date, the enrollment selection process may change, but would still adhere to Utah State law.

D. The lottery is performed by the drawing of student names from containers by hand or by using a random number generator or other electronic means.

E. If necessary, the sibling lottery (for waitlisted siblings) is performed by a random draw for each of the grades that would be oversubscribed with continuing students plus waitlisted siblings.

F. Next, the transferring student lottery is performed by a random draw for each of the grades that would be oversubscribed with previously places students plus transferring students.

G. Next, the regular lottery is performed by the drawing of names of students who applied before noon on Xxx YY, 20ZZ, beginning with Kindergarten and then working up to grade 8.

H. When a child’s name is drawn and accepted, their siblings in other grades will be given preference and accepted or ordered accordingly.

I. When a child’s name is drawn in a grade that is filled, their name is added to a waiting list in the order it was drawn.
Students in the elementary grades (K-4 for South Campus & K-5 for North Campus) will be divided evenly between teachers so that classes are academically even and balanced by gender. For the secondary grades, students will be divided by math ability and then to the greatest extent possible, classes will be balanced evenly by academic ability.
STUDENT PROMOTION, RETENTION, AND GRADE PLACEMENT POLICY

The decision to promote, retain or advance a student shall be based on general achievement with consideration being given to the mental, physical, emotional, and social maturity along with the best interests of the student.

Secondary students in grades six through nine will generally be placed in grade levels based on successful completion of the courses of study in each preceding grade level.

Grade placement is the responsibility of the principal with guidance from parents and teachers.

The steps for student retention are defined in the Procedures Manual.
PARTICIPATION AT BOUNDARY SCHOOLS POLICY

Thomas Edison Charter Schools are supportive of ninth grade students who qualify to participate in co-curricular and extracurricular activities at their boundary high schools.

Eligibility: TECS students and their parents/guardians assume responsibility for meeting all eligibility requirements stipulated by the boundary high school and the Utah High School Activities Association. These include, but are not limited to: academic performance, attendance, fees, sportsmanship, citizenship, and physical evaluation requirements. TECS students and their parents/guardians assume all responsibility for transportation to and from co-curricular and extracurricular activities at boundary high schools.

Notification: TECS students who desire to participate in co-curricular or extracurricular activities at boundary high schools must communicate their intention to the TECS administration in a timely manner prior to trying out or participating in the desired activity. Thereafter, students must provide TECS with the following written notifications:

- Verification of participation from the boundary school coach or teacher responsible for the activity
- A comprehensive schedule of practices and competitions for which the student will need to be off-campus
- A list of responsible adults allowed to check out/transport TECS students to co-curricular/ extracurricular activities

Class Schedules: TECS students and their families assume all responsibility for meeting state and local district high school graduation requirements. TECS will make reasonable efforts to design class schedules that allow students to participate at boundary high schools. TECS students and their families must be supportive of TECS efforts to accommodate participation by showing flexibility and cooperation in creating the student’s class schedule. (Ex., students participating in sports teams must be willing to be scheduled for a 7th period physical education course at TECS.) These schedules will be determined on a case-by-case basis.

Fees: TECS will pay the annual required school participation fee of $75.00 per student to the boundary school at which the student desires to participate. This fee allows the student to participate in all extracurricular school activities, as defined in Utah Code R277-494-1E, during the school year for which the student is qualified and eligible. Students are responsible to pay their individual participation fees and activity fees, as defined by the boundary school district.

Related Law: Utah Code R277-494: Charter School and Online Student Participation in Extracurricular or Co-curricular School Activities
It is the policy of the Thomas Edison Charter Schools to have students follow the school rules at all times, as specified in the procedures manual. The discipline plan is intended to teach appropriate behavior following the Glenn Latham model. All disciplinary practices include a deep regard for the dignity of the child.

Any disciplinary actions requiring office intervention will follow the methods and levels as defined in the Procedures Manual.
At Thomas Edison Charter Schools, our discipline plan is intended to teach appropriate behavior following the Glenn Latham model. Any disciplinary practice must include a deep regard for the dignity of the child. Remember that words used at the wrong time, in the wrong way, can do great harm. Being a model of civility is more important than telling someone how to act.

**Tardies:** Parents are expected to teach their children the importance of punctuality. The bell rings five minutes before school starts and children should be at the school before that time. If a child comes to school after attendance is taken, the child must first report to the office to be removed from the absence list. This makes the child even later for class. Tardiness is disruptive to the learning process. It has a negative impact on the entire class, not just the child who is tardy. After the child is tardy 4 times a letter will be sent to parents indicating the concern with an acknowledgement that emergencies and special circumstances will be considered. A similar letter will be sent when 8 tardies have occurred. After a child has been tardy 12 times during the school year, it is evident that the tardiness is based on the lifestyle, choices or circumstances of the parents; therefore, all efforts toward correcting the problem will be directed at the parents. Those parents will be encouraged to find another school that better accommodates their circumstance, or to develop habits of punctuality that reflects respect, courtesy, and the value of school and the educational it offers to children.

**Basic Discipline Guidelines:** The following guidelines are designed to help in the ongoing task of discipline:

Classroom discipline implies that students:

- Raise their hands to speak
- Get permission to get out of their seats
- Follow the teacher's directions
- Show respect at all times for adults, fellow students, as well as private and public property.

Consistency and fairness are basic foundations to a good discipline program.

**Teacher Interaction Procedure for each of the Levels 1-4:** Following the Glenn Latham model the teacher approaches the misbehaving child (as privately as possible) and in a quiet voice, follows these six steps:

1. Says something positive
2. Briefly describes the problem behavior
3. Describes the desired alternative behavior
4. Gives a reason why the new behavior is more desirable
5. Practices the desired behavior
6. Provides positive feedback.

**Repeat offenses:** Assess why the misbehavior is escalating. Is the inappropriate behavior receiving inadvertent reinforcement? Are the levels of positive interactions with the child high enough? Is the child being attended to only when he or she misbehaves? Remember that even negative feedback to a child can become a reinforcement of the behavior.
Teaching Interactions: These interactions are to be used at all teacher and administrative levels while working with students.

1. How to Follow Instructions
   A. Eye contact
   B. Say “OK” or “Yes”
   C. Do the task immediately
   D. Student should check back - this component is not necessary under most conditions

2. How to Accept Criticism or a Consequence
   A. Eye contact
   B. Say “OK”
   C. No arguing

3. How to Accept “No” for an Answer
   A. Eye contact
   B. Say “OK”
   C. No arguing, whining or pouting
   D. If you don’t understand why, ask calmly and politely for a reason.
   E. If you disagree or have a complaint, bring it up at a more appropriate time.

4. How to Make a Request
   A. Eye contact
   B. Pleasant voice tone
   C. Say “Please”
   D. State request specifically
   E. Say “Thank you” after request is granted

5. How to get the Teacher’s Attention
   A. Eye contact
   B. Raise hand
   C. Wait for acknowledgment
   D. After acknowledgment, ask question in a quiet voice

6. How to Greet Someone
   A. A Guest:
      a. Stand up
      b. Eye contact
      c. Smile
      d. Use a pleasant voice
      e. Verbal greeting and self-introduction
      f. Handshake – this component may not need to be used under all circumstances
   A. A Person You Know:
      a. Eye contact
      b. Smile
      c. Use a pleasant voice
      d. Verbal greeting and state the person’s name
Discipline Procedures (Levels): Below are the discipline levels under which we will operate. Most problems will be handled in the following manner:

**Teacher Interventions**

**LEVEL ONE**
- Clarify for the child your behavioral expectations.
- Clarify for the child the problem generated by his/her actions.
- Communicate to the child the importance of refraining from the unacceptable behavior.

**LEVEL TWO**
- Clarify for the child your behavioral expectations.
- Clarify for the child the problem generated by his/her actions.
- Communicate to the child the importance of refraining from the unacceptable behavior.
- Teacher disciplinary consequences

**LEVEL THREE**
- Clarify for the child your behavioral expectations.
- Clarify for the child the problem generated by his/her actions.
- Communicate to the child the importance of refraining from the unacceptable behavior.
- Teacher disciplinary consequences are more serious
- Teachers need to document what is happening with student discipline from this point on.

**LEVEL FOUR**
- Teacher, Parent, Child Conference:
  - Teacher meets with child apart from class (A.M. recess, lunch, P.M. recess, after school) to do the following:
    - Clarify for the child your behavioral expectations.
    - Clarify for the child the problem generated by his/her actions.
    - Communicate to the child the importance of refraining from the unacceptable behavior.
  - Teacher disciplinary consequences are more serious.
  - Teachers need to continue to document what is happening with student discipline.
  - The child, parent, and teacher must sign the Level Four Disciplinary Form.

ADMINISTRATION LEVEL ONE
- Clarify for the child the behavioral expectations.
- Clarify for the child the problem generated by his/her actions.
- Communicate to the child the importance of refraining from the unacceptable behavior.
- Parent will be notified.
- Administrative disciplinary consequences.
- Administration needs to continue to document what is happening with student discipline.
- Behavior contracts may be used as deemed appropriate at all three levels. The following infractions are automatic administration Level One.
- All other referrals to the office must have the Level Four Form sent with the child unless an extreme or urgent circumstance exists.

ADMINISTRATION LEVEL TWO
- Clarify for the child the behavioral expectations.
- Clarify for the child the problem generated by his/her actions.
- Communicate to the child the importance of refraining from the unacceptable behavior.
- Principal, parent, teacher, and child conference.
- A new behavior contract may be used.
- Administrative disciplinary consequences. Consequences may range from in-school suspension to temporary out of school suspension for less than 5 days.
- Administration needs to continue documenting what is happening with student discipline.

ADMINISTRATION LEVEL THREE
- Clarify for the child the behavioral expectations.
- Clarify for the child the problem generated by his/her actions.
- Communicate to the child the importance of refraining from the unacceptable behavior.
- Principal, parent, teacher, and child conference.
- A behavior contract may be used.
- Administrative disciplinary consequences. Consequences may range from in-school suspension to long-term suspension for more than 5 days or expulsion.
- Administration needs to continue to document what is happening with student discipline.
Due Process means that a parent of a child may challenge any disciplinary action taken with their child. To do this a parent or legal guardian needs to write a letter of disagreement and give a copy to the principal and the governing board.

General School Rules: Teachers are expected to teach their classroom the general school rules on the first day of school. The school rules are as follows:
1. Be polite, courteous and exercise safe behavior at all times.
2. Keep hands and feet to yourself at all times.
3. Stay on the school grounds during school hours. Keep hands and feet off fences. Stay in supervised areas at all times unless you have written permission.
4. Be respectful in talking with and interacting with adults. Talking back is not allowed.
5. Students will treat one another with acceptance and respect. Name calling, swearing and bad language will not be tolerated.
6. Fighting, wrestling, kicking or tripping is not permitted - even in fun.
7. Keep school grounds litter free.
8. Throwing rocks and snow is not permitted.
9. Spitting is not permitted.
10. Weapons are not permitted.
11. Leave toys or play weapons at home.
12. Walk bikes, skateboards, scooters, etc. on sidewalks and school grounds.

Playground Rules
1. Play in designated play areas only.
2. All peers from same grade level must be allowed to play in a game.
3. Children should ask permission to go after balls when they leave the playing area.
4. After school hours, go directly to your car pools or busses, unless you are involved in after-school programs.
5. Dangerous games are not allowed, such as "crack the whip".
6. Stay in supervised areas only.

Lunchtime Rules
1. Lunch bags are to be treated properly.
2. Use soft voices.
3. Walk at all times.
4. Clean up your eating area before leaving – including the floor around you.
5. Eat your lunch only. (Please don’t share lunches)
6. Food must be eaten in lunchroom only.
7. Sit down at the table with both feet on the floor.
LUNCH AND RECESS PROCEDURES

Policies and Procedures Manual
2000—Students and Parents

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Lunch
1. Students line up in classroom and are taken to lunch room by teacher or aide (silently).
2. Each class will sit at assigned tables and are expected to eat lunch quietly. Students may talk quietly to their neighbors.
3. Students are expected to sit with feet on the floor and remain until dismissed.
4. Any child leaving the table must first raise their hand for permission.
5. If noise level becomes too loud, a predetermined signal is given (music may be turned on or an orange flag may be raised, etc.) during which time no speaking at all is allowed. Quiet talking may resume after the signal is removed.
6. At a predetermined time, a lunchroom monitor will instruct class to clean their eating area, throw their garbage away, and line up at the door. A lunchroom monitor will escort students out to recess, allowing time to silently put lunch boxes away and get coats and jackets.
7. Students who misbehave will be assigned a seat away from main tables (“benched”) to finish their lunch.
8. There will be no playing in Gym during Lunch.
9. Lunch is the only time that food may be eaten. There should be no food on playground or in classroom.

Recess
1. Adhere to the rules.
2. An area for “benching” will be identified.
3. Grounds will be kept orderly. Whistle is blown two minutes prior to the end of recess. A card designating which class is to come in is shown. Students are to return all equipment to proper storage and check playground for litter. Students line up and wait for teacher who is to arrive one minute prior to the end of recess. Upon teacher direction, students enter the building in silence and return to their seats ready to learn.
4. If recess monitors don’t have children straighten playground, they are expected to do it before returning in.
5. Gates should be closed and garbage picked up.

Bathroom breaks
1. Before lunch and recesses.
2. Line up and go down as a class in silence.
3. After children are finished in bathroom, they line up in hall and wait for class to be ready to go to either lunch or recess.
Notes:

- Teachers need to teach and maintain the order of this system, current policy and rules with students. The expectation is excellence. Consistency and training are the keys to success. Students talking will be sent back with an aide to re-walk in silence. Apply your steps of instruction (Modeling, coaching, scaffold and fade, etc.)
- Recess and lunchroom monitors need to be a part of the learning process and need to know expectations and how to use positive reinforcement during these times to improve student’s behavior.
- Line up times can be used for drills or instructions about what will happen when the class gets to their destination.
- Buddy System – Use a buddy system for students. Students are never allowed to go anywhere alone; they always have an assigned classmate. When we see students alone in the hall, we know something is not right. This also protects the students.
- If a parent sends a note not allowing a student to go to recess, it is the teacher’s responsibility to make arrangements and communicate with recess monitors.
STUDENT DRESS CODE POLICY

Students are expected to dress and groom themselves in a neat, modest, and attractive fashion reflecting pride in themselves and in their school. The dress code is established to help ensure an atmosphere conducive to study and prevent drawing attention to self. Pride in student dress and grooming is an observable difference at Thomas Edison Charter School. It is the responsibility of parents and children to ensure compliance with the dress code. If there are any questions, keep it simple and err on the conservative side.

All clothing should fit properly and be in good repair. All students must wear closed toe shoes. Neither denim/jeans nor athletic wear (sweats or athletic shorts) are allowed. No logos, designs, lettering, etc. of any kind are allowed, except approved Thomas Edison Charter School logos.

- The official school shirt has a collar, short or long sleeves, and is long enough to remain tucked in. Shirts will be any solid color. **Shirts will be one of three styles: polo, oxford, or turtleneck.**

- Pants, capris, or knee length shorts will be a solid color in khaki, navy or black. Skirts, skorts, or jumpers may also be approved school plaid. Khaki is defined as the appropriate shade of brown, tan, or green. Examples of approved school plaid are **Green Plaid** from French Toast Clothing Company or **Hunter Classic Navy Plaid** from Land’s End Clothing Company. Leggings, tights, and “knee high” socks worn with skirts, jumpers, or shorts must be solid color. **Pants and shorts will be one of three styles: slacks, cargo, or Docker (the style, not brand).**

- Outerwear worn in the building over a dress code shirt for warmth, such as a sweater, cardigan, or vest, must fit all dress code standards except a collar. Appropriate non dress code outerwear may be worn outside the building.

Occasional exceptions, consistent with the intent of the dress code for special events (such as Boy or Girl Scout uniforms), may be approved by the principal. The principal will interpret and resolve all issues regarding the dress code.
Including Cyberbullying, Harassment and Hazing

I. PURPOSE
Bullying, including cyberbullying, harassment, and hazing, of students is against federal, state, and local policy, and is not tolerated by Thomas Edison Charter Schools (TECS). TECS is committed to providing all students with a safe and civil school environment in which they are treated with dignity and respect. To that end, TECS has in place policies and procedures designed to reduce and eliminate bullying. Annually TECS will collect signed statements from every student age 8 up, parents and faculty.

II. DEFINITIONS
1. “Bullying” means committing acts that endanger the health or safety of a student including severe or persistent physical or psychological abuse by means of physical threats or assaults, verbal threats or insults, or other hostile or degrading acts.
2. “Cyberbullying” means using the Internet, a cell phone, or another device to send or post text, video, or an image that will hurt, embarrass, or threaten an individual, regardless of intent or knowledge / consent of the student.
3. “Harassment” means repeatedly communicating to another individual, in a demeaning or disparaging manner, statements that contribute to a hostile learning environment.
4. “Hazing” means intentionally committing an act that endangers the physical or mental health of a student for the purposes of initiation or admission to a team, office, program, or other organization.
5. “Retaliation” means an act intended as retribution against a student for reporting bullying or to improperly influence the investigation of a report of bullying.

• This policy will be interpreted and applied so as to comply with state and federal legal requirements relating to civil rights violations.

III. PROHIBITIONS
1. No one may engage in bullying or harassing a student on school property, at a school related or sponsored event, or in transit to or from school or a school related or sponsored event.
2. No one may engage in hazing or cyberbullying a student at any time or in any location.
3. No one may engage in retaliation against a student, or an investigator for, or witness of, an alleged incident of bullying.
4. No one may make a false allegation of bullying, harassing, cyberbullying, hazing, or retaliation against a school employee or student. Formal disciplinary action will not be based solely on an anonymous report.
IV. NOTIFICATION
1. An administrator and/or school counselor/psychologist will notify a parent or guardian in a timely manner by verbal or electronic communication if a student threatens to commit suicide, or if the student is involved in an incident of bullying, cyberbullying, harassment, hazing, or retaliation either verbally or electronically.
2. TECS will verify parent notification by maintaining a confidential record protected under the Federal Educational Rights and Privacy Act (FERPA).
3. Parent notification records will be maintained securely by school administration for the duration of the students’ enrollment and destroyed upon the student’s departure from the school.

V. ACTION
The administration will create an action plan to apply to those who commit bully, falsely accuse someone of bullying or retaliate against someone who has reported bullying.

VI. TRAINING
Students, staff and volunteers will receive training regularly from qualified professionals regarding bullying, cyberbullying, harassment and hazing.

Reference Law:
Utah Constitution Article X Section 3
Family Educational Rights and Privacy Act (FERPA)
Utah Code 53G-9-605/ 53G-9-604

Related Policies:
TECS Electronic Devices Policy
TECS Discipline Policy & Procedures
TECS Bullying Procedures
TECS Student Conduct
TECS Grievance
TECS Professional Teacher Conduct
Procedures for Bullying Policy

TECS’s effort to reduce and eliminate bullying is divided into two main categories: prevention and response. The prime goal is to prevent bullying from ever occurring; however, when such instances transpire, TECS will respond as outlined.

I. PREVENTION

1. TECS creates a positive culture of warmth and respect among students and staff according to principles of human behavior and applications thereof developed by Dr. Glenn Latham.

2. Staff, students and volunteers will receive regular training from qualified professionals addressing the following elements: Overt aggression (e.g., physical fighting and/or verbally threatening behavior); relational or social aggression (e.g., rumor spreading, intimidation, isolation); sexual aggression (e.g., acts of a sexual nature or with sexual overtones) cyberbullying (e.g., acts using electronic devices); civil rights violations (e.g., recognition, investigation, reporting, and compliance); awareness and intervention skills (e.g., social skills training); and suicide prevention.

3. Staff acts quickly on early signs of bullying according to the “Levels of Discipline.”

4. Students are provided ample opportunity to report to school officials their feelings on the general school climate, as well as possible bullying violations and locations where students are unsafe and additional adult supervision may be required. Aside from traditional methods of reporting, other opportunities may also include surveys, class meetings, a box for written complaints, or other means deemed appropriate.

II. RESPONSE

1. Each reported violation will be promptly and thoroughly investigated.

2. Verified violations will result in consequences based on the needs of all individuals involved.

3. As appropriate, actions will also include:
   A. procedures for protecting the victim and other involved individuals
   B. due process
   C. reporting to law enforcement of acts that constitute suspected criminal activity
   D. procedures for proper transitional reinstatement of the offending student back into the school community.

4. All information will be treated with the utmost confidentiality.
Procedures for Bullying Policy

III. TRAINING
Training will address the following items:

1. Overt aggression (e.g., physical fighting and/or verbally threatening behavior)
2. Relational or social aggression (e.g., rumor spreading, intimidation, isolation)
3. Sexual aggression (e.g., acts of a sexual nature or with sexual overtones)
4. Cyberbullying (e.g., acts using electronic devices etc.)
5. Civil rights violations (e.g. recognition, investigation, reporting, and compliance to Title VI, IX and Section 504)
6. Awareness and intervention skills (e.g., social skills training etc.)
7. Suicide prevention
8. A student assessment of the prevalence of bullying and locations where students are unsafe and additional adult supervision may be required
Inherent in the Thomas Edison Charter Schools philosophy is the promotion of positive group dynamics, a powerful force in creating a safe, supportive school environment that contributes to students’ academic and social success. Destructive group behavior has no place at Thomas Edison Charter Schools and will not be tolerated. Consequently, TECS has the following policy and procedural guidelines in place for preventing gang-related activity:

1. According to state law, a “gang” is defined as a group of three or more people who form an allegiance and engage in a range of anti-social behaviors that may include violent or unlawful activity or both. These groups may have a name, turf, colors, symbols, or distinct dress, or any combination of the preceding characteristics.

2. School personnel will be trained to recognize risk factors and early warning signs of at-risk students. School counselors and/or the school psychologist will work with parents and administration to determine any necessary intervention measures.

3. Suspected gang activity must be reported to administration.

4. Gang affiliation and activity, in any form and by any person, is prohibited at Thomas Edison Charter Schools. Any use of gang names, slogans, signs or paraphernalia at school, or at school-related activities, is strictly prohibited. Gang members are barred from school-related activities.

5. Gang-related activity is subject to disciplinary procedures. An administrator will notify a parent or guardian if a student is involved in suspected gang-related activity.

6. TECS will cooperate with local law enforcement agencies in the reporting and investigation of any suspected gang activity.

Reference Law:
Utah Code 53A-15-603
Utah Admin. Code R277-609
Utah Admin. Code R277-436

Related Policies:
TECS Safe Schools Policy
TECS Discipline Policy
TECS Bullying Policy
# STUDENT SEARCH AND SEIZURE POLICY

It is the policy of Thomas Edison Charter Schools that authorized school officials have the right to search and seize property as necessary to maintain a safe and effective learning environment on school premises and at all school-related activities. A search and/or seizure may occur upon “reasonable suspicion” that a law or school rule has been violated or that the safety of students or staff may be jeopardized. “Reasonable suspicion” shall be based on specific and objective facts that the search will produce evidence related to the alleged violation. Any search of a student, his/her property, or school property assigned to the student shall be limited in scope and designed to produce evidence related to the suspected violation.

Property that may be searched by school officials includes, but is not limited to, lockers, desks, purses, backpacks, electronic devices, etc. Property that may be seized includes any item deemed illegal, unsafe or otherwise prohibited. School officials shall act in accordance with law when conducting a search and/or seizure and students will not be subjected to excessive and unreasonable intrusion. Searches of individual students shall be conducted in the presence of at least two TECS employees. The principal or designee shall notify the parent/guardian of a student subjected to a search and/or seizure of property afterward and seized property will be released to a parent or to proper authorities.

Lockers, desks and all other types of equipment provided by the school remain the sole property of TECS and are subject to its control and supervision. Students have no reasonable expectancy of privacy, and lockers, desks, and other equipment may be inspected at any time with or without reason, and with or without notice, by school personnel.

## Reference Laws:
- Utah Admin. Code R277-615: Standards and Procedures for Student Searches
- Utah Constitution Art X Sec 3
- Utah Code 53A-11-1305: Board Rules To Ensure Protection of Individual Rights
- Utah Code 53A-1-401(3): Powers of State Board of Education

## Related Policies:
- TECS Safe Schools Policy
- TECS Discipline Policy & Procedures
- TECS Electronic Devices Policy

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DUE PROCESS POLICY

Policies and Procedures Manual

2000—Students and Parents

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It is the policy of Thomas Edison Charter Schools that students and parents will be provided due process. The appeals must be in writing and copies must be given to the director and a member of the governing board.
STUDENT EXPULSION POLICY

Thomas Edison Charter School Governing Board shall have authority to expel a student based on the recommendation of the Principal. Due process will be followed.
It is the policy of Thomas Edison Charter Schools to have students arrive in classes on time. The Utah Compulsory Attendance Act will be followed. For consequences, please see the Procedures for Policy 2201.
In accordance with the positive discipline approach espoused by Thomas Edison Charter Schools, it is the policy of TECS to prohibit corporal punishment at school and at all school-related activities. "Corporal punishment" means the intentional infliction of physical pain upon the body of a student as a disciplinary measure. School employees may not inflict, or cause the infliction of, corporal punishment upon a student.

Utah law does not prohibit the use of reasonable and necessary physical restraint or force in self-defense or otherwise appropriate to the circumstances, as follows:

- To obtain possession of a weapon or other dangerous object in the possession or under the control of a child,
- To protect the child or another person from physical injury,
- To remove from a situation a child who is violent or disruptive,
- To protect property from being damaged.

**EMERGENCY SAFETY INTERVENTIONS**

A TECS employee may not subject a student to physical restraint or seclusionary time out unless utilized as a necessary emergency safety intervention (ESI) in compliance with this section.

**Definitions:**

An “emergency safety intervention (ESI)” is the use of seclusionary time out or physical restraint when a student presents an immediate/imminent danger of physical violence/aggression towards self or others, which is likely to cause serious physical harm.

An “emergency safety intervention” is not for disciplinary purposes.

“Physical restraint” means personal restriction immobilizing or reducing the ability of an individual to move his arms, legs, body, or head freely.

“Seclusionary time out” means that a student is placed, by school personnel, in a safe enclosed area, isolated from adults and peers, and the student is, or reasonably believes, he will be prevented from leaving the enclosed area.

**General Procedures:**

Teachers and other personnel who may work directly with students shall be trained on the use of effective alternatives to ESI as well as the safe use of ESI and a release criterion.

ESI shall:

- be applied for the minimum time necessary to ensure safety;
### Students with Disabilities Receiving Special Education Services Use of ESI:

For a student with a disability receiving specialized educational services under IDEA or Section 504, shall be subject to the applicable federal and state law and TECS policies and procedures for special education/504 programs.

#### Physical Restraint:

A TECS employee may, when acting within the scope of employment, use and apply physical restraint or force as an ESI as may be reasonable and necessary under the following circumstances:

- to protect the student or another person from serious physical harm;
- to take possession of a weapon, other dangerous objects in the possession or under the control of a student; or
- the student is destroying property.

When an employee exercises physical restraint as an ESI on a student, the following types of physical restraint are prohibited:

- prone, or face-down;
- supine, or face-up;
- physical restraint which obstructs the airway or adversely affects the student’s primary mode of communication;
- mechanical restraint, except for seatbelts or safety equipment used to secure students during transportation;
- any device used by a law enforcement officer in carrying out law enforcement duties; or
- chemical restraint, except as prescribed by a licensed physician and implemented in compliance with a student’s Health Care Plan.

#### Seclusionary Time Out:

A TECS employee may, when acting within the scope of employment, place a student in seclusionary time out as an ESI under the following circumstances:

- the student presents an immediate danger of serious physical harm to self or others;
- any door remains unlocked;
- the student is within line sight of the employee at all times.
Notification:
If a TECS employee uses an ESI with a student, the employee shall immediately notify the school administration and the student’s parent/guardian. If a crisis situation occurs requiring an ESI be used, the school or employee shall notify the student’s parent/guardian, and the school administrator as soon as possible and no later than the end of the school day. If the ESI is applied for longer than fifteen minutes, the school or employee shall immediately notify the student’s parent/guardian and school administration.

Documentation:
Parent notifications made under this section for a crisis situation shall be documented in the student information system. Within 24 hours of using ESI, the school shall notify the parent/guardian that they may request a copy of any notes or additional documentation taken during the crisis situation. Upon request of a parent/guardian, the school shall provide a copy of any notes or additional documentation taken during a crisis situation. A parent/guardian may request a time to meet with school staff and administration to discuss the crisis situation.

ESI Committee:
TECS Administration shall establish and maintain an ESI Committee to monitor the use of emergency safety interventions in TECS schools in accordance with Utah Administrative Rule R277-609-6(7).

Reference Law:
Utah Admin. Code: R277-608 Prohibition of Corporal Punishment in Utah’s Public Schools
Utah Admin. Code: R277-609 Standards for LEA Discipline Plans and Emergency Safety Interventions
Utah Code 53A-11-801-805
Utah Code 53A-15-301

Related Policies & Procedures:
TECS Charter
TECS Discipline Procedures
Strong parental involvement is a foundational tenet of Thomas Edison Charter Schools. TECS recognizes the crucial role parents play in the schools’ success and the subsequent need for an organized body to coordinate effort in this regard, namely, a Parent Organization. Immediately upon enrolling a student at TECS, parents and guardians become members of the TECS Parent Organization (P.O.) at the campus their student attends. The TECS Parent Organization adheres to all state laws, TECS Charter directives, and associated TECS policies and procedures.

**Purpose**

The purpose of the Parent Organization is to:
- Act and operate as a school support organization under the oversight of the Governing Board and the direction of the school Principal
- Facilitate and increase parent involvement at in-school and extra-curricular activities approved by the schools and the Governing Board
- Assist and support the administrative staff
- To provide appropriate activities, approved by the school and the Governing Board, for students and their parents, that create a sense of community, education, growth, and enjoyment
- Raise funds for the support of school activities approved by the schools and the Governing Board

**Organizational Structure**

- The TECS Charter identifies the Principal as the head of the Parent Organization at his or her respective campus.
- The Principal is assisted in directing P.O. efforts by a Parent Organization Council at each campus.
- Each campus may determine the specific composition of the P.O. Council positions (ex. Executive Council, President, President-Elect, Fundraising, Activities, etc.).
- It is preferred that P.O. Council positions are filled by election, however, in the event of an absence of multiple candidates for a particular position these positions may be appointed.
- In order to maintain the integrity of the organization and to ensure compliance with state law and school policy, each campus should generate a general handbook or set of directives (approved by the Principal and Governing Board) outlining organizational structure, responsibilities and procedures in addition to the general expectations listed below.

**Parent Organization Council Qualifications, Expectations and Behavioral Guidelines**

P.O. Council members should:
- Have a firm conviction of the schools’ philosophy, purpose, and mission
- Exemplify integrity, honesty, and respect
- Be familiar with the TECS Charter, Parent Handbook, and associated school policies
- Promote the schools’ mission and act for the good of the organization as a whole
- Avoid personal conflicts of interest, particularly in fiscal and curricular matters
- Promote positive public relations with students, parents, staff, and members of the community
Financial Guidelines
- Each P.O. may maintain a separate bank account for P.O. funds in coordination with the schools’ financial manager.
- Transparency in financial matters will be maintained. Each P.O. will generate an annual report specifying how funds were raised and distributed.
- Fundraising activities and P.O. budget expenditures will be approved by the Principal.
- Each P.O. will minimize organizational risk and ensure the protection and appropriate use of funds by establishing an internal system of financial procedures that reflect school fiscal policies.
- Each P.O. will provide a detailed accounting and reconciliation of revenues and expenditures to the governing board audit committee on an annual basis.

Associated Policies:
TECS Charter
TECS Fundraising Policy
TECS Cash Receipts Policy
TECS School Fees Policy
TECS Donations, Gifts and Sponsorships Policy
TECS National Competitions Reimbursement Policy

Reference Laws:
Utah Administrative Code R277-113: LEA Fiscal Policy and Accountability
-3000-
Personnel
Policies and Procedures Manual

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**PURPOSE OF TEACHER PROFESSIONAL DEVELOPMENT AND COMPENSATION PLAN**

Since students are more likely to succeed if provided quality instruction, Thomas Edison Charter Schools are committed to putting the best teachers available in front of each class. In addition to recruiting and hiring those with the greatest potential, Thomas Edison trains and develops all instructional personnel to potentially become master teachers.

Being a unique school necessitates a unique professional development and compensation plan. Thomas Edison desires teachers to learn and grow within the program, develop over time, and finally become master, mentor teachers who are not only influential to those students they teach, but also newer faculty members. Thus, all of our students are provided the best instructional staff possible and therefore the best possible opportunity to succeed.

**OVERVIEW OF TEACHER PROFESSIONAL DEVELOPMENT AND COMPENSATION PLAN**

Thomas Edison Charter School’s “Level and Range” compensation model rewards teachers who excel in the classroom and provides an opportunity for more rapid salary growth. Traditional compensation systems fail to encourage rapid professional development, rewarding teacher longevity more than performance. Instead of being time-based, our plan is performance-based. Compensation is therefore directly linked to its companion document, the “Teacher Evaluation and Development Plan.”

- **Levels** – Thomas Edison’s Compensation Plan initially assigns a teacher to one of five levels based upon their incoming experience and education. They will subsequently move up from one level to the next according to their years of service, relevant higher levels of training, yearly teacher evaluations by administrators, and their performance relative to the level criteria. In fact, a decision to move from one level to the next is more heavily weighted by observations and evaluations by administrators and level criteria performance than anything else. Each level has a higher base salary associated with it.

- **Ranges** – As some levels have minimum year requirements before one can move to the next, the plan provides an avenue for salary gains within each level; these are referred to as “Column Two Adjustments.” If one has yet to meet the minimum requirements to move up a level but their teacher evaluations and level criteria performance indicate that they merit a raise, administrators may add additional compensation within the predetermined ranges for the corresponding level.

As teachers progress up the levels and receive greater compensation, they will be required to take on additional duties as later outlined. **All salary decisions are also subject to the current year’s budget.**
**Level Criteria Minimums**

In order to move up from one level to the next, the following criteria at a minimum must be met in addition to successful teacher evaluations. Administrators will determine other criteria beyond what is described.

- **Level One – Beginning**
  * Have a bachelor’s degree and little to no professional teaching experience
  * Complete the *Writing Road to Reading – One* Spalding class with an A or B

- **Level Two – Growing**
  * At least one year teaching experience as a level one teacher at TECS, two years successful teaching experience outside the program, or no teaching experience yet having relevant additional training
  * Complete the *Writing Road to Reading – Two* Spalding class with an A or B
  * Show quality performance and progress on observations and evaluations.

- **Level Three – Refining**
  * At least two years teaching experience as a level two teacher at TECS or six years successful teaching experience outside the program
  * Relevant additional training, such as a master’s degree, is preferred.
  * Complete all Spalding classes with an A or B
  * Show quality performance and progress on observations and evaluations.

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**Salary Scale**

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*Updated as of April 2018
**Does not include additional stipends for Spalding training (worth $500 per class)*
Level Four – Mentoring
* At least three years teaching experience as a level three teacher at TECS or ten years successful teaching experience outside the program
* Relevant additional training, such as a master’s degree, is preferred.
* Complete all Spalding classes with an A or B
* Show quality performance and progress on observations and evaluations.

Level Five – Master Teacher
* At least four years successful teaching experience as a level four teacher at TECS.
* Relevant additional training, such as a master’s degree, is preferred.
* Working towards being a certified Spalding trainer where applicable
* Consistently score superiors on evaluations.

Teacher Duties and Expectations
It is anticipated that level one and two teachers will focus on personal professional development of exceptional classroom instructional skills. Level four and five teachers expand their focus to the development of skills to benefit other teachers and the instructional program as a whole. Level three teachers are beginning the transition between the two. Generally speaking, teachers at the earlier levels are to be eager learners; those at the advanced levels are to be eager mentors. Below is an outline of minimum duties and expectations for teachers at the various levels.

Levels One and Two
* Show a working knowledge of the program’s philosophy, policies, and procedures as outlined in our core documents (charter, teacher handbook, parent handbook, etc.). Read each not less than once per year.
* Show successful implementation of Spalding strategies and the Collin’s Model of instruction.
* Show successful implementation of classroom management strategies as outlined by Dr. Glenn Latham and other provided materials.
* Attend, participate in, and implement strategies learned at faculty meetings, trainings, in-service meetings, and other mentoring circumstances.

Level Three
* Show a working knowledge of the program’s philosophy, policies, and procedures as outlined in our core documents (charter, teacher handbook, parent handbook, etc.). Read each not less than once per year.
* Continue to learn from and implement strategies discussed at faculty meetings, trainings, in-service meetings, and other mentoring circumstances.
* Begin to transition to becoming a mentor leader as outlined below.
 Levels Four and Five

* Show a working knowledge of the program’s philosophy, policies, and procedures as outlined in our core documents (charter, teacher handbook, parent handbook, etc.). Read each not less than once per year.
* Continue to learn from and implement strategies discussed at faculty meetings, trainings, in-service meetings, and other mentoring circumstances.
* Become a mentor leader. The following are examples of tasks one might be asked to participate in:
  * Conduct a workshop training during in-service meetings
  * Act in the capacity of a team leader for a grade level
  * Participate in the hiring process of new teachers
  * Write letters of recommendation for those you’ve mentored
  * Conduct parent training sessions
  * Prepare and implement specific curricular or instructional improvements
* Level four and five teachers are to be the models to whom the school community turns. Their positive, diligent, and team-oriented nature sets the tone for the culture of the school. Their consistent strength provides a solid base for the rest of the staff to stand upon.

This delegation of duties represents a continuous path of professional improvement and therefore is not meant to be restrictive. A level one teacher can (and should) be just as strong of a leader as a level five. A level five teacher can (and should) be just as diligent of a learner as a level one. This outline strives to emphasize the natural pattern that should take place as a new teacher grows and develops into a master teacher.
Personnel Benefits Policy (1 of 3)

Policies and Procedures Manual

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It is the policy of Thomas Edison Charter Schools to offer personnel benefits that are competitive with the local school districts. All personnel benefits plans will be reviewed annually and may be adjusted to meet organizational needs, maintain fiscal viability and reflect changes in the local and national markets.

Medical Benefits

Full-time salaried employees are eligible to receive up to full-family medical insurance coverage.

“Part-time” salaried employee eligibility for medical insurance coverage is defined as follows:

a) .75– 0.99 FTE; board will pay 100% of individual coverage ‘or’ 75%- 99% (based on corresponding FTE) of two-party or family coverage. Employee pays the balance.

b) Less than .75 FTE; no coverage.

Employees who have medical insurance through an alternate plan may choose to waive TECS medical insurance coverage. Upon proof of alternate insurance, employees are eligible to choose one of the following monthly school contribution options:

1. $200 contribution into a Health Reimbursement Account (HRA) to be used by the employee for medical expenses. This money will accumulate from month to month and year to year during employment at TECS. Any unused balance will revert to the school in the event the staff member leaves employment with TECS.

2. $200 additional 401k contribution each month. Vesting of these funds is consistent with the vesting schedule of all other 401k contributions.

3. $180 stipend (This amount is lower than Option 1 or 2 because it reflects the payroll taxes the school must pay on the stipend.)

Non-salaried part-time employees will not receive benefits unless specified in a written letter of understanding from the governing board. Optional coverage such as Dental and Vision may be offered in a cafeteria type plan. A Health Reimbursement Account (HRA) may also be included as part of TECS medical benefits.

Retirement Benefits

The school retirement benefit plan is designed to be highly competitive with the Utah Retirement System benefit plan other state employees receive. All 0.5 – 1.0 FTE salaried employees are eligible to receive the ‘defined contribution’ retirement benefit plan adopted by the school. Any other employee who works equal to or greater than 30 hours per week during the school year shall also be eligible to receive retirement benefits adopted by the school. The schools’ contribution amounts are based on the number of years the employee has been employed at TECS. Eligible employees who sign up on the
school retirement plan will receive the following contributions into their retirement account:

- 0-4 yrs.: 7% of base salary
- 5-9 yrs.: 9% of base salary
- 10+ yrs.: 13% of base salary

The retirement benefit vesting schedule shall be 50% after 2 full years of employment at TECS, 75% after 3 full years, and 100% after 4 full years of employment. Partly vested or fully vested employees who leave their employment at the school in good standing, then are re-employed later retain their previously accrued vesting status.

Eligible employees may choose to have additional funds withheld from their paychecks to be deposited into their retirement accounts up to the maximum limits allowed by the IRS.

**Life Insurance**

Basic life insurance and/or accidental death or dismemberment insurance may also be included as a benefit to full-time, salaried employees.

**Short-Term Disability**

All full-time salaried employees will be eligible for short term disability based on the following conditions:

1. In order for employees to be eligible, they must have completed 720 hours of employment prior to the commencement of any short term disability.
2. Employee must meet all requirements of short and long term disability plans in order to qualify for compensation.
3. Employees must exhaust all personal/sick leave days remaining (including any carry-over days from prior years) prior to commencement of short term disability payment.
4. Regular pay will be suspended upon the completion of personal/sick leave days or the commencement of short term disability payments, whichever occurs first.
5. If the employee is unable to return to work at the maximum benefit of short term disability (12 weeks); long term disability will go into effect.

**Leave –Full-Time Salaried Employees**

Full-time, salaried teachers will accrue 10 days of general leave throughout the year. Administrators, office staff, and custodians will accrue one day of general leave per full-time month worked throughout the year. Employees may borrow on their leave if needed, upon approval by the Principal. Up to 30 general leave days can be accumulated and carried over from year to year. Portions of these accrued days may be used with prior written approval from the principal/director with 7 days notice preferred.
for vacation time. Vacation time will not be granted to employees immediately before or immediately after Winter and Spring Break, during parent/teacher conferences, or on teacher development days. Principals may grant exceptions in special circumstances. After three or more years of continuous employment, employees may cash in their personal days at the end of each year. The employee will receive $90 for each personal day cashed in. The employee can cash in all but five days or a lesser portion of their personal days remaining each year. If the employee leaves before their third year is complete, the unused personal days will have no value. All days in excess of 30 will automatically be cashed out to the employee. At the end of each year, employees eligible for cash-out will receive a statement of personal time with an application to cash out any unused time. The application is due back to the business manager by June 20th. All employees who do not return the application will have all personal time rolled over, up to the 30 day maximum, with all additional personal time cashed out to the employee. If an employee leaves mid-school year, the amount of days available for cash out will be prorated to the amount of months worked. Each month counts for one day, starting with August and concluding with May. If an employee works past the 10th of a given month after which he or she leaves the school, a personal day will be given for that month. If additional personal days are used beyond the employee’s total accumulated personal days, $90 a day will be deducted from the employee’s paycheck. Teachers and secretaries who have perfect attendance for a semester will be eligible for a $125.00 bonus. The bonus will be distributed in January and July paychecks.

Leave – Part-Time Salaried Employees
Part-time salaried employees will accrue 10 pro-rated days of general leave throughout the year, but it will not be accumulated from year-to-year.

Vacation / Holiday Pay
Salaried employees will receive their regular pay for holidays and school vacations. Non-salaried employees will not receive holiday and school vacation pay.
It is the policy of Thomas Edison Charter Schools to employ substitute teachers of high caliber and to pay fair wages to substitute teachers. Pursuant to Utah law, the following directives apply:

1. A substitute teacher may not serve in a teaching position for more than eight consecutive weeks in one academic year in either the same class or with the same group of students. Individuals serving in the same teaching position for longer than eight weeks shall hold an appropriate license or be replaced by a person with an appropriate license.

2. TECS will obtain verification from CACTUS (Comprehensive Administration of Credentials for Teachers in Utah Schools) that a substitute teaching applicant's license has not been revoked or suspended. Individuals whose licenses have been reinstated may be considered for employment as substitute teachers.

3. Substitute teachers are required to pass periodic criminal background checks.

4. Aides, paraprofessionals and student teachers may be considered for employment as substitute teachers.

5. Substitute wages vary according to the individual's qualifications and substitution assignment. All substitutes will be assigned an hourly base pay rate. Base pay rates are formulated using a pay scale that reflects training, experience, certification, competency, and current TECS employment status.
   a. TECS classroom aides who substitute for a teacher will be paid their normal hourly rate plus $4 per hour.
   b. Other substitutes will be assigned an hourly base pay rate (referenced above) when substituting for classroom aides. When substituting for a teacher, they will be paid their hourly base pay rate plus $4 per hour.
   c. All substitutes will be paid hourly. Lunch is unpaid.
   d. Compensable hours vary depending upon the substitution assignment:
      i. Substitute Classroom Aide: Six hours daily
      ii. Substitute Teacher: Seven hours daily
      iii. Long Term Substitute Teacher (defined as substituting for the same class for more than five consecutive days): Eight hours daily
   a. Special circumstances regarding substitute compensation must be approved by the principal in advance.
FAMILY MEDICAL LEAVE ACT (FMLA) POLICY

It is the policy of Thomas Edison Charter Schools to allow all employees who legally qualify participation in the Family Medical Leave Act.

Qualification includes:
1. An individual who has worked for at least 12 months
2. An individual who has actually worked a minimum of 1250 hours in the last 12 months.

The 12 month period to be defined as a “rolling year”, measured backward from the date an employee uses any FMLA leave.

Thomas Edison Charter Schools will follow all other required rules and regulations pertaining to the components of the FMLA.

Further, it is the policy of TECS to require any qualified employee to follow all FMLA guidelines as outlined in the current personnel handbook.
Who is an Eligible Employee:
1. An individual who has worked for TECS at least 12 months. This does not need to be continuous time due to summer break.
2. An individual who has actually worked for at least 1250 hours during the last 12-month period. The 12-month period to be defined as the 12 months prior to the FMLA request.
3. An individual who has not already used the 12 week FMLA allotment this year.
4. An employee who is not considered a “key employee”. To be considered a “key employee”, the individual must be salaried and in the top 10% of the highest paid employees within 75 miles.
5. An individual who would not cause “substantial and grievous economic injury” to TECS due to such a long absence.

What circumstance qualifies for FMLA:
1. A new child. This can mean birth, adoption, or foster care placement.
2. A serious health condition. An illness, injury, impairment, or physical or mental condition that involves any of the following different things:
3. Inpatient care, including any period of incapacity or any subsequent treatment in connection with that inpatient care.
4. 3+ days of incapacity and any subsequent treatment or incapacity related to the same condition (NO MATTER HOW LONG OR WHEN), where you have seen a health care provider two times during the period of incapacity.
5. 3+ days of incapacity and any subsequent treatment of incapacity related to the same condition (NO MATTER HOW LONG OR WHEN) where you have seen a health care provider one time during the period of incapacity, resulting in regimen of treatment. This does not include over-the-counter drugs.
6. Any period of incapacity for pregnancy or for prenatal care. (Such as morning sickness)
7. Any period of incapacity due to a chronic serious health condition. (Requires periodic visits, lasts extended time and may cause episodic incapacity).
8. A period of incapacity that is permanent or long-term in which treatment may not be effective.
9. Any period of absence (not incapacity) to get multiple treatments for accident/injury restorative surgery.
10. Any period of absence (not incapacity) to get multiple treatments for a condition that would likely result in 3+ days of incapacity if left untreated (such as cancer, severe arthritis, kidney disease, etc.).
### FAMILY MEDICAL LEAVE ACT PROCEDURES (2 OF 3)

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**Whose serious health condition:**

1. Employee
2. Employee’s spouse
3. Employee’s child (if less than 18 years or if disabled)
4. Employee’s parent (not in-law)
5. Can be an individual over whom employee is legal guardian.
6. Can be another relative if that person raised employee.

**What leave consists of:**

1. Unpaid time off.
2. Full time leave for new child or serious health condition.
3. Intermittent leave or reduced schedule if medically necessary, or if employer consents.
4. Reinstatement upon return to the same or equivalent position. An equivalent position is “virtually the same” including pay, benefits, working conditions, and substantially similar duties, responsibilities, skill, effort and authority.
5. Continuation of health insurance benefits.
6. Continuation of service time for pension or retirement benefits.

**Notice or Request for Leave:** The following steps should be followed by the employee and employer when requesting FMLA benefits:

1. Oral or written notice by employee to immediate supervisor and/or principal.
2. For foreseeable leave, 30 days notice or as soon as practicable.
3. For unforeseeable leave, as soon as practicable (1-2 business days).
4. Notice that intermittent/reduced schedule leave is medically necessary.
5. Notice of intent to return.
6. Medical Certification Form – only for serious health condition leave.
7. Certificate to provide information that allows the assessment of whether the leave is FMLA qualifying, how long it will last, and what the work limitations are.
8. For foreseeable leave – employee must return form before leave begins, if possible.
9. For unforeseeable leave – employee is allowed 15 days to return form.
10. Employer must answer all employee FMLA questions.
11. Employer must provide notification of eligibility within 2 business days of request.
12. If employee is not eligible, employer must advise when eligibility would commence.
13. Employer must notify employee of any need to make health insurance premium payments and procedure for such.
14. Employer must notify employee of any changes in health insurance plan during leave.
Additional Information and Return to Work Procedures:

1. Re-certification may be requested no more than every 30 days and only in connection with the absence, unless:
   a. Circumstances described in previous certification have changed significantly.
   b. Information is obtained casting doubt on employee’s reason for absence.

2. If the minimum duration of the period of incapacity is less than 30 days, recertification isn’t needed until that period expires, unless:
   a. Employee requests an extension of leave.
   b. Circumstances described in previous certification have changed significantly
   c. Information is obtained casting doubt on employee’s reason for absence.

3. For other circumstances, recertification can be requested at any reasonable interval but not less than 30 days, unless:
   a. Employee requests an extension of leave.
   b. Circumstances described in previous certification have changed significantly
   c. Information is obtained casting doubt on employee’s reason for absence.

4. No 2nd and 3rd opinions allowed for recertification.

5. Fitness for Duty certification may be requested by employer when absence is for employee’s own medical condition and the leave was not intermittent.

6. Fitness for Duty certification may only concern the particular condition for which leave was taken.

7. Fitness for Duty certification may be a simple statement that the employee is able to return to work.

8. TECS requires employees to use any accrued paid leave prior to FMLA leave; however, FMLA time will accrue during any paid leave if connected with FMLA leave.

For any other related questions, TECS will specifically follow FMLA rules and regulations.

Questions not answered in these procedures should be directed to the school principal and/or the Human Resources Manager.
It is the policy of Thomas Edison Charter Schools to support and financially assist contracted teachers’ continuing educational pursuits according to the following criteria:

1. The yearly school budget is able to cover the requested expense.
2. The requested class, workshop, or conference is pre-approved by the principal.
3. The course will directly support and/or enhance the Thomas Edison Charter School educational program.

The percent of the tuition paid for by the school is determined by the principal, with Board approval.

The school will reimburse an employee for any training and/or course work which is requested by the Principal or Board.

The benefiting teacher may be required to present the information from the course in a faculty meeting or in-service training.
It is the policy of Thomas Edison Charter Schools to comply with all state laws regarding the reporting and investigation of child abuse and neglect. All actions with regard to child abuse and neglect reporting and investigations must be done in “good faith,” defined as “acting honestly, objectively and without deliberate attempt to take unfair advantage over another person.” Any person or institution participating good faith reporting and/or cooperating with investigations is immune from any liability, civil or criminal, that otherwise might result by reason of those actions (Utah Code 62A-4a-410). Immunity does not apply to actions that are in any way fraudulent, hostile, retaliatory, or otherwise willfully misconducted. TECS shall ensure that the anonymity of those reporting or investigating child abuse or neglect is preserved in a manner required by Utah Code 62A-4a-412.

Reporting
Any school employee who knows or reasonably believes that a child has been neglected, or physically or sexually abused, will immediately make an oral report to the school principal or his/her designee. Together, the principal or his/her designee and the employee will immediately notify the nearest peace officer, law enforcement agency or office of the State Division of Child and Family Services (DCFS). A report by an employee solely to a principal, supervisor, school nurse or psychologist does not satisfy the employee’s personal duty to report to law enforcement or DCFS (Utah Admin. Code R277-401-3).

The school employee shall also complete a written school report to include the name of the student, the name(*s) of the person(s) who may have caused the abuse, any other information that might be helpful in establishing the cause of the abuse and the nature of the abuse, to be held in a separate confidential file. Reports will not be included in the student’s personal file.

In addition to any duty to report suspected cases of child abuse or neglect under Utah Code 62A-4a-403, an educator who has reasonable cause to believe that a student may have been physically or sexually abused by a school employee shall immediately report the belief and all other relevant information to the school principal. A school administrator who has received a report, or who otherwise has reasonable cause to believe, that a student may have been physically or sexually abused by an educator shall immediately report that information to the professional practices division of the Utah State Office of Education. Failure to do so shall be considered unprofessional conduct. A person who makes a report under this section in good faith shall be immune from civil or criminal liability that might otherwise arise by reason of that report (Utah Code 62A-4a-410).
Investigations
Investigations are the responsibility of the DCFS. It is not the responsibility of school employees to prove that the child has been abused or neglected, or to determine whether the child is in need of protection. Investigation by education personnel prior to submitting a report should not go beyond that necessary to support a reason to believe that a reportable problem exists.

TECS will cooperate appropriately with law enforcement and DCFS investigators who come into the school, including:
(a) allowing authorized representatives to interview children consistent with DCFS and local law enforcement protocols;
(b) allowing appropriate access to student records;
(c) making no contact with parents/legal guardians of children being questioned by DCFS or local law enforcement; and
   (i) cooperating with ongoing investigations and maintaining appropriate confidentiality (R227-401-3).

Reference Laws:
Utah Admin. Code R277-401
Utah Admin. Code R277-515
Utah Code 53A-6-502
Utah Code 53A-6-103
Utah Code 62A-4a-402
Utah Code 62A-4a-403
Utah Code 62A-4a-410
Utah Code 62A-4a-411
Utah Code 62A-4a-412
Reporting:
When it is necessary to make a report to an outside agency, report only the information the child has volunteered and/or the cause for reasonable belief - school personnel have neither the responsibility nor the authority to conduct investigations. Information used in the report should be gathered under the philosophy of “minimal intrusion” to the child, that is, only to the extent necessary to determine whether a reportable circumstance exists. This would typically preclude practices such as interviewing the child, photographing or making video recordings of the child, soliciting statements from other people, etc.

Investigations:
When an investigator comes to the school, the following procedures should be followed:

1. Ensure the investigator is legitimate by asking to see identification and, if necessary, confirm the investigator’s identity with the employing agency.
2. Formally turn the child over to the investigator. It then becomes the investigator’s responsibility to take the necessary steps to protect the rights of the child, parents and any other individuals who may be involved.
3. Refrain from contacting parents, asking them to participate in the interview, or any other action unless directed by the investigator.
4. If requested by the child, the school employee may remain present at the interview solely as a support person to the child. Do not prompt the child or answer for the child.
5. If a parent calls about the interview, advise the parent that under the law the school may neither confirm nor deny that an interview has taken place, that all such investigations are the responsibility of DCFS and law enforcement, and those agencies should be contacted if there are any questions.

(Source: UPPAC Utah School Law Update, December 2010)
Employee Reporting:
Any licensed or non-licensed employee of Thomas Edison Charter Schools who is arrested for the following alleged offenses shall, within 48 hours of the arrest or as soon as possible, report the arrest to the principal or his/her designee:
  - any matters involving arrests for alleged sex offenses;
  - any matters involving arrests for alleged drug-related offenses;
  - any matters involving arrests for alleged alcohol-related offenses; and
  - any matters involving arrests for alleged offenses against the person under Title 76, Chapter 5, Offenses Against the Person.

TECS employees will report convictions, including pleas in abeyance and diversion agreements within 48 hours or as soon as possible upon receipt of notice of the conviction, plea in abeyance or diversion agreement.

Administrative Action:
The principal or his/her designee will report conviction, arrest or offense information received from licensed educators to the USOE within 48 hours of receipt, or as soon as possible. TECS will cooperate fully with the USOE in investigations of licensed educators.

The principal or his/her designee will report conviction, arrest or offense information received from any (licensed or non-licensed) TECS employee to the governing board personnel subcommittee. Utah law requires:
  - immediate suspension from student supervision responsibilities for alleged sex offenses and other alleged offenses which may endanger students during the period of investigation;
  - immediate suspension from transporting students or public education vehicle operation or maintenance for alleged offenses involving alcohol or drugs during the period of investigation;
  - adequate due process for the accused employee consistent with Section 53A-3-410(10).

The principal may place the employee on administrative leave following the arrest notification. The governing board and administration will review arrest information and make employment decisions that protect the safety of students, the status of TECS as an at-will employer, and the confidentiality and due process rights of employees. The employee may initiate due process proceedings by requesting, in writing, a hearing with the governing board personnel subcommittee and may additionally submit a written request for a formal hearing with the full governing board.
Records of arrests and convictions of TECS employees will include actions following notification, during investigation if applicable, and final administrative determinations. Records will be maintained only as necessary to protect the safety of students, will be protected as confidential employment information and will only be disclosed as allowable under Utah law.

Reference Law:
Utah Admin. Code R277-515:
Utah Admin. Code R277-516:
Utah Code 53A-3-410

Related Policy:
TECS Background Check Policy
The State of Utah recognizes that licensed public school educators are professionals and, as such, should share common professional standards, expectations and role model responsibilities. In Utah Code R277-515, the Utah State Board of Education has established statewide standards of ethical decorum and behavior for licensed educators.

Teachers at Thomas Edison Charter Schools, as licensed professional educators, are responsible for compliance with federal, state, and local laws and are accountable to the state’s professional standards summarized below. TECS policies and procedures manuals and handbooks provide additional school-specific directives regarding the professional standards of conduct defined by state law.

**Professional educators are role models of civic and societal responsibility who exhibit the highest standards in professional conduct.**

**Teaching & Learning**

A professional educator:
1. demonstrates respect for diverse perspectives, ideas, and opinions;
2. encourages contributions from a broad spectrum of school and community sources, including communities whose heritage language is not English;
3. uses appropriate language, eschewing profane, foul, offensive, or derogatory comments or language;
4. maintains a positive and safe learning environment for students;
5. works toward meeting educational standards required by law;
6. teaches the objectives contained in the Utah Core Curriculum;
7. does not distort or alter subject matter from the Core in a manner inconsistent with the law;
8. uses instructional time effectively consistent with school and school district policies;
9. exhibits integrity and honesty in relationships with school administrators and personnel;
10. complies with school and LEA policies, supervisory directives, and generally-accepted professional standards regarding appropriate dress and grooming at school and school-related events;
11. works diligently to improve his or her professional understanding, judgment, and expertise;
12. maintains a positive and safe learning environment for students;
13. takes prompt and appropriate action to prevent harassment or discriminatory conduct towards students or school employees that may result in a hostile, intimidating, abusive, offensive, or oppressive learning environment;
14. resolves disciplinary problems according to law, school board policy, and local building procedures;
15. supervises students appropriately at school and school-related activities, home or away, consistent with district policy and building procedures and the age of the students; and
16. takes action to protect a student from any known condition detrimental to that student’s physical health, mental health, safety or learning.
Assessments
A professional educator:
1. demonstrates honesty and integrity by strictly adhering to all state and district instructions and protocols in managing and administering standardized tests to students;
2. cooperates in good faith with required student assessments;
3. encourages students’ best efforts in all assessments;
4. submits and includes all required student information and assessments, as required by state law and State Board of Education rules; and
5. attends and cooperates with assessment training and directives at all levels.

Communication
The professional educator:
1. communicates professionally and with civility with colleagues, school and community specialists, administrators and other personnel;
2. does not promote personal opinions, personal issues, or political positions as part of the instructional process in a manner inconsistent with law;
3. expresses personal opinions professionally and responsibly in the community served by the school; and
4. resolves grievances with students, colleagues, school community members, and parents professionally, with civility, and in accordance with school policies.

Computers/Electronics
1. Professional educators will not use or attempt to use school computers or information systems in violation of the school’s acceptable use policy for employees,
2. Professional educators will not access information that may be detrimental to young people or inconsistent with the educator’s role model responsibility.
3. Professional educators may not knowingly possess, while at school or any school-related activity, any pornographic material in any form.

Confidentiality
The professional educator:
1. strictly protects student confidentiality and understands laws relating to student information and records; and
2. does not reveal confidential information to authorized persons unless it serves the best interest of the student and serves a lawful purpose, consistent with federal and state Family Educational Rights and Privacy Acts (FERPA).

Financial Conduct
1. The professional educator conducts financial business with integrity by honestly accounting for all funds committed to the educator’s charge, as school responsibilities require, consistent with school policy.
2. All school policies for collecting money from students and accounting for all money collected will be upheld.
3. Teachers will not commingle any school funds with personal funds.
Gifts, Bonuses, Donations & Promotions
A professional educator:
1. does not accept bonuses or incentives from vendors, potential vendors, or gifts from parents of
students, or students where there may be the appearance of a conflict of interest or impropriety;
2. does not accept or give gifts to students or colleagues that would suggest or further an inappropri-
ate relationship or the appearance of impropriety;
3. may accept donations from students, parents, and businesses donating specifically and strictly to
benefit students;
4. may accept, but not solicit, nominal appropriate personal gifts for birthdays, holidays and teacher
appreciation occasions, consistent with school or school district policies and the Utah Public Offic-
er's and Employees' Ethics Act;
5. shall not use his or her position or influence to:
   i) solicit colleagues, students or parents or students to purchase equipment, supplies, or ser-
      vices from the educator or participate in activities that financially benefit the educator
      unless approved in writing by the local school board or governing board;
   ii) promote athletic camps, summer leagues, travel opportunities, or other outside instruc-
tional opportunities from which the educator receives personal remuneration, and that
      involve students in the educator's school system, unless approved in writing consistent
      with local school board or governing board policy and Board rule; and
6. shall not use school property, facilities, or equipment for personal enrichment, commercial gain, or
   for personal uses without express supervisor permission.

Non-Discrimination
1. Professional educators may not exclude a student from participating in any program, or deny or
   grant any benefit to any student on the basis of race, color, creed, sex, national origin, marital sta-
tus, political or religious beliefs, physical or mental conditions, family, social, or cultural back-
ground, or sexual orientation.
2. Professional educators are prohibited from engaging in conduct that would encourage a student
   (s) to develop a prejudice on these grounds or any other, consistent with the law.

Policy Compliance
A professional educator understands and follows rules, policies and procedures set forth by the Utah
State Board of Education, the local school board, and school administration.

Professional Boundaries
The professional educator:
1. understands and respects appropriate boundaries, established by ethical rules and school policies
   and directives, in teaching, supervising and interacting with students and colleagues; and
2. maintains a professional and appropriate relationship and demeanor with students, colleagues
   and school community members and parents.
Serious and/or Criminal Behavior

Professional educators may not commit, or be convicted of:

1. any felony or misdemeanor offense which adversely affects the educator’s ability to perform assigned duties and carry out the responsibilities of the profession, including role model responsibilities;
2. any act of violence or abuse, including physical, sexual, or emotional abuse of any person;
3. any act of cruelty to children or any criminal offense involving children;
4. a stalking crime;
5. any possession or distribution of illegal drugs, or be convicted of any crime related to illegal drugs, including prescription drugs not specifically prescribed for the individual;
6. any illegal sexual conduct, including offenses that are plea bargained to lesser offenses from an initial sexual offense;
7. diversion agreements specific to sex-related or drug-related offenses, plea in abeyance, court-imposed probation or court supervision related to criminal charges which could adversely impact the educator’s ability to perform the duties and responsibilities of the profession;
8. any actions of providing to students or allowing students, under the educator’s supervision or control to consume alcoholic beverages or unauthorized drugs;
9. attending school or a school-related activity in an assigned supervisory capacity, while possessing, using, or under the influence of alcohol or illegal drugs;
10. intentionally exceeding the prescribed dosages of prescription medications while at school or a school-related activity;
11. soliciting, encouraging or consummating an inappropriate relationship, written, verbal, or physical, with a student or minor;
12. knowingly allowing or participating in sexual, physical, or emotional harassment toward any public school-age student or colleague;
13. making inappropriate contact in any communication-written, verbal, or electronic-with minor, student, or colleague, regardless of age or location; and/or
14. interfering or discouraging students’ or colleagues’ legitimate exercise of political and civil rights, acting consistent with law and school district/school policies.

The professional educator will:

1. cooperate in providing all relevant information and evidence to the proper authorities in the course of an investigation by a law enforcement agency or by Child Protective Services regarding potential criminal activity. However, an educator shall be entitled to decline to give evidence against himself in any such investigation if the same may tend to incriminate the educator as that term is defined by the Fifth Amendment of the U.S. Constitution;
2. report suspected child abuse or neglect to law enforcement or the Division of Child and Family Services pursuant to Sections 53A-6-502 and 62A-4a-409 and comply with Board rules and school district policies regarding the reporting of suspected child abuse;
3. strictly adhere to state laws regarding the possession of firearms, while on school property or at school-sponsored activities;
4. enforce school policies related to student access to or possession of weapons;
5. provide accurate and complete information in required evaluations of himself, other educators, or students, as directed, consistent with the law;
6. be forthcoming with accurate and complete information to appropriate authorities regarding known educator misconduct which could adversely impact performance of professional responsibilities, including role model responsibilities, by himself or others;
7. provide accurate and complete information required for licensure, transfer, or employment purposes;
8. provide accurate and complete information regarding qualifications, degrees, academic or professional awards or honors, and related employment history when applying for employment or licensure.
9. notify the USOE at the time of application for licensure of past license disciplinary action or license discipline from other jurisdictions;
10. notify the USOE honestly and completely of past criminal convictions at the time of the license application and renewal of licenses; and
11. provide complete and accurate information during an official inquiry or investigation by school district, state, or law enforcement personnel.

Infractions of the laws and standards described above will result in disciplinary action as defined by law.

**Reference Law:**
Utah Code R277-515
Utah Code 53A-3-410
Utah Code 53A-6-501
Utah Code 53A-11-403
Utah Code R277-514-5
Utah Code R277-516
Policies and Procedures Manual

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**PURPOSE OF THE TEACHER DEVELOPMENT PLAN**

The child is the center of everything we do. Students are more likely to succeed if provided quality instruction. Thus, the need to evaluate and support teachers in their continual development is crucial to the success of students. As teachers build on their strengths and work on areas that need refinement, their positive influence on students, parents, and other teachers will continually increase. Other purposes include:

- Providing an avenue to recognize teacher performance and accomplishment.
- Improving instruction through clarification of standards and constructive feedback.
- Providing a system of knowledgeable support for teachers.

The goal of the teacher development plan is to provide teachers with regular, meaningful, applicable feedback (formative evaluations) to be meaningfully applied in the classroom for direct improvement. Its purpose is to identify both strengths to maintain and areas to refine. If the process is meaningfully applied, individuals will develop into master teachers, thus benefiting students for years to come.

**OVERVIEW OF THE TEACHER DEVELOPMENT PROCESS**

Teachers are visited by school leaders on a regular basis. There are three varieties of visits:

1. **Informal Pop-In**: This unannounced visit is generally short with little to no feedback provided. Its purpose is to stay in touch with the goings on of the class.

2. **Scripted Observation**: This unannounced or scheduled visit could last anywhere from ten minutes to an hour. The observer will script the lesson and provide written feedback. Generally the feedback will include a few suggestions for the teacher to consider. The number of observations relates to the teacher’s years of experience in our program and other circumstances particular to the individual. These observations occur through February and may be continued through May as needed. In general, observations and evaluations will occur as follows:
   - First year teachers – once per week
   - Second year teachers – twice per month
   - Third year teachers – once per month
   - Fourth+ year teachers – twice per semester

3. **Classroom Evaluation**: These scheduled visits occur twice per year between September and February. The observer takes notes on the lesson according to the standards and indicators outlined in the “Classroom Evaluation Criteria” section. As this is a scheduled visit, the teacher plans a full lesson so as to allow for a full reflection on the evaluation. Then, soon after the lesson observation, the teacher and observer will meet for a post lesson conference and complete the evaluation together. Teachers will also set or review goals for improvement.
Each teacher will also complete one “Professional Review” per year. This evaluation is not connected with any lesson observation; instead, it will occur in a midyear meeting with school leaders. During this meeting, aside from completing the evaluation according to the standards and indicators outlined in the “Professional Review Criteria” section, the teacher and school leaders will discuss improvement goals. Both the “Classroom Evaluation” and “Professional Review” will be primarily completed by the teacher as a self-reflection with guidance provided by school leaders as needed.

For each evaluation standard, teachers will rate themselves on a three-pronged scale of Exceeds Expectations, Meets Expectations, or Needs Refinement.

All feedback will be given to the teacher in a timely manner. Teachers are encouraged to carefully review scripted observation feedback and evaluations and then develop a plan for personal application. Teachers are also encouraged to frequently seek out school leaders for help throughout the year; questions are both acceptable and encouraged.

In addition, students will be surveyed once per year to provide teachers with additional perspectives to assist in self-reflection and improvement.

Kindergarten through fifth grade teachers are also encouraged to have the Director of Instruction model a Spalding lesson as often as needed. Other teachers are also encouraged to request modeling as needed. Furthermore, as part of the professional development process, teachers are to schedule and observe a fellow teacher in action, on either campus, the amount of the following minimums:

- First year teachers – once per grading period
- Second and third year teachers – twice per semester
- Fourth+ year teachers – twice a year

Near the end of the school year, generally occurring in May, each teacher will complete a Summative Evaluation for the year in a meeting with school leaders. Ratings and comments from both of the Classroom Evaluations and the midyear Professional Review will be available for reflection as the teacher and school leaders discuss successes from the year, improvement goals, and plans for the future.
Teachers are responsible to complete and turn in observation checklists that include observation dates, Director of Instruction modeling, and peer observations at the end of each school year.

**PERFORMANCE EVALUATION CRITERIA**

There are two kinds of evaluations: Classroom Evaluation and Professional Review. Each evaluation has multiple standards along with several indicators which define the standard in greater detail.

The Thomas Edison Charter School Performance Evaluation Criteria are based on and aligned to the Utah Effective Teaching Standards which are coded in parentheses.

**Classroom Evaluation Criteria**

*The Learner and Learning*

**I. Learner Development**

The teacher:

A. Creates developmentally appropriate and challenging experiences based on individual students’ strengths, interests, and needs. (1a, 2e)
B. Collaborates with parents, colleagues, and other professionals to promote student growth and development. (1b)
C. Regularly communicates with parents, focusing on both the student’s strengths and areas for growth, striving to work together to meet individual needs. (1a, 1b)

**II. Learning Differences**

The teacher:

A. Teaches to the ability of the top students, while recognizing differing abilities and backgrounds, and assisting all to succeed according to their individual circumstances. (2a)
B. Continually monitors student progress and provides additional services (tutoring, accommodations, etc.) to meet individual learner differences while holding high expectations for all. (2a, 2d, 5c)
C. Holds students accountable to perform to the best of their abilities through homework completion and academic effort. (2b, 2d)
D. Provides students a variety of ways to show their learning, i.e. tests, quizzes, projects, checklists, rating scales, rubrics, anecdotal records, portfolios, etc. (2c)
E. Diagnostically plans lessons to re-teach, modify instruction, and/or challenge students, according to their abilities as evidenced by academic growth. (2b, 2c, 2d)
F. Fulfills requirements of IEPs and interventions for RTI. (2b, 2c, 2d, 10a)
III. Learning Environments

Safe and Respectful Environment
The teacher:
A. Establishes an inviting and caring climate by modeling acceptance and respect. (3b)
B. Develops relationships of trust with each student through individualized attention and recognition of accomplishments. (3b)
C. Keeps all student relationships professional, being “friendly” not “friends.” (10f)

Positive Classroom Management
The teacher:
A. Clearly communicates behavioral expectations, practices them, and uses positive reinforcement and re-teaching to maintain high expectations for student behavior. (3a, 3b, 3c)
B. Selectively reinforces appropriate behavior; ignores inconsequential behavior; calmly, and as privately as possible, stops and redirects inappropriate behavior; and applies appropriate consequences when necessary in accordance with the Glenn Latham philosophy and Levels of Discipline. (3c)
C. Focuses on intrinsic as opposed to extrinsic motivation.
D. Requires students to raise their hands before speaking (unless the activity dictates otherwise).

Classroom Appearance and Organization
The teacher:
A. Ensures that posters and visual are purposeful, non-distracting, and support instruction.
B. Models organization and teaches students to keep the classroom clean and free of clutter.
C. Organizes files and instructional materials so they are readily available and easily retrieved.

Routines and Procedures
The teacher:
A. Establishes set patterns for classroom routines and procedures to maximize academic time. (3a, 3d)
B. Transitions from one activity to the next quickly, quietly and orderly. (3d)
C. Posts the daily schedule, making it visible to all students. (3d)

Instructional Practices
IV. Content Knowledge
The teacher:
A. Bases instruction on accurate content knowledge and uses multiple representations of concepts. (4a, 4d, 7c)
B. Supports students in learning and using academic language accurately and meaningfully. (4e)

C. Knows the content well enough to accurately answer student questions and be able to deviate, when necessary, from prepared lesson plans and teach in concepts in greater depth. (4a)

D. Encourages students to apply methods of inquiry to further independent learning. (4c)

V. Assessment
The teacher:
A. Uses data sources to assess the effectiveness of instruction and to make adjustments in planning and instruction. (5a, 5c, 5d, 8a, 9d)
B. Engages students in understanding and identifying the elements of quality work. (5b)
C. Documents student progress and provides descriptive feedback to student, parent, and other stakeholders in a variety of ways. (5e)

VI. Instructional Planning
The teacher:
A. Demonstrates knowledge of the Utah Core Standards and approved school curriculum. (6a, 4b)
B. Individually and collaboratively creates lesson plans relevant to the curriculum and based on principles of effective instruction to engage learners in applying content knowledge. (6b, 6e)
C. Demonstrates flexibility to adjust to changes in the daily schedule (assemblies, visitors, interruptions, half-days, etc.)
D. Completes lesson plans one week in advance.
E. Prepares all instructional materials and ensures that copies are made well before the lesson is delivered.
F. Makes long term plans in order to adhere to and follow curriculum overviews. (4b)

VII. Instructional Strategies
*Models, Coaches, Scaffolds and Fades*
The teacher:
A. Models new learning by explaining/demonstrating what students should do or understand.
B. Checks for student understanding and uses a variety of questioning strategies to promote engagement and learning, i.e. all call, random choice, rise and write, sign language, etc. (7h)
C. Coaches (guides, prompts, and gives feedback) to provide support for student learning while challenging students to do as much as they can on their own. (4e)
D. Encourages students to accept responsibility for their own learning by withdrawing support when students can perform tasks independently. (3a)

Actively Engages Students
The teacher:
A. Establishes quick and effective lesson pacing to challenge students and maintain student attention.
B. Shows enthusiasm for the concept to excite students about learning and connect lesson content to their lives. (3f)
C. Uses voice and proximity effectively to maintain engagement.

Building Skills and Extending Knowledge
The teacher:
A. Uses appropriate practices and resources to differentiate instruction to meet the diverse needs of individuals and groups of learners. (2b, 2e, 6c, 7a, 7b)
B. Provides opportunities for students to develop higher-order and meta-cognitive skills and use information to solve real-world problems. (3f, 6d, 7e, 7f, 7g)
C. Supports and expands learners’ communication skills through reading, writing, listening, and speaking. (3f, 7d)
D. Uses effective technology and resources to support and enhance learning. (3e, 7f)

Professional Review Criteria
Professional Responsibility
VIII. Reflection and Continuous Growth
The teacher:
A. Seeks advice and ideas from the Director of Instruction, school leaders, grade level colleagues, and other professionals. (8b, 8c, 8e)
B. Actively and honestly reviews feedback from observations, reflects on teaching, and continually makes adjustments to improve. (8b, 8c, 8d)
C. Seeks appropriate feedback from parents and students and makes adjustments within the framework of the Thomas Edison methodology. (8b)
D. Fulfills all requirements for EYE (Early Years Enhancement), state of Utah teacher certification, and level upgrades. (10c)
E. Seeks opportunities to grow through advanced degrees, workshops, conferences, and other applicable means. (8d)
IX. Leadership and Collaboration

The teacher:
A. Participates actively in faculty meetings, PLC meetings, and all required teacher trainings. (9a, 9b, 9d, 9e)
B. Fulfills responsibilities relating to committees, parental communication, workroom cleaning, etc. (9b)
C. Implements all procedures and expectations taught in teacher trainings.
D. Strives to reduce classroom costs (copies, supplies, maintenance, etc.)
E. Seeks to understand who we are by reading core documents (Charter, Teacher Handbook, Parent Handbook, Glenn Latham books, etc.) and observing examples set by school and teacher leaders.
F. Demonstrates a working knowledge of Spalding philosophy and methodology.
G. Advocates for the school program, the students, and the profession. (9c)
H. Seeks to become a teacher leader.
I. Works to improve aspects of the school by following the proper channels (generally flowing through administration) and offering constructive feedback in appropriate ways and to appropriate people. (9a)
J. Actively cultivates and maintains a positive school culture, both at school and in the community, by making positive comments to staff, parents, and students.
K. Supports decisions made by administration and the governing board.

X. Professional and Ethical Behavior

Legal Responsibilities

The teacher:
A. Is responsible for compliance with federal and state laws, State Board of Education administrative rules, state assessment policies, school policies and procedures, and supervisory directives. (10a, 10b, 5f)
B. Assumes reasonable responsibility for student management on campus. (10a)
C. Maintains accurate instructional and non-instructional records. (10d)
D. Maintains integrity and confidentiality by discussing student information (scores, disabilities, family circumstances, etc.) and personal information (compensation, conversations with administration) only with those who need to know. (10e)
E. Maintains professionalism, integrity, and confidentiality by avoiding gossip. (10e)

Punctuality and Time Management

The teacher:
A. Arrives on time to school activities: morning greeting, recesses, specials, staff meetings, IEPs, training, etc.
B. Respects others’ time and responds to parents in a timely manner.
C. Completes administrative reports on time and responds promptly to office requests.
D. Maximizes professional work time and reserves personal business (phone calls, emails, social networks, visitors, etc.) for personal time.

**Appearance and Demeanor**

The teacher:

Dresses professionally and conservatively, showing care for self and respect for the role of teacher. (10g)
- Male teachers wear a dress shirt and slacks (and preferably a tie).
- Female teachers wear dress slacks/skirts and a professional blouse which are modest and not revealing.
- Male teachers are either clean shaven or maintain conservative styles of facial hair.
- Female teachers’ jewelry, make-up, and hair styles are conservative.

Maintains professional demeanor on and off school grounds and avoids actions which may adversely affect ability to perform assigned duties and responsibilities of the profession, including role-model responsibilities. (10b, 10g)
**TEACHER DEVELOPMENT PLAN** (9 of 9)

<table>
<thead>
<tr>
<th>Policies and Procedures Manual</th>
<th>3000—Personnel</th>
</tr>
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<tr>
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Aides play a vital role in the education of students at Thomas Edison Charter Schools. From their direct instructional assistance to their completion of clerical duties, aides play an integral part in nearly every aspect of the school. The below *Summative Professional Standards* and accompanying indicators can be synthesized into three main aide duties (listed in order of importance):

- **Direct Instructional Assistance** – in class intervention, small group instruction, tutoring, etc.
- **Supervision of Children** – hallway transitions, recess and lunch supervision...
- **Clerical Assistance** – grading and filing papers, entering grades, displaying student work...

For each evaluation standard, aides will rate themselves on a three-pronged scale of *Exceeds Expectations*, *Meets Expectations*, or *Needs Refinement*. Aides will also set a limited number of goals that will be reviewed with school leaders with each evaluation meeting.

**SUMMATIVE PROFESSIONAL STANDARDS**

**Performance Element 1:Contributes to the School Culture by Being Positive with Staff, Students, and Parents**

1. The aide makes positive comments to staff, parents and students.
2. The aide strives to create a unified partnership with the assigned teacher while recognizing the teacher as the designated leader.
3. The aide avoids gossip.
4. The aide offers constructive criticism in appropriate ways to the appropriate people in an effort to improve instead of harm.
5. The aide actively contributes to cultivating and maintaining a positive school culture in all interactions both on and off school grounds.

**Performance Element 2: Punctuality: Work Hours, Specials, Recess, Lunch, Meetings, etc.**

1. The aide arrives to school on time.
2. The aide both brings and picks up students on time for specials, recess, lunch, etc.
3. The aide completes any administrative reports on time.
4. The aide respects others’ time.
5. The aide works only within assigned work hours unless approval is obtained in advance.

**Performance Element 3: Maintains Appropriate Confidentiality**

1. The aide does not discuss confidential student information (scores, disabilities, family circumstances, etc.) with those who do not need to know.
2. The aide does not discuss personal professional information (compensation, conversations with administration, etc.) with those who do not need to know.

**Performance Element 4: Attentive to Supervisory Duties**

1. When supervising at recess or lunch, the aide is totally engaged in the activities of the students, moving around and intervening when necessary.
2. The aide is aware of and separates from other supervisory adults to maximize supervision.
3. The aide assumes reasonable responsibility for the management of all students.
PERFORMANCE ELEMENT 5: ACTIVELY SEeks IDEAS TO IMPROVE FROM OTHER STAFF MEMBERS AND THROUGH SELF REFLECTION

1. The aide frequently reflects upon their work, evaluating their own performance and then working to improve.
2. The aide immediately responds well to direction from the assigned teacher.
3. The aide seeks and implements feedback from administration and other colleagues.

PERFORMANCE ELEMENT 6: PROFESSIONAL IN TIME AND DRESS

1. The aide uses every minute of paid service time for the benefit of students.
2. The aide reserves personal business (phone calls, email, social networks) for personal time.
3. The aide dresses in a professional and modest manner.

PERFORMANCE ELEMENT 7: MEETS THE NEEDS OF EXCEPTIONAL STUDENTS (RESOURCE, SPEECH, HIGH ACHIEVERS, ETC.)

1. The aide fulfills requirements and goals of IEP’s and interventions for RTI.
2. In accordance with the teacher’s direction, the aide provides needed services (monitoring, tutoring, small group instruction, etc.) to meet the needs of exceptional students.
3. In accordance with the teacher’s direction, the aide challenges high achieving students.
4. The aide cooperates well with support staff (resource personnel, speech and language pathologist, school psychologist, school counselor, and school administration).

PERFORMANCE ELEMENT 8: MAINTAINS STRONG SENSE AND PRACTICE OF BEING ORGANIZED

1. At the direction of the teacher, the aide takes the time to organize files and instructional materials so they are readily available and easily retrieved.
2. The aide takes initiative in fulfilling clerical duties delegated by the teacher.
3. The aide is conscientious of and strives to reduce classroom costs (copies, supplies, maintenance, etc.).

PERFORMANCE ELEMENT 9: PARTICIPATES IN AND SUPPORTS DECISIONS MADE BY ADMINISTRATION AND THE GOVERNING BOARD

1. The aide actively looks for ways to improve various aspects of the school by following the proper channels put in place (generally flowing through administration).
2. The aide supports decisions made by administration and the Governing Board.

PERFORMANCE ELEMENT 10: DEMONSTRATES COMMITMENT TO AND DEFENDS THE THOMAS EDISON PHILOSOPHY

1. The aide is an active advocate of the program.
2. The aide actively seeks to understand who we are by frequently reading core documents (Charter, Teacher Handbook, Parent Handbook, etc.) and observing examples set by administration and teacher leaders.
3. The aide seeks to become a leader.
Curriculum and Instruction
The official curriculum for Thomas Edison Charter Schools will provide students with specific time allotments for each subject area. The chart below indicates these allotments for grades K-5.

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<th>Foundational Block</th>
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<th>1&lt;sup&gt;st&lt;/sup&gt;</th>
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<th>3&lt;sup&gt;rd&lt;/sup&gt;</th>
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<th>5&lt;sup&gt;th&lt;/sup&gt;</th>
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<td><strong>210</strong></td>
<td><strong>210</strong></td>
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| Lunch and Recess           | 75  | 325            | 325           | 325           | 325           | 325           |
| Miscellaneous              | 0   | 100            | 100           | 100           | 95            | 40            |
| **Sub-Total**              | 75  | 425            | 425           | 425           | 420           | 365           |

* Kindergarten does history/geography and science on two- or three-day school weeks in lieu of math and/or Spalding.
† Third grade does keyboarding the first eight weeks of school in lieu of history/geography and science.
It is the policy of Thomas Edison Charter School to have students start Kindergarten at an age where the school may receive WPU funding for that child. Children must turn 5 by the latest date allowed by the State in order to receive state WPU funding to be enrolled.

Kindergartners will be instructed in reading, phonics, the rules that govern the use of phonograms, simple mathematical facts and application skills, and how to write simple sentences.

All students will have the opportunity to laugh & play, socialize in room parties, enjoy sports and friends in moderation and at appropriate times.

Thomas Edison Charter School will have a caring, orderly atmosphere, reflecting the importance of learning.
Homework has three major purposes at Thomas Edison Charter Schools:

1. To teach personal responsibility and time management skills.
2. To keep parents informed about what their children are studying.
3. To provide additional academic growth and development.

The parent responsibilities concerning homework are:

1. To provide a time and place free from distraction for the work to occur. The times are listed below for each grade level. Parents should insist that the students dedicate at least the minimum amount of time.
2. To sign the daily homework sheets or papers (whether completed or not), review the child’s work and provide words of encouragement.
3. To work closely with the teachers if problems occur.

<table>
<thead>
<tr>
<th>Grade</th>
<th>Minimum</th>
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<tr>
<td>Kindergarten</td>
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<td>1st</td>
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<tr>
<td>2nd</td>
<td>20 min.</td>
<td>45 min.</td>
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<tr>
<td>3rd</td>
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<td>60 min.</td>
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<tr>
<td>4th</td>
<td>30 min.</td>
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<td>5th</td>
<td>30 min.</td>
<td>90 min.</td>
</tr>
<tr>
<td>6th</td>
<td>30 min.</td>
<td>*90 min.</td>
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<tr>
<td>7th</td>
<td>30 min.</td>
<td>*90 min.</td>
</tr>
<tr>
<td>8th</td>
<td>30 min.</td>
<td>*90 min.</td>
</tr>
<tr>
<td>9th **</td>
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</tbody>
</table>

* Special projects may take more out of classroom time.
** Ninth grade does not have time guidelines, yet prudence will be shown in an effort to challenge and not overwhelm.
GRADING POLICY

Policies and Procedures Manual

4000—Curriculum and Instruction

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<th>Item #</th>
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<tbody>
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Student’s progress will be reported every 6 weeks. This will be in the form of a report card. Letter grades are given to reflect actual achievement. Where few graded activities occur, O/S/N (Outstanding, Satisfactory, Needs Improvement) will be used to indicate to parents the progress of the student.

Twice a year parents are expected to meet with their student’s teacher for a discussion concerning student progress.

GRADING SCALE FOR GRADES K-8
A = 94-100%
B = 86-93%
C = 77-85%
D = 69-76%
F = Below 69%
* 9th grade will follow the approved grading scale for the local school districts.
With the ever increasing demand for accountability placed upon the nation’s public schools, we continue to witness the burdening pressure of high-stakes formal testing of students. These circumstances have changed the culture of public education in a variety of ways. Being a public school, Thomas Edison students participate in these assessments; yet, for years the school has taken a fundamental approach that often differs from this new national norm. It is our intent to more clearly inform our public on some basic key points to our philosophical approach.

Multiple Assessment Measures: Generally accepted laws of statistics purport that the greater the sample size of data, the more accurate that data becomes. TECS uses a variety of measurements to assess individual student progress and overall school improvement. The Utah State Office of Education (USOE) looks nearly singularly at state Criterion Referenced Test (CRT) scores. This assessment serves as a snapshot of a moment in time for a student and a school. Though useful and valid, when used alone CRT results fall short of creating an accurate and reliable picture of the reality of a student’s and school’s performance. TECS uses CRT results along with a variety of other measures, creating a clearer understanding of our progress and performance. Even though TECS generally tests well on the CRT, below are a few other data points of interest, all taken from nationally used and recognized assessments unaffiliated with the CRT.

- TECS students grow on average 2.6 grade levels in spelling, ending each year spelling 3 years above grade level.
- TECS students read on average nearly 2 years above grade level.
- TECS students complete our aggressive homework standards on average at a rate of 91%.
- Returning TECS students score higher on average on every standard assessment than new students.
- TECS has a 94% parental satisfaction rate.

Low-Stakes / Low-Pressure: We believe that testing should be a byproduct of the instructional program rather than the focus. The pressure produced by such emphasis on a single assessment has pushed public schools to adopt the now wide-spread practice of “teaching to the test.” Schools take anywhere from weeks to months preparing for the CRT, borrowing valuable instructional time and purchasing specialized software to do so. Furthermore, the pressure to score well and the stress it incurs filters from the state, to the school, to the teacher, and ultimately to the student. The unfortunate yet true effect is that test scores have replaced student learning as the top priority, making the child the decisive victim.

TECS’s philosophy and practice over our decade-long existence has been to never teach to the test. Our teachers teach the curriculum, holding all to high standards, and then let the tests take care of themselves. Low stakes. Low pressure. This common sense yet unique approach provides a more realistic rather than inflated measure of student performance.
Maximizing Instructional Time: TECS maximizes each minute of instructional time entrusted to us. As many sacrifice time for test preparation, we don’t. When pressed to consider changing our practices to appear more successful through inflated CRT scores, we press back by asking the question... at what expense? Language Arts? Math? Science? Music? We prefer the inverse approach; we spend time on the instruction of students at the potential expense of inflated test scores. The effective teaching of every subject on every day trumps any other potential distraction.

Thomas Edison Charter Schools take seriously the progress of each individual student. We are confident in the success of our philosophies, curriculum, and educational program, and the data from a variety of measures confirms it. We continue to invite current parents and other members of the community to spend some time in our schools and observe the consistent quality found in the details of our daily operations—guaranteed in each class each day. Prioritizing students above all else, TECS will continue to serve the nearly 800 Cache Valley families who have learned for themselves the immense benefits gained from this exceptional program.

Issued November, 2012
It is the policy of Thomas Edison Charter Schools to implement curriculum, instructional standards and competency measures for high school credit in accordance with Utah State Law and the State Board of Education Rules, specifically R277-705-3.

Students may earn high school credit by:
- successful completion of accredited high school courses;
- successful completion of accredited electronic high school courses;
- successful completion of accredited correspondence/independent study courses; or
- successful completion of student work or projects from accredited or non-accredited sources by approval of the principal and consistent with Utah State Law and Board Rule.

The amount of credit earned (whether semester, partial or full year) will be based on the student transcript and course description from the credit granting institution.

Thomas Edison Charter Schools shall accept transfer credits from accredited institutions after a review to ensure that the demonstration of competency, the acceptance, and reciprocity of transfer credits earned by students are consistent with Utah State Law and Board Rule.
Purpose
In accordance with Utah Law 53A-1a-106, Thomas Edison Charter Schools implement the Student Education Plan and Student Education Occupation Plan (SEP/SEOP) process. The SEP/SEOP shall be established to benefit the school community. The benefits include:

A. Students:
   a) Provides students with goals to close the gaps in achievement.
   b) Promotes advocacy for student success.
   c) Provides a place for students’ concerns to be addressed.

B. Teachers:
   a) Communicates student successes with parents.
   b) Correlates classroom strategies with methods from home.
   c) Identifies concerns otherwise not discovered.

C. Parents:
   a) Provides in-depth knowledge of student’s achievement.
   b) Forms a connection to school curriculum.
   c) Creates a partnership with teacher and school.
   d) Ensures students receive necessary academic attention.

Policy
It is the policy of Thomas Edison Charter Schools to implement the SEP/SEOP. Thomas Edison Charter Schools shall support the use of SEP and SEOP forms that will:

A. Celebrate the student’s achievements, strengths, and abilities.
B. Focus efforts on the student’s academic and social success.
C. Use data to identify student progress.
D. Include standardized test information.
E. Utilize goals as a means to promote academic and personal growth.

Procedure
The SEP shall occur in grades K-6 in the following manner:

A. Teachers receive training from a school counselor on conducting an SEP meeting.
B. Teachers meet twice annually (once in the fall, once in the spring) for individual students with parents and, if needed, with the student.
C. The SEP form is completed providing relevant data to plan, monitor, and manage student progress.
D. Evidence is provided of the meeting with parent and teacher signatures.
E. SEP documentation is transferred to the next grade teacher.
The SEOP shall occur in grade 7 in the following manner:
A. A counselor, in conjunction with CTE, will provide guidance curriculum lessons in the areas of self knowledge, occupation exploration, and work based learning.
B. Students will participate in small group (classroom size) SEOP’s.
C. Students will communicate SEOP information to parents and obtain a signature to provide evidence of the communication.
D. Documentation will be returned to and kept by a school counselor.

The SEOP shall occur in grades 8-9 in the following manner:
A. The SEOP meeting shall take place before the fall registration of the local school districts.
B. A counselor will conduct guidance curriculum lessons on developing self knowledge, improving academic awareness, career exploration, and post high school planning during the school year.
C. Students in grades 8 and 9 will meet individually with the counselor; parent involvement will be stressed in grade 8. The meeting shall review:
   a) High School course plans.
   b) Middle School academic achievement.
   c) Goals for future achievement.
   d) Occupation exploration findings.
D. Documentation is kept by a counselor with signatures of all persons present at the SEOP meeting.

Time spent during the school day to implement SEPs and SEOPs is considered part of the school term referred to in Subsection 53A-17a-103(5). Thomas Edison Charter Schools shall be given up to 3 school days during Parent/Teacher conferences to perform the SEPs and SEOPs.

All changes to the Student Education Plans policy shall be submitted to and approved by Thomas Edison Charter School administration and governing board.
OVERVIEW OF LIBRARY

Mission Statement: The mission of the library program for Thomas Edison Charter School is to enrich and support the school community. This entails providing a wide range of quality materials on all appropriate levels of difficulty, providing materials and services that will encourage growth in knowledge and encourage a love of reading. In order to accomplish this mission the school librarian and classroom teachers will collaborate to teach students how to locate, select, evaluate, organize and communicate information as it relates to Thomas Edison Charter School’s educational curriculum standards.

Goals: The school librarian will set annual goals. These annual goals will be discussed with the principal at the beginning of the school year for approval. Then the school librarian will meet again with the principal at the end of the year to discuss if the goals were accomplished or not for the school year.

PERSONNEL

School Librarian Job Description
1. Certification: The school librarian will be certified by the state of Utah Department of Education with an endorsement in school library/media.

2. Administration
   • Manages efficient student and staff use of library print and electronic resources.
   • Develops and administers policies and procedures for an effective library program. e.g. materials selection, collection development, circulation, challenged materials, and copyright.
   • develops and manages a school library budget based on the needs and goals of the library program.
   • Provides an inviting environment that is conducive to student learning and access to all.
   • Plans long-range goals with faculty and administration.
   • The library collection is cataloged and arranged in a manner that is accessible to all.
   • Evaluates services, materials, and usage in the library on a regular basis identifying strengths and weaknesses.

3. Collection Development
   • Develops the library's collection to align with the needs of students, staff, and the curriculum.
   • Selects books that support the reading level of all students.
   • Selects professionally reviewed and recommended books that reflect excellence for children and young adults.
   • Collection represents diverse points of view.
   • Promotes reading in all content areas and for recreation.
4. Curriculum and Instruction
   - Implements the standards of the state library curriculum.
   - Lessons reflect best practices in teaching and learning.
   - Monitors students' understanding and corrects or revises lesson to aid in students' understanding.
   - Maintains student involvement in the learning task.
   - Provides reference services to students, staff, and the community.
   - Creates a positive learning environment.
   - Makes instructional decisions using student assessment results.
   - Fosters positive attitudes towards libraries.

5. Leadership and Professional Development
   - Participates in staff and department meetings.
   - Engages in professional development outside of the school.
   - Keeps current on issues related to library services.
   - Provides leadership in the school for information on information literacy, literacy, technology, and copyright and intellectual freedom issues.
   - Reflects on practice.

6. Communication
   - Communicates regularly with parents regarding information literacy, recommended readings, and news about programs in library.
   - Communicates with faculty and students about services, materials, programs, and facilities.

7. Collaboration
   - Plans the integration of information literacy skills into the school's curriculum with classroom teachers.
   - Works as a partner to assist classroom teachers in developing instructional units.
   - Seeks input regularly from staff on evaluating the school library collection, services, and programs.
   - Meets with teachers to plan collaborative units.

**Volunteer Job Description**

1. Volunteers will be recruited at the beginning of each year to assist the school librarian during the elementary library skills classes. Training will be provided for those parents who have not assisted in the library before by the school librarian.
2. Volunteers will check in and check out materials to students.
3. Volunteers will organize and shelve the books.
4. Volunteers may perform other duties as needed by the school librarian.
COLLECTION DEVELOPMENT

Materials Selection Policy: The School Library of Thomas Edison Charter School collaborates with classroom teachers in using materials that are an integral part of the curriculum. The materials are selected from several forms of media available for interest, vocabulary, maturity and ability levels for students within the school. The school library attempts to attract students by providing material for reading, reviewing and listening as sources for research, pleasure and recreation and thereby to encourage life-long library users fostering a pleasurable exposure to libraries as a life long process.

Collection Development Evaluation: Before selecting materials for the school year, the school librarian will conduct an analysis of the collection to identify areas of strength and weaknesses in the collection. This analysis will help the school librarian focus on areas of need. An analysis may also involve surveying the teachers and students as to items they would like to see added in the collection. After the analysis, a priority for collection development will be created focusing on the areas of need in curriculum topics, changes to the curriculum, lost materials, or student and faculty requests.

Materials will be selected to:
1. Enrich and support the curriculum, taking into account interests and reading level.
2. Foster the development of the student – intellectually, emotionally, culturally and spiritually.
3. Present all points of view to enable the students to develop the ability to read and think critically and make intelligent judgments.
4. Represent all ethnic, religious and cultural backgrounds.
5. Assure a comprehensive and appropriate collection of the highest quality for students placing principle and reason above personal opinion.

Selection Tools: Responsibility for the selection shall be delegated to the school librarian with assistance from the school library review committee as needed based on the following criteria:
1. TECS Curriculum
2. Literary Quality
3. Community Standards

The school librarian may also consider using reviews of books to aid in determining the appropriateness of a book to be added the collection or not. Reputable, unbiased, professionally prepared selection aids, such as H.W. Wilson’s standard catalogs, Booklist, Book Review Digest, School Library Journal, Media Review Digest, professional association booklists, and other professional journals may be used in the selection process as well as teacher, parent, and student input.
Gifts: Gifts may be accepted from outside sources, but will be evaluated as to their acceptance with care in accordance with the above guidelines by the school librarian. Acceptance of gifts does not necessitate that the materials will be retained and/or incorporated by/into the school library. This applies to money or materials given to the school library by individuals, Parent Organizations or other interest groups, and memorials. If monetary donation is given, the school librarian shall spend the money in special areas so as to make the greatest impact on the collection and/or program. If any gift is not selected for inclusion in the resource collection, the gift material will be passed on to a more appropriate recipient.

Controversial Materials: Review of questioned materials should be treated objectively, unemotionally and as a routine matter. Criticisms of library books should first be brought to the school librarian for review. If further consideration is needed, the parent should fill out the Citizens’ Request Form For Re-Evaluation of Library Materials that will then be brought to the attention of the TECS school library review committee. The committee will then determine the validity of the objection.

Procedure for Handling Objections:
1. The suitability of particular books or other materials may be questioned. All criticism shall be presented to the school librarian or school library review committee on the Citizens’ Request Form that follows.
2. The material in question shall be reviewed by a committee comprised of the following individuals:
   - (1) School Director -Principal
   - (1) Director of Instruction
   - (1) Certified Librarian
   - (1) Member of Governing Board
   - (1) Member of Parent Organization
3. The school library review committee shall function at the call of the School Director or school librarian upon receipt of a written complaint. The material shall be considered with the specific objection in mind. The decision of the school library review committee shall be completed as rapidly as possible and then forwarded to the complainant.
4. The review of questioned materials shall be treated objectively and as an important matter. Every opportunity shall be afforded those persons or groups questioning school materials to meet with the committee and to present their opinions. The best interest of the students, curriculum, school and the community shall be of paramount consideration.
5. No material shall be removed from the school library until the school library review committee has made a final decision.
CATALOGING OF BOOKS

Call Numbers: Each call number will begin with 3 letters or 3-5 numbers. They will be followed by the first 3 letters of the author’s last name in capital letters. (i.e. FIC RYL, 398.2 GRI, B92 LIN)

The following call numbers/letters will be used to identify location of resources within the school library.

- REF—Reference Materials
- PRO—Professional Resources for educators
- PAR—Parent Resources
- VID—Video Tape
- DVD - DVD
- CD—Music
- CDR—Computer Software
- CAS—Cassette Tape
- FIC—Fiction
- E—Everyone Can Read Fiction (Picture Books)
- B92—Biographies (Collective and Individual)
- 001-999—Standard Dewey Order of non-fiction materials
- PB 001-999- For very thin non-fiction paperbacks
- TEM—Temporary Items (Periodicals)
- YA FIC—Young Adult Fiction (Grades 5-8)

MAINTENANCE (WEEDING, INVENTORY, REPAIR)

Books Needing Repair: Books, which are not extensive in their damage, will require special repairing. Patrons are not encouraged to mend the book themselves.

Weeding: Weeding is the process by which school library materials that are no longer needed or useful, are removed. Decisions on weeding are the responsibility of the school librarian and will be based on the quality of the information and room on the shelves for storage. Materials will be weeded if they are in poor physical condition, outdated, or no longer true or suitable for users. Duplicates of books whose popularity has decreased may be discarded. Materials rarely used may be withdrawn after considering their value for research.

Inventory: At the end of the school year, the library will close the week before school is out so the school librarian can conduct an inventory of all items in the library. The library will use the automated inventory tool in the library's catalog system to do this. Each item in the library should be scanned in to get a reliable account of all materials in the collection. The school librarian will make every effort to locate unaccounted books still checked out by patrons. After school is out, the school librarian will mail out notices to parents that their child has an item out with the cost of the book if the book cannot be returned.
**ACCESS / SCHEDULING**

**Library Hours:** Library opens daily at 8:20 a.m. and will remain open until 15 minutes after the last class is dismissed. Students may use the library before school, lunch hour, and after school. If there is not a scheduled class, students may use the library during recess.

**Class Schedules:** Library class times are scheduled weekly for each class in grades K-5. Any open times or missed library times may be rescheduled with the school librarian directly if there is time available. The library is scheduled for one class only, if other classes would like to meet concurrently, arrangements must be made with the school librarian ahead of time.

Individuals wishing to use the library during non-scheduled times need to have permission from the classroom teacher and proper arrangements need to be made ahead of time with the school librarian.

The following is the weekly schedule:
- Kindergarten through Fifth Grade—30 minutes (including check-out time).
- Middle School (grades 6-8) will attend as scheduled by teacher.

**CIRCULATION**

**Patron Barcode Labels:** Student Barcode labels will be created based on official student IDs. (these numbers are from 1-4 digits in length) Barcode number will be 6 digits long beginning with 90 and then adding more zeros if needed so that the barcode number will be 6 digits long after adding the student ID number. (i.e. 90032, 901453). Faculty/Staff and other Patron barcodes (other than students) will be created beginning with 909000 and will continue upward as needed. (i.e. 909013, 909999, 91000)

**Proper Check-Out:** All materials and resources must be properly checked out through the circulation desk. If the circulation computer is not functioning, a written copy of materials (including patron name and barcode numbers) must be left at the circulation desk before removing items from the school library.

**School Library Card:** Students will have a library card that will be used during library class. Students in grades K-5 will keep these cards in the library until the end of the school year. Middle school students will be given their cards at the beginning of the school year. It is not necessary for the middle school students to have these cards with them to check out a book.

**Loan Period:** Students K-8 will have a loan period of 2 weeks. Books may be renewed if additional reading time is needed (providing the item is not on hold for another patron). However, students must show book for renewal or prove that it is not lost or damaged at the time of renewal.
Allowed Number of Materials for Check-out:

- Kindergarten and First Grade—students are limited to 1 book at a time.
- Second Grade—students are limited to 2 books at a time.
- Third Grade—students are limited to 3 books at a time.
- Fourth Grade—students are limited to 4 books at a time.
- Fifth Grade through Eighth Grade—students are limited to 5 books at a time.
- Faculty/Staff—Unlimited
- Student Teachers and Parents—limited to 10 items unless other arrangements have been made.

Holds: Students will be allowed to place one book on hold at a time.

Reference Materials: All reference materials must remain in the library for usage during the school day; however, the reference materials may be checked-out “overnight” in order to complete assignments. Also, teachers may check out reference materials to be used in the classroom setting for period of time needed.

Over dues and Fines: There will be no overdue fines. Students with overdue books may receive overdue notices. These notices are printed monthly and will be delivered to each student. Students with overdue books may not check out new books until the overdue books are returned.

Books which are lost, stolen, mutilated or damaged in anyway, will require replacement by the responsible individual. Replacement prices are based upon prices listed on the MARC records for full replacement value. Books of “used” condition may be replaced at a cost of $10.00. Arrangements can be made for student to continue to check-out while fines are being worked out or if they are trying to locate the book.

COPYRIGHT: The school librarian will adhere to existing copyright laws and maintain ethical standards in the use of copyrighted materials for instructional purposes.

INFORMATION LITERACY INSTRUCTION: The school librarian will use the State of Utah School Library Standards when planning instruction for the library classes for grades K-5 (http://www.uen.org/core/librarymedia/Library_Media_K_6_Grid.pdf).

BUDGET: It is proposed that the school library program have an ongoing budget in order to maintain a quality program for the school. The school librarian will have input for developing the budget for that school year. She will be responsible for the spending of the money allotted.
-5000-
Finance and Facilities
The schools shall maintain a board approved contingency fund. The administrators shall have discretion over managing the budget approved by the board. Administrators shall also have discretion over purchases for the school. If the administrators need to use the contingency fund, they are required to seek board approval. The contingency fund percentage will be recorded yearly.

**Contingency Fund Percent Per Year:**
Fiscal Year (FY) 2006: 0.57%
FY 2007: 2.9%
FY 2008: 4.1%
FY 2009: 2.2%
FY 2010: 10.3%
FY 2011: 9%
FY 2012: 4%
FY 2013: 5.5%
FY 2014: 3%
FY 2015: 5.34%
FY 2016: 5.2%
FY 2017: 6%
FY 2018: 6%
FY 2019: 3.5%
The Thomas Edison Charter Schools purchasing procedures defines how bills are paid and reflected in the Schools’ operating budgets. There are three main categories (defined below): Pre-approved in budget, Board approved and, Principal approved.

Purchases by any Thomas Edison employee require an approved requisition unless they fall into the Pre-approved in budget category. The Business Manager will pay reimbursements when approved expense reimbursement forms are submitted. All financial activity is to be stored in a relational database. The board will review budget and financial reports monthly. The final budget for the current fiscal year, and the preliminary budget for the next fiscal year, will be reviewed during the final quarter of the current fiscal year. Final approval of both will typically occur at the June board meeting.

An independent auditor will review records and procedures at least annually for accuracy and report to the board.

All direct corporate and personal donations should be acknowledged by way of a letter signed by the Principal. The funds will be given to the Business Manager for deposit and to be entered into the database for tracking. The governing board will specify the budget category to which donations should be allocated unless specified by the donor.

**Pre-Approved in Budget:** These budget categories are pre-approved by the Thomas Edison board and should be paid by the Business Manager. All transactions will be entered into the TECS financial database.

- Payroll
- Benefits
- Facility and Property Maintenance
- Utilities
- Insurance

**Board Approved:** The following budget categories require board approval.

- Cash Surplus/Contingency
- Board Expenses

**Principal Approved:** The Principal has authority to purchase items in the remaining budget categories. In addition, the Principal has authorization to approve employee and volunteer reimbursement expense requisitions. Purchases or expenses requiring use of the contingency fund must be approved by the board. Once approved, the Business Manager pays expenses and the transactions are entered into the TECS financial database.
FINANCIAL RESPONSIBILITY DISTRIBUTION PROCESS

<table>
<thead>
<tr>
<th>Business Mgr.</th>
<th>Principal/Secretary</th>
<th>Governing Board</th>
<th>Auditor</th>
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<tbody>
<tr>
<td>Generate reports to Board and State</td>
<td>Acquire signatures as required</td>
<td>Receive and review monthly bank statements</td>
<td>Perform annual audit</td>
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<tr>
<td>Maintain category expenditure accounts</td>
<td>Maintain file of “pending delivery”</td>
<td>Approve expenditures</td>
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<tr>
<td>Assign income to budget categories</td>
<td>Place orders as requested and approved</td>
<td>Delegate limited discretionary budget expenditures</td>
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<tr>
<td>Maintain receipt and reconcile purchase file</td>
<td>Deliver items to appropriate party</td>
<td>Receive and review monthly budget reports</td>
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<tr>
<td>Pay bills and reconcile Accounts Payable</td>
<td>Oversee annual inventory control process</td>
<td>Receive and review annual financial audit report</td>
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<tr>
<td>Maintain accounting of income/expense by budget class</td>
<td>Sign checks (Principal(s)/Vice Principal(s)/Director (s) of Instruction)</td>
<td>Sign checks (Board President/Treasurer)</td>
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<tr>
<td>Reconcile yearly statement</td>
<td>Maintain audit committee as specified in state rule</td>
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PURCHASING STEPS: (Please make sure you notate the campus for which you are purchasing.)

Before You Place an Order

1. Complete requisition form including all the following applicable information:
   A. Description of item
   B. Item or Part Number
   C. Quantity
   D. Price
   E. Extension of price
   F. Vendor name, phone number and address
   G. One or more options regarding purchasing
H. Submitted by
I. Date
J. Attach receipt(s) to back of requisition (if applicable)

2. Submit requisition to Principal for authorization.
3. If purchase requires usage of the contingency fund, requisition is referred for board approval.

After Approved
1. Once all approvals are obtained, requisition is returned to individual who created the request or to the secretary for the order to be placed.
2. If request is for reimbursement, requisition is forwarded to Business Manager.
3. Once ordered and appropriately notated with order date, requisition is forwarded to Business Manager and a copy is kept with secretary to await delivery.
4. When item received, packing slip is attached to requisition. If an inventory item, it is labeled with an inventory tag and recorded on inventory control sheet with tag number, description, and location.
5. The item is then delivered by the Principal, Secretary, or Business Manager or their designee to the appropriate location for use or consumption.
6. Business Manager receives invoice, checks all documents for accuracy and receipt and processes invoice if not already paid.

Occasionally, a verbal approval is acceptable before placing the order; HOWEVER, a signature must be obtained before the file can be closed.
It is the policy of Thomas Edison Charter Schools when purchasing supplies and/or equipment that have a life expectancy of at least one year and is at an individual cost of $1,000.00 or more, the item will be placed in Fixed Assets and depreciated according to the life expectancy listed below for the following categories. All purchases for less than $1000.00 shall be expensed in the fiscal year it was purchased.

- Buildings: 40 Years
- Library Equipment: 7 Years
- Classroom Equipment: 7 Years
- Furniture and Fixtures: 7 Years
- Computer Equipment: 7 Years
- School Equipment: 7 Years
- Tenant Improvements: 15 Years
Cash Disbursement and Purchasing Policy

All funds owned or administered by Thomas Edison Charter Schools are public funds subject to federal and state law. Funds will be managed prudently and expenditures must be reasonable and necessary for delivery of the educational program.

All individuals that initiate, authorize or process cash disbursements on behalf of TECS, hereafter known as “TECS representatives”, will act in accordance with Utah Educator’s Standards, state ethics acts, and all applicable state and federal laws. Expenditures, purchases, contracts, construction and improvements must comply with the State Procurement Code and the Utah Public Officers’ and Employees’ Ethics Act.

All checks or check stock, credit / purchase cards, access to bank accounts and statements, and disbursing of school funds are secured and controlled by the Business Manager. The school’s tax exempt number will be used for legally tax exempt purchases only. Expenditure transactions must be approved by one of the following: authorized employees, Principal(s), or Governing Board. Accurate records shall be kept of all transactions. All records are subject to periodic audits by the Business Manager, Principal(s), and Governing Board. Disbursements should be substantiated by supporting documents such as purchase orders, receipts, invoices, quotes, reimbursement forms, etc. The Business Manager shall provide the principals of each campus a record of all monthly electronic payments, excluding payroll. This record shall be reviewed and signed each month by the principal of each school. The Business Manager shall also provide the principals of each campus a record of the prior month’s payroll. On a monthly basis, a minimum of five randomly selected individual amounts shall be reviewed for accuracy in each payroll report. The total amount for every payroll shall also be examined for accuracy and the report shall be signed by the principal or assistant principal of each campus. Financial statements will be reviewed monthly by the Business Manager, financial consultant, and Board representative.

Small Purchase Guidelines

- The “individual procurement threshold”, the maximum expendable amount to obtain a single item/service from one vendor at one time without requiring competitive purchasing, is $1,000. Purchases in excess of $1,000 require a minimum of two competitive quotes. Quotes should provide detailed information such as date, item descriptions and price, additional charges such as shipping, and contact information.
- The “single procurement aggregate threshold”, the maximum expendable amount to obtain multiple procurement items/services from one vendor at one time, is $5,000. This includes any combination of individual procurement items costing less than $1,001 purchased from one vendor at one time, not to exceed in total $5,000.
The “annual cumulative threshold”, the maximum total annual expendable amount to obtain procurement item(s) from the same vendor during the fiscal year (July 1—June 30), is $50,000. Single purchases or combinations of single purchases in excess of $50,000 require a bidding or a proposal (RFP) process.

Professional services, such as architectural, engineering, accounting, legal, or consulting services less than $100,001 require a competitive bidding or RFP process, or by selecting a provider from an approved potential vendor list created using an invitation for bids or an RFP under provisions in Utah Code 63G-6a-403 and 404. Goods or services on term statewide contracts may not be purchased from suppliers other than the state term contract supplier(s).

Small construction projects:

1. Costing less than $25,001 may be procured by direct award without seeking competitive bids or quotes after documenting that all applicable building code approvals, licensing requirements, permitting and other construction related requirements are met.
2. Costing between $25,001 and $80,000 may be procured by obtaining a minimum of two (2) competitive bids or quotes that include minimum specifications and be awarded to the contractor with the lowest bid or quote that meets the specification after documenting that the requirements are met from (1).
3. Costing more than $80,000 are not considered small construction projects and must follow the requirements outlined in Utah Code 53A-20.

Reoccurring Purchase Over Annual Cumulative Threshold
Ongoing, continuous, and regularly scheduled purchases that exceed $50,000 shall utilize a contract if feasible.

Artificially Dividing a Purchase
Procurement purchases may not be intentionally divided into one or more smaller purchases over a period of time to avoid requiring competitive quotes or bids.

Hospitality Gifts, Gratuities, Kickbacks, and Use of Position or Influence
TECS representatives and/or their family members shall not accept hospitality or promotional gifts with a value in excess of $10 on any given occasion and shall not exceed $50 total from one school vendor in one year. Any gift exceeding these thresholds is considered a gratuity. A “gratuity” is defined as anything of value to which a monetary price or fee is usually affixed. TECS representatives and/or their family members will not accept gratuities from any individual or entity involved in the purchasing and/or procurement process. TECS representatives and/or their family members...
will not ask, receive, accept or promise any manner of “kickback”, a gratuity given in exchange for favorable treatment in a pending procurement or the administration of a contract, either for themselves or for another person. TECS representatives and/or their family members will not use position or influence to obtain a personal benefit for themselves and/or the family members of any individual or entity involved in the purchasing and/or procurement process.

Legal penalties are attached to violations of state purchasing, procurement and cash disbursement laws. TECS fiscal policies should be reviewed annually to ensure compliance with legal amendments.

Reference Laws:
R227-113: LEA Fiscal Policy & Accountability
R33-3: Utah Administrative Code – Administrative Services, Purchasing and General Services
Source Selection and Contract Formation
Utah State Board of Administrative Rules
Utah Code 67-16: Employees’ Ethics Act
Utah Code 53A-20: State System of Public Education School Construction
Utah Code: 67-16, sections 4 & 5: Utah Public Officers’ and Employees’ Ethics Act
Utah Code 63G-6a, sections: 403, 404, 408, 1204(7), 2304.5, 2305, 2306: Utah Procurement Code
Title R277: Utah State School Board Administrative Rules

Related Policies and Procedures:
TECS Policies and Procedures Handbook: Administrative Policy #20, Personnel Purchasing Policy
Teachers: Teachers may be provided access to the School’s purchasing accounts for their personal use under the following conditions:

1. The teacher will compensate the school in advance the entire purchase price plus $20.00 to cover administration costs.
2. The purchase will be limited to items that directly correlate with the teacher’s curriculum.
3. The teacher will submit a written request to be directed to the governing board.
4. The board will approve/decline such a request on a case-by-case basis.
5. The teacher will be limited to three such purchases within a given fiscal year.
6. This policy shall be over-ruled by any state or federal law prohibiting such purchasing.

Other Staff Members: Personnel other than teachers may be provided access to the School’s purchasing accounts for their personal use under the following conditions:

1. The staff member will submit a written request to be directed to the governing board.
2. The board will approve/decline such a request on a case-by-case basis.
3. The purchase will be limited to items that directly correlate to the staff member’s job description.
4. The School’s accounts will be made available each year during the months of August, September and March.
5. The staff member will compensate the school in advance the entire purchase price plus $20.00 to cover administration costs.
6. This policy shall be over-ruled by any state or federal law prohibiting such purchasing.
School Fees Policy
It is the intention of Thomas Edison Charter Schools to provide free, quality education that is equally accessible to all TECS students. Accordingly, it is the policy of Thomas Edison Charter Schools to comply with state laws that regulate the charging of school fees.

State Provisions:
Utah law defines a “fee” as any charge, deposit, rental, or other mandatory payment in the form of money or goods. In grades K-6, unless sixth grade is included in a school that contains one or more secondary grade (7-12), state law prohibits the charging of fees for any class or activity incorporated into the regular school day. This includes materials, textbooks, supplies, assemblies and field trips. Utah law allows students in secondary grades to be charged fees for school materials, supplies, activities and programs. LEAs that charge fees are subject to state legal provisions requiring fee schedules and fee waivers.

TECS Policy:
It is the current policy of TECS to charge no school fees. All TECS students may enroll, fully participate, and have the opportunity to acquire all skills and knowledge required for full credit and highest grades in TECS classes without being charged fees. If at any time the TECS governing board, in collaboration with administration and financial consultants, determines a reasonable need to charge school fees, state law mandates that the governing board must develop, approve, publish and distribute to parents a detailed fee schedule and fee waiver policy, prior to charging or collecting any fees.

Costs for optional items available for purchase, such as yearbooks, school pictures, school lunches, etc., are not considered fees as they are not required for participation and do not affect a student’s ability to participate fully in activities in the regular school day. Repair or replacement costs for lost or damaged school-provided supplies are not considered fees, thus TECS may require students to repair or replace supplies lost or damaged as a result of irresponsible or destructive behavior.

TECS may provide a list of suggested school supplies to parents, who may voluntarily furnish supplies for student use. State law requires that a school supplies list “includes and is preceded by the following notice: "NOTICE: THE ITEMS ON THIS LIST WILL BE USED DURING THE REGULAR SCHOOL DAY. THEY MAY BE BROUGHT FROM HOME ON A VOLUNTARY BASIS, OTHERWISE, THEY WILL BE FURNISHED BY THE SCHOOL."

Additionally, TECS may apprise parents of the opportunity to voluntarily donate money or goods for field trips, class activities, Parent Organization activities, etc. The voluntary nature of donations should be clearly communicated. No TECS student will be excluded from any such activity based upon their inability to donate, and names of non-donors will not be released.

As required by the Utah State Office of Education, TECS will review and approve this policy annually and submit the Charter School Certification of Compliance form, with the current school fees policy attached, to the USOE by October 31 of each year.
SCHOOL FEES POLICY (2 of 2)

Reference Laws:
Utah Administrative Code R277-407
Utah Code 53A-12-102
Utah Code 53A-11-806
Utah Constitution Article X Section 2
Participation in competitions (such as history & science fairs, spelling & geography bees, etc.) is part of the classroom curriculum at the school level; competition at advanced levels (such as region, state and nationals) is optional for students who qualify. In support of students’ achievements, TECS offers financial support and, when possible, teacher mentorship to students participating in approved competitions. Competition participation, fundraising plans, funding allocations, travel plans, accommodation plans, and reimbursement requests are at the discretion of the principal(s) and must be approved prior to the competition.

**Payments / Reimbursements**

TECS will pay student registration fees. TECS will reimburse for the cost of student travel (airfare or fuel* for approved competitions within driving distance), project shipping, and the student’s portion of hotel accommodations during the days of the competition. For teachers mentoring students at competitions, TECS will pay registration fees and will reimburse for airfare, or auto fuel* for competitions within driving distance, and hotel accommodations during the competition. All reimbursement requests must be submitted with appropriate documentation (original receipts, etc.).

*Fuel reimbursement, not mileage reimbursement

**Teacher Mentors**

Teachers mentoring students at competitions are covered under their usual Workman’s Compensation insurance. All professional educator standards outlined in Utah state rule apply during travel and competition participation.

**Chaperones**

Each student who decides to attend competitions must attend with a family-appointed, family-sponsored chaperone. The chaperone assumes all responsibility for the student for the duration of the trip (travel, food, medical, academic, etc.). Students and their chaperones travel and compete at their own risk and the school assumes no responsibility for their safety or expenses. Appropriate waiver of liability forms will be completed prior to the trip. Chaperones travel and accommodation expenses are not reimbursed, unless pre-approved by principal as a result of fundraising efforts (see below).

**Accommodations**

Teacher mentors traveling with students will have separate accommodations. It is expected that non-related students will have separate accommodations for boys and girls.
Competition Funding

TECS asks that PARTICIPANTS who receive reimbursements lead out and participate in group fundraising efforts. If group fundraising efforts exceed the amount needed to cover the approved reimbursements outlined above, family-sponsored chaperones may be reimbursed up to a certain level, pre-determined by the principal, based upon fundraising success. However, the school’s responsibility will not exceed that pre-determined reimbursement amount.

Related Policies:
- TECS Fundraising Policy
- TECS Donations, Gifts and Sponsorships Policy
- TECS Cash Receipts Policy
- TECS Effective Teaching Standards Policy
- TECS Transportation Policy
Fundraising at Thomas Edison Charter Schools shall comply with the following policy statements:

1. Fundraising activities should always reflect the high academic and moral standards of Thomas Edison Charter Schools.
2. All fundraising efforts should promote the philosophy, mission and goals of TECS and should only be used to support school-sponsored academic or co-curricular activities authorized by the Principal(s) and Governing Board.
3. All monies generated by fundraising efforts are public funds subject to federal and state laws.
4. All individuals who initiate, authorize or participate in fundraising activities on behalf of TECS will comply with applicable laws including, but not limited to, Utah procurement law, state ethics acts, and Utah Educators Standards.
5. Under the direction and approval of the board, the Parent Organization (PO) will address fundraising needs directly benefitting the school. The Governing Board may engage in fundraising as well.
6. The collection and expenditure of public funds will adhere to TECS cash receipting; cash disbursement; and donations, gifts and sponsorships policies.
7. Fundraising revenues should be accounted for at an individual contribution level. All fundraising proceeds will be deposited directly into TECS accounts by the Business Manager.
8. The school’s tax exempt number will be used for legally allowable tax exempt purchases only.
9. The Principal(s) may authorize properly approved school-sponsored activities to use the school’s name, facilities and equipment; hold fundraising activities at alternate locations in the community; use school employees and resources to supervise, promote and staff the fundraiser; and use parent volunteers to supervise and staff the fundraiser.
10. Participation in fundraisers is entirely voluntary.
11. TECS will ensure equal and fair treatment of students in the management of fundraising proceeds.
12. TECS students will not be expected to sell anything for the purpose of fundraising. Competitive enticements for participation in fundraisers are discouraged and rewards, prizes, commissions or compensation may not be received by any individual employee or volunteer.
13. Fundraising proceeds will be directed to TECS for disbursement and never to an individual or outside entity.
14. Risk of financial loss or liability in fundraising activities should be avoided. Private businesses may not use the school as a marketing arm.
15. TECS reserves the right to decline, restrict or redirect fundraising proceeds and to limit or prohibit fundraising activities.
16. Records of fundraising efforts should be open to the public upon request.
17. Employees should not use their employment status at, or the resources of, a public school for personal gain or for the promotion of any type of personal non-school-related activities or events. Employees should disclose any conflict of interest.

Reference Laws
Utah Admin. Code R277-113: LEA Fiscal Policy and Accountability
Utah Admin. Code R277-515: Utah Educators Standards
Utah Code 67-16: Public Officers’ and Employees’ Ethics Act
Utah Code 63G-6a Utah Procurement Code
Utah Code 51-7-3(26): Public Funds and Accounts State Money Management Act
Title IX: Education Amendments of 1972
Utah State Constitution Article X: Education

Related Policy:
TECS Policies & Procedures Handbook: Cash Disbursements and Purchasing Policy
TECS Policies & Procedures Handbook: Cash Receipts Policy
It is the policy of Thomas Edison Charter Schools to comply with all laws governing the state LAND Trust Program. Utah law requires charter schools to form councils to prepare plans for the use of allotted LAND Trust funds. Accordingly, each TECS campus will establish a LAND Trust Council tasked with the responsibility of formulating individual school LAND Trust plans.

TECS LAND Trust Councils will be comprised of administration, staff, and parents or guardians of enrolled students (hereafter referred to as “parents”) at their respective campuses. Parent representatives on the councils will be elected annually by the membership of the Parent Organizations. Candidates will be designated from the Parent Organizations and may volunteer or be nominated to run for elected parent positions. In accordance with state law, the number of council members who are parents will exceed the number of all other council members combined by at least two. A parent will serve as the chair or cochair of the TECS LAND Trust Councils at each campus as required by law.

TECS LAND Trust Councils will prepare plans that focus expenditures of LAND Trust funds on student academic improvement by specifying academic goals, steps for goal achievement and measures to assess improvement. The plans will be reviewed and approved by the TECS Governing Board prior to submission to the State Charter School Board.

Reference Law:
Utah Code 53A-16-101.5
Utah Admin. Code R277-477
TECS LAND Trust Election Procedures

The procedure for electing council members for the TECS LAND Trust committee shall be as follows:

- In the first week of September, a call for volunteers to participate on the council will be made. This may be done electronically (e-update, mass text message, etc.) or, for those who don’t have internet access, a notification sent home.

- Once parent volunteers are identified, the names will be presented to the school community for voting purposes. A ballot may be submitted electronically, or in person at the front office. The notice of the election may be done electronically (e-update, mass text message, etc.) or, for those who don’t have internet access, a notification sent home. The voting shall be available for two school weeks in the middle of September. The number of parents elected to the council shall exceed the number of school employees by two. A minimum of six council members and a maximum of 12, comprised of parents and employees, shall be considered.

- During the last week of September, the election results will be submitted to the school LAND trust website.

- The names and contact information of council members will be included in the publication for the school website no later than Oct. 20th of each year.
The following policy directives regulate donations, gifts and sponsorships at Thomas Edison Charter Schools:

1. Donations, gifts and sponsorships must promote the philosophy, mission and goals of Thomas Edison Charter Schools. All monies received through donations, gifts or sponsorships are public funds subject to state and federal laws.
2. All individuals who receive, authorize, accept, value or record donations, gifts or sponsorships on behalf of Thomas Edison Charter Schools will comply with applicable laws.
3. TECS reserves the right to decline, restrict or redirect donations, gifts and sponsorships.
4. The collection and expenditure of funds or assets associated with donations, gifts or sponsorships will adhere to TECS cash receipts and cash disbursement policies. Funds associated with donations, gifts and sponsorships will be deposited directly into TECS bank accounts by the Business Manager.
5. Revenues should be accounted for at an individual contribution level.
6. Donations and gifts become the exclusive property of TECS upon delivery and all rights, privileges and titles to donations and gifts are transferred.
7. If donations or gifts are offered in exchange for advertising or other services, an objective valuation will be performed and a charitable receipt will be issued by the Business Manager.
8. Donations, gifts and sponsorships shall be issued directly to TECS, or its approved entities such as the Parent Organization, and may be designated for TECS specific programs.
9. Donated funds shall not directly or indirectly compensate public employees and no donations, gifts or sponsorships shall be directly paid or given to individuals, vendors or other entities.
10. Donations, gifts and sponsorships should be used to enhance the delivery of the educational program, and TECS will ensure equal and fair treatment of students in the management of those funds.
11. All donations, gifts and sponsorships will be evaluated by the Principal(s), Business Manager and/or Governing Board to ensure compliance with state procurement laws.
12. Donations, gifts and sponsorships will only be accepted without expressed or implied expectation of preferential consideration in any form, and will never be accepted as a precondition for purchase of goods or services.
13. Donations and gifts over $250 will be acknowledged and issued a letter of acknowledgement or a receipt.
DONATIONS, GIFTS, AND SPONSORSHIP POLICY (2 of 2)

Reference Laws:
R277-515: Utah Educators’ Standards
Utah Code 67-16: Public Officers’ and Employees’ Ethics Act Utah Code 67-16
Utah Code 63G-6a: Utah Procurement Code
IRS Publication 526: Charitable Contributions
Utah Code 51-7-3(26): Public Funds and Accounts State Money Management Act
Title IX: Education Amendments of 1972
Utah State Constitution Article X: Education

Related Policy:
TECS Policies & Procedures Handbook: Cash Disbursements and Purchasing Policy
TECS Policies & Procedures Handbook: Cash Receipts Policy
The following policy directives regulate cash receipts at Thomas Edison Charter Schools:

1. All individuals who handle cash receipts or accept payment in any form on behalf of TECS will comply with applicable federal and state laws.
2. Cash receipts include transactions involving currency, coin, checks, credit/debit cards and all other monetary transactions.
3. Receipting of all funds will be done at the front office unless specific approval is given by the Principal(s) or Governing Board for alternate locations due to special events or unusual circumstances.
4. All funds received at alternate locations will be counted and verified by a minimum of two persons, returned to the school as soon as possible and should never be held in an alternate location.
5. Funds will be kept in a secure location controlled by office staff and administration at the school(s) until deposit.
6. All funds will be deposited in TECS bank accounts within three days after receipt.
7. All checks should be made to Thomas Edison Charter School and never to an individual.
8. Cash receipts will be verified with supporting documentation. Disbursements may not be made directly from cash receipts.
9. Cash funds are subject to periodic and unscheduled audits by the Principal(s) and/or Business Manager.
10. All activities involving cash should be supervised by the Principal and/or authorized and trained volunteers.
11. Petty cash must be authorized by the Business Manager and Principal(s) and reconciled monthly. Reimbursements to petty cash amounts will be supported by written documentation and/or receipts.
12. All petty cash will be kept in a secure location and locked after business hours.
13. Petty cash is subject to unscheduled audits by the Principal(s) and/or the Business Manager.
14. The Business Manager will provide annual cash receipts and fiscal accountability training to employees and authorized volunteers.

Reference Laws:
Utah Code 51-7-3(26): Public Funds & Accounts State Money Management Act
Utah Code 51-4-2(2): Public Funds & Accounts Deposit of Funds Due State

Related Policies and Procedures:
Thomas Edison Charter Schools may, at each school’s discretion, rent their facilities to interested parties that provide the following:

1. Signed Rental Agreement;
2. Approved deposit and fees;
3. Liability Insurance Coverage in the amount of at least $1 million.

Classrooms and areas of the school that house employee or student belongings may not be rented to the public.
TECHNOLOGY USE POLICY  (1 of 2)

Policies and Procedures Manual  6000—Technology and Information Systems

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Thomas Edison Charter Schools provide technology equipment and Internet access to support the educational mission of its schools and to enhance the curriculum and learning opportunities for students and staff. General rules and expectations for professional behavior and communication apply but are not limited to the use of schools’ technology and services, such as computers, networks, Internet services, telephones, fax machines, printers, copy machines and projection devices. Employees and authorized volunteers are expected to use such school equipment for school-related purposes and performance of job duties.

Employees are to be knowledgeable of, and follow all school policies, rules and procedures in the use of the schools’ computers, networks, Internet services, and other technologies for school-related purposes and the performance of job duties. Incidental personal use of technology equipment is permitted as long as the use does not result in any additional cost to the school(s) and does not interfere with the employee’s job duties and performance, with system operations, or with other system users. "Incidental personal use" is defined as incidental, occasional and reasonable use by an individual employee for personal communications. Employees are reminded that such personal use must comply with this policy and all other applicable policies, procedures and rules. Any employee who violates this policy and/or rules governing use of school technology equipment and services may be subject to disciplinary action, up to and including discharge.

Illegal uses of school equipment will also result in referral to law enforcement authorities. All school technology equipment remains under the control, custody and supervision of the school, which reserves the right to monitor all computer, other equipment and Internet activity by employees. School technology users have no expectation of privacy in their use of school technology equipment, including email messages and stored files.

Computers are used in productive ways which relate clearly to the educational needs of students. As students progress through the elementary grades, emphasis is placed on the use of the computer as a tool in the instructional process to help them write, calculate, solve problems and gather information. Through the middle school years, the computer shall continue to be used as a tool, but its role may be expanded to that of an object of instruction. Elective classes at this level shall provide opportunity for computer applications and Career and Technical Education. Students at all levels shall have the opportunity to develop the skills necessary to function in and contribute to society.

The resources available through the Internet are of significant value in the learning process and in preparing students for future success. At the same time, the unregulated availability of information and communication on the Internet requires that schools establish reasonable controls for lawful, efficient
and appropriate use of this technology. Employees are to know and implement board policies and rules, including but not limited to: Employee Computer, Internet and Other Technology Use Rules and Student Internet and Computer Use Rules.

Employees and volunteers who are authorized by school volunteers may access the schools’ technology equipment and Internet services for administrative, educational, communication and research purposes consistent with the schools’ educational mission, curriculum and instructional goals. Volunteers may use the schools’ technological equipment for school purposes under the specific authorization and direction of school staff. Volunteers must comply with all school policies, rules and procedures applicable to the conduct of employees while on duty.

All software to be installed on school computers will be checked for viruses and installed by the appropriate designated person or persons.

Principals/Directors will inform school technology users of this policy on an annual basis through handbooks and/or other means. Principals/Directors may adopt administrative procedures, as necessary, to implement this policy.
STUDENT COMPUTER AND INTERNET USE

Thomas Edison Charter Schools provide computers and Internet access to support the educational mission of its schools and to enhance the curriculum and learning opportunities for students and staff. The resources available through the Internet are of significant value in the learning process and in preparing students for future success. At the same time, the unregulated availability of information and communication on the Internet requires that schools establish reasonable controls for lawful, efficient and appropriate use of this technology.

Student use of school computers, networks and Internet services is a privilege, not a right. Students are required to comply with the policy entitled, Technology Use Policy and these rules. Students who violate the policy or are suspected of violating the policy and/or rules may have their computer privileges revoked and may also be subject to further disciplinary and/or legal action. All Thomas Edison Charter Schools computers remain under the control, custody and supervision of the school. The school reserves the right to monitor all computer and Internet activity by students. Students have no expectation of privacy in their use of school computers.

Students and parents will be informed of this policy on an annual basis through handbooks and/or other means selected by the principal/director. The principal/director may adopt administrative procedures, as necessary, to implement this policy.

STUDENT COMPUTER AND INTERNET USE RULES

These rules implement the Technology Use Policy. The rules are intended to provide general guidelines and examples of prohibited uses but do not attempt to state all required or prohibited activities by users. Failure to comply with the board policy and these rules may result in loss of computer and Internet access privileges, disciplinary action and/or legal action.

A. Computer Use is a Privilege, Not a Right

Unacceptable use/activity may result in suspension or cancellation of privileges as well as additional disciplinary and/or legal action. School administration will have final authority to decide whether a student's privileges will be denied, revoked and/or reinstated.

B. Acceptable Use

Student access to the school's computers, networks and Internet services is provided for educational purposes and research consistent with the school's educational mission, curriculum and instructional goals. The same rules and expectations that govern student conduct and communications will apply to student use of computers and the Internet. Students are further expected to comply with these rules and all specific instructions from the teacher or other supervising staff member/volunteer when accessing the school's computers, networks and Internet services.
C. Prohibited Use
The user is responsible for his/her own actions involving school computers, networks and Internet services and for his/her computer files, passwords and accounts. Examples of unacceptable uses that are expressly prohibited include, but are not limited to, the following:

1. **Accessing Inappropriate Materials**: Accessing, submitting, transmitting, posting, publishing, forwarding, downloading, scanning or displaying materials that are defamatory, abusive, obscene, vulgar, sexually explicit, sexually suggestive, threatening, discriminatory, harassing and/or illegal.
2. **Illegal Activities**: Using the school's computers, networks and Internet services for any illegal activity or activity that violates other Board policies, procedures and/or school rules.
3. **Violating Copyrights**: Copying or downloading copyrighted materials without the express authorization of the copyright holder.
4. **Plagiarism**: Representing as one's own work any materials obtained on the Internet (such as term papers, articles, etc.). When Internet sources are used in student work, the author, publisher and Web site must be identified.
5. **Copying Software**: Copying or downloading software without the express authorization of the school administrator or designee.
6. **Nonschool-Related Uses**: Using the school's computers, networks and Internet services for nonschool-related purposes such as private financial gain, commercial, advertising or solicitation purposes.
7. **Misuse of Passwords/Unauthorized Access**: Sharing passwords, using other users' passwords without permission and/or accessing other users' accounts.
8. **Malicious Use/Vandalism**: Any malicious use, disruption or harm to the school's computers, networks and Internet services, including, but not limited to, hacking activities and creating/uploading computer viruses.
9. **Unauthorized Access to Chat Rooms/News Groups**: Accessing chat rooms or news groups without specific authorization from the supervising teacher.
10. **Misuse of School Name or Logo**: Misuse of a school name or logo on a personal Web site that gives the reader the impression that the Web site is an official Web site of the school(s).

D. No Expectation of Privacy
The school retains control, custody and supervision of all computers, networks and Internet services owned or leased by the school. The school reserves the right to monitor all computer and Internet activity by students. Students have no expectations of privacy in their use of school computers, including e-mail and stored files.
E. Compensation for Losses, Costs and/or Damages
The student and/or the student’s parent/guardian will be responsible for compensating the school for any losses, costs or damages incurred by the school related to violations of the Student Computer and Internet Use Policy and/or these rules, including investigation of violations.

F. Unauthorized Charges, Costs or Illegal Use
The school assumes no responsibility for any unauthorized charges made by students including, but not limited to, credit card charges, long-distance telephone charges, equipment and line costs, or for any illegal use of its computers, such as copyright violations.

G. Student Security
A student will not reveal his/her full name, address or telephone number on the Internet without prior permission from a supervising teacher. Students should never meet people they have contacted through the Internet without parental permission. Students should inform their supervising teachers if they access information or messages that are dangerous, inappropriate or make them uncomfortable in any way.

H. System Security
The security of the school’s computers, networks and Internet services is a high priority. Any user who discovers a security problem must notify a supervising teacher or school administrator. The user will not demonstrate the problem to others. Any user who attempts or causes a breach of system security will may have his/her privileges revoked and may be subject to additional disciplinary and/or legal action.

I. Parent Opt-Out
While reasonable precautions will be taken to supervise student use of the Internet, Thomas Edison Charter Schools cannot prevent all inappropriate uses, including access to objectionable materials and communication with persons outside of the school. The school also is not responsible for the accuracy or quality of information that students obtain through the Internet. The parent/guardian may opt to not allow his or her child to use computers or the Internet while at school. Students who opt-out will be given alternative educational activities.
The intent of these rules is to provide employees with general requirements for using schools’ computers, networks, Internet services and other technology equipment, such as telephones, fax machines, printers, copy machines and projection devices. These rules may be supplemented by more specific administrative procedures and rules governing day-to-day management and operation of computer and other technological systems. These rules provide general guidelines and examples of prohibited uses for illustrative purposes but do not attempt to state all required or prohibited activities by users. Employees who have questions regarding whether a particular activity or use is acceptable should seek further guidance from the appropriate school administrator. Failure to comply with the Technology Use Policy, these rules, and/or other established procedures or rules governing computer or other technologies’ use, may result in disciplinary action, up to and including discharge. Illegal uses of school technology equipment may also result in referral to law enforcement authorities.

A. Access to School Computers, Networks and Internet Services
The level of access that employees have to schools’ computers, networks and Internet services is based upon specific employee job requirements and needs. For example, school administrator(s) may authorize an employee to have remote access to the schools’ computer systems while working at home.

B. Acceptable Use
Employee access to schools’ technology equipment and Internet services is provided for administrative, educational, communication and research purposes consistent with the schools’ educational mission, curriculum and instructional goals. General rules and expectations for professional behavior and communication apply to use of schools’ technology and services, such as (but not limited to) computers, networks, Internet services, telephones, fax machines, printers, copy machines and projection devices.

Employees are to be knowledgeable of, and follow all school policies, rules and procedures in the use of the schools’ computers, networks Internet services and other technologies for school-related purposes and the performance of job duties. Incidental personal use of such equipment is permitted as long as the use does not result in any additional cost to the school(s) and does not interfere with the employee’s job duties and performance, with system operations, or with other system users. "Incidental personal use" is defined as incidental, occasional and reasonable use by an individual employee for personal communications. Employees are reminded that such personal use must comply with this policy and all other applicable policies, procedures and rules. Any employee who violates this policy and/or rules governing the use of school computers will be subject to disciplinary action, up to and including discharge. Illegal uses of school equipment may also result in referral to law enforcement authorities.

C. Prohibited Use
The employee is responsible for his/her actions and activities involving schools’ technology equipment and Internet services and for his/her computer files, passwords and accounts. General examples of unacceptable uses which are expressly prohibited include, but are not limited to:
1. Any use that is illegal or in violation of other policies.
2. Accessing, submitting, transmitting, posting, publishing, forwarding, downloading, scanning or displaying materials that are defamatory, abusive, obscene, vulgar, sexually explicit, sexually suggestive, threatening, discriminatory, harassing and/or illegal.
3. Any inappropriate communications with students or minors.
4. Any use for private financial gain or for commercial, advertising or solicitation purposes.
5. Any use as a forum for communicating by e-mail or any other medium with other school users or outside parties to solicit, proselytize, advocate or communicate the views of an individual or non school-sponsored organization; or to raise funds for any non school-sponsored purpose, whether for profit or not for profit. No employee will knowingly provide school e-mail addresses to outside parties whose intent is to communicate with school employees, students and/or families for nonschool purposes. Employees who are uncertain as to whether particular activities are acceptable should seek further guidance from the school administrator.
6. Any communication that represents personal views as those of the school or that which could be misinterpreted as such.
7. Downloading or loading software or applications that have not been approved for installation on a school computer or network. Employees who are uncertain as to whether a particular software or application may be downloaded should seek further guidance from the school administrator.
8. Sending mass e-mails to schools’ users or outside parties for school or non-school purposes without the permission of the building administrator.
9. Any malicious use or disruption of schools’ computers, networks, other technology and/or Internet services or breach of security features.
10. Any misuse resulting in damage to schools’ computer or other technology equipment.
11. Misuse of computer passwords or accounts (employee or other users).
12. Any communications that are in violation of generally accepted rules of communication, network etiquette and/or professional conduct.
13. Any attempt to access unauthorized sites or to circumvent the schools’ Internet filter system.
14. Failing to report a known breach of computer security to the building administrator.
15. Using school computers, networks, Internet services or other technologies after such access has been denied or revoked.
16. Any attempt to delete, erase or otherwise conceal any information stored on a school computer that violates these rules.
17. Accessing non-work related chat rooms or news groups.
18. Misuse of a school name or logo on a personal Web site that gives the reader the impression that the Web site is an official Web site of the school(s).

D. No Expectation of Privacy
The schools retain control, custody and supervision of all computers, networks, Internet services and other technologies owned or leased by the school(s). The schools reserve the right to monitor all com-
puter, fax, printer, copy machine and Internet activity by employees and other system users. Employees have no expectation of privacy in their use of the schools’ technology equipment, including e-mail messages and stored files.

E. Confidentiality of Information
Employees are expected to use appropriate judgment and caution in communications concerning students and staff to ensure that personally identifiable information remains confidential.

F. Staff Responsibilities to Students
Teachers, staff members and volunteers who use school computers and/or other technology equipment for instructional purposes with students are expected to provide supervision at all times. When student(s) are in the computer lab, or are using the mobile lab equipment, teachers are to provide direct supervision. Teachers, staff members and volunteers are expected to be familiar with the schools’ policies and rules concerning student computer and Internet use and to enforce them. When employees/volunteers become aware of student violations as a part of their duties, they are expected to stop the activity and inform the school administrator.

G. Responsibility for Unauthorized Charges, Costs or Illegal Use
The employee will be responsible for any losses, costs or damages incurred by the school(s) related to violations of the Technology Use Policy and/or these rules. Thomas Edison Charter Schools assume no responsibility for any unauthorized charges made by employees including, but not limited to, credit card charges, subscriptions, long-distance telephone charges, equipment and line costs, or for any illegal use of its computers or other forms of technologies such as copyright violations.

H. Copyright
Employees shall adhere to all copyright laws, including but not limited to photocopying of printed materials (literary, dramatic, musical, artistic, or other intellectual works), duplicating computer software, media and/or Internet programs, video programs off the air, films, DVD’s, and videocassettes.
It is the policy of Thomas Edison Charter School that personal electronic devices may be used to enhance the delivery of the educational program. These devices include, but are not limited to, cell phones, tablets, ipods, mp3 players, laptops, hands free devices (such as Bluetooths), e-readers, cameras, etc. Students, parents, teachers, staff and administration will use such devices on school premises and at school-related activities, both on and off-campus, in compliance with state and federal law and in adherence to the philosophy and policies of TECS. Unauthorized recordings, capturing of images, transmissions of recordings or images, and/or invasions of reasonable privacy expectations are prohibited. Use of such devices by any person that bullies, humiliates, harasses or intimidates is strictly forbidden. All individuals who bring personal electronic devices on school property and/or to school activities do so under their own responsibility and at their own risk. TECS is not responsible for lost, stolen, or damaged personal electronic equipment.

Student Use

- Educational provisions for the use of electronic devices are allowable upon approval of administration. Use of personal electronic devices may be specifically allowed under IEPs, approved class projects, etc. Such use will be under the direction and oversight of authorized school personnel.
- In all other cases, students are discouraged from bringing personal electronic devices to school due to the risk of distraction, disruption, damage, loss or theft.
- Devices not in use for approved educational purposes are to be turned off and stored during school hours.
- Electronic devices may never be used during state or school assessments unless specifically allowable under law, statute, regulation, student IEP, or assessment directions.
- Any electronic device used in violation of policy may be confiscated by teachers and/or administrators.
- Confiscated electronic devices may be subject to search by school officials. Parents or guardians will be informed of the reason for confiscation, and confiscated devices will be held in the school office and released to a parent or guardian.

Reference Laws:
Utah Admin. Code R277-495: Required Policies for Electronic Devices in Public Schools

Related Policies and Procedures:
TECS Bullying Policy
TECS Safe School Policy
TECS Student Discipline Policy and Procedures
TECS Technology Use Policy
Educational computer software programs offer great learning benefits to students. But to use software responsibly and legally, staff must follow these rules:

1. Do not use any curricular computer software, other than officially approved Thomas Edison Charter School materials, without permission. All school curriculum must be approved prior to use. The school principal can approve most materials for individual classroom use.

2. Register computer software. Staff members must register all software, including software downloaded from the Internet, they use in class or on school computers with the technology teacher. Staff members must provide the title, the manufacturer, and the license number of the software.

3. Do not copy computer software without permission. In general, staff members may not make copies of computer software without the permission of the copyright holder. Purchased computer software may not be used as a "master" to make copies. Computer software may be legally copied only if making a copy is an essential step in using the software or the new copy is a backup. Backups may not be used if the original is available. When purchasing software, it is important to read the license agreement. A single-user license means that the software may be installed only on one computer. A person buying software may not install the software on both home and school computers.

4. Do not download software without permission. Staff members may not download any software or programs off the Internet without permission from the technology teacher. Free distributions of software on the Internet may not be authorized by the manufacturer, and the software may contain computer viruses that can spread through the school network.

5. Beware of penalties and enforcement. Staff members and the school could face fines and criminal penalties for violating federal copyright law.
# DATA BACK-UP POLICY

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Thomas Edison Charter School will ensure that all financial records are kept for the appropriate time frames and electronic records are backed-up on a regular basis.
Technology Security Policy

Purpose

The purpose of this policy is to ensure the secure use and handling of all data, computer systems and computer equip-

Policy

ment by students, patrons, and employees.

Technology Security

It is the policy of the Thomas Edison Charter Schools (TECS) to support secure network systems, including security for all personally identifiable information that is stored on paper or stored digitally on school-maintained computers and networks. This policy supports efforts to mitigate threats that may cause harm to the schools, its students, or its employees.

TECS will ensure that reasonable efforts will be made to maintain network security. Data loss can be caused by hu-

man error, hardware malfunction, natural disaster, security breach, etc., and may not be preventable.

All persons who are granted access to the TECS network and other technology resources are expected to use caution and be aware of suspicious communications and unauthorized use of devices and the network. When an employee or other user becomes aware of suspicious activity, he/she is to immediately contact the TECS data steward/information security officer with the relevant information.

All third-party vendors contracting with Thomas Edison Charter Schools must be compliant with Utah's Student Data Protection Act (SDPA), U.C.A §53A-1-1401.

It is the policy of TECS to fully conform with all federal and state privacy and data governance laws. These include the Family Educational Rights and Privacy Act, 20 U.S. Code §1232g and 34 CFR Part 99 (hereinafter "FERPA"), the Govern-

mental Records and Management Act U.C.A. §62G-2 (hereinafter "GRAMA"), U.C.A. §53A-1-1401 et seq and Utah Ad-

ministrative Code R277-487.

Professional development for staff and students regarding the importance of network security and best practices are included in the procedures. The procedures associated with this policy are consistent with guidelines provided by cyber security professionals worldwide and in accordance with Utah Education Network and the Utah State Office of Education. TECS supports the development, implementation and ongoing improvements for a robust security system of hardware and software that is designed to protect TECS data, users and electronic assets.
Definitions:
• Access - Directly or indirectly use, attempt to use, instruct, communicate with, cause input to, cause output from, or otherwise make use of any resources of a computer, computer system, computer network, or any means of communication with any of them.
• Authorization - Having the express or implied consent or permission of the owner, or of the person authorized by the owner to give consent or permission to access a computer, computer system, or computer network in a manner not exceeding the consent or permission.
• Computer - Any electronic device or communication facility that stores, retrieves, processes, or transmits data.
• Computer system - A set of related, connected or unconnected, devices, software, or other related computer equipment.
• Computer network - The interconnection of communication or telecommunication lines between: computers; or computers and remote terminals; or the interconnection by wireless technology between: computers; or computes and remote terminals.
• Computer property - Includes electronic impulses, electronically produced data, information, financial instruments, software, or programs, in either machine or human readable form, any other tangible or intangible item relating to a computer, computer system, computer network, and copies of any of them.
• Confidential - Data, text, or computer property that is protected by a security system that clearly evidences that the owner or custodian intends that it not be available to others without the owner's or custodian's permission.
• Encryption or encrypted data - The most effective way to achieve data security. To read an encrypted file, you must have access to a secret key or password that enables you to decrypt it.
• Personally Identifiable Information (PII) - Any data that could potentially identify a specific individual. Any information that can be used to distinguish one person from another and can be used for de-anonymizing anonymous data can be considered protected data.
• Security system - A computer, computer system, network, or computer property that has some form of access control technology implemented, such as encryption, password protection, other forced authentication, or access control designed to keep out unauthorized persons.
• Sensitive data - Data that contains personally identifiable information.
• System level - Access to the system that is considered full administrative access. Includes operating system access and hosted application access.

Security Responsibility
• TECS shall appoint an IT Security Officer (ISO) responsible for overseeing district-wide IT security, to include helping in development of district policies and adherence to the standards defined in this document.

Training
• TECS shall ensure that all district employees having access to sensitive information undergo annual IT security training which emphasizes their personal responsibility for protecting student and employee information. Training resources will be provided to all TECS employees.
• TECS shall ensure that all students are informed of Cyber Security Awareness.

Physical Security

Computer Security
• TECS shall ensure that any user’s computer must not be left unattended and unlocked, especially when logged into sensitive systems or data including student or employee information. Automatic log off, locks and password screen savers should be used to enforce this requirement.
TECS shall ensure that all equipment that contains sensitive information will be secured to deter theft.

Server/Network Room Security

- TECS shall ensure that server rooms and telecommunication rooms/closets are protected by appropriate access control which segregates and restricts access from general school or office areas. Access control shall be enforced using either keys, electronic card readers, or similar method with only those IT or other staff members having access necessary to perform their job functions to be allowed unescorted access.
- Telecommunication rooms/closets may only remain unlocked or unsecured when because of building design it is impossible to do otherwise or due to environmental problems that require the door to be opened.

Contractor access

- Before any contractor is allowed access to any computer system, server room, or telecommunication room the contractor will need to have his/her access confirmed directly by the authorized employee who issued the service request or by TECS’s Technology Department.

Network Security

TECS is protected by a firewall and the filtering device recommended by the UEN. It is not connected to any other networks and transfers data sensitive data to the USBE by UTREX or using the secure MOVEIT site.

Network Segmentation

- TECS shall ensure that all untrusted and public access computer networks are separated from main district computer networks and utilize security policies to ensure the integrity of those computer networks.
- TECS will utilize industry standards and current best practices to segment internal computer networks based on the data they contain. This will be done to prevent unauthorized users from accessing services unrelated to their job duties and minimize potential damage from other compromised systems.

Wireless Networks

- No wireless access point shall be installed on TECS’s computer networks that do not conform with current network standards as defined by the IT manager. Any exceptions to this must be approved directly in writing by the Information Security Officer and IT Manager.
- TECS shall scan for and remove or disable any rogue wireless devices on a regular basis.
- All wireless access networks shall conform to current best practices and shall utilize at minimal WPA encryption for any connections. Open access networks are not permitted, except on a temporary basis for events when deemed necessary.

Remote Access

- TECS shall ensure that any remote access with connectivity to the schools’ internal networks are achieved using the schools’ centralized VPN service that is protected by multiple factor authentication systems. Any exception to this policy must be by the Information Security Officer.

Access Control

- System and application access will be granted based upon the least amount of access to data and programs required by the user in accordance with a business need-to-have requirement.
- Authentication
- TECS shall enforce strong password management for employees, students, and contractors.
### Password Creation
- All server system-level passwords must conform to the Password Construction Guidelines posted on the TECS staff resources website.

### Password Protection
- All passwords are to be treated as sensitive, confidential information.
- Passwords must not be inserted into email messages or other forms of electronic communication.
- Do not reveal a password on questionnaires or security forms.
- Do not hint at the format of a password (for example, "my family name").
- Any user suspecting that his/her password may have been compromised must report the incident and change all passwords.

### Authorization
- TECS shall ensure that user access shall be limited to only those specific access requirements necessary to perform their jobs. Where possible, segregation of duties will be utilized to control authorization access.
- TECS shall ensure that user access should be granted and/or terminated upon a timely basis, and management’s approval, of a documented access request/termination.

### Accounting
- TECS shall ensure that audit and log files are maintained for at least ninety days for all critical security-relevant events such as: invalid logon attempts, changes to the security policy/configuration, and failed attempts to access objects by unauthorized users, etc.

### Administrative Access Controls
- TECS shall limit IT administrator privileges (operating system, database, and applications) to the minimum number of staff required to perform these sensitive duties.

### Incident Management
Monitoring and responding to IT related incidents will be designed to provide early notification of events and rapid response and recovery from internal or external network or system attacks.

### Business Continuity
To ensure continuous critical IT services, IT will develop a business continuity/disaster recovery plan appropriate for the size and complexity of TECS school operations.

TECS shall develop and deploy a school-wide business continuity plan which should include as a minimum:

**Backup Data:** Data is backed up in a RAID configuration daily on one or more servers.

**Secondary Locations:** Data will be backed up offsite to opposite schools.

**Emergency Procedures:** IT will be notified in case of emergency to recover backup data and restore processing at a secondary location.
Malicious Software

- Server and workstation protection software will be deployed to identify and eradicate malicious software attacks such as viruses, spyware and malware.
- TECS shall install, distribute, and maintain spyware and virus protection software on all district-owned equipment, i.e. servers, workstations, and laptops.
- TECS shall ensure that malicious software protection will include frequent update downloads (minimum weekly), frequent scanning (minimum weekly), and that malicious software protection is in active state (real time) on all operating servers/workstations.
- TECS shall ensure that all security-relevant software patches (workstations and servers) are applied within thirty days and critical patches shall be applied as soon as possible.
- All computers must use the TECS approved anti-virus solution.
- Any exceptions to this section must be approved by IT and the Information Security Officer.

Internet Content Filtering

- In accordance with Federal and State Law, TECS shall filter internet traffic for content defined in law that is deemed harmful to minors.
- TECS acknowledges that technology based filters are not always effective at eliminating harmful content and due to this, TECS uses a combination of technological means and supervisory means to protect students from harmful online content.
- In the event that students take devices home, TECS will provide a technology based filtering solution for those devices. However, the schools will rely on parents to provide the supervision necessary to fully protect students from accessing harmful online content.
- Students shall be supervised when accessing the internet and using school owned devices on school property.

Data Privacy

- TECS considers the protection of the data it collects on students, employees and their families to be of the utmost importance.
- TECS shall ensure that employee records access shall be limited to only those individuals who have specific access requirements necessary to perform their jobs.

Security Audit and Remediation

- TECS shall perform routine security and privacy audits.
- School personnel shall develop remediation plans to address identified lapses.

Employee Disciplinary Actions shall be in accordance with applicable laws, regulations and District policies. Any employee found to be in violation may be subject to disciplinary action up to and including termination of employment with the TECS.
Thomas Edison Charter Schools take seriously their moral and legal responsibility to protect student privacy and ensure data security. Utah’s Student Data Protection Act (SDPA), U.C.A §53A-1-1401

This policy is applicable to all employees, temporary employees, including substitutes of the schools. The policy must be used to assess agreements made to disclose data to third-parties. This policy is designed to ensure only authorized disclosure of confidential information and will be reviewed and adjusted as needed.

All Thomas Edison Charter School board members, employees and volunteers with access to student data must sign and obey the Thomas Edison Charter School Employee Non-Disclosure Agreement, which describes the permissible uses of state technology and information. The form will be maintained in the school offices.

All student data utilized by Thomas Edison Charter Schools is protected as defined by the Family Educational Rights and Privacy Act (FERPA) and Utah statute.

Policy for disclosure of Personally Identifiable Information (PII)

Student or Student’s Parent/Guardian Access
In accordance with FERPA regulations 20 U.S.C. § 1232g (a)(1) (A) (B) (C) and (D), LEAs will provide parents with access to their child’s education records, or an eligible student access to his or her own education records (excluding information on other students, the financial records of parents, and confidential letters of recommendation if the student has waived the right to access), within 45 days of receiving an official request. Thomas Edison Charter Schools is not required to provide data that it does not maintain, nor are they required to create education records in response to an eligible student’s request.

Third Party Vendor
Third party vendors may have access to students’ personally identifiable information if the vendor is designated as a “school official” as defined in FERPA, 34 CFR §§ 99.31(a)(1) and 99.7(a)(3)(iii). A school official may include parties such as: professors, instructors, administrators, health staff, counselors, attorneys, clerical staff, trustees, members of committees and disciplinary boards, a contractor, consultant, volunteer or other party to whom the school has outsourced institutional services or functions.

All third-party vendors contracting with Thomas Edison Charter Schools must be compliant with Utah’s Student Data Protection Act (SDPA), U.C.A §53A-1-1401. Vendors determined not to be compliant may not be allowed to enter into future contracts with Thomas Edison Charter Schools without third-party verification that they are compliant with federal and state law, and board rule. They may be required to pay Thomas Edison Charter Schools costs to notify parents/guardians of the breach and the expenses incurred by Thomas Edison Charter Schools as a result of the unauthorized sharing or use of student data.

Governmental Agency Requests
Thomas Edison Charter Schools may not disclose personally identifiable information of students to external persons or organizations to conduct research or evaluation that is not directly related to a state or federal program reporting requirement, audit, or evaluation. The requesting governmental agency must provide evidence of the federal or state requirements to share data in order to satisfy FERPA disclosure exceptions to data without consent in the case of a federal or state reporting requirement, audit or evaluation.
Policy for External disclosure of Non-Personally Identifiable Information (PII)
When Thomas Edison Charter Schools receives an external request for data for the purpose of external research or evaluation, other than fulfilling a state or federal reporting requirement, audit or evaluation, the request will be reviewed by a student data manager, chief privacy officer and a principal.

Data that do not disclose PII may be shared with external researcher or evaluators for projects unrelated to federal or state requirements if:
1. A Thomas Edison Charter Schools principal or board member sponsors an external researcher or evaluator request.
2. Student data are not PII and are de-identified through disclosure avoidance and other pertinent techniques.
3. Researchers and evaluators supply the Thomas Edison Charter Schools a copy of any publication or presentation that uses Thomas Edison Charter Schools data 10 business days prior to any publication or presentation.

Data Breach
Thomas Edison Charter Schools shall follow industry best practices to protect information and data. In the event of a data breach or inadvertent disclosure of personally identifiable information, Thomas Edison Charter Schools staff shall follow industry best practices outlined in the Data Security procedures for responding to the breach. Further, Thomas Edison Charter Schools shall follow best practices for notifying affected parties, including parents or legal guardians.

Record retention and expungement
The Thomas Edison Charter Schools shall retain and dispose of student records in accordance with Section 63G-2-604, 53A-1-1407, and shall comply with active retention schedules for student records per Utah Division of Archive and Record Services or Thomas Edison Charter Schools own internal records retention policy. In accordance with 53A-1-1407, the Thomas Edison Charter Schools shall expunge student data that is stored upon request of the student if the student is at least 23 years old. The Thomas Edison Charter Schools may expunge medical records and behavioral test assessments. Thomas Edison Charter Schools will not expunge student records of grades, transcripts, a record of the student’s enrollment or assessment information.

Data Transparency
Thomas Edison Charter Schools will publically post all data released to vendors through the Metadata Dictionary as described in Utah’s Student Data Protection Act (SDPA), U.C.A §53A-1-1401.
Data security and privacy training
1. All Thomas Edison Charter School board members and employees must sign and follow the Thomas Edison Charter Schools Employee Acceptable Use Policy, which describes the permissible uses of state technology and information.
2. All Thomas Edison Charter School board members and employees must sign and obey the Thomas Edison Charter Schools Employee Non-Disclosure Agreement.
3. All current Thomas Edison Charter Schools employees are required to participate in annual security and privacy training.

Disclosure of Personally Identifiable Information (PII)
Research Proposals must be submitted in writing to an administrator. If the request is approved, the data is de-identified as appropriate, and reviewed by the privacy office or another member of the administration team. Once the information is sent to the researcher, the dataset is saved to a secure folder in the appropriate network drive.

Data Breach
Concerns about security breaches must be reported immediately to the principal, privacy officer and IT, who will determine whether a security breach has occurred. It is determined that one or more employees or contracted partners have substantially failed to comply with the relevant privacy policies, they will identify appropriate consequences, which may include termination of employment and further legal action.

Data Transparency
Data element released to vendors will be listed in the state Metadata Dictionary.

Non-Disclosure Assurances
All Thomas Edison Charter School employees with access to student data, including temporary, will:
1. Complete a data security training and the appropriate level of privacy training as determined by the chief privacy officer.
2. Consult with Thomas Edison Charter Schools internal data owners when creating or disseminating reports containing data.
3. Use password-protected computers/devices when accessing any student-level or staff-level records.
4. NOT share individual passwords for personal computers or domain.
5. Log out of any data system/portal after each use.
6. Store sensitive data in appropriate-secured locations. Unsecured access and flash drives, DVD, CD-ROM or other removable media, or personally owned computers or devices are not deemed appropriate for storage of sensitive, confidential or student data, unless in a secure location.

7. Keep printed reports with personally identifiable information in a secure location while unattended, and use secure document destruction when disposing of such records.

8. NOT share personally identifying data during public presentations, videos, webinars, etc. If users need to demonstrate child/staff level data, demo records should be used for such presentations.

9. Redact any personally identifiable information when sharing sample reports with general audiences.

10. Take steps to avoid disclosure of personally identifiable information in reports, such as aggregating, data suppression, rounding, recoding, blurring, perturbation, etc.

11. Delete files containing sensitive data after using them on computers, or move them to secured servers or personal folders accessible only by authorized parties.

12. Use secure methods when sharing or transmitting sensitive data. The approved method is sharing within secured server folders.

13. Transmit child/staff-level data externally by approved methods.

14. Limit use of individual data to the purposes which have been authorized within the scope of job responsibilities as far as possible.
Appendix A. Thomas Edison Charter Schools Employee Non-Disclosure Agreement

As an employee of the Thomas Edison Charter Schools, I hereby affirm that:

- I have read the Thomas Edison Charter Schools Data Governance Policy and Date Security Policy in the Thomas Edison Charter School policies and reviewed Non-disclosure assurances.
- I will abide by the terms of Thomas Edison Charter Schools’ policies and procedures.

Using Thomas Edison Charter Schools Data and Reporting Systems

- I will use a password-protected computer when accessing data and reporting systems, viewing child/staff records, and downloading reports.
- I will not share or exchange individual passwords, for either personal computer(s) or Thomas Edison Charter Schools system user accounts, with Thomas Edison Charter Schools staff or participating program staff.
- I will only access data in which I have received explicit written permissions from the data owner.
- I will not attempt to identify individuals, except as is required to fulfill job or volunteer duties.
- I will not publicly release confidential data.

Handling Sensitive Data

- I will keep sensitive data on password-protected state-authorized computers.
- I will keep any printed files containing personally identifiable information in a secure location while unattended.
- I will not share child/staff-identifying data during public presentations, webinars, etc. I understand that dummy records should be used for such presentations.
- I will delete files containing sensitive data after working with them from my desktop, or move them to a secured Thomas Edison Charter Schools server.

I agree to abide by the conditions in this agreement, including the one on this page.

Print Name: ___________________________________
Signed: ________________________________________
Date: __________________

(Continued on next page.)
Reporting & Data Sharing
- I will not re-disclose or share any confidential data analysis except to other authorized personnel without Thomas Edison Charter Schools expressed written consent.
- I will not publically publish any data without the approval of the principal.
- I will take steps to avoid disclosure of personally identifiable information in state-level reports, such as aggregating, data suppression, rounding, recoding, blurring, perturbation, etc.
- I will transmit child/staff-level data externally by approved methods.
- I will immediately report any data breaches, suspected data breaches, or any other suspicious activity related to data access to my supervisor and the Thomas Edison Charter Schools Information Security Officer. Moreover, I acknowledge my role as a public servant and steward of child/staff information, and affirm that I will handle personal information with care to prevent disclosure.

Consequences for Non-Compliance
I understand that access to the Thomas Edison Charter Schools network and systems can be suspended based on any violation of this contract or risk of unauthorized disclosure of confidential information.

Termination of Employment
I agree that upon the cessation of my employment from Thomas Edison Charter Schools, I will not disclose or otherwise disseminate any confidential or personally identifiable information to anyone outside of Thomas Edison Charter Schools without the prior written permission of a student data manager.

I agree to abide by the conditions in this agreement, including the one on this page.

Print Name: ___________________________________
Signed: ________________________________________
Date: __________________
Appendix B. Protecting PII in Public Reporting

Data Gateway Statistical Reporting Method for Protecting PII may be used to de-identify data. Public education reports offer the challenge of meeting transparency requirements while also meeting legal requirements to protect each student’s personally identifiable information (PII). Recognizing this, the reporting requirements state that subgroup disaggregation of the data may not be published if the results would yield personally identifiable information about an individual student. While the data used by the Thomas Edison Charter Schools (Thomas Edison Charter Schools) and local education agencies (LEAs) is comprehensive, the data made available to the public is masked to avoid unintended disclosure of personally identifiable information at summary school, LEA, or state-level reports.

This is done by applying the following statistical method for protecting PII.

1. Underlying counts for groups or subgroups totals are not reported.
2. If a reporting group has 1 or more subgroup(s) with 10 or fewer students.
   o The results of the subgroup(s) with 10 or fewer students are recoded as “N<10”
   o For remaining subgroups within the reporting group
     1. For subgroups with 300 or more students, apply the following suppression rules.
        1. Values of 99% to 100% are recoded to ≥99%
        2. Values of 0% to 1% are recoded to ≤1%
     2. For subgroups with 100 or more than but less than 300 students, apply the following suppression rules.
        1. Values of 98% to 100% are recoded to ≥98%
        2. Values of 0% to 2% are recoded to ≤2%
     3. For subgroups with 40 or more but less than 100 students, apply the following suppression rules.
        1. Values of 95% to 100% are recoded to ≥95%
        2. Values of 0% to 5% are recoded to ≤5%
     4. For subgroups with 20 or more but less than 40 students, apply the following suppression rules.
        1. Values of 90% to 100% are recoded to ≥90%
        2. Values of 0% to 10% are recoded to ≤10%
        3. Recode the percentage in all remaining categories in all groups into intervals as follows (11-19, 20-29,..., 80-89)
     5. For subgroups with 10 or more but less than 20 students, apply the following suppression rules.
        1. Values of 80% to 100% are recoded to ≥80%
        2. Values of 0% to 20% are recoded to ≤20%
        3. Recode the percentage in all remaining categories in all groups into intervals as follows (20-29, 30-39,..., 70-79)
Appendix C. Example Quality Control Checklist

Reliability (results are consistent)

1. Same definitions were used for same or similar data previously reported or it is made very clear in answering the request how and why different definitions were used
2. Results are consistent with other reported results or conflicting results are identified and an explanation provided in request as to why is different
3. All data used to answer this particular request was consistently defined (i.e. if teacher data and student data are reported together, are from the same year/time period)
4. Another Thomas Edison Charter Schools data steward could reproduce the results using the information provided in the metadata

Validity (results measure what are supposed to measure, data addresses the request)

5. Request was clarified
6. Identified and included all data owners that would have a stake in the data used
7. Data owners approve of data definitions and business rules used in the request
8. All pertinent business rules were applied
9. Data answers the intent of the request (intent ascertained from clarifying request)
10. Data answers the purpose of the request (audience, use, etc.)
11. Limits of the data are clearly stated
12. Definitions of terms and business rules are outlined so that a typical person can understand what the data represents

Presentation

13. Is date-stamped
14. Small n-sizes and other privacy issues are appropriately handled
15. Wording, spelling and grammar are correct
16. Data presentation is well organized and meets the needs of the requester
17. Data is provided in a format appropriate to the request
18. A typical person could not easily misinterpret the presentation of the data

Reference:
U.C.A §53A-1-1401
-7000-
Safety
It is the policy of Thomas Edison Charter Schools to assure a safe school environment for all students.

Inappropriate conduct that is subject to disciplinary action includes but are not limited to these examples:

- Academic misconduct/cheating
- Alcohol violation
- Arson
- Assault/hitting, biting, kicking and verbal threats
- Dangerous instrument or weapon possession or the use of an object to inflect bodily injury
- Deadly weapon/firearm violation
- Defiance of authority
- Discrimination
- Disorderly conduct
- Dress standard violation
- Drug violation (distribution/possession)
- Forgery
- Gambling
- Gang activity or association
- Harassment, bullying, hazing
- Internet/computer violation
- Lying/false accusations
- Medication or dietary supplements-unauthorized possession
- Robbery/extortion
- Sexual assault
- Sexual harassment
- Sexual offense
- Student speech violations, including profanity and threats of violence
- Tardiness
- Theft/plagiarism
- Threats violations (per Utah code)
- Tobacco violation
- Trespassing
- Unexcused absence
- Vandalism
HEALTH AND SAFETY POLICY

The Thomas Edison Charter Schools will adhere to basic health and safety standards as stated in established Federal Safety Standards and State of Utah General Safety Orders as stated in Rule R614-1. These standards shall include, but not be limited to, the following:

- TECS will provide Workers Compensation benefits to all employees.
- TECS will follow all standards of the Labor Division for all minor employees.
- TECS will follow all reporting requirements for any occurrence of a work-related fatality or any disabling, serious, or significant injury and of any occupational disease incident.
- It shall be the duty and responsibility of any employee upon entering his or her place of employment, to examine carefully such working place and ascertain if the place is safe; and if not, to make the place safe. If this cannot be done, it will be the responsibility of the employee to notify their supervisor of any unsafe conditions.
- Employees will comply with all safety rules.
- Management shall inspect or designate a competent person to inspect frequently for unsafe conditions, and where such conditions are found, to take appropriate action to correct such conditions.
- Where there is a risk of injury from hair entanglement in moving parts of machinery, employees shall confine their hair to eliminate the hazard.
- Appropriate clothing should be worn (limiting loose sleeves, tails, ties, lapels, cuffs, or similar parts of garments which can become entangled in any moving machinery).
- A safety committee shall be in place at all times with quarterly meetings to review safety issues and make recommendations for corrective action if necessary.
- Intoxicating liquor shall not be permitted on the premises at any time.
- Good housekeeping shall be followed to provide a clean, neat environment for all employees.
- An emergency evacuation guide shall be posted in each room of the building.
- A list of telephone numbers of emergency agencies/personnel shall be posted in a conspicuous place. This list shall include
  - Supervisor
  - Doctor
  - Hospital
  - Ambulance
  - Fire Department
  - Sheriff or Police Department
The transportation policy for the Thomas Edison Charter Schools shall include the following requirements:

- Driver must be age 18 or older.
- Driver must provide to the school office a copy of their valid driver’s license, a copy of their vehicle registration, and proof of adequate insurance prior to transporting students/staff.
- Insurance coverage must include a minimum of $100,000 per person/$300,000 bodily injury per occurrence/$100,000 property damage per occurrence. (100/300/100)
- 15-passenger vans are NOT allowed to transport students/staff members
- Drivers must sign in writing that they have an “acceptable” driving record*.
- Driver may NOT talk on cell phone or text message on cell phone while driving.
- All passengers, including the driver, must wear seatbelts while in transit.
- Driver shall sign an acknowledgement form indicating their understanding of the purpose of the travel and agreement with TECS transportation policy.
- Driver must carry permission forms for all passengers. School office must have matching list of passengers for each designated vehicle.

* An acceptable driving record means that the driver has NONE of the following:
- Currently suspended or revoked license
- Three or more moving violations during the last three years
- Two or more at-fault accidents in the last three years
- More than two at-fault accident/moving violations combined
- Convictions of the following within the last five years: negligent homicide, criminal conviction, hit-and-run, manslaughter, drag racing, driving under influence/impaired, reckless driving, assault involving a motor vehicle
- Convictions of the following within the last three years: careless driving, passing a stopped school bus
The transportation policy for the Thomas Edison Charter Schools shall include the following requirements:

- Driver must be age 18 or older.
- Driver must provide to the school office a copy of their valid driver’s license, a copy of their vehicle registration, and proof of adequate insurance prior to transporting students/staff.
- Insurance coverage must include a minimum of $100,000 per person/$300,000 bodily injury per occurrence/$100,000 property damage per occurrence. (100/300/100)
- 15-passenger vans are NOT allowed to transport students/staff members
- Driver may NOT talk on cell phone or text message while driving.
- All passengers, including the driver, must wear seatbelts while in transit.
- Driver shall sign an acknowledgement form indicating their understanding of the purpose of the travel and agreement with TECS transportation policy.
Administration of Medication, Asthma Medication Self-Administration, Epinephrine Auto-Injector, Diabetes Medication Self-Administration, Glucagon

Administration of Medication
A parent or guardian requesting that medication be given at school will need to provide a current written and signed request that medication be administered during regular school hours and obtain a signed statement from the student’s health care provider describing the method, amount, and time schedule for administration and stating that administration of medication by school employees during periods when the student is under the control of the school is medically necessary.

Authorization for administration of medication by school personnel may be withdrawn by the school at any time following actual notice to the student’s parent or guardian. (Utah code Section 53A-11-601 (2))

When a student has known risks, such as an allergy which may require emergency medication, an Individual Emergency Medication Plan must be completed by the parent/guardian, which gives specific instructions for managing an emergency.

Employees Who May Administer Medication
Administrative and Office Personnel shall be designated as employees who may administer medication. Additional employees, who have been trained, may be designated for administration of glucagon as allowed by Utah Code 53A-11-603 and for administration of epinephrine auto-injector as allowed by Utah Code Section 26-41-104.

Identification and Safekeeping of Medication
Prescription medication must come to school in the original container labeled for the student by a pharmacist in accordance with the law, and must be administered in a manner consistent with the instructions on the label.

Prescription medications are not to be carried by the student with the following exceptions: (1) prescription asthma inhaler when Asthma Self-Administration Form has been completed, signed by doctor and is on file with the school, (2) epinephrine auto-injector (see section below), (3) glucagon or other diabetes medication and supplies when a Diabetes Medication Form has been completed, signed by a doctor and is on file with the school.
Medication shall be stored in a secured area unless an alternate provision is documented. Medication information shall be confidential information.

The parent or guardian will be responsible for checking expiration dates and updating prescriptions including asthma inhalers, epinephrine auto-injectors, and glucagon.

At the completion of the medication administration or the end of the year, all unused medication is to be picked up by the parent or guardian. Any medication left longer than 30 days will be discarded. The discarding will be witnessed by two employees and documented on the Medication Administration form.

**Training of Designated Employees**
Employees will receive training in accordance with Utah Code 53A-11-603 (2) and 26-41-104 (1).

**Maintenance of Records of Administration**
Administration of medication will be documented by the designated employee administering medication, noting the time and date on the current Medication Administration form.

**Asthma medication Self-Administration**
A parent or guardian requesting that a student be allowed to carry and self-administer asthma medication will need to provide a current, completed and signed, Asthma Self-Administration form in which the parent authorizes and acknowledges that the student should, and is responsible and capable of self administering asthma medication and the student’s Health Care Provider signs, acknowledges that it is medically appropriate for the student to be in possession of and self-administer the inhaled medication, naming the medication, dosage and possible side effects.

**Epinephrine Auto-Injector**
A parent or guardian requesting that the school identify and train personnel who volunteer to be trained in the administration of an epinephrine auto-injector need to provide a current completed and signed individualized emergency health plan.

The school will determine whether to make emergency epinephrine auto-injectors and trained personnel available at the school.

In the case of a positive determination one or more school personnel who volunteer may receive initial and annual refresher training from a qualified person in accordance with Utah Code Section 26-41-104.
MEDIICATION ADMINISTRATION POLICY  (3 of 4)

A person who has training may immediately administer an epinephrine auto-injector to a person exhibiting potentially life-threatening symptoms of anaphylaxis at a school or a school activity when a physician is not immediately available and shall initiate emergency medical services or other appropriate medical follow-up in accordance with the training.

One or more epinephrine auto-injectors may be stored in a secured area or in locations determined by trained personnel.

The parent or guardian is to furnish the epinephrine auto-injector(s) and bring to the school labeled with the child’s name.

**Diabetes - Medication**

A parent or guardian requesting that a student be allowed to carry and self-administer diabetes medication will need to provide a current, completed and signed, Diabetes Medication form in which the parent authorizes and acknowledges that the student should, and is responsible and capable of self administering diabetes medication and the student’s Health Care Provider signs, acknowledges that it is medically appropriate for the student to be in possession of and self-administer diabetes medication and the student should be in possession of diabetes medication at all times, specifying the medication prescribed and authorized for use.

**Diabetes - Glucagon**

A parent or guardian requesting that the school identify and train personnel who volunteer to be trained in the administration of glucagon medication will need to provide a current, completed and signed, Glucagon Authorization Form authorizing the administration of glucagon in an emergency, and complete an Individual Emergency Health Plan document. The parent or guardian is to furnish the glucagon medication and bring to the school in the current original pharmacy container and pharmacy label with the child’s name, medication name, dosage and healthcare provider’s name.

In accordance with Utah Code School 53A-11-603 personnel will be trained in a timely manner and may administer glucagon at a school or school activity.

If administration of glucagon is needed the administrator will call or direct a responsible person to call 911 and take other appropriate actions.
Specific References
Utah code 26-41-102 - Definitions relating to epinephrine auto-injector.
Utah code 26-41-103 - Schools may determine whether or not to make epinephrine auto injectors and trained personnel available at school.
Utah code 26-41-104 - Training of school personnel in use of epinephrine auto-injector.
Utah code 26-41-105 - Authority to obtain and use an epinephrine auto injector.
Utah code 26-41-105 - Immunity from liability.
Utah code 54A-11-601 - Administration of medication to students.
Utah code 54A-11-602 - Self administration of asthma medication.
Utah code 54A-11-603 - Administration of glucagon.
Utah code 54A-11-604 - Diabetes medication -- Possession -- Self Administration
Administration rule R392-200-7.3 and .4 - Health and Safety.
Thomas Edison Charter Schools will implement reasonable precautionary measures to protect students participating in physical education classes and/or school athletic activities who show signs or symptoms of a concussion or traumatic head injury.

Training:
Physical education teachers shall complete annual training on the nature and risk of concussions and head injuries.

Recognition:
A student will be suspected of suffering a concussion if he or she exhibits any of the following symptoms following a head injury (arising from blunt trauma, acceleration of force, or deceleration of force):

- Transient confusion, disorientation, or impaired consciousness;
- Dysfunction of memory;
- Loss of consciousness; or
- Signs of other neurological or neuropsychological dysfunction including seizures, irritability, lethargy, vomiting, headache, dizziness, or fatigue.

Removal:
If a student is reasonably suspected of sustaining a concussion or traumatic head injury, school personnel will remove the student from the physical education class or athletic event. In compliance with Utah Health Code 26-53-301, further participation will be prohibited by school personnel until the student is evaluated by a qualified health care provider and has submitted a written statement from that provider clearing the student to resume participation in the class or event. The “qualified health care provider” may be a certified physician or may be another healthcare professional who has successfully and certifiably completed a continuing education course in the evaluation and management of concussions within the last three years. Additionally, Utah law states that a school nurse may assess a student who is suspected of sustaining a concussion or traumatic head injury during school hours on school property regardless of whether the nurse have received specialized training in the evaluation and management of a concussion. However, if the school nurse has not received specialized training, the nurse shall refer the child to a qualified health care provider and may not provide a written statement of clearance to resume participation.

Thomas Edison Charter Schools will implement reasonable precautionary measures to protect students participating in physical education classes and/or school athletic activities who show signs or symptoms of a concussion or traumatic head injury.
Recovery:
Recovery from a traumatic head injury may impact a student’s cognitive functioning and/or may necessitate accommodating measures on the part of TECS. Students recovering from a concussion or traumatic head injury will be reasonably accommodated during the healing process. Such accommodations may include, but are not limited to: additional help and time to complete assignments or testing, rest breaks, temporarily shortened school day, etc. Administration, teachers and parents will collaborate to determine necessary reasonable accommodations, and may seek additional direction from a qualified health provider in this determination.

Reference Laws:
Utah Health Code 26-53-102, 201, 301, 401
Utah Admin. Code R277-614
Reporting, Referral and Parental Notification:
If a school employee believes a student is at-risk of attempting suicide, physical self-harm, or harming others, the school employee will immediately make an oral report to the school principal or his/her designee(s), such as the school counselor and/or school psychologist. The principal and/or his/her designee(s) may intervene and ask a student questions regarding the student's suicidal thoughts, physically self-harming behavior, or thoughts of harming others for the purposes of referring the student to appropriate prevention services and informing the student's parent or legal guardian. Queries should be conducted under the philosophy of “minimal intrusion” to the student, that is, only to the extent necessary to gather enough information to accomplish appropriate referral and parental notification.

Prevention Program:
As required by law, Thomas Edison Charter Schools will implement a youth suicide prevention program in grades 6-9. This program will be designed and implemented by TECS guidance counselors and/or psychologist in collaboration with the USOE suicide prevention coordinator and TECS administration to ensure alignment with TECS philosophy. The program shall include prevention, intervention and postvention components.

Reference Laws:
Utah Admin. Code: R277-620: Suicide Prevention Programs
Utah Code 53A-12-1301: Youth Suicide Prevention Programs Required in Secondary Schools
Utah Code 53A-11a-203: Parental Notification of Certain Incidents and Threats Required

Related Policy:
TECS Bullying Policy
It is the policy of Thomas Edison Charter Schools to follow all applicable federal and state laws regarding the administration of the pharmaceutical Naloxone. "Naloxone (Narcan) is a prescription medication that has the opposite effect of prescription pain medications. It is used to wake up people who have overused or overdosed with pain medications or opioids like heroin, oxycodone, or hydrocodone" (https://naloxone.utah.gov/public).

TECS administrators will identify employees to be trained by a qualified healthcare professional in overdose symptom assessment and pharmaceutical administration. Trained employees may administer the opiate antagonist Naloxone to a person who is reasonably believed to be experiencing an opiate-related drug overdose event on school grounds. Trained employees will follow all directions from the dispensing drug provider. If Naxolone, or a similar opiate antagonist is administered, school employees will immediately contact emergency healthcare professionals for additional medical evaluation, and ensure that TECS administration is fully informed.

26-55-101
26-55-102
26-55-103
26-55-104
26-55-107
Establishing Emergency Preparedness and Response Plans
Each school’s safety committee will design an Emergency Preparedness and Response plan to meet the needs and features of their individual school. The safety committee will also modify the plan as needed.
The committee may be made up of school administrators, teachers and one or more members of the parent organization or community.
Plans shall be reviewed at least once every three years and new plans will be filed with the principal.
At the beginning of each year, the schools shall provide a written notice to parents and staff of sections of the plan that are applicable to the school.

Each year before April 30 each school shall designate an Emergency Preparedness/Emergency Response week to include some activities outlined in R277-400 sections 7 and 8.

Plan Content
The plan shall include applicable items listed in R277-400-5, including reunification.

If a student is off campus at the time of a school violence emergency the response plan shall include procedures to notify those students, to the extent practicable.

Training
Each school’s plan shall provide procedures for a student to receive age appropriate emergency preparedness training.

At least one annual drill will be conducted for school emergencies. The schools may coordinate the drill with local law enforcement or other public safety representatives

Emergency Response Review and Coordination
The LEA will provide an annual training for staff regarding an employee’s roles, responsibilities, and priorities in the emergency response plan.

Each school will review existing security measures and procedures within the school and make necessary adjustments as funding permits. They will also develop standards and protections for participants and attendees at school-related activities, especially school-related activities off of school property.
As part of that curriculum the schools may provide age-appropriate instruction on firearm safety including appropriate steps to take if a student sees a firearm or facsimile in school.

The schools will develop a student assistance program, which may be coordinated with other state agencies.

**Cooperation With Governmental Entities**

As appropriate, Thomas Edison may enter into cooperative agreements with other governmental entities to establish proper coordination and support during emergencies. Thomas Edison will cooperate with other governmental entities to provide emergency relief services for public emergencies.

**Fiscal Accountability.**

Each school will remain fiscally responsible in accounting for possible expenses in the case of a school emergency.

**School Carbon Monoxide Detection.**

Schools will have carbon monoxide detectors installed and maintained consistent with law and fire code, including replacing detectors that are no longer working or at the end of life.

Carbon monoxide detectors will be monitored remotely.
ADMINISTRATION
Administration, or carry out, of the Crisis Response Plan (CRP) will be the responsibility of each school. Each school shall implement a Crisis Response Team (CRT). Each team will be comprised of an administrator, a secretary, a school counselor, a school psychologist, and as many team members as necessary to effectuate the CRP. Team members can include teachers, parents, and other individuals from the school’s community.

The Crisis Response Team Administrator (CRTA) shall be the school’s on-site administrator. When the CRTA receives notice of a crisis they shall call the CRT to action, initiate the phone tree, and ensure proper protocol is executed by team members.

The members of the team are to be informed of the information in the CRP, carry-out their responsibilities as assigned by the CRTA, make appropriate contact with their assigned group from the phone tree, make appropriate referrals to parents, students, and members of the media.

DEFINITION OF CRISIS
A crisis is defined by the Merriam-Webster’s dictionary as “an emotionally significant event or radical change of status in a person’s life.” This may include and is not limited to:

- the death of a student or school staff member.
- a homicide, suicide, or other unnatural, non-accidental death of a member of the school community.
- an intruder, kidnapping, or hostage situation.
- upsetting situations due to any natural disaster.
- sexual or violent acts where students are physically and emotionally harmed.
- large scale concern or panic caused by illness, threats, or security breaches.

When a situation is brought to the attention of a CRTA they will use the procedures and protocol section to 1) decide if it can be considered a crisis, 2) know how to instruct the CRT to proceed, and 3) ensure appropriate responsive services have been provided to the school community.
PROCEDURES

It is the objective of the CRT to provide immediate and continued support to those who have experi-
enced or are currently experiencing a crisis. In order to effectively help people return to normal func-
tioning the CRT will use the following procedures and ensuing protocols.

1. A potential crisis is reported to the CRTA.
   A. Verify facts.
   B. Contact CRT.
2. The CRTA collaborates with CRT members to determine whether crisis management is needed.
   A. If the case is not classified as a crisis, no further action is required.
   B. If the case is considered a crisis follow the manual procedures.
3. The team should identify the scope of the crisis to know whom to respond to.
   A. Tier I- a few are affected (less than 30 people).
   B. Tier II- many are affected (more than 30 but less than half of the school community).
   C. Tier III- most are affected (more than half of the school community).
4. Determine the level of severity of the crisis.
   A. Level I- a minor crisis requires little support for a short remediation period.
   B. Level II- a moderate crisis will require more support over a longer period of time.
   C. Level III- a major crisis will likely take a lot of support over an extended period of time to get
      over.
5. Provide appropriate services for affected school community members.
   A. Identify school personnel who can best assist the student.
      a. School personnel should follow guidelines in the supportive counseling section.
      b. Staff member should have a developed relationship with the student(s).
   A. Make appropriate outside referrals.
      a. Contact parents and provide a list of community resources.
      b. Help the family/families make contact.
6. Follow up to evaluate recovery.
   A. Make contact with the affected student(s) as frequently as possible.
   B. Monitor academic performance.
   C. Monitor attendance.
   D. Decide when services are no longer necessary.
SUPPORTIVE COUNSELING

When a tragedy occurs or other crises happen people will have many emotional reactions. To help someone process their emotions, develop appropriate coping strategies, and continue to function properly a supporter must employ many skills and strategies. Helping someone make sense of what has happened will take time and understanding. Follow these general guidelines to be more effective:
Grief

- Be available when the grieving want to talk.
- Listen to what they are saying; don’t be quick to give advice or tell them how they should feel.
- When responding be honest, brief, and sincere.
- In cases of death use the deceased person’s name.
- Encourage the student to express fears and concerns.
- Recognize the stages of grief (denial, anger, depression, bargaining, and acceptance). Reassure the student that their feelings are normal but do not tell them how to feel or what they should do to move on.
- Be patient; allow pauses, silence, reflection. Don’t feel like someone always has to be talking.
- Anticipate the student may feel guilt, shock, anxiety, remorse over what they could’ve done differently,
- Help the student feel safe and secure. Don’t judge or shun them it isolates and impedes progression.
- Take time with them; don’t rush them.
- Ask them if they would like to participate in a group that is going through something similar.
- Be nurturing (express your concern and feelings for the student, but be sincere)
- Offer personal experiences if relevant.
- Recognize the need to ventilate and be validated. The student needs to talk it out, ventilation, and be understood, validation.
- Instill confidence by letting them make choices, reminding them of past successes, and praise them for seeking out someone to talk to.
- It is not necessary to have the student relive the experience, but they should not ignore it. Help them talk about what’s on their mind.
- Don’t be afraid to speak directly about what happened. Use specific words like, “I’m sorry __________ died.” “It must hurt to have __________ go to prison.” “I can’t imagine how it must be to adjust to life without __________.” (Use names of people or what the person called them.)
- Don’t make decisions for them or become an advice giver.

Suicide

- Don’t ignore, put down, or judge the person.
- Be hopeful when speaking to them.
- Be aware of risk factors:
  - Family history
  - Verbally threatens suicide
  - Depression (loss in appetite, sleep, drop in school performance, anhedonia.)
  - Personality change
  - Isolation
  - Taking unnecessary risks
  - Substance abuse
  - Making final arrangements (giving away special possessions, tying up loose ends.)
POSSIBLE INTERVENTION STRATEGIES
The following intervention strategies are to be used with care. Proper training should be given for those who administer to people suffering from recent traumatic events. If symptoms are too severe, DO NOT administer to the suffering individuals; instead, make appropriate referrals to professional mental health agencies.

Systematic Desensitization
Systematic Desensitization is a relaxation technique designed to help overcome anxiety that is caused by a specific trigger. It may also be used as relaxation therapy for stress in general, in which case the steps below may be modified using just step I from the following description.

I. Learning Relaxation therapy (practice this section until it becomes automatic, it can be done in about 5 minutes and can be done as often as time permits.)
   a. Environment- create a surrounding that helps you feel relaxed. It should be free from distractions, outside noises, interruptions, etc. You should NOT be in bed (a recliner, a sofa, or a comfortable chair.) If music helps you choose some soft and quiet background music; nature sounds, ocean sounds, etc. are recommended. Dim lights or candle light is also relaxing. Turn off the TV, NO cell phones, you may have another person read the anxiety hierarchy situation to you if you need.
   b. Physical comfort- in a relaxing environment you should feel comfortable. Next, you need to make your body feel relaxed. You should wear loose fitting clothing so it is not restrictive or distracting your focus (a robe, pajamas, silk, something you feel comfortable in). Get into a position you feel relaxed and can stay that way for about 30 minutes.
   c. Breathing- proper breathing consists of in through the nose slow and deep, out through the mouth slow and deep. The length of the breaths does not need to be precise as long as it is consistent.
   d. Muscle progression- while breathing focus on one area of muscles at a time. Start with the neck and head (neck up), next are the arms and upper torso (chest to shoulders and arms to the fingertips), followed by the trunk muscles (from below the chest to the waist), the lower body (from waist to needs), and finally the lower legs (from the knees to the toes). To relax each muscle group you should tense or tighten up all of the muscles in the group and hold it for 5 in and out breaths, relaxing on the 5th exhale. Allow one breath in between then move to the next group.

II. Constructing the Anxiety hierarchy (this shouldn’t take more than about 20 minutes and only needs to be done once)
   a. The situation- think about the problematic situation. It is helpful to think of a few events that lead up to one emotionally disturbing event and to think of a few events that follow. Identify 10 statements that describe the scenario. For example if I were afraid to fly on an airplane I might have these ten statements: packing luggage, driving to the airport, checking in at the desk, walking to the
terminal, waiting at the terminal, boarding the airplane, taking off, flying through the air, landing, getting off the plane. It does NOT have to be chronological, but it should be associated with the object of the emotional situation.

b. Assigning a number- as you think of each scenario think of how intense the feelings are; rate them from 1-10 (one is normal feelings, ten is extremely powerful emotion).

c. Creating the hierarchy- use 3X5 cards, pictures, or other objects to represent each of the 10 scenes from the situation. Put them in order of lowest to highest in terms of emotional intensity.

III. Pairing Relaxation therapy with the Anxiety hierarchy (each session should last about 30 minutes and it should take about 6-10 sessions, 8 is average. The sessions can be done once a day, every other day, or as little as once a week. It is less effective to go longer than once a week.

a. Start- create the relaxing atmosphere, when you’re free from distractions get into the relaxing position, once relaxed start the breathing exercise. The breathing should be consistent throughout the entire process. When you find a rhythm for your breathing begin the muscle relaxation progression. If needed repeat the muscle relaxation step until you are in a deep state of relaxation. This step should take about 5 minutes.

b. Proceed- introduce the 1st scene (picture, item, drawing, etc.) that represents the lowest emotion in the scenario of emotional hierarchy. Keep it present until you are able to tolerate it for 30 seconds before moving to the next item. Present the next scene/item until you can tolerate it for at least 30 seconds. If you introduce a scene/item and it produces no emotion, either one- you are not imagining the scene vividly enough, or two- it is no longer a source of anxiety. Continue this process until you reach a scene/item that you cannot tolerate for 30 seconds. When you start to feel the anxiety or your relaxed state changes, remove the item until you are completely relaxed again by focusing on your breathing and, if needed, doing the muscle relaxation exercise. Once you have done this exercise for about 30 minutes (if you have music make a 30 minute cd to know when you are done, or have someone tap on the door, give yourself some way, that is not abrupt, to let you know your 30 minutes is up.) When you start the next session begin with the last item you ended the previous session with. Continue the sessions until you are able to go through them all with a complete sense of relaxation.

c. Finish- in vivo experimentation. It is helpful to present the items outside of the relaxed environment after you have discontinued using them. This allows you to generalize those relaxed feelings into other areas of normal life and give you confidence that you can handle those emotions.

IV. Systematic Desensitization is not always 100% effective, if it is not working after 8-10 sessions, or you are still unable to control the anxiety level when the situation is presented try writing a script of one of your sessions and have a partner read it aloud as you go through the steps. Some people find it cumbersome to have to remember all of the steps and do them while maintaining focus. If you are still not getting the results you need it may help to see a therapist.
STAGES OF GRIEF
When a traumatic event happens it produces a wide range of emotions. To cope with these powerful emotions it helps to understand the grieving process. Most people will experience some, most, or all of the following emotions:

I. **Denial** - the event might lead to disbelief that such a thing could happen to you or that it has actually happened. Processing will help overcome denial. Make factual statements i.e. “my mother died.” “I was there when my mother passed away.” These types of statements help our mind make sense of the shock we have experienced. It also helps to have others confirm our statements, listen to us, and talk about how the experience affected them.

II. **Anger** - it is normal to be angry at the person or situation that has caused us grief and pain. Some people find it helpful to vent to others in a process called ventilation and validation. The supporter should be someone you can trust to hear you and not judge your comments. They are not there to try and “fix” your anger or feelings only to let you talk openly (ventilation) and reassure you that they understand your feelings and don’t think badly about you for being open about them (validation). In fact, the supporter should not interject personal stories, comparisons, etc. with statements like “I know what you mean”, “I felt the same way when…” such statements detract from the ventilator. The ventilator is encouraged to use specific language to express themselves, “I am so mad at mom for dying and leaving me without her help, how am I supposed to do this alone”, “why did God let this happen to me, doesn’t he care about me?” The supporter should validate the grieving with accepting statements such as, “I can’t imagine how devastating this must be for you”, “Let it out”, “I want to hear more”, etc.

III. **Depression** - is not just sadness, but prolonged sadness that affects multiple areas of a person’s life. The desire to ruminate over the situation, the loss of joy in things once pleasurable, feeling tired but restless, self-loathing, are all symptoms of depression. Many feel guilt over their loss and blame themselves for the situation. Continuing in these normal feelings may lead one to experience a bout or multiple bouts of depression. To process this emotion one should again confide in a supporter. Talk to someone trusted, who will NOT judge you, about your feelings. The supporter is encouraged to help think positively by making factual uplifting statements. “There is a time for everyone to die, I’m sure your mother isn’t in pain anymore.” “Your mother loved you and was proud of you.” “I hope you can still feel her near you.” Depression is best handled with the introduction of positive flooding. When a negative thought enters the mind flood it out immediately with 8-10 positive and true statements. The objective is not to get the depressed to stop talking about their sad feelings but to differentiate between what is true though sad, and what is embellished.
IV. **Bargaining**- another common expression of grief is the unrealistic desire to regain what is lost. Here the grieving will offer something they have to possibly regain time, experiences, physical contact with one they have lost. An important strategy for a supporter is to offer realistic ways to achieve the objective. For instance, one grieving might say, “I’d give everything I own just to hold you in my arms again.” A supporter could say, “I’m not your mother but you can hug me while you think of her and I won’t charge you anything.” The supporter should be realistic, compassionate, and offer good alternatives or suggestions. “If only I could bake cookies with mom again.” “What if you and I made cookies and shared fun stories of your mom?”

V. **Acceptance**- When the grieving has processed their emotions and understands that they can move on and still love the deceased they are in the acceptance stage. Acceptance doesn’t mean the person isn’t sad or doesn’t cry over their loss. Acceptance means one understands how important their living life means to the deceased and they are ready to honor that wish.

**RESOURCES:**
http://www.nasponline.org/resources/crisis_safety/
http://www.trynova.org/publications/
Cache Valley Services on the Next Page
## Prevention Services in Cache Valley

<table>
<thead>
<tr>
<th>Organization Name</th>
<th>Contact Information</th>
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</thead>
<tbody>
<tr>
<td>Bear River Health Department</td>
<td>435-792-6420</td>
</tr>
<tr>
<td></td>
<td>435-881-0358 (Crisis Response)</td>
</tr>
<tr>
<td>CAPSA</td>
<td>435-753-2500</td>
</tr>
<tr>
<td>Cache Valley Community Health Clinic</td>
<td>435-755-6091</td>
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<tr>
<td>USU Community Clinic</td>
<td>435-797-3401</td>
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<tr>
<td>USU Counseling Services</td>
<td>435-797-1012</td>
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<tr>
<td>Child and Family Support Center</td>
<td>435-752-8880</td>
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<td>Mount Logan Clinic</td>
<td>435-750-6300</td>
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<tr>
<td>DCFS</td>
<td>435-787-3400</td>
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<tr>
<td>Cache Valley Food Pantry</td>
<td>435-753-7140</td>
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<tr>
<td>Common Ground Outdoor Adventures</td>
<td>435-713-0288</td>
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<tr>
<td>English Language Center</td>
<td>435-750-6534</td>
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<td>Hispanic Center</td>
<td>435-753-8486</td>
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<tr>
<td>Bridgerland Literacy</td>
<td>435-716-9141</td>
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<tr>
<td>Center for Persons with Disabilities at USU</td>
<td>435-797-1981</td>
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<tr>
<td>Workforce Services</td>
<td>435-792-0300</td>
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<tr>
<td>Utah State University</td>
<td>435-797-1000</td>
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<td>BATC</td>
<td>435-753-6780</td>
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<tr>
<td>LDS Family Services</td>
<td>435-752-5302</td>
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<tr>
<td>Center for Pregnancy Choices</td>
<td>435-752-1222</td>
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<tr>
<td>Planned Parenthood</td>
<td>435-753-0724</td>
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<tr>
<td>Baby Your Baby Hotline</td>
<td>800-826-9662</td>
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<tr>
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<tr>
<td>Logan High School</td>
<td>435-755-2380</td>
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<tr>
<td>Mount Logan Middle School</td>
<td>435-755-2370</td>
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<tr>
<td>Mountain Crest High School</td>
<td>435-245-6093</td>
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<td>Sky View High School</td>
<td>435-563-6273</td>
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<td>Cache High School</td>
<td>435-755-0716</td>
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<tr>
<td>Fast Forward</td>
<td>435-752-4255</td>
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<tr>
<td>Thomas Edison North</td>
<td>435-787-2820</td>
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<tr>
<td>Bear River Charter School</td>
<td>435-753-8811</td>
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Philosophical policies may only be changed by following the 2 step process described in the charter.

1. Approval by the governing board
2. Three fourths majority vote of a quorum* of the parent organization with the results announced at a board meeting after the vote

Grammatical or Clarification adjustments are allowed on philosophically based policies without going through this process so long as the original philosophy remains intact.

Note*: A quorum is defined as more than 50% of the P.O. membership. The parent organization (P.O.) must be informed of the proposed amendment via letter, newsletter, or other communication and encouraged to vote on the amendment.

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100 – Governance and Organization
110 – Governing Board Organization
PH111 – Board Member Qualifications
PH112 – Board Member Expectations
PH113—Board Structure, Operations, Functionality and Purpose.

200 – Students and Parents
220 – Student Expectations and Discipline
PH211 – Student Standards, Discipline and Dress Code

300 – Personnel
PH331 – Staff
PH332—Administration Qualifications

400 Curriculum and Instruction
420 Instructional Services
PH421 – Essential Elements of TECS
# PH—BOARD MEMBER QUALIFICATIONS

<table>
<thead>
<tr>
<th>Item #</th>
<th>Board President Signature</th>
<th>Original Approval Date</th>
<th>Last Amendment Date</th>
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<tr>
<td>PH-111</td>
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All school board members, appointed or elected, shall have a complete vision and a firm conviction in the school’s philosophy, purpose, and mission. They shall have a working knowledge of the school’s curriculum, particularly the *Spalding Method*, its total language arts program.

Additionally, candidates seeking any board position shall:

1. Have proper background to fulfill the five major areas of board responsibilities outlined in Exhibit A of the charter,
2. Be an active parent, grandparent, or guardian of at least one child who attends the Thomas Edison Charter Schools or must be a member of the community, preferably with a professional background (a minimum of 4 board members shall be a parent, grandparent, or guardian of one or more children attending TECS),
3. Exemplify integrity, honesty and respect,
4. Demonstrate dedication and commitment to the vision of Thomas Edison Charter Schools and the charter school movement,
5. Read and be familiar with “Robert’s Rules of Order” since meetings will be conducted in this format,
6. Read and be familiar with the duties, functionality, and operation of the governing board.
Expectations and Behaviors

- **Attendance**: Attendance at board meetings is mandatory. Missing two consecutive meetings without just cause or prior approval from the President of the board, the principal or at least two other board members may result in dismissal from the board.

- **Respect for Others**: During open meetings, Board members shall respect and listen to ideas being presented by other board members. Board members carrying out their responsibilities to their fullest potential shall be encouraged by each of the members. Board members should speak positively about staff or other board members to the school community, or parties outside the school community.

- **Demeanor**: Board member behavior outside of board meetings is a reflection on the school. Behavior should be professional at all times. A professional demeanor is expected at all board meetings. Do not take other conversation or behavior personally. Unprofessional behavior should not be directed toward any other board member, staff member, parent or anyone else. Confidentiality is expected in all situations.

- **Equal Oversight of both schools**: Board member service shall be for the benefit of both schools and the detriment of neither. Documented evidence of violations of this expectation is grounds for dismissal. A dismissal on these (or other ethical) grounds can be accomplished by majority vote of the board, after a formal warning and 30 days minimum probationary period. (see note)

- **Conflict Resolution**: Conflicts shall be resolved with the people with whom the conflict was created. Board members will commit to resolving conflict directly with each other or with the appropriate staff member and not share the conflict with anyone outside of the conflict, including, but not limited to other parents, other staff members or the media. If conflicts are unresolved, the complaint policy will be followed.

- **Annual Self Evaluation**: The board will hold an annual self-evaluation. Goals for the next year may also be determined at that time.

- **Board Visit Day**: The board will visit the school at least once annually. During this time, board members will visit classrooms, talk with the staff and become familiar with current school concerns.

- **Responsibility of Ownership**: Board members shall fulfill their responsibilities on the board, board committees or subcommittees to their fullest capability.

- **Public Relations**: All board members should be the best public relations representatives the school has.

- **Signed Agreement**: The board members shall sign an agreement that they will abide by all the above rules and regulations.

Note: In extreme cases, where a board member’s unethical behavior has resulted in severe damage to the reputation of the school in the community, or a board member has been convicted of a felony, or other serious crime, dismissal may occur without warning or probation.
Governing Board Structure, Operation, Functionality

Board Officers: The members of the board shall select one member each to serve as President, Vice President, Treasurer and Secretary. No board member may hold more than one of these offices.

Filling of vacancies: In the event of dismissal or resignation from the board or other vacancies on the board, volunteers to serve the remainder of the term for any particular seat will be asked to apply, and a volunteer will be selected by a vote of the board.

Meeting Frequency: The board may meet once a month, or as needed, guided by an agenda, to
a) discuss the schools’ operation and hear reports and updates from board members
b) consider and adopt policies
c) allow for public input.

Special Task Forces/Committees and the Delegation of Action: The board may, at their discretion, appoint and delegate to special parent task forces or committees, or the principal to investigate and research specific items related to school policy, procedure, programs, and curriculum. Where possible, the board will effectively give clear instructions and/or suggestions so that the board as a whole can continue to maintain a focus on the 5 areas of their responsibility.

Governing Board Purpose
The purpose of the Governing Board is to oversee the affairs of the school. In addition to fulfilling its five major responsibilities, as listed in the Charter’s Exhibit A, board members carry out the Thomas Edison Charter School vision and develop relationships with the community.

Initial Terms, Subsequent Terms, and Selection Process
Governing board members serve three year terms. The chart below illustrates when board members from each school are elected or appointed.

<table>
<thead>
<tr>
<th>May Election Dates</th>
<th>Elected Positions</th>
<th>Appointed Positions</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017, 2020, 2023, 2026, etc.</td>
<td>No elected positions</td>
<td>Board appoints two members, one recommended by Edison North and one recommended by Edison South.</td>
</tr>
<tr>
<td>2018, 2021, 2024, 2027, etc.</td>
<td>South PO elects one member recommended by Edison South</td>
<td>Board appoints one member recommended by Edison North</td>
</tr>
<tr>
<td>2019, 2022, 2025, 2028, etc.</td>
<td>North PO elects one member recommended by Edison North</td>
<td>Board appoints one member recommended by Edison South</td>
</tr>
</tbody>
</table>
Each family that is a member of the parent organization (which consists of parents and guardians who have at least one child in the school) may cast one vote per family unit for each open board seat.

The newly elected and appointed board members shall begin their three-year terms on the first day of June following the annual election. The officers will be selected and appointed by the new board from among its membership by or at its next open meeting. It is preferred that selected presidents have served on the board for at least one year.

**Principal Appointment/Approval:** The principal shall be appointed or approved for the following year of service by a majority vote of the voting members of the board no later than the March board meeting each year, except where a vacancy for the position of principal may require later approval.
# STUDENTS

## Standards

A handbook on school policies and procedures is available online. Each student and parent will be asked to follow the enrollment procedures and read the pertinent school policies and the consequences for policy infractions.

Thomas Edison Charter Schools standards include, but are not limited to:

### Discipline

Thomas Edison Charter School subscribes to the idea that learning is a joy and school is a happy place. The focus of educators’ attention is on what students are doing well. TECS espouses a management plan in which administrators and teachers are skilled and practiced in the principles of classroom management. The term “discipline” takes on its noblest and finest meaning—“Training that corrects.”

TECS has adopted Glenn I. Latham’s principles of classroom management. (Further details may be found in the teacher handbook.)

The spirit of these principles, to the greatest extent possible, will apply to interactions between school staff, including between administration and staff.

### Dress Code

Students are expected to dress in a neat, attractive fashion reflecting pride in themselves and in their school. The dress code is established to help ensure an atmosphere conducive to study. The details are listed in the policies and procedures manual and may also be in the parent and teacher handbooks.
Principal
The selection of principal for each school is the responsibility of the governing board.

The principal at each school is hired on an annual contract providing for termination only upon “good cause.” In the latter half of each school year, the governing board will evaluate the principal before deciding whether to renew his or her employment contract for the following year. The principals at both schools will be appointed or approved for another year of service no later than the March board meeting.

Teachers/Staff
All employees of the Thomas Edison Schools, except the principals, are “at will” employees. “At will” employment status is the most common type of employment in the private sector in Utah, and such employment will provide the Thomas Edison Schools with the flexibility necessary to meet its responsibilities under the charter. All teachers and staff of the Thomas Edison Schools will be evaluated before renewal hiring decisions are made for the following year.

The principals are responsible for hiring and retention of teachers and other staff for both schools. For teachers, the administrative team at each school conducts a pre-selection from applications received. Each principal will conduct a final interview and make a recommendation to the board. The board approves all hiring and retention decisions.

Background checks and/or drug testing on prospective or current employees, particularly teachers, are performed as required by state law.

Teachers
As required by the state of Utah, teachers will be licensed, certified teachers or be qualified to teach under USBE’s alternative certification or authorization program.

Teachers shall follow the time management chart found in the teacher handbook.

Parent-teacher conferences will be held a minimum of two times per school year to coordinate learning needs and goals with parents. The teacher or a parent can request additional conferences as the need arises.

Spalding training will be required of all elementary grade-level teachers. The administrative team will determine which class of Spalding training needs to be attended. The school will coordinate this training.
Elementary students will typically be in self-contained classrooms for all of the core subjects, i.e., language arts, math, science, history, etc. Other courses such as music, art, P.E., computer science, and core academic subjects for secondary may be on a rotation basis so all students can benefit from the expertise of employees trained in these areas.

Each core class will have a qualified teacher. In addition, an aide, student teacher and/or parent volunteers may be assigned to assist in the classroom on a regular basis.

**Counselor/Psychologist/Other Professional Staff**

All professional staff will be qualified through appropriate agencies to provide professional services.
Each of the TECS schools will have its own Principal. There will be a minimum of one Assistant Principal and one Director of Instruction between the two schools.

Following are the desired administrative qualifications. However, the best candidate will be hired.

**Principal**

1) Minimum of a Bachelor’s degree, a Master’s degree is preferred.

2) Must satisfy at least one of the following: i) be a master teacher with five years teaching experience, ii) three years teaching experience within the TECS program with completion of an in-house administrative training program, or iii) two years employed experience within the TECS program, completion of an in-house administrative training program, and has completed courses I and II of the Spalding Method of Instruction and taught this method or administered a school using this method.

3) Five years successful administrative experience outside the TECS program or two years within the TECS program as Director of Instruction and/or Assistant Principal or must be willing to receive the consultation of a board-approved administrator mentor who has a minimum of four years administration experience in a school (or schools) of similar philosophy.

4) Must be an enthusiastic proponent of the school’s mission, purpose, philosophy, and goals. He/she must be willing to quickly become familiarized with the program and become fully trained within a two-year period of time if he/she has not had this instruction.

**Director of Instruction**

1) A minimum of a Bachelor’s degree is required, a Master’s degree is preferred.

2) A minimum of three years teaching experience within the TECS program (or five years at a school with a similar education philosophy).

3) Must be an enthusiastic proponent of the school’s mission, purpose, philosophy, and goals.

4) Successful completion of Spalding courses.

5) Successful completion of Thomas Edison’s in-house training program or three years of successful administrative experience in a school of similar philosophy.

6) SCTI certified or certification in progress is preferred.

7) Experience in both Elementary and Secondary Education is preferable.

**Assistant Principal**

1) Minimum of a Bachelor’s degree, a Master’s degree is preferred.

2) Must satisfy at least one of the following: i) be a master teacher with five years teaching experience, ii) three years teaching experience within the TECS program with completion of an in-house administrative training program, or iii) two years teaching experience within the TECS program, completion of an in-house administrative training program, and has completed courses I and II of the Spalding Method of Instruction and taught this method or administered a school using this method.
3) Three years successful administrative experience outside the TECS program (preferably with a school of similar education philosophy) or two years within the TECS program as Director of Instruction or must be willing to receive the consultation of a board-approved administrator mentor who has a minimum of four years administration experience in a school (or schools) of similar philosophy.

4) Must be an enthusiastic proponent of the school’s mission, purpose, philosophy, and goals. He/she must be willing to quickly become familiarized with the program and become fully trained within a two-year period of time if he/she has not had this instruction.
Both schools use the *Spalding Method* as its language arts and reading method. The Spalding Method is a total language arts approach because it provides explicit, sequential, multisensory instruction in spelling (including phonics and penmanship), composition, and listening/reading comprehension.

Another aspect of the TECS educational method that sets it apart from other schools is ‘recitations’. Each student memorizes and then recites at school, one selection of either prose or poetry at least once every six weeks.

This accomplishes two things:
1) enhances students’ ability to memorize passages in a timely fashion
2) provides students the valuable experience of speaking in front of audiences, preparing them for public speaking that may be applied later in their adult lives

It is the policy of Thomas Edison Charter Schools, when implementing the mathematics program, to meet and exceed Utah State Standards by teaching an advanced math curriculum for grades K - 5. In grades 6 - 8, math placement is based on students’ skill development with teacher and parent input.