

WEST BRANCH HIGH SCHOOL STAFF HANDBOOK 2025-2026



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Preface

This handbook is intended to be a reference for administrative practices and procedures at West Branch Community Schools. It follows the general guidelines established in school board policy. The more familiar you are with the contents of this and other handbooks, the smoother the year will go for everyone.

ANNUAL NOTICE OF NONDISCRIMINATION

The West Branch Community School District offers career and technical programs in the following areas of study:

Agricultural Business & Management
Construction Trades
Health Services/Allied Health/Health Sciences, General
Business Education (new, replacing Family & Consumer Science)

It is the policy of the West Branch Community School District not to discriminate on the basis of race, color, national origin, sex, disability, religion, creed, age (for employment), marital status (for programs), sexual orientation, and socioeconomic status (for programs) in its educational programs and its employment practices. There is a grievance procedure for processing complaints of discrimination. If you have any questions or a grievance related to this policy please contact the district's Equity Coordinator, Dave Hlas, Elementary Principal, 148 North Oliphant St., West Branch, IA 52358, 319-643-7211, dhlas@west-branch.k12.ia.us.

WBCSD VISION

A Future Focused Community of Learners

WBCSD MISSION

Preparing Students to Live and Learn with Passion and Purpose

WBCSD DESTINATION

All Students will be Career and College Ready

WBCSD DISTRICT HANDBOOKS

The WBCSD Master Contract, District Teacher Handbook and District Classified Staff Handbook can be found on the [district website staff intranet](#).

ABSENCES (Employee)

Contact HS Secretary, Ruth Farmer between 6:00-6:30 A.M. in the event of illness or some other emergency on a workday. The phone number is 319-430-0381 or 319-643-7377. For all other absences a request for leave will be turned into the building principal prior to such leave. The office will complete the absence report section of the leave form if a substitute is necessary.

Please avoid planned absences during professional development. The community has given us this time to focus on improving our instructional practices.

When substitutes cannot be found, other staff members are enlisted to cover for missing teachers. Both colleagues and other substitutes appreciate organized lesson plans with meaningful work for students to complete.

Keep in mind that leaves are covered by the Master Contract. Exceptions must be worked out with the Superintendent.

ABSENCES (Student) – TEACHER RESPONSIBILITIES

As teachers, the key to the success of this policy can be found in these areas:

1. Making each class a worthwhile experience (when a student misses class, he/she misses material that they must know.)
2. Students understand from day one that when they miss class they will be responsible for the work they have missed.
3. Being accurate when attendance is being taken.
4. Having procedures in place for students to find missing work and schedule missed assessments.

Attendance will be taken each period. The office secretary will have a complete record of attendance based on your reports. If, at any time, you feel it necessary to check student records, these are available. Keep the office informed of any students who are missing your class and need further incentive or follow-up regarding attendance.

ACCIDENT REPORTS

Any accident that occurs on the school grounds should be reported ASAP to the school nurse in writing. This is valid for both students and staff accidents. "Unusual occurrence report forms" can be obtained from the building office. Considering insurance settlements and the possibility of litigation, the need for accurate and complete written records is vital.

All accidents and illness must be reported to the office immediately. Accident reports must be filled out by adult witnesses for children or the staff member who is injured. Sick children must never be sent home without first contacting the principal's office.

ACHIEVEMENT TESTS

The Iowa Statewide Assessments of Student Progress tests are given in grades 3-11 in the spring. Look for information from the principal's office regarding testing windows.

ASSEMBLIES

Organizations may, with administrative approval, organize school assemblies or special activities for the student body. Faculty will usually be given at least a week advance notice for planning purposes. These activities will be publicized on the office activity calendar. Students are not to be excused from assemblies unless their parents have made arrangements in advance for supervision on school grounds.

ATHLETIC ELIGIBILITY

Activities are any school sponsored co-curricular programs in which students compete, perform or participate. To be eligible for activities, a student must:

1. Enroll in at least 6 credit-earning classes each quarter regardless of number of credits required for graduation.
2. Pass all classes each final grading period. Correspondence courses will not count toward regaining eligibility.
3. Have a physical exam form, insurance waiver form, Health & Injury Information Card and Heads Up: Concussions in High School form filled out in the building office for athletics.
4. Have a District Activities Handbook and Team Rules parent acknowledgement form signed by student and parent filed in the building office.
5. Not have been declared ineligible because of a violation of the code of conduct.

6. Meet the residency requirements of the respective state organizations.
7. Meet the IHSA and IGHSAU requirements for playing on a non-school team stating that the athlete must have written permission from the Principal in order to participate on an outside school team during the sports season that is in progress.
8. Students must attend class. A student must be present at school for at least 50% of their scheduled day or have a medical or legal appointment. If the school activity requires an early dismissal, the dismissal time would mark the end of the scheduled day. If students are continually missing class the day of or after competitions or activities, this may result in suspension from activity. Unexcused absences will result in extra-curricular non- participation that day. The student should see the principal for disposition of each instance of unexcused absence.
9. An athlete dropped from a squad for disciplinary reasons or quitting a squad is ineligible for any other sport until the playing schedule of the squad from which he/she was dismissed or quit is completed unless both coaches, Athletic Director and High School Principal agree it is in the best interest of the student and school.

II.B. - SCHOLARSHIP RULE

Summary of Scholarship Rule, 281—IAC 36.15(2)

- A student must receive credit in at least 4 subjects at all times.
- A student must pass all and make adequate progress toward graduation to remain eligible. This includes all classes taken for dual credit such as Kirkwood and other post-secondary courses, as well as AP and other on-line coursework.
- If a student is not passing all at the end of a final grading period, the student is ineligible for first period of 20 consecutive calendar days in the interscholastic athletic event in which the student is a contestant. There is no requirement that the student competed in the sport previously. Students in baseball or softball have the same penalty as all other students.
- If a student is not passing all at any check point (if school checks at any time other than the end of a grading period), period of ineligibility and conditions of reinstatement are left to the school.
- Schools must check grades at the end of each grading period; otherwise, a school determines if and how often it checks grades.
- A student with a disability and an IEP is judged based on progress made toward IEP goals.
- The ability to use summer school or other means to make up failing grades for eligibility purposes not available. The rule now also requires that all original failing grades (even those remediated for purposes other than athletic eligibility) be

reported to any school to which the student transfers. The State of Iowa requires that all students in grades 9 through 12 who participate in athletics must:

The West Branch Community School District requires that all students in grades 9 through 12 who participate in athletics must:

1. Students are not allowed to join a team or group after two weeks of the official legal practice start date to meet the State of Iowa scholarship rule.
2. An academic ineligible student who is participating in their “next sport” must attend 90% of all practices and games, be a positive contributor to that team (as deemed by that sport’s coach) and adhere to Code of Conduct rules and policies to have the 30 day suspension removed.
3. At WBHS this Scholarship Rule shall also apply to students who participate in the following high school extra-curricular activities: plays, musicals, dance team, robotics, cheerleading, student government, competitive speech & debate, NHS, BPA, Skills USA & FFA. The consequences for these non-athletic activities will be established by the organization. It does not apply to co- curricular activities that are required for classes such as band, choir, newspaper and yearbook; nor does it apply to social events like dances.

BUDGET

You must complete a purchase order for all expenses. Throughout the year, you may order additional supplies according to your department’s line item budget. Teacher requests for next year’s department budgets are submitted several months before school ends since most purchases are processed in July. Once the building budget has been approved by Central Office, you may submit a purchase order for all approved purchases. All technology requests, including computer software, need to be approved by the technology director in order to ensure compatibility.

If you receive prior approval from the principal, you may on rare occasions use your personal funds to pay for expenses incurred while on school business. Never direct students to buy things with their own money.

BULLETIN ANNOUNCEMENTS

The high school produces a bulletin with announcements for high school students and their families. This bulletin is emailed to parents twice a week. All bulletin announcements should be emailed to building secretary, Ruth Farmer.

The high school activity calendar is available on the school website. Please notify the activities director or secretary if you have an event that you want to post or to stay in touch with what is occurring in the building.

COPY MACHINE USE

The copy machine is available for staff use at any time. Due to sensitive documents being printed, we do not allow students to access the copy machine/printer.

CLASSROOM MANAGEMENT

Classroom Management should include all routine procedures and should be taught. Consequences for infractions should be appropriate, and enforcement should be fair and consistent. A range of consequences is recommended. It is vital that our classrooms are productive and comfortable for all students, so penalties should not be perceived as dire or arbitrary---and, of course, the instructor is a role model for his/her own classroom rules.

Staff may assign detention, restriction and other penalties as logical consequences for student misbehavior. Disruptive behavior that necessitates a student's removal from a class will result in a conference with the principal.

Staff should complete a discipline referral in our student information system, PowerSchool. Parents must be informed of any consequence.

OFFICE REFERRAL

1. Any time safety or gross insubordination is an issue, staff should send the student, accompanied if necessary, to the office. If the student does not comply, please call the office for administrative assistance.
2. Follow every office referral with a PowerSchool discipline referral.

WHEN THE PRINCIPAL'S OFFICE GETS INVOLVED...

Administrative staff may assign suspensions, specify ineligibility, withdraw students from class and request other penalties from the school board.

Suspensions will usually be of the in-school variety. However, space and supervision for in-schools is limited and when unavailable students will be sent home. Serious disruption, threats and dangerous behavior will result in out-of-school suspensions, and law enforcement may be notified.

If a student shows over time that he or she is unwilling to comply with the reasonable expectations of faculty and staff or is unable to abide by the policies established by the school board and administration, then stronger disciplinary consequences will follow. Any threat to the safety and well being of other members of the school community will also result in stronger disciplinary action. Parents will be notified whenever students are referred to the office for discipline. The administration will ensure that students receive due process.

DUE PROCESS

When disciplined, the student will be given a chance to explain his/her side of the story. If a student believes he/she has been unfairly treated he/she has the right to question the action. During this appeal period the punishment will be postponed.

Expectations for students in this regard:

1. Set up a time to meet with the faculty member in private. Do this later in the day or early the next day. The student will share his/her opinion and listen to the faculty member's explanation about why he/she imposed the penalty. Confusion will usually be cleared up in this stage of the process.
2. If the student feels the action is unjust or improper after meeting with the faculty member, he/she should contact the principal. This should be done immediately and in writing. At this point a student/teacher/principal meeting will take place to gather information. If the matter is not resolved at this point, the principal will then determine the fairness of the punishment, uphold, reverse or amend it as necessary.
3. If the student feels the action is unjust or improper after this stage, he/she should contact the Superintendent. This should be done immediately and in writing. The superintendent will review the circumstances with the student, parents, principal and teacher and if the matter is not resolved uphold, reverse or amend the punishment.

CLASSROOM ATTENDANCE AND TARDIES

Teachers are to report tardies and absences on the student management software each class period.

Classroom practice---When students are absent, the classwork can be done ahead of time as we do for field trips or upon return as we do for illness. The teacher decides whether this work is to be done with the teacher or independently. Alternative assessments are to be worked out in a timely fashion between the student and teacher. These are handled on a case by case basis. It is also important for teachers to be aware of binding stipulations for IEP and 504 students.

Whenever a student has missed class frequently enough to jeopardize his/her success in your class, contact should be made with the counselor and parents, and a referral should be made to the student assistance team. Exemplary attendance should be recognized (a note of appreciation to parents for example). Record all class absences and report these electronically to the office at the beginning of class or study hall.

If the student reports late without a pass from the office or another teacher, mark him/her tardy. Do not penalize students when other teachers keep them late. That is an issue between teachers.

HALL PASSES/TARDY SLIPS

Passes are issued whenever students leave the room during class time. Students are expected to complete the online form and receive staff permission before leaving the classroom. Office slips are written in the office for late admittance.

Teachers should have a limited number of students outside of the classroom at any given time. Please use professional judgment when refusing a trip to the bathroom. Your management plans/sub notes should include procedures for your class.

Please respect your peers and do not get in the habit of making students late to their next class. If something unexpected occurs, please send a building email to notify all staff of the situation.

BEAR DEN/COLLAB ROOM USE

The Bear Den and Collab Rooms are available for students to use for individual/small group work. Staff are expected to continue to supervise their assigned students. There should be no more than 4 students in an individual collab room. If a staff member wishes to use the Bear Den for a full class activity, please arrange the reservation with the Principal ahead of time.

MAKING UP CLASSWORK

When a student misses a class due to illness or for some other legitimate reason, then he/she should have **two school days for every day missed**. Since classes and assignments are not uniform across the curricula the details of make-up work are generally at the discretion of the classroom teachers. It is always wise to establish your make-up policy at the beginning of the school year, to maintain contact with parents about student absences and to be familiar with students who have IEP or 504 goals that may be different from your regular classroom policies.

The office will be requesting assignments for individual students who are ill for **extended periods** of time. Turn in requested information as promptly as possible.

CLOTHING

Staff are expected to present themselves in a professional manner above and beyond the expectations for students posted in the student handbook. If there is any doubt about the appropriateness of specific clothing, please ask the administration.

CURRICULUM

WBCSD has a guaranteed curriculum. You must consult with your department if you wish to make changes to content, materials or sequencing as this could cause a ripple effect.

Rubrics should be provided to students for all graded assessments. In addition, weekly instructional lesson plans are to be provided to special education and guided studies instructors.

E-MAIL

Please remember that all email communication is public. Parents have a legal right to see any communication regarding their child. If you would not be willing to post the statement on a public bulletin board, you should not make the statements in an email. Email is a limited form of communication. If a topic is sensitive or emotional, it is always

best to speak in person.

EMERGENCY PACKETS

Each classroom has an emergency packet with information regarding fire, severe weather, security, and other emergency procedures. Please review these materials. Fire and Tornado routes should be posted in each classroom near the doorway.

SEVERE WEATHER WARNING - Stay Together as a Class if Possible

1. Office area: go to the staff restroom.
2. Auditorium: go to the hallway connecting activity commons to lunchroom commons.
3. Activity commons: go to men's and women's restrooms at south end of hallway.
4. Bear Den: go to men's and women's restrooms by the east entrance .
5. Rooms 1310, 1311, 1312: go to the women's locker room.
6. Rooms 1314, 1316, 1317: go to the Life Skills room or special education restroom.
7. Room 1230 and on stage: go to practice rooms and green room changing rooms.
8. Room 1220: go to practice rooms and offices in classroom.
9. Lunchroom commons, Rooms 1217, 1218: go to the lunchroom commons restrooms.
10. Counseling offices: go to the food pantry or to the restrooms next to MS Gym
11. Locker room: stay in the locker room.
12. MS gym and wrestling room: go to the west men's locker room.
13. Rooms 1281, 1290: go to the west women's locker room.
14. Rooms 1282, 1284: go to the east locker rooms.
15. HS gym and weight room: take cover in the weight room closet or close to the weight room west doorway.
16. Staff workroom: remain in the workroom.
17. HS Library, Rooms 2309, 2310, 2311, 2312, 2313: go down the learning stairs and then to the men's HS locker room.
18. Rooms 2314, 2315, 2325, 2327 and collaboration rooms: go down the southeast staircase and go to the weight room.
19. ACE building: go to the restrooms.



Students: If the town siren would sound when you are going to the bus or when you are on the bus, return to the building immediately and go directly to the nearest restrooms.

TEACHERS:

- Posters are required in each classroom indicating the method of exit for tornado alarms.
- The teacher is the last to leave the classroom.
- Please turn off the light to indicate that the classroom is empty.
- Please close and lock the classroom door.
- Stay together as a class if possible.
- Take roll and report absences to the office staff.
- Remain there quietly until the "all clear" signal is sounded or further instructions are given.

FIRE/EVACUATION WARNING

1. Office area, Rooms 1310, 1311, Activity Commons, east side of auditorium: leave by the north exit (main HS entrance)
2. West side of auditorium: leave by the northwest auditorium exit.
3. Rooms 1312, 1314, 1316, 1317, Bear Den: leave by the east exit to the parking lot.
4. HS gym: leave by the nearest exit.
5. HS locker rooms: leave by the southeast exit.
6. Weight room: leave by the south exit.
7. Rooms 1281, 1282, 1284: leave by the ACE exit.
8. Room 1290: leave by the Ag classroom door.
9. MS gym and locker rooms, wrestling room: leave by the south exit to track.
10. Lunchroom commons, counseling offices, Rooms 1217, 1218: leave by the north exit (main MS entrance).
11. Room 1220: leave by north band door exit.
12. Room 1230, auditorium stage: leave by north choir door exit.
13. Staff workroom, HS Library, Rooms 2309, 2310, 2311, 2312, 2313: go down the learning stairs and exit by the north exit (main HS entrance).
14. Rooms 2314, 2315, 2325, 2327 and collaboration rooms: go down the southeast staircase and leave by the southeast exit.
15. ACE building leaves by the northwest exit.



TEACHERS:

- Posters are required in each classroom indicating the method of exit for fire alarms.
- The teacher is the last to leave the classroom.
- Please turn off the light to indicate that the classroom is empty.
- Please close and lock the classroom door.
- Take roll and report absences to the office staff.
- See that all persons you are responsible for are standing at least 30 feet from the building. Remain there quietly until the “all clear” signal is sounded or further instructions are given.

RESTROOM/LOCKER ROOM CLEARANCES:

- 2nd Floor: Walsh and Westpheling
- 1st Floor East RR: Kern and Zumbahlen
- South Activities Commons: Cain and Schwickerath
- South (near MS Gym): Larson and Budreau
- HS Boys' Locker Room: Meth
- HS Girls' Locker Room: Meth

EVALUATION/OBSERVATION

Each fall, your building administrator will provide you with information regarding your evaluation, observation and individual professional development plan responsibilities. A copy of the district evaluation plan is available on the district website. Please review the master contract for additional information.

FACULTY LOUNGE

Please clean up after yourself in the lounge area. Custodians will clean the floor. The rest is up to those using the facility. If you choose to eat school lunch in the lounge, remember to return your tray, etc. to the kitchen. The refrigerator and microwave need to be cleaned when a spill happens. If your intention is to use the refrigerator to store food or drink then you are expected to help maintain the cleanliness of the refrigerator. Coffee drinkers are asked to contribute their share of coffee during the year. The refrigerator will be cleaned out at winter break, spring break, and the end of the school year.

FIELD TRIPS AND GUEST SPEAKERS

A field trip that is well planned and organized can be an excellent method of establishing the relevance of academic objectives. These should be planned well in advance and take into account key events on the school calendar. The kitchen staff needs **2 weeks notice** to adapt food orders. Kitchen staff are also able to **provide sack lunches** to students with appropriate notice. Transportation requests should also be processed **2 weeks in advance**. All transportation requests must be approved by administration through our on-line transportation request program.

Permission slips are necessary for any activity requiring transportation outside of the district. Permission for J Term and NHS Service Day field trips are provided during parent registration in PowerSchool. If possible a parent volunteer should be recruited for every 8 or 10 students. Please discuss field trip costs with the principal.

The school encourages the use of community, government and business leaders as guest speakers and resources. When they arrive and depart they must sign in and out in the office.

GRADES

The High School uses standards based grading. The purposes of standards based grading are to

- Better communicate what each student knows and is able to do according to state/national content standards.
- Separately assess the influence of positive and consistent work habits on student learning.

The definitions of each progress indicator are as follows:

E = Expert: The student has mastered the content/skill and/or demonstrated exemplary work.

S = Solid: The student is on track to mastering the content/skill.

C = Competent: The student work has met minimum expectations for course requirements.

N = Needs Relearning: The student work fails to meet minimum expectations and the student must reassess.

I = Insufficient Evidence: The student work is missing or incomplete.

Grades should be based on;

- Knowledge of the subject matter and ability to apply it correctly
- Demonstrated quality on selected performance criteria
- Successful achievement on individual learning goals as established by IEP or 504 Plan
- Competency on locally established standards and benchmarks
- Other factors consistent with school board policy and deemed important by the classroom professional

From time to time students or parents may question a proficiency indicator. Disputes about a student's proficiency should be resolved by the teacher whenever possible.

Parents and students will receive a written standard progress report at the end of each quarter. Transcripts will be sent at the end of each semester.

No student should receive an F on a final report card without documentation of personal parent notification.

Teachers should be aware that federal and state laws involving student rights impact grading. All information regarding a student's status in the classroom should be regarded as confidential, shared only with other professionals, the student, and his/her parents.

Cheating should not be tolerated. Faculty members are to report all confirmed cases of cheating to the office and parents.

Incompletes—All incomplete grades will require a written plan for completion signed by

parents and teachers. This plan will include a timeline and default grade if not completed. The plan must be filed with the high school principal on the date grades are due. Unless a student's IEP or 504 plan stipulates otherwise, all approved incompletes are to be treated as an "F" in order to comply with the state of Iowa Scholarship Rule for eligibility.

SEMESTER FINALS

Finals will be given on the last day of each semester. Students are required to attend your class for the entire class period. If a student fails to show up for a final without prior permission they fail the class.

The final week of each grade period should be as free of interruptions as it is possible to be. Please do not schedule field trips, etc. that will pull students out of class during that time unless absolutely necessary. All classes need this time to assess content learning.

PASS/FAIL GRADING OPTION

If a minimum graded credit load is maintained (usually 6), students can take some electives pass/fail with the teacher's and principal's permission. Students, teachers and parents will sign the form. The student then turns it into the office for final approval from the principal. All practicum classes are graded pass/fail.

STUDENT REFERRALS

Teachers should complete the student referral form for the building iTeam to review whenever classroom interventions and initial parent contacts fail to bring about a positive change for failing students. Guided studies support is available to students who struggle in the regular classroom.

GUIDED STUDIES/AT-RISK

The WBHS Guided Studies program is designed to provide struggling students with additional support to be a successful student. The teacher works with individual students on goal-setting and strategies for success. Eligibility criteria includes: poor grades, low achievement scores, absenteeism, lack of participation in school activities and/or family concerns. Referral to the program must be approved by the principal and school counselor.

HALLWAY SUPERVISION

Hallway, Commons and Study Hall Supervision

Much of the climate of the school and the attitudes of students are determined in the hallways. Teachers who spend even a brief amount of time in the halls can help prevent bullying and other obnoxious behavior----often by just being noticed. Greeting students in the hallway can also go a long way toward promoting a positive working relationship in the classroom.

The hallway traffic situation, especially between classes, can be adequately handled only if there exists complete cooperation of the teachers. On the first day of school, explain the proper conduct on the part of the students in the corridors. Also explain the proper method of dismissal to the classes. Two points to emphasize are:

1. Classes are dismissed by the teacher, not the bell; and
2. Students should always walk instead of running, pushing or crowding.

TEACHERS SHOULD TRY TO DO THESE THINGS:

1. Conclude the work of the class on time.
2. Open the door to the hallway and precede class to the hallway.
3. Stand outside the classroom door while the traffic is heaviest.
4. Supervise halls while classes are going to/returning from lunch.
5. Do not allow your students to leave class early.

Your presence in the hallway will do much to encourage proper conduct on the part of the students.

Any time students leave the room during the class period they should have completed the hall pass form. Keep in mind that students you excuse from your classroom for drinks, etc. remain your responsibility. Teachers who are in the office, the hallways or in another classroom while they have students to supervise are taking a substantial liability risk---make sure **your classroom is covered by an adult if you have to leave the room for any reason**. Check with appropriate supervisors in advance before sending students to other areas of the building.

HARASSMENT

Harassment of employees and students will not be tolerated in the school district, as

outlined in board policies 105 and 403.04. Harassment includes, but is not limited to, age, color, creed, national origin, race, religion, marital status, sex, sexual orientation, physical attributes, physical or mental ability or disability, ancestry, political party preference, political belief, socioeconomic status, or familial status. Employees and students who believe they have suffered harassment shall report such matters to an investigator (see harassment complaint form and steps in appendix). Upon receiving a complaint, the investigator shall promptly and reasonably complete an investigation and pass the findings on to the superintendent who shall complete further investigation and take final action as deemed appropriate.

Investigators are as follows:

Dave Hlas
Elementary Principal
(319) 643-7211

Brian Walthart
Middle School Principal
(319) 643-5324

Sara Oswald
High School Principal
(319) 643-7216

Any action or communication (written or spoken) that is threatening/harassing or any physical or verbal activity which constitutes an attack on another member of the school community or provides reasonable cause for them to feel unsafe at school, should be corrected immediately and reported to an investigator. Penalties will range from a parent conference to suspension or a recommendation for expulsion, depending upon the severity of the infraction and other factors considered significant by the building principal or superintendent. The school district has the authority to report students violating the harassment policy to law enforcement officials. Please see the appendix for copies of the board policies on this subject.

HOMELESS

The West Branch Community School District's Homeless liaison is Jamie Johnson; however, please pass along information to our Guidance Counselor and she can report information.

INTERVENTION

West Branch Community Schools uses a variety of methods to design intervention for students. It is intended for those students who are not making expected progress in the core curriculum, needing additional instruction or strategies to succeed. Intervention also applies to students needing additional supplemental materials to challenge their abilities. The building principal will provide teachers with information regarding specific procedures outlined in the process as student needs arise.

INSTRUCTIONAL TECHNOLOGY

The classroom teacher is responsible for using instructional technology for the benefit of students. This may include the supervised use of electronic devices such as cell phones, calculators, laptops, ... for instructional purposes. Staff is responsible for modeling appropriate technology etiquette for our students.

LUNCH

You may purchase school lunch. The high school secretary will issue you a lunch card and provide you with directions on how to use the ticket.

MANDATORY REPORTER

Faculty should be aware that the law requires the following in regard to child abuse:

1. That certified school employees such as teachers, administrators, counselors, and social workers are mandatory reporters and are legally required to report whenever the reporter believes a child is a victim of abuse. This report is made immediately to the Department of Human Services (DHS). The school employee shall also notify the principal.
2. If a report is made to a school supervisor (i.e. building principal), the DHS must be made aware of this fact.
3. Persons making a report in good faith are immune from all civil or criminal liability.
4. Child abuse is defined in Chapter 232.68 of the Code of Iowa as harm or threatened harm occurring through:
 - a. Any non-accidental physical injury, or injury which is at variance with the history given of it, suffered by a child as a result of the acts or omissions of a person responsible for the care of the child.
 - b. The commission of any sexual offense with or to a child pursuant to chapter 709 or section 726.2, as a result of the acts or omissions of the person responsible for the care of the child.
 - c. The failure on the part of a person responsible for the care of a child to provide for the adequate food, shelter, clothing or other care necessary for the child's health and welfare when financially able to do so when offered financial or other reasonable means to do so.
5. Child is defined as "any person under the age of 18 years".

OFFICE SUPPLIES

Materials are available in the office for teacher use. Contact the secretary for materials as you need them. If students will be using these materials for class projects you, as the teacher, are responsible for obtaining the materials from the secretary and distributing them to the students in your classes.

PARENT-TEACHER COMMUNICATION

Iowa Teaching Standards One, Five, and Eight each include criteria indicating the responsibility for connecting with parents. The Board of Education and the Administration encourage open, honest communication between staff, students, and community members. Anytime you have concerns about a student's social or academic achievement, a parent conference is highly recommended. Board policy 1002.05 relates to the process that community members are to follow when expressing dissatisfaction with a school employee.

Regularly scheduled parent-teacher conferences will be held throughout the school year for the high school.

PAYROLL

Questions regarding paychecks should be directed to the business office between the hours of 8:00 and 4:30 Monday through Friday. Please call to discuss or to set up an appointment to discuss your questions. If your question involves something that does not need an immediate response, write an email and you should receive an answer within that same week.

Paychecks are distributed on the 20th of each month or the last day school is in session before the 20th. In certain situations a check will be released sooner. See your Building Administrator for approval of early paycheck release.

PREP PERIODS

Each full time high school teacher normally has available an average of 40 minutes a day beyond regular class instructional time. This is the time in the high school building to be available for educational purposes such as preparation. If you need to be out of

the building during this time please contact the office.

Teachers will be given a study hall if they are not teaching 7 out of 8 class periods. Every attempt will be made to balance these supervisions equitably. These will also fall within the parameters established by the master contract.

PROFESSIONAL AND REFERENCE MATERIALS

The library can offer the following services to the professional staff:

- Supplying support material for student reports and projects.
- Supplying support materials for class lessons.
- Ordering material for preview and purchase.
- Locating books for independent reading units.
- Locating professional materials.
- Distributing and maintaining AV equipment.
- Administering a reserve reading section of titles in the library for staff only.
- Assisting with in-library research units.
- Giving in-service on a group or individual basis on equipment use or library related subjects.

It will be up to you to help the library personnel stay abreast of your needs for materials to support the curriculum and of curriculum changes.

It would be appreciated if you would check out all materials from the library and return them within a reasonable time, especially if they are of high student interest.

You are encouraged to stop in to familiarize yourself with the collection or any time you need assistance in locating needed materials.

PROFESSIONAL GROWTH

Standard Seven of the Iowa Teaching Standards contains five separate criteria to help classroom professionals guide their individual growth. Much of the district professional development work will support this development.

All faculty course work must have prior administrative approval in order to be considered for movement on the salary schedule. The form is available in the office.

SCHOOL EVENTS IN ADULT ESTABLISHMENTS

When school-related or school-sponsored activities are held off school grounds, such events involving student participation must be held at establishments that allow separation of the student activity from individuals using alcohol. Activity sponsors are responsible for ensuring that no alcohol is consumed in the presence of students. This is not to be construed as to prohibit school-related activities off campus, such as events at restaurants, golf courses, bowling alleys or other such establishments, merely because alcohol is served at the establishment. However, reasonable separation of such activity from students must be preserved. It is the expectation that the end of the season/year celebrations that honor and award students will be held within the boundaries of the school district. See board policy 1002.06.

STAFF TECHNOLOGY USE/SOCIAL NETWORKING

Technology Use: District-owned technology and district maintained social media and e-mail accounts are the property of the school district. Users of the school district's network must not expect privacy for e-mail or use of the school district's network including web sites visited. The school district reserves the right to access and view any material stored on school district equipment or any material used in conjunction with the school district's network.

Personal Use of Social Networking: Employees have the right under the First Amendment as private citizens to speak out on matters of public concern. However, the District has the right to regulate the speech of employees in specific circumstances. It is essential that employees conduct themselves in such a way that their personal and/or educational use of social media does not adversely affect their position within the District.

District employees' online behavior should reflect the same standards of honesty, respect and consideration they adhere to in their face-to-face interactions. The District expects its employees to model responsible and appropriate conduct, both at school and away from school.

School Affiliated Social Networking: Anyone who wishes to establish a social media site for a WBCSD office, school, class, organization or program must first contact their administrator for approval.

For more information, see Board Policy 401.13.

TELEPHONES

All classroom telephones can be used to make school related calls. **Dial 9** for an outside line. Dial 9-911 in case of an emergency.

All personal calls should be made during prep periods, lunch, or other times when students are not in the classroom. Please refrain from using your cell phone during class and silence the phone to avoid interruption. We are modeling appropriate cell phone etiquette for our students. In case of emergency, please provide your family and friends with the public school phone number.

TEXTBOOKS

All school materials are to be responsibly maintained. Textbooks are to be stamped with the West Branch stamp, numbered and condition noted prior to being distributed to students. Contact the office for guidelines and price information.

WEAPONS

Staff with knowledge that a student or students possess a dangerous weapon should report it to the principal immediately and document the referral in writing. Dangerous weapons include, but are not limited to: clubs, nunchakus, brass knuckles, knives, stun guns, BB guns, bows and arrows, toy guns (or look-alike guns used or displayed as real guns), unloaded guns and bullets. Possessing a weapon or using any object as a weapon may result in a 3- to-10 day out-of-school suspension. An expulsion hearing may also result. Possession of a firearm as defined in board policy will result in recommendation to the school board for an expulsion hearing. For additional information please read board policy 502.09.

APPENDIX A

EDUCATIONAL PHILOSOPHY - Series 100

105 Anti-Bullying/Anti-Harassment Policy

The West Branch Community School District is committed to providing all students, employees, and volunteers with a safe and civil school environment in which all members of the school community are treated with dignity and respect. Bullying and/or harassing behavior can seriously disrupt the ability of school employees to maintain a safe and civil environment, and the ability of students to learn and succeed.

Bullying and/or harassment of or by students, employees, and volunteers is against federal, state, and local policy and is not tolerated by the board.

Accordingly, school employees, volunteers, and students shall not engage in bullying or harassing behavior while on school property, while on school-owned or school-operated vehicles, while attending or participating in school-sponsored or sanctioned activities, and while away from school grounds if the conduct materially interferes with the orderly operation of the educational environment or is likely to do so.

Complaints may be filed with the superintendent or superintendent's designee pursuant to the regulation accompanying this policy. The superintendent is responsible for implementation of this policy and all accompanying procedures. Complaints will be investigated within a reasonable time frame. Within 24 hours of receiving a report that a student may have been the victim of conduct that constitutes bullying and/or harassment, the district will notify the parent or guardian of the student.

If as a result of viewing surveillance system data or based on a report from a school district employee, the district determines that a student has suffered bullying or harassment by another student enrolled in the district, a parent or guardian of the student may enroll the student in another attendance center within the district that offers classes at the student's grade level, subject to the requirements and limitations established in Iowa law related to this topic.

A school employee, volunteer, or student, or a student's parent or guardian who promptly, reasonably, and in good faith reports an incident of bullying or harassment, in compliance with the procedures in the regulation, to the appropriate school official designated by the school district, shall be immune from civil or criminal liability relating to such report and to participation in any administrative or judicial proceeding resulting from or relating to the report.

Retaliation Prohibited

Individuals who knowingly file false bullying or harassment complaints and any person who gives false statements in an investigation may be subject to discipline by appropriate measures.

Any student found to have violated or retaliated in violation of this policy shall be subject to measures up to, and including, suspension and expulsion. Any school employee found to have violated or retaliated in violation of this policy shall be subject to measures up to, and including, termination of employment. Any school volunteer found to have violated or retaliated in

violation of this policy shall be subject to measures up to, and including, removal from service and exclusion from school grounds.

Definitions

For the purposes of this policy, the defined words shall have the following meaning:

“Electronic” means any communication involving the transmission of information by wire, radio, optic cable, electromagnetic, or other similar means.

- “Electronic” includes but is not limited to communication via electronic mail, internet-based communications, pager service, cell phones, and electronic text messaging.
- “Harassment” and “bullying” mean any repeated or potentially repeated electronic, written, verbal, or physical act or other ongoing conduct toward an individual based on any trait or characteristic of the individual which creates an objectively hostile school environment that meets one or more of the following conditions:
 1. Places the individual in reasonable fear of harm to the individual’s person or property.
 2. Has a substantial detrimental effect on the individual’s physical or mental health.
 3. Has the effect of substantially interfering with the individual’s academic or career performance. Has the effect of substantially interfering with the individual’s ability to participate in or benefit from the services, activities, or privileges provided by a school.
- “Trait or characteristic of the individual” includes but is not limited to age, color, creed, national origin, race, religion, marital status, sex, sexual orientation, physical attributes, physical or mental ability or disability, ancestry, political party preference, political belief, socioeconomic status, or familial status.
- “Volunteer” means an individual who has regular, significant contact with students.

Publication of Policy

The board will annually publish this policy. The policy may be publicized by the following means:

- Inclusion in the student handbook,
- Inclusion in the employee handbook
- Inclusion in the registration materials
- Inclusion on the school or school district’s website,
- (other) _____

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Legal References: 20 U.S.C. §§ 1221-1234i.
29 U.S.C. § 794.
42 U.S.C. §§ 2000d-2000d-7.
42 U.S.C. §§ 12101 *et. seq.*
Iowa Code §§ 216.9; 280.3, .28.
281 I.A.C. 12.3(6).
Morse v. Frederick, 551 U.S. 393 (2007)

Cross References: 104 Equal Educational Opportunity
502 Student Discipline
505.06 Student Records

Board Policy 105.R1

ANTI-BULLYING/ANTI-HARASSMENT INVESTIGATION PROCEDURES

Filing a Complaint

An individual who believes that the individual has been harassed or bullied may file a complaint with the superintendent or superintendent's designee. The complaint form is available at www.west-branch.k12.ia.us/anti-bullying-anti-harassment-forms. If the complainant is a school employee, after filing the complaint with the superintendent or superintendent's designee, the employee may separately notify the parent or guardian of the student alleged to have been harassed or bullied.

An alternate investigator will be designated in the event it is claimed that the superintendent or superintendent's designee committed the alleged bullying or harassment or some other conflict of interest exists. Complaints shall be filed within 180 of the event giving rise to the complaint or from the date the Complainant could reasonably become aware of such occurrence. The Complainant will state the nature of the complaint and the remedy requested. The Complainant shall receive assistance as needed.

Investigation

The school district will promptly and reasonably investigate allegations of bullying or harassment upon receipt of a written complaint. The superintendent or the superintendent's designee (hereinafter "Investigator") will be responsible for handling all complaints alleging bullying or harassment.

The investigation may include, but is not limited to the following:

- *Interviews with the Complainant and the individual named in the complaint ("Respondent")*
- *A request for the Complainant to provide a written statement regarding the nature of the complaint;*
- *A request for the Respondent to provide a written statement;*
- *Interviews with witnesses identified during the course of the investigation;*
- *A request for witnesses identified during the course of the investigation to provide a written statement; and*
- *Review and collection of documentation or information deemed relevant to the investigation.*

The Investigator shall consider the totality of circumstances presented in determining whether conduct objectively constitutes bullying or harassment as defined in Board policy. Upon completion of the investigation, the Investigator shall issue a report with respect to the findings, and provide a copy of the report to the appropriate building principal or Superintendent if the investigation involved the building principal

The complaint and identity of the Complainant, Respondent, or witnesses will only be disclosed as reasonably necessary in connection with the investigation or as required by law or policy. Similarly, evidence uncovered in the investigation shall be kept confidential to the extent reasonably possible.

Decision

The investigator, building principal or superintendent, depending on the individuals involved, shall inform the Complainant and the accused about the outcome of the investigation. If, after an investigation, a student is found to be in violation of the policy, the student shall be disciplined by appropriate measures, which may include suspension and expulsion. If after an investigation a school employee is found to be in violation of this policy, the employee shall be disciplined by appropriate measures, which may include termination. If after an investigation a school volunteer is found to be in

violation of this policy, the volunteer shall be subject to appropriate measures, which may include exclusion from school grounds.

Individuals who knowingly file false bullying and/or harassment complaints and any person who gives false statements in an investigation may be subject to discipline by appropriate measures, as shall any person who is found to have retaliated against another in violation of this policy. Any student found to have retaliated in violation of this policy shall be subject to measures up to, and including, suspension and expulsion. Any school employee found to have retaliated in violation of this policy shall be subject to measures up to, and including, termination of employment. Any school volunteer found to have retaliated in violation of this policy shall be subject to measures up to, and including, exclusion from school grounds.

Bullying Complaint Form

COMPLAINT FORM (Discrimination, Anti-Bullying, and Anti-Harassment)

Date of complaint: _____

Name of Complainant: _____

Are you filling out this form for yourself or someone else (please identify the individual if you are submitting on behalf of someone else):

Who or what entity do you believe discriminated against, harassed, or bullied you (or someone else)?

Date and place of alleged incident(s):

Names of any witnesses (if any):

In the space below, please describe what happened and why you believe that you or someone else has been discriminated against, harassed, or bullied. Please be as specific as possible and attach additional pages if necessary.

I agree that all of the information on this form is accurate and true to the best of my knowledge.

Signature: _____ Date: _____



