



Staff/Operational Guide 2025-2026

Clarion County Career Center
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Absence – Faculty

EMPLOYEE:

When you will be absent from school -OR- if you will have a late arrival, notify the Business Manager (or designee) as soon as possible and no later than **5:30 a.m.**

1. BEFORE 7:30 a.m.
 - a. **814-762-8032**
2. AFTER 7:30 a.m.
 - a. **814-226-4391 (ext. 104)**

BUSINESS MANAGER:

1. Contact an appropriate substitute to cover class, if applicable
2. Notify Director of the employee absence
3. Write employee name on whiteboard
4. Complete “Sub Instructions” form with the applicable program information

**** Whenever possible, please notify the Business Manager as soon as you know the date(s) of your expected absence, either by email or through the employee portal, to allow sufficient time to schedule a substitute.**

Absence Recording

Absences must be recorded in the Employee Portal within 5 days of the absence. Those absences include:

- Sick
- Emergency (***must provide a reason for taking the day***)
- Personal (***must request three (3) working days in advance***)
- Vacation
- Jury Duty
- Death in Family
- Conferences (includes IU6 meetings, home school meetings, field trips, etc.)

PLEASE NOTE:

If an employee is going to be out of the building for a portion of the workday (excluding duty-free lunch period):

- Email the date, time and (*) reason for leaving to the Director for approval
 - (*) Reason – indicate if for Personal (no other information is necessary) or Work-related
- Copy Business Manager on the email for time tracking purposes
- Provide as much advanced notice as possible, to allow a substitute to be arranged
- Leave instructions for the sub related to student assignments and activities
- This includes all staff, even if you do not need to have a substitute contacted
- You must check in and out using Hall Pass system **anytime you leave the building, including during lunch.**

Extended Illness:

In the event of an extended illness, the Director or Business Manager shall be notified *the day before* you plan to return.

Where to find access to the Employee Web Portal system? www.clarioncte.org

For any issues when you log in:

Contact the Business Manager (Employee Portal Administrator) at ext. 104.

Use of the Employee Web Portal system:

1. On the Login page, enter the Login and Password supplied by your Employee Portal Administrator. When you log in to the portal for the first time, you will be redirected to the My Account page. A message displays at the top of the My Account page, stating that this is your first login and that you are required to enter a new

password, select a password reminder question, and enter the answer. Enter the required information.

 Required field labels are bold throughout the Employee Portal.

2. Enter your Login, which was provided from the email you should have received.
3. Enter a New Password (up to 30 characters in length), and repeat the entry in the Confirm Password field.
4. Select a Password Reminder Question from the drop down list box.
 Initially, you are asked "What is Your Mother's Maiden Name?" You can select a different question to answer if you click the Forgot Password link on the Login page.
5. Enter the Answer to the Password Reminder Question.
6. To save the information you entered, click the Save button.
7. An Employee Portal - Password Changed message is sent to your e-mail address.



If your e-mail address is invalid or is not on file, contact your Employee Portal Administrator to verify your e-mail address.

8. Click the Continue button to proceed to the Login page.

You are now ready to use the Employee Web Portal.

Click on the tab(s) at the top of the screen to access screens within the Employee Portal site.

Accidents

The definition of an accident is when an individual is unintentionally injured.

Procedures:

- Report the accident immediately to the Director, ext. 102 AND Nurse, ext. 131
- The Nurse will assess the extent of injuries
- The Nurse will initiate prompt first aid/medical services
- Only the Instructor, Nurse or Director should call 911 for emergency assistance, if needed
 - o Notify the School Office that an ambulance has been called
- Staff will remove uninjured students from the accident site
- Nurse will notify the Director who will immediately notify the proper departments
- The Director and/or designee may convene the local crisis response team
- Nurse will document actions and decisions concerning accidents

EMPLOYEE:

1. Must complete an **EMPLOYEE INCIDENT REPORT** form located in the nurse's office.
2. Submit form to Director after completed by the employee and nurse.

NURSE/HEALTH & SAFETY OFFICER:

1. Must complete a **HEALTH & SAFETY ACCIDENT REPORT**
2. Submit form to Director after completed by the employee and nurse

Action Teams & Professional Learning Communities (PLC)

The following Action Teams will be created to accommodate the additional needs of the Career Center:

- Threat Assessment/School Safety & Security Team
- Safety
- Senior Recognition Program/Fundraising
- Community Outreach

These teams will be comprised of approximately 5-7 Career Center staff members. Each team will appoint a chairperson and all communication from the group to the Director *will originate from the chairperson*.

The following Professional Learning Communities (PLC) will be created to accommodate the additional needs of the Career Center:

- Student Well-Being
- Student Assistance Program (SAP)

NOTE: Instructors – participating in these Action Teams & PLCs fall under Domain 4: Professional Responsibilities in the teacher evaluation process.

Asbestos Management Plan

The Clarion County Career Center has an asbestos management plan. During the 2002-2003 school renovation project all asbestos was removed from our building, with the exception of some electrical wiring inside one piece of kitchen equipment. The plan is available to anyone wishing to view or discuss concerns.

Automated Message System Faculty/Student - OneCall Now

The OneCall Now automated messaging system will be used to notify Career Center employees, parents/guardians and students of important events or situations.

PLEASE NOTE: Students will continue to follow the communication by their home school for delays or cancellations as they have done in the past. The contact information is added to the OneCall Now automated system in order to provide a quick and efficient method of communicating critical information, such as a weather emergency, school emergency, lockdown or other announcements as needed. Below are a few reminders about receiving OneCall Now automated messages:

- The message is sent out simultaneously to the telephone number(s) we have on file.
- If you have Caller ID, the Career Center phone number 814-226-4391 will display on your phone.
- The OneCall Now system will automatically retry *busy* and *no answer* numbers.
- When you answer the phone:
 - You will hear OneCall Now's signature tones.
 - You will hear a slight pause while the system is determining if the phone was answered by a person or an answering machine.
 - You will then hear the message, you may hang up after listening to the message.
- If a message was left on your answering machine -OR- if your answering machine cut-off your message, you may retrieve the message by dialing 877-698-3261 or 866-321-4255 from any touch tone phone. At the greeting press "1" and enter your phone number (the number OneCall Now normally calls).

Text Messages

Because of the potentially high cost of receiving text messages, cell service providers require our group members to agree to receive text messages from OneCall Now before they can be contacted using the text messaging service. *(Please note you will be charged standard text messaging rates for all texts you receive via OneCall Now.)* **To "opt-in" and be able to receive any text messages sent out, you need to text the word Alert to 22300.** Information to "opt-out" will be at the end of *each* text message sent and will say *"Reply STOP to opt-out"*.

Emails

Staff email addresses (i.e. xxxxxx@clarioncte.org) are in the OneCall Now database. When an email message is sent, the sender name will display as *mail@notify.onecallnow.com* and the opening line will read "Notification from Clarion County Career Center". To avoid messages from being regarded as Spam, you may want to add *mail@notify.onecallnow.com* to your email address book.

Please email or see Confidential Secretary if you:

- Need to add, remove or update any phone numbers or emails
- Need a specific message sent to your group of students (Reminder: The Director must approve any external communications prior to them being sent.)
- Want your OAC members added to OneCall Now for an automated meeting reminder message

Calendar – Important Dates

The School Calendar and Monthly Calendars can be found on: *Google Drive: FORMS-CCCC*.

Below are important dates for the **2025-2026** school calendar (subject to change):

August 18, 19	In-Service	No students All staff in attendance
August 20	First day of school	
September 1	Labor Day	Holiday – school closed
October 24	ALF Day	Students & Instructional staff – Off Business office open
November 3	Act 80 Day	No students All staff in attendance
November 26, 28	Thanksgiving Holiday	School closed
December 1	Buck Day	School closed
December 22 - January 2	Winter break	Students & Instructional staff – Off Business office open Dec 22-24, 29-31 st , January 2
January 19	Act 80 Day	No students All staff in attendance
February 16	Act 80 Day	No students All staff in attendance
March 13 & 16	Snow Make-up days	Students & Instructional staff – Off Business office open
April 2	Snow Make-up day	Students & Instructional staff – Off Business office open
April 3 & 6	Spring Break	Holiday – school closed Business office open April 6th
May 25	Memorial Day	Holiday – school closed
May 28	Last Day for Students	
May 29	In-Service	No students All staff in attendance

Co-op Return Dates

2025-2026

August 20	January 28
September 10	February 11
September 23 & 24 Pre-NOCTI Testing	February 25
October 8	March 10 & 11 NOCTI Written
October 22	March 25
November 5	April 9 NOCTI Practical
November 19	April 22
December 3	May 6
December 17	May 20
January 14	

Constitution Celebration

A day set aside by Federal Law for Educational Institutions to honor the signing of the U.S. Constitution on September 17, 1787. "Liberty Day" information and activity ideas for classrooms can be found at <http://libertyday.org>

Elections

All shops – September 5, 2025. **Be sure to provide a list of your shop officers to the Director of Student Services, and Confidential Secretary.**

Student Congress

- September 17, 2025

Open House

- November 6, 2025

National Technical Honor Society Induction

- April 9, 2026

New Student/Parent Program Orientation

- May 7, 2026

Senior Recognition Program

- May 14, 2026

Cell Phone Use by Staff

Faculty members and office personnel are free to use their cell phones in the building before and after school, during their preparatory periods and lunch. However, faculty members and office personnel should make sure their cell phones are not being used in front of students or visitors. The use of texting on cell phones is included. Staff are asked to keep their cell phones on their person to be used in the event of an emergency. Cell phone notifications are to be switched to "silent" during instructional time.

Child Abuse Act 124 (Child Protective Services Law)

Who is mandated to report child abuse?

The Child Protective Services Law, Act 124, specifies that all persons in a professional capacity who come in contact with children and who have reason to believe, based on professional or other training, that a child is an abused child, must report these cases.

Who should be notified in the school of suspected child abuse?

The school professional shall immediately notify the Director or the Director of Student Services. Upon notification, the Director or designated agent shall assume the responsibility and have the legal obligation to report or cause a report to be made by the staff member reporting in accordance with Act 124 reporting procedure.

What are the child abuse reporting procedures?

If a staff member suspects child abuse, it is their legal responsibility to report suspected child abuse to Childline and local CYS. The staff member must contact the Director of Student Services or Director immediately. The staff member is not required to prove an abuse situation; if abuse is suspected, the staff member must report it.
(refer to **CHILD ABUSE RESPONSE PROTOCOL** procedures on page 13)

Can mandated reporters be held liable for reporting suspected child abuse?

No, mandated reporters are granted immunity from civil and criminal liability if a report is made in good faith. The immunity remains in effect even if the suspicion of abuse was not correct.

Is the identity of a person reporting cases of suspected child abuse kept confidential?

Yes, Act 124 mandates that the identity of all persons reporting cases of suspected child abuse is kept confidential.

Confidentiality of Student Abuse Reports

The school employee may not reveal the existence or content of a report of student abuse to anyone who does not have a legitimate interest and responsibility to investigate the allegations; persons who may share the school employee information will include, but are not limited to, school officials, county agency staff, and law enforcement officials.

Child Abuse – Guiding Principles

In any situation where you suspect that a child has been abused, **you are required** as a mandated reporter to report your suspicions immediately to Childline and CYS. You must also report the case to the Director or Director of Student Services. Your identity will be kept strictly confidential.

When a student discloses abuse to you remember these guiding principles:

- ✓ Let the student do the talking
- ✓ Ask: Who? What? When? Where?
- ✓ Be calm
- ✓ Use language ONLY AFTER you've heard it from the student
- ✓ Don't use *your* terms for anything. (Describing anatomy.)
- ✓ Ask open ended and non-suggestive questions

- Example: Where did it happen?
- ✓ Don't ask leading, suggestive or coercive questions
 - Example: Did it happen in your bedroom?
- ✓ Establish who the alleged perpetrator is
- ✓ Don't ask credibility questions
 - Example: Have you been fighting?
- ✓ Ask where it happened
- ✓ Ask when it happened and when was the last time it happened
- ✓ Ask them to clarify
- ✓ Don't assume anything
- ✓ Don't provide the student with information on your impressions, thoughts, etc.
- ✓ DOCUMENT THE ENCOUNTER ACCURATELY
 - Your documentation should include:
 - The student's statements (Verbatim if possible.)
 - Demeanor (How were they acting?)
 - Environment in which the student disclosed the situation to you.
 - Be factual (Avoid characterization. Document physical responses.)
- ✓ Inform Director and Student Services Director
- ✓ The person the student reports to makes the report to **Childline** at [1-800-932-0313](tel:1-800-932-0313) OR navigate to the following website to make your report online: <https://www.compass.state.pa.us/cwis/public/home>

Required Reporting

A school employee who has reasonable cause to suspect, on the basis of professional or other training and experience, that a student coming before the school employee in the employee's official or professional capacity is a victim of serious bodily injury, mental/psychological abuse, or sexual exploitation by a school employee shall immediately notify the Director of the alleged abuse or injury.

A Director, and in certain cases a school employee (when the Director is alleged to be responsible for inflicting the student abuse), shall refer immediately a report of abuse or injury alleged to have been committed by a school employee against a student on or after July 1, 1995, to law enforcement officials and the district attorney.

These requirements apply to suspected abuse or injury of a student whenever a school employee is functioning in his or her role as a school employee regardless of when or where the abuse or injury occurred.

When a school employee reports to a Director that he/she suspects a student is the victim of student abuse, the Director may not make an independent evaluation or investigation to decide whether or not to make a report to law enforcement officials and the district attorney; the Director shall report immediately to a law enforcement official and the district attorney.

Penalties for Failure to Report

A school employee who willfully violates the mandate to report student abuse commits a summary offense; a school employee who, after being sentenced for failure to report, violates the mandate again, commits a misdemeanor of the third degree.

A Director who willfully fails to make a report as mandated by law commits a misdemeanor of the third degree.

Child Abuse Response Protocol

REPORTING:

1. All employees of the Clarion County Career Center are considered mandated reporters.
2. ANY staff member with a concern or knowledge of abuse is required to report the abuse.
3. Clarion County Career Center staff will be required to access the site below to report a suspicion of abuse. You will need to create an account. <https://www.compass.state.pa.us/cwis/public/home>
4. Reporter will then contact the Director or the Student Services Director*, and fill out CCCC Child Abuse Report form
 - a. Student Services Director alerts Director**
5. Nurse, if appropriate, and Director reviews CCCC Child Abuse Report form
 - a. Nurse examines child, if appropriate, and adds comments to form
 - b. Nurse takes photos, if appropriate
 - c. Nurse determines if child needs to be transported to hospital for x-rays/tests
6. Student Services Director reviews CCCC Child Abuse Report form with Director
7. The staff member who reports the child abuse completes form CY47 if the ChildLine Report was not completed online.
8. Director or Student Services Director calls the applicable sending school principal
 - a. A-C Valley (724-659-4661)
 - b. Clarion Area (814-226-8112)
 - c. Clarion-Limestone (814-764-5111)
 - d. Keystone (814-797-1261)
 - e. North Clarion (814-744-8544)
 - f. Redbank Valley (814-275-2424)
 - g. Union (814-473-3121)
9. Copy of CCCC Child Abuse Report form and form CY47 are filed in the Director's office.
10. State Police will be notified if the Director determines need or following a report of physical abuse with injuries or sexual abuse.

FOLLOW-UP:

1. The staff member who reported the abuse can check the status of the report online at <https://www.compass.state.pa.us/cwis/public/home> or call Childline for follow-up information.
2. Follow-up notes should be added to CCCC Child Abuse Report form.

Clarion County Career Center – Child Abuse Notification Form

(Top Portion Filled Out by Reporter) – PLEASE PRINT

DATE:	
Time:	
Reporter:	
Name of student:	
REPORTED TO:	
<u>Anecdotal</u> : Write a description of what was seen, heard, reported-when? By whom? (Use back if necessary)	

(Bottom portion filled out by Reporter)

ACTION TAKEN: (check all appropriate)

ACTION	✓	ADDITIONAL DETAILS
Photos Taken		By:
Taken to hospital		By: X-rays/medical tests:
ChildLine called (800-932-0313) Y N		By:
		Time:
Online Report Y N		Date:
		Person Spoken To:
Clarion CYS called (814-226-9280)		By:
		Time:
		Date:
		Person Spoken To:
CY47 Form completed *if abuse not reported online		Completed by:
		Faxed to:
		By:
		Mailed to:
		Faxed to:
Follow-up to Clarion CYS		By:
		Date:
		Determination:
		Services:

Civility Policy

Members of the Clarion County Career Center staff will treat parents, co-workers and other members of the public with respect and expect the same in return.

The school is committed to maintaining orderly educational and administrative processes in keeping the school and administrative offices free from disruptions and preventing unauthorized persons from entering school/district grounds. This policy promotes mutual respect, civility and orderly conduct among school employees, parents and the public.

This policy is not intended to deprive any person of his/her right to freedom of expression, but only to maintain, to the extent possible and reasonable, a safe, harassment-free workplace for our students and staff. In the interest of presenting school employees as positive role models to the children of this school, as well as the community, the Clarion County Career Center encourages positive communication and discourages volatile, hostile or aggressive actions.

Classroom Management

Instructors shall provide administration with a copy of their classroom rules/guidelines and penalties for those infractions for approval at the beginning of the school year.

It is important that each instructor be able to maintain proper control in their program at all times and that this be done in a manner consistent with the philosophy of the school. The following suggestions are offered in order to establish and maintain an effective shop atmosphere:

- Be professional and respectful
- Be prepared for each day's lessons and program activities
- Keep your lessons and presentations interesting and keep your students on task
- Be fair and consistent
- Do not pretend you know everything – If you do not know an answer say, "I don't know, let's look it up."
- Get to know your students to meet their individual needs
- Keep your sense of humor
- Maintain visual access to students
- Keep up to date with changes in your program field
- Maintain open communication with students
- Maintain open communication with parents/guardians through phone calls, emails and Jupiter messages

Conference Requests

DIRECTOR APPROVAL ONLY

(Conferences which do not require an overnight stay and have a cost of less than \$100)

1. Complete the **CONFERENCE REQUEST** form (online form can be found under: *Google Drive: FORMS-CCCC*) and submit to the Director for approval at least two weeks prior to the date of the conference.
2. Director will determine approval and response given to the employee
3. Enter the conference date into the Employee Portal

JOC APPROVAL REQUIRED

(Conferences where total cost is over \$100 and/or over-night stay is required)

1. Complete the **CONFERENCE REQUEST** form (online form can be found under: *Google Drive: FORMS-CCCC*) and submit to the Director by the Wednesday before *the next scheduled JOC meeting*
2. Request will be added to the upcoming JOC meeting agenda
3. Registration is not to be completed until *after* the JOC has approved request

- a. JOC Board Secretary will notify employee of approval
4. Enter the conference date into the Employee Portal
5. Complete conference registration and/or hotel reservations

Submit your conference request in adequate time for JOC (Joint Operating Committee) board approval.

The employee is responsible for making their own reservations for the conference and hotel/motel and submitting all itemized receipts to the Business Manager for reimbursement and/or documentation.

Confidential Communications

Information revealed by a student in confidence to an instructor or school official is **not** privileged and may be repeated by that person without the student's permission.

However, information received from a student in confidence by a school nurse or school psychologist in a public or private school, while in course of their professional duties, is privileged information to the extent that it cannot be divulged in any legal proceeding, civil or criminal, without the consent of the student, or if still a minor, the student's parents. However, such information may be revealed without the student's consent to the student's parents, to teachers or the administration where the health, welfare or safety of the student or other persons is clearly in jeopardy.

An exception to the above is information revealed by the student concerning child abuse, neglect or injury, which the recipient is under legal duty to report to the authorities.

Staff are not permitted to share information regarding students with other staff members unless there is an educational or medical need to do so. This information includes grades, attendance, disciplinary history, behaviors, or personally identifiable information. FERPA & HIPAA guidelines must be followed.

Confidential Student Records

Career Center employees will follow the rules of confidentiality with regards to privileged records information for all students, especially concerning special populations students.

Course Content

All programs shall provide an organized process of learning experiences designed to develop integrated academic and occupational skills, knowledge, attitude, work habits and leadership ability for entry into and advancement within various levels of employment in the occupational area. The curriculum will be designed to achieve the student learning outcomes identified in the strategic plan. Courses shall be developed in the planned course format and be accessible to all high school students. Courses shall include content and assessment of student competencies based upon occupational analysis, clearly stated performance objectives deemed critical to successful employment based upon preset performance standards and aligned with the PA Academic Standards, PA Career Education and Work Standards, Programs of Study, and Program Task Lists.

Technical education programs shall consist of a series of planned academic and technical education courses that are articulated with one another so that knowledge, skills, attitudes and behaviors are taught in a systematic manner. The planned course is based on a written plan which consists of learning outcomes of the course to be achieved by all students, content (including materials and activities, and estimated instructional time to be devoted to achieving the learning outcomes), and the relationship of the learning outcomes of the course to those identified by the school entity and procedures for assessment for the learning outcomes. **Follow, track and document student progress as it relates to Program of Study task list on a quarterly basis, at a minimum. Tasks lists are required to be signed by the student and instructor at the end of the program.**

The primary objective of an occupational program is to provide job information and help students acquire specific occupational skills, efficient work habits and positive attitudes about the personal, social and economic significance of work.

A technical education course shall identify performance objectives consisting of the following four parts:

- The conditions under which the task will be performed
- A description of the task
- The industry standard for how well the task shall be performed
- Alignment with PA Academic Standards, PA Career Education and Work Standards, Program of Study, and Program Task List.

CTSOs (Career & Technical Education Student Organizations)

Recognized student organizations are an integral part of the technical education program. Instruction shall provide for the development of human relations skills; knowledge of occupations; leadership competencies and positive attitudes towards fulfilling occupational, civic, social and community responsibilities. Members of technical student organizations shall be under the direct supervision of the Instructor of the respective technical education program and the CTSO advisor.

HOSA – Future Health Professionals

HOSA - Future Healthcare Professionals is a national student organization recognized by the U.S. Department of Education and the Health Science Education (HSE) Division of ACTE. HOSA's two-fold mission is to promote career opportunities in the healthcare industry and to enhance the delivery of quality healthcare to all people. HOSA's goal is to encourage all health science instructors and students to join and be actively involved in the HSE-HOSA Partnership.

HOSA provides a unique program of leadership development, motivation, and recognition exclusively for secondary, postsecondary, adult, and collegiate students enrolled in health science education and biomedical science programs or with interests in pursuing careers in the health professions. HOSA is 100% health care!

SkillsUSA

SkillsUSA is a partnership of students, teachers and industry working together to ensure America has a skilled workforce. SkillsUSA helps each student excel. SkillsUSA's mission is to empower its members to become world-class workers, leaders and responsible American citizens.

Officers will participate in the SkillsUSA leadership conference which will also be paid for by the school. As a benefit for being a shop president or vice president, the membership dues for SkillsUSA will be paid for by the Career Center.

Student Congress

Student Congress is made up of all program students, with specific students who are elected into an officer position in their program.

All presidents and vice presidents must maintain academic and discipline standards. Students who do not meet standards will be ineligible to be an officer. Each student may have no more than one Level 1 discipline report and must maintain a grade of 76% during their entire stay at the Career Center. Students who do not meet standards will be ineligible to be an officer.

Monies collected through each program's fundraising efforts are placed into a student congress account for each program. When funds are to be used, students vote on the use of the money and a **Student Congress Requisition** form is to be completed. All student congress requisitions must be completed on both the front and the back and have all required signatures **before a purchase is made**. The Student Congress Requisition can be found on *Google Drive: FORMS-CCCC*.

Discipline Code

- Explain the discipline code to all students.
- Be sure they know it is located in their student handbook.
- **Do not forget to explain to any new student throughout the year.**

Minor Level I infractions are to be handled by the instructor. All infractions, regardless of the level, are to be documented in Jupiter Grades.

Exclusion from the Career Center may take the form of suspension or expulsion.

"Suspension" shall mean exclusion from the Career Center for an offense for a period of one to ten school days, after an informal hearing with school officials, the student and the student's parents, in accordance with policies established by the Joint Operating Committee.

"Expulsion" shall mean exclusion from the Career Center for an offense for a period exceeding 10 school days and may be permanent expulsion from the Career Center.

*All in-school suspensions of more than three consecutive days or out-of-school suspensions of more than ten consecutive days and all expulsions require a prior formal hearing. Instructors must maintain records on all incidents in Jupiter Grades.

Discipline Hierarchy

Level 1 Offenses

(1 disciplinary point per infraction – starting at 2nd Offense)

Violation	1 st Offense	2 nd Offense	3 rd Offense (or higher)
Possession/Use of restricted items (Items which are disruptive in nature)	Warning	1 days ISS class	Becomes a Level 2 Offense
Minor disruptive behavior	Warning	1 days ISS class	Becomes a Level 2 Offense
Misconduct in the Hallways	Warning	1 days ISS class	Becomes a Level 2 Offense
Unauthorized use of school property or technology including internet	Warning	1 days ISS class	Becomes a Level 2 Offense
Inappropriate language, statements, or behavior	Warning	1 days ISS class	Becomes a Level 2 Offense
Public display of affection	Warning	1 days ISS class	Becomes a Level 2 Offense
Minor defiance/Disrespect	Warning	1 days ISS class	Becomes a Level 2 Offense
Dress code violation	Warning	1 days ISS class	Becomes a Level 2 Offense
Failure to follow directions	Warning	1 days ISS class	Becomes a Level 2 Offense
Safety violations or horseplay	Warning	1 days ISS class	Becomes a Level 2 Offense
Unauthorized photographing or video recording	Warning	1 days ISS class	Becomes a Level 2 Offense
Driving Violations	Warning	1 days ISS class	Becomes a Level 2 Offense
Knowingly making false statements/submitting false information	Warning	1 days ISS class	Becomes a Level 2 Offense
Improper use of tools/equipment without injury	Warning	1 days ISS class	Becomes a Level 2 Offense
Unauthorized use of a cell phone, video recording, photographing (without posting or sharing)	Warning & Parental Pick-up of Phone	1 days ISS class	Becomes a Level 2 Offense
Other (Administrative Use Only)	Warning	1 days ISS class	Becomes a Level 2 Offense

** A minor level 1 offense is expected to be handled by the shop instructor. Examples of corrective actions for 1st offense level 1 can be: Verbal Reprimand, loss of privileges, conference with student, contact with parent, etc.

** Level 1 offenses handled by shop instructor are required to be documented in Jupiter Grades and referred to the Director or Director of Student Services, so that progressive discipline can be enforced.

Level 2 Discipline Offenses (2 disciplinary points per infraction)

Violation	1 st Offense	2 nd Offense	3 rd Offense (or higher)
Repeated (3 or more cumulative) level 1 violations	2 Day ISS Class	3 Days ISS Class	Becomes a Level 3 Offense
Major Insubordination	2 Day ISS Class	3 Days ISS Class	Becomes a Level 3 Offense
Misconduct on field trips, etc.	2 Day ISS Class	3 Days ISS Class	Becomes a Level 3 Offense
Failure to serve ISS class	2 Day ISS Class	3 Days ISS Class	Becomes a Level 3 Offense
Throwing of non-injurious objects	2 Day ISS Class	3 Days ISS Class	Becomes a Level 3 Offense
Leaving school without permission	2 Day ISS Class	3 Days ISS Class	Becomes a Level 3 Offense
Cheating	2 Day ISS Class <u>&</u> Student will receive a zero on the assignment or quiz/test	3 Days ISS Class <u>&</u> Student will receive a zero on the assignment or quiz/test	Becomes a Level 3 Offense
Theft/Stealing (\$50 over, less \$300)	2 Day ISS Class <u>&</u> Notification of Authorities	3 Days ISS Class <u>&</u> Notification of Authorities	Becomes a Level 3 Offense <u>&</u> Notification of Authorities
Theft/Stealing (\$0 - \$50)	2 Day ISS Class	3 Days ISS Class	Becomes a Level 3 Offense <u>&</u> Notification of authorities
Possession of Prescribed or Over the Counter Medications or Nicotine	2 Day ISS Class	3 Days ISS Class	Becomes a Level 3 Offense
Forging/signing another person's name to excuse school documents	2 Day ISS Class	3 Days ISS Class	Becomes a Level 3 Offense
Unauthorized photographing or video recording (posting or sharing)	2 Day ISS Class	3 Days ISS Class	Becomes a Level 3 Offense
Improper use of tools/equipment without injury	2 Day ISS Class	3 Days ISS Class	Becomes a Level 3 Offense
Forging a signature	1 day of ISS Class	2 days ISS class	Becomes a Level 3 Offense
PDA (Public Display of Affection)	1 day of ISS Class	2 days ISS class	Becomes a Level 3 Offense
Other (Administrative Use Only)	2 Day ISS Class	3 Days ISS Class	Becomes a Level 3 Offense

** Level 2 infractions are to be documented in Jupiter Grades and referred to the Director or Director of Student Services so that progressive discipline can be enforced.

Level 3 Discipline Offenses
(3 disciplinary points per infraction)

Violation	1 st Offense	2 nd Offense	3 rd Offense (or higher)
Repeated (3 or more cumulative) level 2 violations	3 Days ISS Class	3 Days OSS	3 Days Suspension & Conference with Parents in Person
Defacing or destruction of school property/vandalism	3 Days ISS Class & Student will pay the replacement cost for all damaged property	3 Days OSS & Student will pay the replacement cost for all damaged property	5 Days Suspension & Student will pay the replacement cost for all damaged property & Conference with Parents in Person
Insubordination/defiance/Extreme Disrespect	3 Days ISS Class	3 Days OSS	3 Days Suspension & Conference with Parents in Person
Threatening/intimidation of others	3 Days ISS Class	3 Days OSS	10 Days Suspension & Conference with Parents in Person
Bullying (harassment)	3 Days ISS Class	3 Days OSS	10 Days Suspension & Conference with Parents in Person
Smoking/Possession of Tobacco, E-Cigarette, Paraphernalia for smoking tobacco or vaping	3 Days ISS Class & Required participation in the inDepth Program or Smokeless Saturday Program & SAP referral	3 Days OSS & Referral to district magistrate	3 Days Suspension & Referral to district magistrate & Conference with Parents in Person
Lewd/Obscene Acts	3 Days ISS Class	3 Days OSS	10 Days Suspension & Conference with Parents in Person
Theft/Stealing (Above \$300)	3 Days ISS Class & Notification of authorities	3 Days OSS & Notification of authorities	10 Days Suspension & Notification of authorities & recommendation for expulsion
Minor altercation/Fighting – Physical altercation without the use of excessive force	3 Days ISS Class	3 Days OSS	3 Days Suspension & Conference with Parents in Person
Improper use of tools/equipment with injury	3 Days ISS Class	3 Days OSS	3 Days Suspension & Conference with Parents in Person
Sexual Harassment	3 Days ISS Class	3 Days OSS	3 Days Suspension & Conference with Parents in Person
Disorderly Conduct	3 Days ISS Class	3 Days OSS	3 Days Suspension & Conference with Parents in Person
Racial/Ethnic Intimidation	3 Days ISS Class	3 Days OSS	3 Days Suspension & Conference with Parents in Person
Throwing of injurious objects	3 Days ISS Class	3 Days OSS	3 Days Suspension & Conference with Parents in Person
Intentional Injury of Another Person	3 Days ISS Class	3 Days OSS	3 Days Suspension & Conference with Parents in Person
Other (Administrative Use Only)	TBD	TBD	TBD

** Level 3 infractions are to be documented in Jupiter Grades and referred to the Director or Director of Student Services so that progressive discipline can be enforced.

Level 4 Discipline Offenses
(4 disciplinary points per infraction)

Violation	1 st Offense	2 nd Offense	3 rd Offense (or higher)
Assault and battery	5 Days OSS <u>&</u> Informal Hearing with Parents <u>&</u> Referred to State Police for criminal charges	10 Days OSS <u>&</u> Informal Hearing with Parents <u>&</u> Referred to the State Police for criminal charges	Becomes a Level 5 Offense
Possession or Consumption of Alcohol	5 Days OSS <u>&</u> Informal Hearing with Parents <u>&</u> Referred to State Police for criminal charges	10 Days OSS <u>&</u> Informal Hearing with Parents <u>&</u> Referred to the State Police for criminal charges	Becomes a Level 5 Offense
Terroristic Threats	5 Days OSS <u>&</u> Informal Hearing with Parents <u>&</u> Referred to State Police for criminal charges	10 Days OSS <u>&</u> Informal Hearing with Parents <u>&</u> Referred to the State Police for criminal charges	Becomes a Level 5 Offense

** Level 4 infractions are to be documented in Jupiter Grades and referred to the Director or Director of Student Services so that progressive discipline can be enforced.

Level 5 Discipline Offenses **Referred to State Police for Criminal Charges

Violation	1 st Offense
Possession/use of firearms, firecrackers, or other types of weapons, explosives	Student will be recommended to the Director for expulsion. If approved, the Director will refer the student to the home school for disciplinary action, which may include an expulsion hearing. *Students will pay the replacement cost for all damaged property
Possession/use of cutting instruments	Student will be recommended to the Director for expulsion. If approved, the Director will refer the student to the home school for disciplinary action, which may include an expulsion hearing. *Students will pay the replacement cost for all damaged property
Threats or bomb scares	Student will be recommended to the Director for expulsion. If approved, the Director will refer the student to the home school for disciplinary action, which may include an expulsion hearing. *Students will pay the replacement cost for all damaged property
Unauthorized use of school fire alarm	Student will be recommended to the Director for expulsion. If approved, the Director will refer the student to the home school for disciplinary action, which may include an expulsion hearing.
Possession/sale/distribution/under the influence of illegal substances	Student will be recommended to the Director for expulsion. If approved, the Director will refer the student to the home school for disciplinary action, which may include an expulsion hearing.
Aggravated Assault	Student will be recommended to the Director for expulsion. If approved, the Director will refer the student to the home school for disciplinary action, which may include an expulsion hearing.

** Level 5 infractions are to be documented in Jupiter Grades and referred to the Director or Director of Student Services so that progressive discipline can be enforced.

Points Overview

- Students may have one point removed from their cumulative point record for the year by displaying good behavior (no new referrals) for one month following their last referral. Each additional month which passes without a referral will result in the removal of one additional point.
- When transferring from one level offense to another due to chronic infractions, each subsequent infraction is automatically considered one of the next level offenses and adds cumulatively to those previously committed.

Example: Four driving violations would equal two level 2 offenses and two level 1-

STUDENT ACCUMULATES:	ACTION TAKEN:
6 disciplinary action points	Conference with: • student's parent(s)/guardian(s) • student • Director or Director of Student Services Appropriate measures to change behavior will be recommended.
10 disciplinary action points	Conference with: • student's parent(s)/guardian(s) • student • Director or Director of Student Services To formulate a behavioral modification plan to address the student's needs.
13 disciplinary action points	Conference with: • student's parent(s)/guardian(s) • student • Director or Director of Student Services • Sending school Principal To adjust the student's behavioral modification plan.
15 disciplinary action points	Student will be recommended for return to home school

- The sending school principal will be notified of any student offense/violation of the student discipline code, regardless of the level, at the discretion of the Director or Director of Student Services.
- Points will be evaluated at the conclusion of each month. No special considerations will be made.

Summary

The ability to maintain an environment, which is conducive to learning, is essential in helping our students to grow. Therefore, students must prove their ability to function in an orderly fashion within their learning environment. A progressive disciplinary system allows students an opportunity to learn from their behavioral mistakes without the fear of excessive punishment. Such a system allows for fair and consistent action concerning inappropriate behavior, while informing students as well as parents in advance of action to be taken in the event an inappropriate behavior is exhibited.

As per disciplinary procedures, it must be emphasized that repeated or excessive behavioral issues may be reasons for the student to return to the sending district or expulsion. The Director may recommend such action, as records will be under their review monthly. However, the final judgment on returning any student to the sending school district rests with the Director.

Dangerous Weapons in the School

Weapons shall include, but are not be limited to, any knife, cutting instrument, cutting tool, nunchaku, firearm, shotgun, rifle, explosive, and any other tool, instrument or implement capable of inflicting serious bodily injury.

Any unauthorized loaded or unloaded firearm or dangerous weapon possessed on or about a person (located in student's personal belongings/property/vehicle) while on district property is subject to seizure or forfeiture.

Incidents of students possessing weapons will be reported to the student's parents/guardians and shall be reported to the local law enforcement officials. Appropriate disciplinary and/or legal action will be taken against students who possess weapons and with students who assist possession in any way. The Director shall expel from school for a period of not less than one (1) year, any student who violates this policy and shall report such incidents relating to expulsion to the Department of Education. The Director may recommend discipline short of expulsion on a case-by-case basis.

Weapons under the control of law enforcement personnel are permitted. The Director may prescribe special conditions or procedures to be followed before giving such authorization.

Definitions

Fighting: any situation which a student's actions or inactions may be deemed to have caused or contributed to a physical confrontation including, but not limited to, hitting or other actions in which physical contacts made and/or situations in which one or both students have sustained a physical injury

Disorderly Conduct: with the intent to cause public inconvenience, annoyance or alarm, or recklessly creating a risk thereof, A) engages in fighting or threatening, or in a violent tumultuous behavior, B) makes unreasonable noise C) uses obscene gesture(s) or any act that creates a hazardous or physically offensive condition which serves no legitimate purpose of the actor

Unauthorized Items: include but not limited to pagers, cell phones, radios, laser pointers, mace/pepper spray, matches/lighters

Harassment: with intent to harass, annoy or alarm another person A) strikes, shoves, kicks or otherwise subjects him to physical contact or attempts or threatens to do the same or B) follows a person in or about a public place or places or C) engages in a course of conduct or repeatedly commits acts which alarm or seriously annoy such other person and which serve no legitimate purpose

Assault (simple): A) attempts to cause or intentionally, knowingly, or recklessly causes bodily injury to another, B) negligently causes bodily injury to another with a deadly weapon, or C) attempts by physical menace to pull another in fear of imminent serious bodily injury

Assault (aggravated): A) attempts to cause serious bodily injury to another, or causes such injury intentionally, knowingly, or recklessly under circumstances manifesting extreme indifference to the value of human life, B) attempts to cause or intentionally or knowingly causes bodily injury to a teaching staff member, school board member, or other employee or student of any elementary or secondary publicly funded educational institution, any elementary or secondary private school while acting in the scope of his/her employment or because of his/her employment relationship to the school

Lewd/Obscene Acts: Any sexualized or offensive act or possession which is contrary to community moral standards

Assault & Battery: Intentionally, knowingly or recklessly causing bodily injury to another

Due Process

If disciplinary action is to be assigned, the student has a right to know what the accusation is, and what punishment is being proposed. The student may refute the charge. If it is a violation of rules that may involve a suspension for more than 3 days or a possible expulsion, the student is entitled to a hearing. The student should always ask the administrators to discuss their rights with them whenever they have any questions about them. The student is always entitled to due process. Due process means knowing the accusations and being able to refute them before disciplinary action is taken. Specific due process requirements and procedures have been printed here.

For in-school and out-of-school suspensions not exceeding 3 days, the minimum procedural requirements are:

1. The student is informed orally of the reasons for the suspension and is given a chance to respond.
2. The parent/guardian and the Superintendent of the home school are notified immediately in writing. Notification of the parent/guardian via telephone or in person will also occur.

For in-school and out-of-school suspensions exceeding 3 days up to 10 days, the minimum procedural requirements are:

1. The student is informed orally of the reasons for the suspension and is given a chance to respond.
2. The parent/guardian and the Superintendent of the District are notified immediately in writing.
3. Notification of the parent/guardian via telephone or in person will also occur.
4. The parent/guardian and the student are notified in writing of the reasons for the suspension.
5. Sufficient notice of the time and place of the informal hearing must be given.
6. The District must offer to hold the informal hearing within the first 5 days of suspension.
7. There is a right to question any witnesses present at the hearing.
8. There is a right of the student to speak and produce witnesses on her/her own behalf.

In all suspension cases, the student has the right and the responsibility to make up exams and work missed. Disciplinary action administered to exceptional students will be implemented in accordance with Pennsylvania Department of Education standards and regulations as they pertain to such exceptional students.

Dress Code – Staff

The perception that the students, parents and community have of a staff member will most certainly impact upon the success that the individual will have. It is important that you remember how impressionable students are at the junior-senior high school age and how your appearance and demeanor can impact them.

The Career Center expects the staff to appear professional. It is expected that your attire will be that of an adult professional in your field. This includes footwear appropriate for the training area.

No open-toed shoes or sandals are permitted anywhere in the Automotive, Diesel, Construction, Culinary or Welding programs.

Any clothing that would expose undergarments, a bare midriff, torso or cleavage, shoulders, or is so revealing that it would call undue attention to the wearer may not be worn.

All tops shall be long enough to be easily tucked in the waistband.

Sleeveless tops are permitted, but no bare shoulders, backs or sides.

Driving/Parking Permits - Staff

Any employee who drives to school and parks their vehicle on school property must register their vehicles with the **Business Manager**. Year-round employees and Maintenance are to park in designated areas.

1. Complete a **Staff Vehicle Registration** form for all of the employee's vehicles
 - a. Form can be obtained from:
 - Business Manager
2. Staff members must affix the decal parking permit to front RIGHT corner of vehicle windshield.
3. Staff members are required to abide by all school traffic signage and park within the white markings in the parking lot.
4. The staff member is responsible for any damage done to school property or other vehicles.
5. The Career Center is not responsible for theft and/or vandalism to staff member's vehicle.
6. The posted speed limit on school property of 15 or 25 miles per hour must be observed at all times.

Driving / Riding Permit Tags – Student Transportation

Transportation will be provided by your sending school district. When you arrive at the Career Center, you should report to your assigned classroom.

Students departing the Career Center must do so by bus or private vehicle. Students going by private vehicle must have a driving/riding permit or be in a vehicle operated by a parent or guardian or person designated on the emergency form to pick-up the student. The permits must be obtained a **minimum of two days** in advance from the Nurse/Health, Safety & Attendance office.

All students must adhere to the following driving/riding regulations:

- Students may not drive or ride to school unless they have a driving/riding permit.
- No driving/riding permit tags will be issued the first week of school, with the exception of Co-op students unless approved by the Director
- All vehicles on school property are subject to search

Permit tags will be issued to a student who meets the following criteria:

- Is assigned to Co-op student
- Holds a job where school/work hours create special hardships, the final decision is at the discretion of the sending school and Career Center administration
- Has a permanent physical/medical disability
- **A copy of the student work schedule must be provided weekly**

Temporary permit tags will be issued to a student who presents a written request from a parent/guardian and the sending school principal. Temporary permit tags will be issued from the Nurse/Health, Safety & Attendance office for the following requests:

- Participation in sending school's activities or athletic events
- Medical or dental appointments
- Job interviews
- Repair work on personal vehicles
- Other personal family matters
- Work after school

Abuse of temporary permits will lead to student suspension. The administration reserves the right to decide what abuse is. All parking pass vehicles are subject to unannounced search.

- All parking is limited to the lot on the Automotive/Diesel side of the Career Center.
- Permit tags must be displayed on the rear-view mirror of the vehicle.
- Students may not operate or go to their vehicles during the day unless the student has the approval from their Instructor and is accompanied by a staff member.
- Cars must yield to buses on school grounds. No private vehicles carrying passengers have access to the driveway directly in front of the school entrance during school bus student drop-off and pick-up time periods.
- Upon arriving in the parking lot, the student is to enter the school immediately via the front entrance of the school. No student is to remain in or near a parked vehicle.
- The posted speed limit of 15 / 25 miles per hour on school property must be observed at all times.
- Private vehicles may not use the school driveway to discharge or pick-up students unless the driver is a parent or guardian of the student. Private vehicles may only discharge or pick up students to the right of the building during school bus drop-off and pick-up at the Student Drop Off/Pick Up Sign.
- **No student is to carry passengers without the approval of the Nurse's office. Such approval may be granted only if both the driver and the passenger present written permission from their parents and sending school administration and are granted a Driving/Riding Permit.**
- Repeated tardiness (four or more) will result in having a driving permit revoked permanently.
- Unsafe driving i.e. speeding may result in a driving permit being revoked permanently.
- Tobacco/alcohol possession in vehicles is prohibited.
- Smoking or the use of e-cigarettes/vape devices in vehicles on school property is prohibited.
- Litter should be disposed of in shop waste containers.
- Violations of these regulations will result in disciplinary action and/or suspension of driving privileges.
- The Career Center is not responsible for theft and/or damage to vehicles parked on school property.
- Students who attended the Career Center last year with a history of excessive tardiness or absences are not eligible for a driving permit. A student may earn the privilege of receiving a driving permit starting the second nine weeks if they improve their attendance status.
- Students who have a permit tag must arrive at the Career Center before or at the same time the buses from their district arrive. Student drivers may lose their driving permit for continually arriving late or too early.
- The first permit tag is issued free. A replacement tag is \$5 for each occurrence.

Drug and Alcohol Policy/Enforcement Procedures

It is the Clarion County Career Center's policy to prevent and prohibit the possession and/or use of drugs and alcohol.

Notify the Director or Student Services Director of any suspicions regarding drug and/or alcohol use. Document your findings.

Instructors should be urged to discuss problems with students in regard to the subject of drugs. However, the Instructor

should realize that he/she is not protected by the confidentiality code. He/she should decide when it is in the best interest of the student to refer him/her to the Director of Student Services.

It is the Clarion County Career Center's policy to prevent and prohibit the possession and/or use of drugs and alcohol. Notify the Director or Director of Student Services of any suspicions regarding drug and/or alcohol use. Document your findings.

Instructors should be urged to discuss problems with students in regard to the subject of drugs. However, the Instructor should realize that they are not protected by the confidentiality code. They should decide when it is in the best interest of the student to refer the student to the Director of Student Services or Director.

Emergency Situations

In the event that an emergency situation arises, notify office personnel and refer to the Emergency Procedures booklet.

Expenses

Expenses reimbursed for employee meals will be as follows:

- Reimbursement for employee breakfast will not exceed \$15.00.
- Reimbursement for employee lunch will not exceed \$20.00.
- Reimbursement for employee dinner will not exceed \$25.00.

School vehicles **must** be used, if available. Employees will be paid the current IRS mileage rate, if the school vehicle is not available in the following manner:

If the employee is traveling from his/her residence to the activity, the mileage that would have been traveled from the residence to the Career Center must be deducted. If the employee is traveling from the Career Center to an activity the mileage will be calculated from the Career Center.

If an employee chooses to use their own vehicle when the school vehicle or IU van is available, the employee forgoes mileage reimbursement.

Expenses will be reimbursed for tolls/parking **with receipt only**.

All reimbursement requests must have **appropriate, itemized receipts** turned in monthly.

Tax Exempt

Employees **MUST** request no tax to be charged on all purchases, meals, etc. If tax is charged, it is the employee's responsibility to contact the vendor to have the tax reimbursed or the employee will reimburse the school for the tax amount.

The Tax-Exempt form (Pennsylvania Exemption Certificate) may be obtained on *Google Drive-FORMS-CCCC* or from the Business Manager.

FMLA- Family Medical Leave Act

Family and Medical Leave Act of 1993 requires covered employees to provide up to 12 weeks of unpaid, job-protected leave to "eligible" employees for certain family and medical reasons.

Employees are eligible if they have worked for their employers for at least one year, and for 1,250 hours over the previous 12 months, and if there are at least 50 employees within 75 miles. The FMLA permits employees to take leave on an intermittent basis or to work a reduced schedule under certain circumstances.

Field Trips

During the year you may want to plan field trips to give your students more experience and opportunities to expand their learning.

- Anytime student(s) and Instructors travel off the school premises together, it is considered a field trip.
- The proposed trip is to be thoroughly discussed with the Director – who will verify with the sending school principal if Keystone exams are being conducted when the field trip is planned.
- Field trips are not to be scheduled during Keystone Exam testing time frames or after the end of April. Local field trips may be permissible in May, as long as they are completed within the regular AM or PM session time periods.
- Field trips requests must be submitted with enough lead time to obtain J.O.C. approval.

The Instructor should proceed with the necessary arrangements following the field trip pre-plan instructions.

All student permission forms must be submitted to the Health, Safety & Attendance Office at least one (1) week prior to the field trip.

When on a field trip, our students are representing our school. It is the instructor's responsibility to ensure that students are wearing appropriate attire.

Field Trip Guidelines and forms can be found on *Google Drive: FORMS-CCCC*.

First Aid

School personnel are legally and personally responsible for the welfare of school students. It is recommended that all adult personnel in the school take and pass a standard first aid course. The dangers inherent in technical education require the instructor to include first aid safety as part of the instruction. School personnel may render minor first aid only. A person giving first aid should be of calm judgment, aware of legal implications and have some training in first aid. The instructor's responsibility, in the event of an accident or injury, is to give immediate care that will protect the life and comfort of the injured person until authorized care is secured.

All injuries should be reported on an Accident Report form even if it only requires a Band-aid for treatment. The instructor or the school should not assume responsibility for treatment of accidents that occur outside the school.

All serious injuries should be reported to the Nurse immediately, who will determine the need for further first aid, parental involvement, emergency treatment or an ambulance.

Food Allergy/Allergy Management

Any food or other allergy of a student must be listed on the student's emergency form along with the student's reaction to the allergen and treatment. If the medically prescribed treatment is epinephrine, the student will comply with the Student Self-Administration of Emergency Medications & Possession and Use of Epinephrine Auto-injector policies at stated previously.

Per board policy # 209.1

Prior to admission of a student into the center or immediately after diagnosis of a food allergy, appropriate medical plans of care such as an ECP, IHP, Section 504 Service Agreement and/or IEP shall be developed for each student identified with a food allergy. Plans shall be developed at the student's school district of residence or by the school nurse at the center, in collaboration with the school district of residence, the student's healthcare provider, the student's parents/guardians, district or center nutrition staff, the student, if appropriate, and any other appropriate persons.

Where a medical plan of care is developed, it should carefully describe the plan for coverage and care of a student during the school day as well as during center-sponsored activities which take place while the student is under the center's jurisdiction during or outside of school hours. Medical plans of care shall include a component which provides information to the center nutrition service regarding each student with documented severe or life-threatening food allergies.

Medical plans of care should include both preventative measures to help avoid accidental exposure to allergens and emergency measures in case of exposure, including administration of emergency medication. A complete set of a student's current medical plans of care related to food allergies shall be maintained at the school district of residence and/or at the center by the school nurse. Information or copies of the different components of a student's medical plans of care shall be provided to appropriate personnel who may be involved in implementation of the medical plans of care.

Grades

Due dates are as follows:

<i>9 Weeks Marking Period</i>	<i># of Days</i>	<i>Day #</i>	<i>Progress Reports Due</i>	<i>Last day of grading period</i>	<i>Grades due to Office</i>
1 st	40	40	September 17, 2025 (20 days)	October 15, 2025	October 16, 2025
2 nd	45	85	November 17, 2025 (22 days)	January 7, 2026	January 8, 2026
3 rd	45	130	February 6, 2026 (22 days)	March 11, 2026	March 12, 2026
4 th	50	180	April 17, 2026 (22 days)	May 20, 2026	May 20, 2026

Assessing student performance provides the basis for assigning student grades. The grading system used by the instructor should be easy to administer and must be compatible with the school's grade requirement. Providing the student with a copy of the grading system as part of the course orientation helps them identify their responsibilities and prevents disputes over grades later.

The grades issued must reflect what students have accomplished. They should provide feedback to students so they know how they are doing and assist them in determining what they need to improve. Grades should also assist the instructor in identifying the effectiveness of the instruction provided and determine any teaching strategies that need to be changed.

Grades should identify the development of attitudes, knowledge and skills required on the job in a consistent and effective manner.

Grades for all students must be updated by the end of each week, at a minimum.

The grading scale is as follows:	93 – 100%	Advanced
	86 – 92%	Proficient
	76 – 85%	Basic
	70 – 75%	Below Basic
	0 – 69%	Needs remediation
	I	Incomplete
	M	Medical

Do not use + or – in grades.

Incomplete or "I" grades may be issued to students who have not completed all assigned work by the end of the reporting period. Any "I" grade for incomplete work must be cleared within 10 days of the end of the grading period. Failure to do so will result in the grade becoming an automatic "0." If a student has questions about a report grade, the matter should be discussed with the instructor first. If questions remain, the student may approach the Director of Student Services.

An unsatisfactory progress report will be issued midpoint in each nine-week grading period to parents, the Director, home school principal, and sending school counselors for each student who is doing below average work. An unsatisfactory progress report is an indication that the student is in danger of receiving a failing grade for the next report period if his/her work does not improve.

Grievance Policy

Follow the procedure as outlined in the appropriate contract.

Guest Speakers

All guest speakers must be pre-approved by the Director for outside persons to present/address your students. The Speaker Request form is available on *Google Drive – FORMS-CCCC*.

HIPAA

The Clarion County Career Center agrees to use appropriate and reasonable safeguards to prevent use or disclosure of the protected health information.

Hours - Staff

Instructor, Full-time Instructional Aide, and Nurse/Health Safety & Attendance Officer	7:50 a.m. until 3:20 p.m.
Part-time Instructional Aide	8:20 a.m. until 2:50 p.m.
Administration & Office Staff	7:30 a.m. until 3:30 p.m.
Maintenance (dayshift)	6:30am – 2:30pm *6:00am – 2:00pm during winter months (Thanksgiving through the end of March)
Maintenance (evening shift)	*1:00pm – 9:00pm
Custodial	*3:00pm – 8:00pm *Hours subject to change with prior notification in the event of Adult Education classes ending past 9:00 pm and the discretion of the Director.

All staff must sign in at the main office upon arrival via the Hall Pass system. **Any employee who leaves the building for any reason must check out and back in using the Hall Pass system.**

Should an emergency arise which necessitates an employee leaving, permission must be obtained from the Director or his/her designee. An instructor's work day is for seven hours, exclusive of a one-half hour duty-free lunch period, professional staff lunch periods will be set by administration.

The periods from **7:50 a.m. – first school arrival** each school day and **dismissal of the last afternoon school until 3:20 p.m.** is to be used as an instructor preparation period and/or staff meeting time.

Lunch break is **11:37 a.m. to 12:10 p.m.**

Arrival/Dismissal Chart and Bell Schedule can be found on *Google Drive: FORMS-CCCCF*

Housekeeping

Orderliness, neatness and cleanliness in each shop area and office are highly desirable and is the responsibility of all staff. Instructor awareness and cooperation in establishing the necessary means to accomplish such conditions will be appreciated.

Clean-up duties assigned to each student are a means toward this end. Ten minutes at the end of each session should be sufficient time for a good clean-up.

- Secure all doors, windows and cabinets before leaving
- Turn off all lights in classrooms, shop areas, and offices
- Maintain neat appearing desktops at all times
- Refrain from attaching items to painted surfaces. Display instructional posters, etc. on bulletin boards or to the walls using adhesive devices that will not remove the paint
- Lock the hall door before leaving your shop or office at the end of the day
 - Except in cases where an Adult Education class will be held in your area
- Do not sweep dirt or debris into the floor drains.

Insurance Benefits

When you have a “qualifying event” such as your son/daughter losing dependency coverage due to their age, college graduation, divorce, separation, etc. - you must notify the business office 30 days in advance of the qualifying date. If a 30-day notice is not given, you will be responsible for the premiums charged.

- Medical insurance coverage up to age 26
- Dental insurance coverage up to age 20, unless in college, then up to age 26
- Vision insurance coverage up to age 19, unless in college, then up to age 26

Keys, Building Security

The building will be locked and staff may enter by using their PIN numbers weekdays during school.

- Keys will be issued by the Director or designee to those persons requiring them and a key inventory will be maintained in the main office.
- Duplicating of any keys is not permissible and no one should have in their possession any unauthorized keys.
- **Keys must be checked in at the end of each school day in the key safe located in the office.**
- **School keys are not permitted to be taken home or placed on personal key rings.**

Leaving School Grounds - Student

Students are not permitted to leave the building during school hours unless they have received prior permission from the attendance office.

1. Students must have an excuse (permission will be granted only when authorized by the parent/guardian or sending school principal).
2. The student must turn in the note at the Attendance office before going to class.
3. **The student must notify their Instructor when they will be leaving.**
4. Students are NOT to be dismissed until the Instructor is contacted by the Attendance Officer or Main Office staff.
5. **The person picking up the student MUST be designated on the student's emergency form with permission to pick-up the student AND come into the main office and sign out the student (including when the pickup is at normal dismissal times). This includes the student's parents/guardians and emergency contacts.**

The authorization should be obtained in writing, however in some cases a phone call or face-to-face interaction will be permitted. All requests should be directed to the Nurse/Health, Safety & Attendance Office. Students need to report to the Nurse/Health, Safety & Attendance office if not feeling well. If a student spends time in the restroom without reporting to one of the offices, this will be considered as skipping class.

Leaving School Grounds – Staff member

If a staff member needs to leave the school grounds during the regular work day (other than for lunch break):

1. Email the date, time and reason for leaving to the Director and Business Manager for approval
 - a. Indicate reason - If for personal reasons (no other information is necessary) or work-related reasons
2. Confirm your classroom has sub coverage planned, if applicable, and leave instructions for the sub regarding student assignments and activities
3. Employees must check in/out using the Hall Pass system anytime they leave the building including during lunch.
4. Write the employee name on the office white board indicating the person is out of the building.

Lesson Plans

Lesson Plans must be available each day within your classroom and must be prepared for the next week by the end of the day on Friday of the preceding week. All lesson plans will be created and saved on Jupiter Grades. Lesson plans must include the following: name of the unit and lesson being taught, date associated with the plan, level being taught, goals/performance objectives, associated POS task(s) and PA Academic Math & English standards and PA Career and Work Standards, procedures/teaching strategies, IEP accommodations, and student assessment of objective attainment. Teaching strategies need to be identified and should differentiate the instruction between student levels and individual students' IEP/504 accommodations in your classroom. Student assessments are to be identified showing depth of knowledge.

Mailboxes/Email

To ensure proper communication - every staff member should check their individual mailbox and email *at a minimum upon arriving to school, during prep time and at the end of the day.*

Maintenance and Technology Request Ticket

To request Maintenance or Technology work to be done in your shop area, a ticket must be completed on the system. To enter a ticket:

1. Go to www.clarioncte.org
2. Select "School Information" and "Useful Links"
3. Select option for Support Tickets
4. Complete Log-in and Password
5. Click "Log In" button
6. Click on the "New support ticket" on the right side of screen to enter a new support ticket or view the ticket status page.
7. Fill in the general information about your ticket on the screen that displays, such as the subject, group/department the ticket is for, a detailed description of your request and you can also attach a file that may be needed to help with the support request.
8. Click "Submit"
9. Once you have submitted a ticket, you can see it listed under your tickets and the ticket status window. It will show you the department and/or agents it has been assigned to. You can also add additional comments by clicking in the "reply to this ticket" chat box. Chat details and ticket status updates will also be sent to your email.

A ticket will be generated and sent to Maintenance or Tech Support alerting them of the issue/request. The progress of the work, including when it is completed will be tracked on the ticket system. You will receive emails from the ticket system as the progression of the issue takes place.

Material - for Instruction or Personal Projects

Supplies necessary for assigned instructional projects will be supplied by the school.

Materials for personal projects, even when approved by the instructor, **shall be paid for in advance**. This includes the cost of materials if the student wishes to retain the project for future usage. A **Project Request** form must be completed. The form can be found on *Google Drive: FORMS-CCCC*. **Approval for projects must be received by the Director prior to the start of the project.**

Some instructional areas will require special clothing and/or uniforms. In such cases, it is the student's responsibility to purchase such items.

If the items are ordered through the Career Center, all items **must be paid for in advance**, including shipping cost. Uniforms will not be distributed until items are paid in full.

Media Coverage Procedure

The Director will be the official spokesperson for the school. All staff members should refer news personnel and media representatives to the Director or his/her designee.

Money

Any money to be deposited must have a completed green deposit slip with it. The green deposit slips can be obtained from the top row of the mailboxes.

All receipts for live work, cash and credit card sales receipts (Square receipts) will be turned in daily to the Business Manager.

All money must be turned in to the business office daily to be secured in the safe.

Charges accrued by staff for food services must be paid monthly.

MTSS – Multi-Tiered System of Support

The Career Center will utilize a MTSS (multi-tiered system of support). The purpose is to provide specific support to struggling students. The goal of MTSS is to intervene early and provide individualized support in academics, behaviors, social and emotional needs, and absenteeism. Planning supports will be accomplished through a team approach involving the Instructional staff, Student Services Director, Director of CTE, the student and the parent/guardian. District staff may be asked to participate on the team as well.

NOCTI Tests / Testing Guidelines

The National Occupational Competency Testing Institute (NOCTI) will be offered to all seniors.

The test dates are:

NOCTI: **March 10 & 11, 2026** for the written section and **April 9, 2026** for the practical section.

Instructors are not involved in administering NOCTI testing, but play an important role in preparing students for the testing by:

- Reviewing the testing (assessment) blueprints
- Incorporating information into instruction
- Reviewing pre-test (assessment) results and targeting areas for improvement for individual students and the testing

group

Instructors:

- Your access to testing questions and jobs is prohibited and is considered a breach of security.
- You will verify all shop areas, machines, etc. are adequately set up for testing.
- You should be accessible, but not in the testing area, during the testing administration for liability purposes and to assist with the tasks that the evaluator cannot do (i.e., locate extra materials, shut off power, give a student a pass, etc.)
- You should NOT proctor or evaluate NOCTI testing under any circumstances
- You should direct all students who wish to drive on testing days to the Safety and Attendance Officer to obtain proper driving passes
- Students must remain at the Career Center until their normal dismissal time
- Morning students must return to their sending schools after their Career Center dismissal

Director of Student Services:

- Ensure all Instructors are supplied with Assessment Blueprints and Study Guides. The Pre-NOCTI testing will be held on **September 23 & 24, 2025**.

Non-Discrimination Policy

The Clarion County Career Center will not discriminate in its educational programs, activities or employment practices, based on race, color, national origin, sex, sexual orientation, disability, age, religion, ancestry, union membership, creed, marital status, veteran's status or any legally protected classification. Announcement of this policy is in accordance with state and federal laws, including Title IX of the Education Amendments of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990.

The Clarion County Career Center employees and participants who have an inquiry or complaint of harassment or discrimination, or who need information about accommodations for persons with disabilities, should contact the Paula Davis, Title IX Coordinator, Clarion County Career Center, 447 Career Lane, Shippensburg, PA 16254, telephone 814-226-4391 or pdavis@clarioncte.org

Occupational Advisory Committee (OAC)

An Occupational Advisory Committee shall be established for each technical educational course. The use of the advisory committees enables educational authorities to build programs that are based on the real needs of the community.

The committee shall meet according to the following:

- Fall meeting must be completed by **October 24, 2025**.
- Spring meeting must be completed by **April 24, 2026**.
- An agenda will be provided to the committee members and the Director prior to the meeting date

Instructor Responsibilities:

- Responsible for the continuing function of the Occupational Advisory Committee for their shop
- To maintain correct and current OAC member contact information
- To notify members of the upcoming meeting
- Must submit minutes of all meetings within one week of the meeting on the official minutes form.
 - Official action needed: suggestions, concerns, etc. need to be highlighted in minutes and submitted to the Director for response, in order to present to the JOC for further action.

The meetings are to follow parliamentary procedure guidelines.

The advisory committee is to make recommendations and suggestions.

FOCUS OF FALL MEETING:

- Overview of OAC Roles & Objectives
- Equipment & Supply Recommendations *APE Document
- Curriculum & Task List Review *APTE Document
- Industry Certifications
- NOCTI
- Letters of Support

FOCUS OF SPRING MEETING:

- Facilities/Safety *APTE Document
- Safety
- Job Opportunities, Internships, Job Shadow Opportunities
- Letters of Support

Outside Communications

All outside communications such as: news releases, promotional articles, web sites, flyers, Facebook, publications, catalogs, advertising of any kind, etc. shall be emailed to the Confidential Secretary (for review/proofing) and the Director for **approval** prior to submitting any media.

Parent Contact

Instructors are required to maintain evidence of **all** Parent/Guardian contact. These records must be kept to be used in the Instructor's Educator Effectiveness review. Reasons for a parent contact include, but are not limited to the following: informing the parent regarding positive or negative behaviors, student achievements, academic concern, academic improvements, safety concerns, violations of the discipline code, or excessive absences. Contact **must** be made by one or more of the following; phone, e-mail via Jupiter Grades, letter, or parent conference.

Requirement:

Each instructor is required to document all parent/guardian contact in Jupiter Grades. **For the 2025-2026 school year, each instructor must submit evidence of having initiated contact with a minimum of 50% of the parents/guardians per grading period.** This is part of your professional responsibilities under the Danielson Framework. **Contacts must be logged in the messages or log sections of Jupiter Grades.**

Parent/Teachers Conference

Parent/teacher conferences may be initiated by the Parent/Guardian, Director or Director of Student Services.

1. The Instructor should be informed that a conference is to be held.
 - a. The conference should be scheduled with the Instructor to have the least impact on the daily schedule for that Instructor's class.
 - b. Conferences or IEP meetings, if scheduled by an outside source such as the IU or the sending school Special Education Department, may not have as much flexibility in scheduling to meet the schedule of the Instructor.
2. If necessary, a substitute (instructional aides, if available) will be used to cover a classroom while the Instructor is in the meeting.
3. The Director or Student Services Director will be made available if requested by the Instructor.

All staff are encouraged to view parent conferences as a way of providing positive communication to a parent on the performance of their student in class. The parent conference is also a way to seek input from the parent to learn more about

the student's personality and individualized needs in order to help the student promote positive attitudes.

Pay Schedule

Paychecks will be directly deposited by the 15th & 30th of each month, unless these dates fall on a legal holiday or the weekend. In those instances, paychecks will be directly deposited on the preceding business day.

Peer Mentoring Program

The mission of the Peer Mentoring Program is to ease the transition by providing a mentor group to build relationships with accomplished students who will provide support and guidance, resulting in increased engagement translating into greater success socially and academically.

Goals/Outcomes:

The Peer Mentoring Program will provide students with strong mentor relationship that will positively influence their success at the Career Center.

The Peer Mentoring Program will increase inclusivity of students in each CTE program.

The Peer Mentoring Program will improve student retention at the Career Center.

The Peer Mentoring Program will increase student enrollment

Overview:

A diverse group of accomplished mentors is created from staff recommendations and provided with expectations and responsibilities in the role as a mentor.

Mentees are referred to the program through staff recommendations and self-referrals.

Mentors will meet with mentees as needed throughout the school year.

Mentors will address any concerns or issues with the Student Services Director.

Power Failure

Procedure in the event of a power failure:

- Stop all activities if you are in an area that becomes dark or dimly lit.
- Do not use any hand tools.
- Do not go into the hallway or outside.
- Remain quiet

Instructor's Responsibility: Remain with your students for the entire duration of the power failure.

Student's Responsibility: Stay calm and quiet; any student creating a disturbance will be subject to discipline.

Professional Adult/Student Boundaries

Board Policy 824 – Maintaining Professional Adult/Student Boundaries (New policy 12/22/20)

Authority

This policy applies to school (center) employees, volunteers, student teachers, and independent contractors and their employees who interact with students or are present on school (center) grounds. For purposes of this policy, such individuals are referred to collectively as **adults**. The term adults as used in this policy, does not include school (center) students who perform services on a volunteer or compensated basis.

All adults shall be expected to maintain professional, moral and ethical relationships with school (center) students that are conducive to an effective, safe learning environment. This policy addresses a range of behaviors that include not only obviously unlawful or improper interactions with students, but also precursor grooming and other boundary-blurring behaviors that can lead to more egregious misconduct.

The Joint Operating Committee directs that all adults shall be informed of conduct that is prohibited and the disciplinary actions that may be applied for violation of Joint Operating Committee policies, administrative regulations, rules and procedures.

This policy is not intended to interfere with appropriate pre-existing personal relationships between adults and students and their families that exist independently of the school (center) or to interfere with participation in civic, religious or other outside organizations that include school (center) students.

Definition

For purposes of this policy, **legitimate educational reasons** include matters or communications related to teaching, counseling, athletics, extracurricular activities, treatment of a student's physical injury or other medical needs, school (center) administration or other purposes within the scope of the adult's job duties.

Delegation of Responsibility

The Administrative Director or designee shall annually inform students, parents/guardians, and all adults regarding the contents of this Joint Operating Committee policy through employee and student handbooks, posting on the school (center) website, and by other appropriate methods.

The building principal or designee shall be available to answer questions about behaviors or activities that may violate professional boundaries as defined in this policy.

Guidelines

Independent contractors doing business with the school (center) shall ensure that their employees who have interaction with students or are present on school (center) grounds are informed of the provisions of this policy.

Adults shall establish and maintaining appropriate personal boundaries with students and not engage in any behavior that is prohibited by this policy or that creates the appearance of prohibited behavior.

Prohibited Conduct

Romantic or Sexual Relationships:

Adults shall be prohibited from dating, courting, or entering into or attempting to form a romantic or sexual relationship with any student enrolled in the school (center), regardless of the student's age. Students of any age are not legally capable of consenting to romantic or sexual interactions with adults.

Prohibited romantic or sexual interaction involving students includes, but is not limited to:

1. Sexual physical contact
2. Romantic flirtation, propositions, or sexual remarks
3. Sexual slurs, leering, epithets, sexual or derogatory comments
4. Personal comments about a student's body
5. Sexual jokes, notes, stories, drawings, gestures or pictures
6. Spreading sexual or romantic rumors
7. Touching a student's body or clothes in a sexual or intimate way
8. Accepting massages, or offering or giving massages other than in the course of injury care administered by an athletic trainer, coach, or health care provider.
9. Restricting a student's freedom of movement in a sexually intimidating or provocative manner

10. Displaying or transmitting sexual objects, pictures, or depictions

Social Interactions:

In order to maintain professional boundaries, adults shall ensure that their interactions with students are appropriate.

Examples of prohibited conduct that violates professional boundaries include, but are not limited to:

1. Disclosing personal, sexual, family, employment concerns or other private matters to one or more students.
2. Exchanging notes, emails or other communications of a personal nature with a student.
3. Giving personal gifts, cards or letters to a student without written approval from the Director.
4. Touching students without a legitimate educational reason. (Reasons could include the need for assistance when injured, appropriate coaching instruction, or appropriate music instruction.)
5. Singling out a particular student or students for personal attention or friendship beyond the ordinary professional adult-student relationship.
6. Taking a student out of class without a legitimate educational reason.
7. Being alone with a student behind closed doors without a legitimate educational reason.
8. Initiating or extending contact with a student beyond the school day or outside of class times without a legitimate educational reason.
9. Sending or accompanying a student on personal errands.
10. Inviting a student to the adult's home.
11. Going to a student's home without a legitimate educational reason.
12. Taking a student on outings without prior notification to and approval from both the parent/ guardian and the Director.
13. Giving a student a ride alone in a vehicle in a nonemergency situation without prior notification to and approval from both the parent/guardian and the Director.
14. Addressing students or permitting students to address adults with personalized terms of endearment, pet names, or otherwise in an overly familiar manner.
15. Telling a student personal secrets or sharing personal secrets with a student.
16. For adults who are not guidance/counseling staff, psychologists, social workers or other adults with designated responsibilities to counsel students, encouraging students to confide their personal or family problems and/or relationships. If a student initiates such discussions, the student should be referred to the appropriate school resource.
17. Furnishing alcohol, drugs, tobacco to a student or being present where any student is consuming these substances.
18. Engaging in harassing or discriminatory conduct prohibited by other school (center) policies or by state or federal law and regulations.

Electronic Communications:

For purposes of this policy, electronic communication shall mean a communication transmitted by means of an electronic device including, but not limited to, a telephone, cellular telephone, computer, computer network, personal data assistant or pager. Electronic communications include, but are not limited to, emails, instant messages and communications made by means of an internet website, including social media and other networking websites.

As with other forms of communication, when communicating electronically, adults shall maintain professional boundaries with students.

Electronic communication with students shall be for legitimate educational reasons only.

When available, school (center)-provided email or other school (center)-provided communication devices shall be used when communicating electronically with students. The use of school (center)-provided email or other school (center)-provided communication devices shall be in accordance with school (center) policies and procedures.

All electronic communications from coaches and advisors to team or club members shall be sent in a single communication to all participating team or club members, except for communications concerning an individual student's medical or academic privacy matters, in which case the communications will be copies to the building principal. In the case of sports teams under the direction of the Athletic Director, such medical or academic communications shall also be copied to the Athletic Director.

Adults shall not follow or accept requests for current students to be friends or connections on personal social networking sites and shall not create any networking site for communication with students other than those provided by the school (center) for this purpose, without the prior written approval of the Director.

Exceptions:

An emergency situation or a legitimate educational reason may justify deviation from professional boundaries set out in this policy. The adult shall be prepared to articulate the reason for any deviation from the requirements of this policy and must demonstrate that s/he has maintained an appropriate relationship with the student.

Under no circumstances will an educational or other reason justify deviation from the "Romantic and Sexual Relationships" section of this policy.

There will be circumstances where personal relationships develop between an adult and a student's family, e.g. when their children become friends. This policy is not intended to interfere with such relationships or to limit activities that are normally consistent with such relationships. Adults are strongly encouraged to maintain professional boundaries appropriate to the nature of the activity.

It is understood that many adults are involved in various other roles in the community through non-school (center)-related civic, religious, athletic, scouting or other organizations and programs whose participants may include school (center) students. Such community involvement is commendable, and this policy is not intended to interfere with or restrict an adult's ability to serve in those roles. However, adults are strongly encouraged to maintain professional boundaries appropriate to the nature of the activity with regard to all youth with whom they interact in the course of their community involvement.

Reporting Inappropriate or Suspicious Conduct:

Any person, including a student, who has concerns about or is uncomfortable with a relationship or interaction between an adult and a student, shall immediately notify the Administrative Director or other administrator.

All school (center) employees, independent contractors and volunteers who have reasonable cause to suspect that a child is a victim of child abuse, shall immediately report the suspected abuse, in accordance with applicable law, regulations and Joint Operating Committee policy.

An educator who knows of any action, inaction or conduct which constitutes sexual abuse or exploitation or sexual misconduct under the Educator Discipline Act shall report such misconduct to the Pennsylvania Department of Education of the required form, and shall report such misconduct to the Administrative Director and his/her immediate supervisor, within fifteen (15) days of discovery of such misconduct.

If the Administrative Director or designee reasonably suspects that conduct being reported involves an incident required to be reported under the Child Protective Services Law, the Educator Discipline Act or the Safe Schools Act, Operating Committee policy.

It is a violation of this policy to retaliate against any person for reporting any action pursuant to this policy or for participating as a witness in any related investigation or hearing.

Investigation:

Allegations of inappropriate conduct shall be promptly investigated in accordance with the procedures utilized for complaints of harassment.

It is understood that some reports made pursuant to this policy will be based on rumors or misunderstandings; the mere fact that the reported adult is cleared of any wrongdoing shall not result in disciplinary action against the report or any witnesses. If as the result of an investigation any individual, including the reported adult, the reporter, or a witness is found to have intentionally provided false information in making the report or during the investigation or hearings related to the report, or if any individual intentionally obstructs the investigation or hearings, this may be addressed as a violation of this policy and other applicable laws, regulations and school (center) policies. Obstruction includes, but is not limited to, violation of “no contact” orders given to the reported adult, attempting to alter or influence witness testimony, and destruction of or hiding evidence.

Disciplinary Action:

A school (center) employee who violates this policy may be subject to disciplinary action, up to and including termination, in accordance with all applicable school (center) disciplinary policies and procedures.

A volunteer, student teacher, or independent contractor or an employee of an independent contractor who violates this policy may be prohibited from working or serving in the school (center) for an appropriate period of time or permanently, as determined by the Administrative Director or designee.

Training:

The school (center) shall provide training with respect to the provisions of this policy to current and new school (center) employees, volunteers and student teachers subject to this policy.

The school (center), at its sole discretion, may require independent contractors and their employees who interact with students or are present on school grounds to receive training on this policy and related procedures.

Progress Reports

A **Progress Report** form is to be completed for all students with a grade of **75% or below** at the mid-point of the nine-week grading period. Progress reports can be sent at the discretion of the instructor for other reasons beyond a grade 75% or lower. Complete the Progress Report using the online form, which is found on *Google Drive: FORMS-CCCC*. Instructors will either print copies of the Progress Reports or email them to the Confidential Secretary.

Copies of the report will be distributed to:

- Parent/Guardian
- Sending School Principal & Counselors
- CCCC Student Services Director
- Director of CCCC
- Student file

An unsatisfactory report is an indication that the student is in danger of receiving a failing grade for the next report period if his/her work does not improve.

Submission dates will be posted on the staff monthly calendar for when to submit these reports to the Confidential Secretary. Monthly calendar and the Progress Report form can be found on: *Google Drive: FORMS-CCCC*.

Purchase Requisition / School Credit Card

A **Purchase Requisition** form (refer to *Google Drive: FORMS-CCCC*) is to be completed for all purchases and given to the Business Manager with a copy of the invoice. An email is to be submitted to the Business Manager and Director determine if funds are available, for all purchases outside of normal supply ordering and/or when the total purchase amount is over \$100.

Purchase requisitions need to state:

- the educational value
- vendor (complete name, address, phone number and fax number)
- amount of purchase

Do not place any order that is outside of the normal supply order or a total purchase over \$100 without prior approval through from the Director or Business Manager. Failure to do so – the employee will be responsible to pay for items ordered.

The Director will make the final decision on all purchases.

Shop specific items should be purchased by the Instructor. **Employees are to compare prices from at least two vendors to ensure they are ordering from the lowest cost vendor.**

Employees that use their assigned school credit card must follow and sign off on the established guidelines.

- You must tell the vendor the sale is tax exempt before it is finalized.
- If tax is charged it is your responsibility to have it removed or reimburse the school.
- Failure to comply with procurement card rules/usage will result in termination of card usage.
- If the item or total order is greater than \$100, you must obtain prior approval from the Director or Business Manager.
- Do not use the school credit card if the vendor charges a service fee unless permission is received from the Business Manager.

Immediate purchase needs may not require prior approval and will be reviewed on a case-by-case basis by the Director.

All staff must check in the warehouse for the item prior to purchase and ask the Business Manager if the item is available prior to the purchase.

Returns

All items that are to be returned to the vendor must be completed **by the person who ordered the item.**

Safety

Career Center staff will follow Act 116 - Pennsylvania Eye Safety; providing for the use of eye protective devices by persons engaged in hazardous activities or exposed to known dangers in schools shall wear industrial quality eye protective devices at all times while engaged in such activities or exposed to such dangers. The individual instructor is responsible for holding safety classes for all students. Shop safety is the single most important lesson that you teach. Please plan these lessons and document their completion. **Staff must follow all shop safety rules including the use of ear and eye protection per shop rules.**

The following technical education standards shall be met:

- Safety instruction is practiced in the shop and classroom. Performance objective plan shall reflect evidence of safety presentations.
- Student safety instruction with 100% score on written tests is required for each student, each year in the program.
- Equipment guards and personal safety devices are in place and used.
- Workstations are barrier-free ensuring accessibility and safety under Section 504 of the Rehabilitations Act of 1973.
- Provisions are made for safe practices to meet individual educational needs of handicapped persons under Section 504 of the Rehabilitations Act of 1973.
- Storage of materials and supplies meets safety codes and guidelines.

A signed safety completion form is required in each program for every student, each year, and must be kept on file. This is a liability issue that must be done yearly without fail. Returning students who need safety equipment may purchase hard hats and safety glasses from the Nurse.

Public schools are to be locked at all times during school hours. This means that outside doors/man doors and garage doors are not to be left unlocked or open. They can be opened to enter and exit or bring materials/vehicles in or out of the building but are not to be kept open, even if you are standing at or near the door. Also, when students need to go outside to work, they must be supervised by an instructor or instructional aide *at all times*. Staff are required to take a radio outside when working with/supervising students. The office is to be notified when staff and students are working outside to allow notification in the case of an emergency.

All classroom doors (hallway) must be locked upon arrival of students and remain locked until students are dismissed. When a student(s) leaves the classroom for any reason, the door will remain locked and the door opened for them upon their return.

Staff are to keep the emergency radio with them at all times during school hours. This includes instructors, instructional aides, cooperative education coordinator, nurse (health, safety & attendance officer), office receptionist, confidential secretary, business manager, Student Services Director, maintenance, custodian, SPO, and the Director of CTE.

Threat Assessment/School Safety & Security Team

Clarion County Career Center has a Threat Assessment/School Safety & Security Team whose purpose is to evaluate and investigate, on a case-by-case basis, whether situations, actions, and behaviors could result in a significant risk to the health and safety of individuals within a school community. Determinations will be based on reasonable judgment relying on the best available objective evidence to determine the nature, duration, and severity of the risk; the probability that potential injury will occur; and whether reasonable modifications of policies, practices, or procedures could mitigate the risk.

Students, parents/guardians, and staff are encouraged to report concerns to the Director, a member of the Threat Assessment Team, a trusted adult, or through the Safe2Say Something Program

- By submitting an anonymous tip online at <https://www.safe2saypa.org/>
- By calling 1-844-SAF2SAY (1-844-723-2729)
- By submitting a tip using the Safe2Say app on a mobile device

***All reports of concern will be kept confidential.**

Examples of At-Risk Behaviors to Report

- Communication or behavior that suggests a person may intend to harm themselves or someone else
 - Expressed verbally, in writing, on social media, electronically, gestures, or acts
- Behavior that is not typical for the person or situation and causes concern for the safety of those involved
 - Stalking
 - Fixation with weapons or violence, hate groups, terrorism
- Behavior or statements that are threatening, unusual or bizarre behavior that causes a person to fear injury or harm
 - Physical or verbal intimidation
 - Gestures that cause fear
- Statements, writings, drawings of plans to cause harm to another person or group of people
- Physical violence towards a person or property
- Direct or indirect threats of violence
- Bullying that continues after interventions by administration to stop the behavior

Examples of Information to Include with Report

- Details of the concern being reported
- Name of the individual(s) involved
 - Location of the individual(s) involved
- Behaviors, verbal and/or written statements of threats of violence
- Weapons involved
 - Where weapon was last seen/location of the weapon
 - Are the weapons secure

Safety Action Team (Staff)

A safety action team has been established consisting of staff members. Safety meetings are held monthly. If a safety issue arises, please contact the Safety Action Team Chairman.

Salespersons or Agents

Instructors should not encourage salespersons to interfere with instruction.

Salespersons/agents are **not** permitted to solicit **at any time during class hours**. All salespersons shall check in at the main office.

All phone calls will be sent to the Instructor's voicemail during the school day.

School Police Officer

A school police officer is a law enforcement officer assigned to work in and around the Career Center campus with the main role to provide additional safety for students, staff, and visitors while creating a positive, respectful school environment. The SPO serves to help protect students, staff, and visitors from potential threats or emergencies, build trust with students, educate about safety, laws and good decision making, and assist in emergency drills and emergency response planning.

Security Alerts

In the event of an emergency situation within the Clarion County Career Center, information will be provided to the parents and members of the community as soon as, and as often as possible. The Career Center will utilize its web site, letters home, phone chains, OneCall Now system, Navigate 360, and other communication vehicles whenever necessary.

These communication methods will be utilized when the following situations affect the Career Center:

- Severe weather emergencies (not regular delays or cancellations)
- National or world catastrophic events
- Medical situations (such as flu epidemics or pandemics)
- Changes to the instructional day
- Career Center events
- Emergency Notifications

Security of Student Belongings

Remind your students that security of their belongings is their responsibility. Valuables should not be left in lockers or unattended. Students should be reminded to keep their lockers locked at all times.

Locks provided to students and lockers are the property of the school and subject to inspection as determined necessary or appropriate. If a student uses non-school locks, a duplicate key or combination must be provided to the instructor.

Instructors and/or instructional aides are to check student lockers once each nine weeks for neatness and contents, with the student in attendance. Be particularly alert to inappropriate materials/projects, tools or weapons.

Shared Facilities

The Career Center is used for a variety of purposes other than the education of high school students.

To request use of space in the facility (CCCC Staff):

1. Email the Receptionist with the specifics of the request, (i.e. date, time, location, equipment needed).
2. The Receptionist will check the Facilities calendar to be sure that no other events are scheduled for the date/time/location.
3. If available, the request will be scheduled on the Facilities calendar.
 - a. Maintenance will be included on the calendar event screen to allow all maintenance staff to be aware of the request.

Also, be advised to secure any school/personal items for after-hours use of the building.

Use of Facilities (External Request)

Board Policy #707 - Use of Center Facilities

A **Facilities Use Application** form (refer to *Google Drive: FORMS-CCCC*) must be completed by any external party (non-CCCC staff) requesting use of the building.

1. Submit form to the Director
2. The request will be included on the next scheduled J.O.C. meeting for approval if needed
3. The Director or designee will notify the external party if request has been approved and of the rental fee due.
4. A copy of the form will be posted in the office.
5. The Director or designee will email details of facility request to the Receptionist, in order for information to be added to the Facility calendar on the system.

Sign In/Out – Staff Hours

7:50am – 3:20pm – Instructors, Full-time Instructional Aides, and Nurse

8:20am – 2:50pm – Part-time Instructional Aides

7:30am – 3:30pm – Administration and Main Office

6:30am – 2:30pm – Maintenance *6:00am–2pm during winter (Thanksgiving through end of March)

1:00pm – 9:00pm – Maintenance

3:00pm – 8:00pm – Custodial (*Hours subject to change in the event of Adult Education classes ending past 8:00pm.)

It is very important that you record your actual arrival/departure time anytime you are working in the building using the Hall Pass system and anytime you leave the building during school hours. It is not permitted to have another staff member sign in or out of the Hall Pass system for another staff member. Time can be recorded by using your assigned blue fob or by entering your last name on the screen and indicating “Check-In” or “Check-Out”.

Staff are only to use the main entrance or the door at the end of the Allied Health hallway. At no time should outside shop doors be left unlocked to gain access to the building or used to enter the school at the start of the day or if a staff person left the building during the work day.

Snow Delays and Closings

The Career Center will delay when all **three** morning sending districts delay.

The Career Center will close when **four** sending districts close.

When there is a school delay, the Career Center staff should be here by **9:00 a.m.** unless otherwise contacted. Staff will be notified via OneCall Now automated system or the Emergency Call Schedule

Social Activities

Recognizing social activities as a vital part of the CCCC program, a social classroom activity is permitted the day before the Winter Break. Movies or video presentations must be rated PG and pre-approved by the Director. An end of year social activity will be held on a designated day approved by the Director.

- Each instructor will plan the social activities for his/her students and ensure adequate supervision of the activities.
- Students will not be permitted to roam the school grounds or visit unsupervised areas. **Instructors must know the whereabouts of their students at all times.**
- No students will be permitted to leave the building to purchase food or beverages for use in the classroom. All food must be brought to the room prior to the start of classes. **Student food allergies must be taken into consideration when planning food for these activities.
- Instructors are not to leave the building for food orders during instructional times.
- Student driving policy prevails – Upon a written request by an Instructor, a student driving pass may be approved by the Director or designee (specify reason for special driving permit).
- Clean-up will be the responsibility of each Instructor and his/her class.
- All decorations must be removed before the winter holiday break and at the end of the year.
- If there is to be an exchange of gifts, make sure all students are participating and no student is left out because of financial reasons.
- Instructors **MUST** supervise their students during **ALL** school activities in and outside of the building.

Social Networking

The Career Center recognizes the importance of Social Networking in personal and professional communications. This policy is intended to assist the employee and student in navigating the fast-changing landscape of the internet, blogging, and social networking sites. This policy is intended to assist the employee in making good decisions when communicating and obtaining information online in accordance with Career Center policies. It is the right and duty of Clarion County Career Center to protect itself from unauthorized disclosure of information. Clarion County Career Center social networking policy applies to all students, faculty and staff. Employees are reminded that they are professionals and are representatives of the Career Center and the community in all aspects of their lives and should conduct themselves publicly in accordance with the responsibilities of public service. Students are reminded that they will soon be professionals and should consider the impact of social networking on their future job opportunities. This policy includes rules and guidelines for authorized social networking and personal social networking.

General Provisions

Blogging or other forms of social media or technology include but are not limited to video or wiki postings, sites such as Facebook or Twitter, chat rooms, personal blogs or other similar forms of online journals, diaries, personal newsletters or discussion forums whether or not they are affiliated with the Clarion County Career Center.

Unless specifically instructed, faculty and students are not authorized to speak on behalf of Clarion County Career Center and/or the Practical Nursing Program. Students may not publicly discuss clients, clinical sites, faculty, staff or any other school related matters, whether confidential or not, outside of the Clarion County Career Center. Clarion County Career Center faculty, employees and students are prohibited from disclosing personal information and any other proprietary and nonpublic

information to which students and faculty have access. Such information includes, but is not limited to, curriculum, exams, financial information and strategic plans.

Personal Blogs and Social Networking Sites

The Clarion County Career Center respects the rights of students, faculty and employees to write blogs and use social networking sites and does not want to discourage students and faculty from self-publishing and self-expression. Students and faculty are expected to follow the guidelines and policies set forth in Board Policy #815, the Acceptable Use of Internet, Computers and Network Resources, and in any other applicable Career Center policies.

Comments are a major part of the social networking environment; however, employees and students should approve all comments before they appear to ensure appropriateness. This allows the employee or student to delete any spam comments, block inappropriate posts, and delete any offensive or frivolous comments.

Employees should not permit students to comment on their personal social networking page or blog.

Bloggers and those persons making comments are personally responsible for their commentary on blogs and social networking sites and may be held personally liable for commentary that is professionally inappropriate, considered defamatory, obscene, proprietary or libelous by any offended party, not just the Clarion County Career Center. However, employees and students are responsible for regulating content on their blogs and social networking profiles and may be held responsible for any inappropriate postings made by third parties.

Students cannot use Clarion County Career Center owned equipment, including computers, licensed software or other electronic equipment, nor facilities or school time, to conduct personal blogging or social networking activities.

Under no circumstances shall the use of social networking activities interfere with an employee's work obligations. These sites should only be accessed and used during the employee's personal time. Students are not permitted to access blogs or social networking sites during the school day without the express permission of a Career Center representative.

Employees and students cannot use blogs or social networking sites to harass, threaten, discriminate or disparage against other students, faculty or anyone associated with or doing business with Clarion County Career Center.

Employees and Students should be aware that even privacy settings are not fool-proof. Search engines can turn up posts and pictures years after they have been published to the internet. Sites such as Google constantly crawl the web and archive websites, allowing them to continue to be viewed even after the information has been removed or the site terminated. Employees and students should not post when they feel angry or passionate about a subject and should wait until they calm down if they are going to reply or post on any blog or social networking page.

Employees and students should both exercise care in the photos of themselves that they post to blogs or social networking sites. Employees should only share pictures that they would be comfortable being viewed by the parents of Career Center students or their employer. Employees should check pictures posted by their friends to ensure that a search for the employee's name does not bring up images of the employee that they themselves did not post. Students should also recognize these same issues and be aware that once photos are online, they are there forever. Students should exercise care in posting photos online, as one cannot be sure how the photo will reappear in the future or be used by another person.

As a general guideline, employees and students should take care not post anything that they would not want to read in a newspaper or on a billboard.

Associating Yourself with the Career Center

If you choose to identify yourself as a Clarion County Career Center student or employee, please understand that some readers may view you as a spokesperson for the Career Center. Because of this possibility, we ask that you state that your views expressed in your blog or social networking area are your own and not those of Clarion County Career Center Students may use language similar to the language provided in this section for employees. Employees who write about political, social,

cultural, or education-related matters should conspicuously include a disclaimer on their site that provides as follows: *“The views expressed in [webpage, blog, or social media format] are mine alone and do not necessarily reflect the views of the Clarion County Career Center.”* Employees should be aware that parents and community members may view their blogs and/or social networking profiles; therefore, the employee should be cautious when placing the details of their personal life on any internet site.

Under no circumstances shall employees use the Career Center’s name to promote or endorse any product, cause, or political party or candidate.

Copyright and Liability

Under no circumstances may an employee or a student use the name, trademark or logos of Clarion County Career Center or any business with connection to Clarion County Career Center without the express written consent of the Career Center and/or the associated business. Employees and students are strictly prohibited from posting any privileged or confidential information of, about, owned, or possessed by the Clarion County Career Center including but not limited to any copyrighted information or school issued documents.

Employees are strictly prohibited from posting photographs of students, instructors, clients, clinical sites, and persons engaged in clinical practice at Clarion County Career Center without the express written consent of the Career Center and/or the subject of the photograph. Students are strictly prohibited from posting photographs of other students and instructors without the express written consent of the subject(s). Students may not, under any circumstances, post photographs of clients, clinical sites, and persons engaged in clinical practice at the Clarion County Career Center.

Students cannot post on personal blogs and social networking sites any advertisements for or photographs of nursing classes.

All social media users are liable for what they post on their own site and on the sites of others. Individual bloggers and social media users have been held liable for commentary deemed to be proprietary, copyrighted, defamatory, libelous, or obscene (as defined by law). Employees and students should be aware that the Career Center may conduct web searches in order to determine if the Career Center, its Programs, its Logo, or other materials prohibited from posting by law or under this policy are being used or referenced in an inappropriate or illegal manner. As a representative of the Career Center, employees should be aware that their postings may be viewed by students and parents. If an employee’s postings are inappropriate, the employee may be subject to discipline as appropriate. All employees and students should remember that images, posts, and comments posted on blogs and social networking sites reflect on you, and the Career Center. Employees and students must respect all copyright laws and must reference or cite all sources as required by law.

Interaction with Students through Social Networking

Career Center employees are prohibited from becoming “friends” with or “follow” students on social networking sites. Further, employees should not engage students on either the employee’s or the student’s blog or social networking page. Employees may not participate in student social networking group pages or utilize these pages to communicate with students.

Anonymity

Career Center employees and students should be honest about their identity when utilizing social networking sites, utilities, and apps. Career Center employees and students should not pretend to be another person while utilizing these sites. Tracking tools enable supposedly anonymous or disguised posts to be traced back to their original authors.

Protect your Identity

While employees and students should be honest about their identity, they should not provide personal information that scam artists or identity thieves could use against them. Do not list your home address, telephone number, work telephone, or e-mail address online. It is a good idea to create a separate e-mail address that is used only with social media sites.

Students and Faculty

Students and faculty are cautioned that they should have no expectation of privacy while using the Internet or while using Clarion County Career Center equipment or facilities for any purpose including authorized blogging. Your postings can be reviewed by anyone, including the administration of the Clarion County Career Center. Clarion County Career Center reserves

the right to monitor comments or discussions about the school, its employees, and clinical sites posted on the Internet by anyone. Clarion County Career Center may use blog-search tools and software to monitor forums such as blogs and other types of personal journals, diaries, personal and business discussion forums, and social networking sites. Clarion County Career Center reserves the right to use content management tools to monitor, review or block content on blogs that violate Clarion County Career Center blogging rules and guidelines.

Under no circumstances should employees discuss situations involving employee or student discipline on their blog or social networking site.

Compliance with Other Policies

All information published by an employee or student on their blog or social networking sites must comply with the Career Center's Acceptable Use and Personal Conduct Policies, to the fullest extent legally permissible. Further, employees must comply with all confidentiality obligations imposed by law, including HIPAA and FERPA.

Acknowledgement

Staff and students are required to sign a written acknowledgement that they have received, read, understood and agreed to comply with the Clarion County Career Center Social Networking policy and any other related policy.

Report Violations

Clarion County Career Center requests and strongly urges faculty and students to report any violations or possible or perceived violations to a faculty member, program instructor, computer technician, or the Clarion County Career Center's Director.

Discipline for Violations

Clarion County Career Center investigates and responds to all reports of violations of the social networking policy and other related policies. Violations of Clarion County Career Center Social Networking Policy will result in disciplinary action up to and including immediate dismissal. The appropriate discipline to be administered will be determined based on the nature and any exaggerating or extenuating factors present regarding any violation of this or other applicable Career Center policies on any blog or social networking post. The Clarion County Career Center reserves the right to take legal action where necessary against students or faculty who engage in prohibited or unlawful conduct.

Staff Meetings

Staff meetings will be posted on the board in the main school office or as announced.

Student Certifications

Cosmetology students taking state boards and Allied Health Students taking Patient Care Tech and Nurse Aide certification tests will need to complete a pre-test and **score at least 80% or better in order for the Career Center to pay the testing fee.** Pre-tests must be kept to document minimum score and made available at the request of the Director. The Career Center will then pay for the certification test one time (pass or fail). All other certification tests, regardless of program, will be paid for by the Career Center.

Student Forms

The forms are to be explained and handed out to all students on the first day of school.

Students are to turn in the forms to their Instructor or Instructional Assistant. When all forms are collected, they are to be brought to the office. Inform the students that all of the forms are due back by **August 29, 2025**. If the forms are not returned by August 29, 2025 the student will not be permitted to participate in curriculum with hands-on activities. The instructors will provide classroom/theory work pertaining to the hands-on curriculum that the student will be missing.

Student Performance Measures

Student Performance Measures are a process to capture student performance data related to LEA selected measures and IEP goals progress that complies with Act 13 of 2020 and Chapter 19 regulations. to document a measure of educator effectiveness based on student achievement of content standards. SPMs are a part of Pennsylvania's multiple-measure, comprehensive system of Educator Effectiveness authorized by Act 82 (HB 1901).

The SPM process provides an approach to action planning and data collection based upon student needs based upon the instructor's determination of student needs and success criteria. Data can be qualitative or quantitative with documentation related to the initial implementation, changes during the school year and overall assessment of student achievement based upon the criteria selected. The SPM process is a dynamic process with collaboration between the instructor and Director. The SPM is accessed through the PAETEP website.

Student Orientation – Instructors

The Career Objectives will be completed by all students prior to working in their shops. Instructors will assist the students in completing the Career Objective during the first week of school. The Career Objective form must be signed by the parent/guardian and returned to the Instructor no later than **August 29, 2025**. The Student Services Director will meet with students on an individual basis during the first nine weeks to discuss the students' career objectives.

Instructors should make students aware of technical organizations that are available in their field.

Substitutes

Unplanned Absence (sick or emergency) – post assignments on Google Classroom and email the assignments and substitute instructions to the Director and Business Manager by 8:00 AM.

Planned Absence (personal, conferences, and scheduled doctors' appointment) - For instructor absences which are planned ahead of time, the instructor must leave written, detailed instructions for student assignments and activities for the substitute including all pertinent details needed to conduct the class. A copy of this is also to be given to the Director and Business Manager.

As "student safety" is of the utmost importance, students **will not be permitted to use power tools, equipment, lifts, welders etc.** unless a plan of action has been put in place with an agreement between the Director, Instructor and Instructional Aide (when Instructional Aide is serving as the substitute). In cases where power tools are not able to be used, students will be permitted to work only in the classroom or on the internet modules for that shop where applicable. Work will be limited to activities approved by the Director.

Guidelines/Checklist- Instructors are responsible for preparing shop guidelines and emergency procedures checklist.

A "Substitute Instructions" document will be completed by the office with important program and school information listed. The assignment/instructions from the program instructor will be attached to this document.

Supervision

Classrooms are never to be left unattended without a Career Center staff member present. Instructors are not to leave the classroom/shop area during instructional time unless there is an emergency or other acceptable reason i.e. (illness, restroom usage, IEP/parent meeting). Students must be supervised when in the classroom and shop area by a faculty member. Unattended students in a classroom can pose a serious risk if an accident should occur during the absence from the class. The administrative staff will periodically visit classrooms, corridors and exterior premises during each day.

Should a need arise for Career Center staff members to leave a class for an emergency he/she must ensure that a professional staff member is present before leaving. (Those available may be an Instructional Aide, Student Services Director, Cooperative Education Coordinator, or the Director.)

Tardiness

Employees must report for work at their assigned start times. Should a situation arise where an employee will be late – they are to notify the Business Manager. Persistent tardiness shall be viewed as a violation of this policy and will result in disciplinary action.

Telephones

Instructors are able to access an outside line by dialing “4” on their telephones. All calls, including 800 and 888 calls, can be accessed by this method.

Staff must refrain from placing or receiving personal and long-distance telephone calls on school phones or on school time except in the event of an emergency. Please notify the business office if you have placed a long-distance personal phone call in order to provide reimbursement to the school.

All phone calls of a non-urgent nature will be sent to the Instructor’s voicemail during the school day.

No student is permitted to use the telephones in the shop areas, unless it is part of their curriculum. They must report to the Nurse Office or Main Office to obtain permission for use of a school phone.

Tobacco Use

For purposes of this policy, tobacco use shall mean all use of tobacco, including cigars, cigarettes, pipes, smokeless tobacco, electronic cigarettes, vape devices, and look-a-like products. (Policy 323)

The Joint Operating Committee prohibits tobacco use by employees in any Career Center buildings and on any property, buses, vans and vehicles that are owned, leased or controlled by the Career Center.

The Joint Operating Committee prohibits tobacco use by employees at Career Center sponsored activities that are held off Career Center property.

The Joint Operating Committee prohibits tobacco use by any person on Career Center property, including the parking lot, driveway, buildings and property and personal vehicles.

Tools and Equipment

The instructor is responsible for the maintenance and security of all tools, equipment, furniture and supplies for his/her shop. This authority cannot be delegated to students.

A spot check of tools and equipment should be conducted after each class session to ensure items are not missing or damaged. Tools and equipment should be set up in a manner to facilitate a visual inventory during clean-up activities. **Toolbox inventory must be done at the midpoint of the school year (at the end of the second nine weeks) and two weeks before the end of the school year. The business office must be notified two weeks prior to the last day of school of any missing or damaged tools, and any outstanding balance for which the student is responsible.**

A well-managed tool room will add significantly to an efficient operation. Establish procedures and follow them consistently. An instructor may choose to assign a student to attend the tools and equipment preferably on a rotating basis and evaluate student performance of the tool room duties. Do not use the tool room assignment as a penalty and ensure that the assigned

students know their responsibilities and have enough work (repair, maintenance or studying theory) to keep them busy.

When a student withdraws from the Career Center prior to the end of the school year, an **immediate** inventory of the student's tools and supplies **MUST** be completed. Proof of the inventory completion must be submitted to the Business Manager within one week of the student's last day at the Career Center.

Tools, equipment, supplies and furniture are not to be removed from the school premises by anyone without authorization of the Director. Movement of major items of equipment within a shop area should be discussed with the Director.

Toolbox Inventory (Auto, Diesel & Construction) and Uniforms (Auto & Diesel)

Automotive, Diesel and Construction Instructors are responsible for completing an inventory of their student's uniforms (AT, DT only) and student toolboxes at the end of the second nine-week period and one to two weeks before the end of the school year (see chart below). Reminders of these dates appear on the monthly school calendars. **The inventories must be turned into the Business Manager indicating only items that are missing.** Students should be encouraged to locate the missing items as soon as possible and not wait until the end of the school year.

Students, who withdraw from the Career Center prior to the end of the school year, must have an **immediate inventory** of all uniforms and tools.

9 Weeks	Complete Inventory	Inventory results due to Business Mgr.
2 nd	1/6/26	1/7/26
4 th	**Final 5/20/26	5/21/26

****** Completing the inventory on 5/20/26 allows students one week to turn in any missing uniforms before the uniform service company's final visit for the school year. Students will wear their personal clothing (preferably older, worn clothes) for the remaining days of school.

Transportation

The transportation of students is the responsibility of each participating school. The bus drivers are primarily responsible for discipline on the buses. Irregularities in bus discipline are to be reported and they will be corrected by the Career Center administration and/or sending school principals.

Vape Detectors

Vaping has become an epidemic among young people and adults. In an attempt to discourage vaping at the Career Center, which violates school policy, the Career Center has the ability to install vape detectors in areas of concern such as bathrooms and locker rooms. These devices will be moved periodically throughout the school year as needed. These devices monitor air quality for evidence of vaping, smoking, and other inhalants. These devices do not contain cameras or audio recording devices. In the event that one of these devices is activated, an alert will be sent to administration, indicating the time, date, and location of the event. These alerts will be investigated and the discipline code followed for violations of this policy.

Vehicle Sign-Out

Scheduling for use of the school van is to be done through the Receptionist. Staff need to schedule use of the van as soon as possible, as there are others that you may need to schedule around.

Visitors

The Director has the overall responsibility and authority to regulate the admission of visitors and oversee their conduct while in the school or on school property. The Director also has the authority to grant or deny a visitor's request to enter the school. Such a decision should be reasonable and consistent with both the needs of the school, its safety and the right of the public to visit the school.

Visitors who violate established procedures regarding visits to schools, whose conduct or behavior in the school jeopardizes the safety of any student or staff, or who endanger school property or interfere with the programs and activities of the school, are subject to immediate removal from the school property by order of the Director. Such visitors are also subject to arrest and prosecution where the law has been violated.

General Procedures:

- Visitors will be required to schedule an appointment to be permitted access to shops/classrooms. *No exceptions.*
- Staff **MUST** notify the office of appointments and provide visitor name and date/time scheduled. Visitors without an appointment may not be granted access to the school.
- Visitors must enter through the secure visitor entrance and leave via the front door.
- The office staff will verify the reason/appointment of the visitor and permit entry as appropriate.
- Each visitor will present a driver's license or photo ID, which will be entered into the Hall Pass system. Visitors will then be granted access to the interior of the school after screening by the Hall Pass System.
- All visitors must wear a printed name badge from the Hall Pass System while in the building or on school grounds.
- The office staff will call the Instructor or staff member to announce the visitor.
- **Visitors must be accompanied by a staff member at all times when in the school. They are never to be left alone with students.** This includes vendors, salespersons, and contractors.
- Prior to leaving, visitors must check in with the office and return the name badge.

Warehouse

1. Only take the item(s) needed – please do not take full boxes of supplies.
2. If the last item/supply is taken, notify the receptionist and Business Manager.
3. Return all unused supplies to the warehouse – where they are stored.
4. Keep the counter area clear – do not leave items on the counter

Withdrawal or Transfer of Students

In some instances, a change in enrollment of a student at the CCCC may become necessary. The sending school, the Career Center or the student may initiate action which can result in either the transfer from one program to another or transfer back to the sending school.

Student Initiated Transfers: Whenever appropriate openings are available students will be allowed to transfer to another program at the Career Center. Appropriate openings shall be defined by the Student Services Director. Acceptable time for transfers is within the first three weeks of the school year or at the start of the next school year. Students who request a transfer to another CTE program for the next school year are required to complete a Student Program Transfer Guidelines request and will be evaluated based upon the guidelines adopted by the Joint Operating Committee.

Transfers at other times are at the discretion of the Director.

The Student Services Director will fill out the transfer forms and notify the appropriate individuals including placing a copy of the transfer form in the student file. The **Entrance-Transfer-Withdrawal** form can be found on *Google Drive: FORMS-CCCC*.

School initiated transfers: The Career Center reserves the right to transfer a student or return the student to the sending school. These school initiated transfers or withdrawals may result from, but not be limited to the following situations:

- Behavior which consistently interferes with the learning or safety of other students.
- Conduct which endangers the safety of students or others.
- Inability to succeed in his/her program. Any student who received a 69% or lower as an “overall” grade in one year will not be permitted to return to the same shop the following year.
- An attendance record which shows an excessive rate of absenteeism or tardiness.

The transfer of students by the Career Center to the sending school results only when other avenues have been exhausted. Transfers from the Career Center to the sending school during the course of the school year will be made only after consultation with sending school officials and the student’s parents.

School initiated transfers will not be permitted for the student if the Instructor does not have sufficient anecdotal recorded backup or sufficient evidence of progressive discipline, safety, academic concerns, or attendance concerns. School initiated transfers will not be permitted for students if their parents have not received prior notification making them aware of the possibility of their child being asked to return to the sending school, e.g. unsatisfactory notices or sufficient evidence of progressive failure.

When a student is withdrawn from the Career Center prior to the end of the school year, an immediate inventory of the student’s tools and supplies MUST be completed. Proof of the inventory completion must be submitted to the Business Manager within one week of the student’s last day at the Career Center.

Work Orders

Live Work

No outside work is to leave the Career Center until the work order has been paid. When completed work orders for vehicles are submitted to the office, the customer keys **must** be attached to the order – **no exceptions**. Unless prior arrangements have been made with the business office, employees must remit payment when work is completed.

The Business Manager **must** be notified of any projects, including vehicle(s) not claimed, **two weeks prior to the last day of school.**

Use of Live Work

To establish the types of work or projects that may be produced in the various shops and defining the authority over such work and creating priorities. All live work with the exception of Cosmetology must have an approved project request form on file before the work begins. **Copies of all invoices MUST be submitted to the Business Manager.**

Automotive Technology:

All service work must relate to the curriculum for the individual shop.

When live work is used, priority is as follows:

1. Student vehicles
2. Parent vehicles
3. Career Center vehicles
4. Faculty vehicles (easily accessible the full instructional day)
5. Home School vehicles
6. General Public vehicles - conditional

Prior to using a vehicle, an Estimate will be completed to show the type of service rendered and approximate time necessary to complete the service. This estimate will include:

- A Disclaimer notifying the customer that students will be working on their vehicle and licensed students may be test driving their vehicles. General repair shop liability language will also be added.
- A listing of possible parts and items to be replaced will be part of the estimate/work order.

- All items or parts to be replaced will be purchased by the owner as indicated by the instructor or purchased by the school and reimbursed by the owner.
- A Shop fee will be assessed. It shall be based on 15% of the prevailing labor rate for the region.
- It is the responsibility of the instructor to create an invoice for all parts purchased and services provided by CCCC and include the shop fee and tax if applicable.
- It will be at the discretion of the instructor on what live work is to be performed based on student ability, curriculum worthiness and overall time management.
- Vehicle/Vehicle Parts Drop Off form must be completed at the onset of work.
 - Form can be found on *Google Drive – FORMS-CCCC*.

Diesel Technology:

All service work must relate to the curriculum for the individual shop.

When live work is used, priority is as follows:

1. Student vehicles
2. Parent vehicles
3. CCCC vehicles
4. Faculty vehicles (easily accessible the full instructional day)
5. Home School vehicles
6. General Public vehicles - conditional

Prior to using a vehicle, an Estimate will be completed to show the type of service rendered and approximate time necessary to complete the service. This estimate will include:

- A Disclaimer notifying the customer that students will be working on their vehicle and licensed students may be test driving their vehicles. General repair shop liability language will also be added.
- A listing of possible parts and items to be replaced will be part of the estimate/work order.
- All items or parts to be replaced will be purchased by the owner as indicated by the instructor or purchased by the school and reimbursed by the owner.
- A Shop fee will be assessed. It shall be based on 15% of the prevailing labor rate for the region.
- It will be at the discretion of the instructor on what live work is to be performed based on student ability, curriculum worthiness and overall time management.
- Vehicle/Vehicle Parts Drop Off form must be completed at the onset of work.
 - Form can be found on *Google Drive – FORMS-CCCC*.

Computer Networking

Items repaired in the Computer Networking program shall be projects whose end result will enhance the skill competence of the students involved. Computers, laptops, tablets, etc. which are brought to the Career Center will be accepted for repair at the discretion of the Instructor with approval from the Director. Items repaired or built by students shall be released at cost plus 15%. There will still be a 15% charge when the customer supplies the materials for a project, which is based on the estimated cost of the materials.

Construction Technology:

Items constructed in the Construction Technology program shall be projects whose end result will enhance the skill competence of the students involved.

In no instance will the project being constructed result in a mass production process by any given student. The shop will be permitted to mass produce a given project as long as different students are involved in the production's experience.

Prior to the production of any project, a bill of materials will be presented to the Director along with an explanation of its value to developing skill competency and its place in their course of study.

The shop program may enter into contract through the Joint Operating Committee to construct projects that would be sold without bid to a contractor. Acceptance is based on instructional value and adherence to Joint Operating Committee policy of avoiding competition with business and industry.

Projects designed and/or constructed by students shall be released at cost plus 15%. There will still be a 15% charge when the customer supplies the materials for a project, which is based on the estimated cost of the materials.

Instructional projects built on a speculative basis will be priced by the instructor with approval from the Director.

Cosmetology:

Individuals using the services of the Cosmetology clinic shall be determined by the instructor. Items used for determination shall include the ability of the student offering the service and the priority of the patron as established by the Joint Operating Committee.

Fees for services are equal to the cost of the product used.

Patron priority shall be as follows:

1. Career Center students and staff
2. Parents of Cosmetology students
3. General Public
4. Arrangements for appointments shall be the responsibility of the student under Instructor's supervision, as part of the instructional program

Culinary Arts and Hospitality:

Items produced in the training kitchen are available for resale to:

- students of the program
- students of school
- Career Center employees
- Sending school districts and their affiliates

Cost shall be food cost plus approximately 15% for all activities

No food shall be removed from the Culinary Arts and Hospitality Instructional Area without prior approval of the Culinary Arts and Hospitality instructor and the Director.

- All such food must be accounted for with a properly signed voucher which states the recipient, the value, purpose, the rate of reimbursement and reason for non-reimbursement, if applicable
- Food lost in instruction is exempt from this policy

Welding & Fabrication:

Items constructed in the Welding Fabrication program shall be projects whose end result will enhance the skill competence of the students involved.

In no instance will the project being constructed result in a mass production process by any given student. The shop will be permitted to mass produce a given project as long as different students are involved in the production's experience.

Prior to the production of any project, a bill of materials will be presented to the administration along with an explanation of its value to developing skill competency and its place in their course of study.

The shop program may enter into contract through the Joint Operating Committee to construct projects that would be sold without bid to a contractor. Acceptance is based on instructional value and adherence to Joint Operating Committee policy of avoiding competition with business and industry.

Projects designed and/or constructed by students shall be released at cost plus 15%. Instructional projects built on a speculative basis will be priced by the instructor with approval from the Director.

Resale of Student Produced Items:

All items produced by the school are to be sold at a price established by this policy. When appropriate, advertising may be used to promote the sale of a product.