



4200 Alabama Highway 79 South – P.O. Box 129
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Policy Manual Additions:

- 3.10.8 Local Supplements
- 5.20 Employee Action by Statute
- 5.21 Employee Social Media Policy
- 7.1.6 Homeschool Policy
- 7.13.3 Early Graduation Policy

3.10.8 Local Supplements – School-related booster or support organizations may fund local supplements for individual Board employees. Such payments may be approved by the Superintendent and/or his designee only if the following conditions are satisfied:

- a) The payment is voted on and approved by the membership of the booster or support organization that proposes to fund the supplement at a regular meeting of the organization;
- b) Funding for the payment must be sufficient to cover benefits, expenses, and other payroll costs, contributions, and liabilities, if any;
- c) The Board of Education accepts no responsibility for the funding source of local supplements. A check and letter of authorization for the payment is sent to the Board no later than the payroll cutoff date for the month in which the payment is to be made;
- d) The payments are accepted by the employee with the understanding that they do not constitute a part of any employment contract, salary schedule, or legal obligation that is enforceable against the Board, and that the Board has no continuing obligation to maintain supplemental payments to any employee that are provided, funded, or underwritten by a booster club, support organization, or similar third party; and
- e) The payments are subject to any payroll deductions that are required by law.

All compensation to board employees must be approved by the Board, regardless of the source of funding.

5.20 Employee Action The Board may suspend or dismiss any person's employment as outlined in The Students First Act of 2011 in the Code of Alabama for the following reasons: (1) incompetency, (2) insubordination, (3) neglect of duty, (4) immorality, (5) justifiable decrease in the number of positions, (6) failure to perform duties in a satisfactory manner, or (7) any other good and just cause. An employee who contests the suspension or termination must follow the procedures outlined in The Students First Act of 2011.

5.21 Employee Social Media Policy Guntersville City Schools recognizes the value of social media, both for personal and professional use. Social media can be a powerful tool for parent/student involvement and communication. Online posts that (1) violate Board policy or federal or state law, (2) lead to a substantial disruption of the school environment, or (3) significantly impede the employee's ability to do their job may lead to disciplinary consequences for the employee up to and including termination.

7.1.6 Home School Enrollment The Guntersville City Board of Education will allow students who have been enrolled in a homeschool program to make an application for enrollment to Guntersville City Schools. Non- Resident students must apply for admission by June 15th. The Guntersville City Board of Education will maintain a screening process to include the approved universal screening tool utilized by each school and a review committee to determine the grade level and/or credits accumulated for the potential student. Students with special circumstances will be considered on an individual basis by the school and board of education administrators.

A student who withdraws from the Guntersville School District to homeschool may not re-enroll until the open enrollment period. (Last day of school year and until June 15).

The Guntersville City Board of Education will allow students who are enrolled in a homeschool program participate in athletics as is permitted by Alabama High School Athletic Association (AHSAA) guidelines. Homeschooled students planning to participate in Guntersville City Schools athletic programs must meet AHSAA guidelines as well as satisfy admission requirements for Guntersville City Schools.

7.13.3 Early Graduation Any high school student who completes the number of credits and other exit standards required by both The State of Alabama and the Guntersville City Board of Education prior to completing eight (8) semesters of high school work may petition the Superintendent and Board of Education to graduate early. The intent of this provision is to provide an opportunity for the student to improve his/her educational or vocational future by graduating with less than eight semesters of attendance in grades nine through twelve. Students with unusual and unique circumstances who would

benefit from early graduation will be considered on an individual basis by the school and board of education administrators. (Effective for the class of 2023.)