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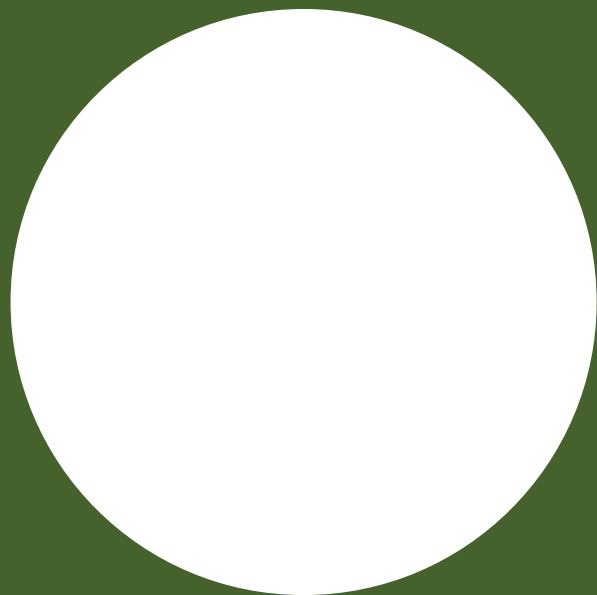
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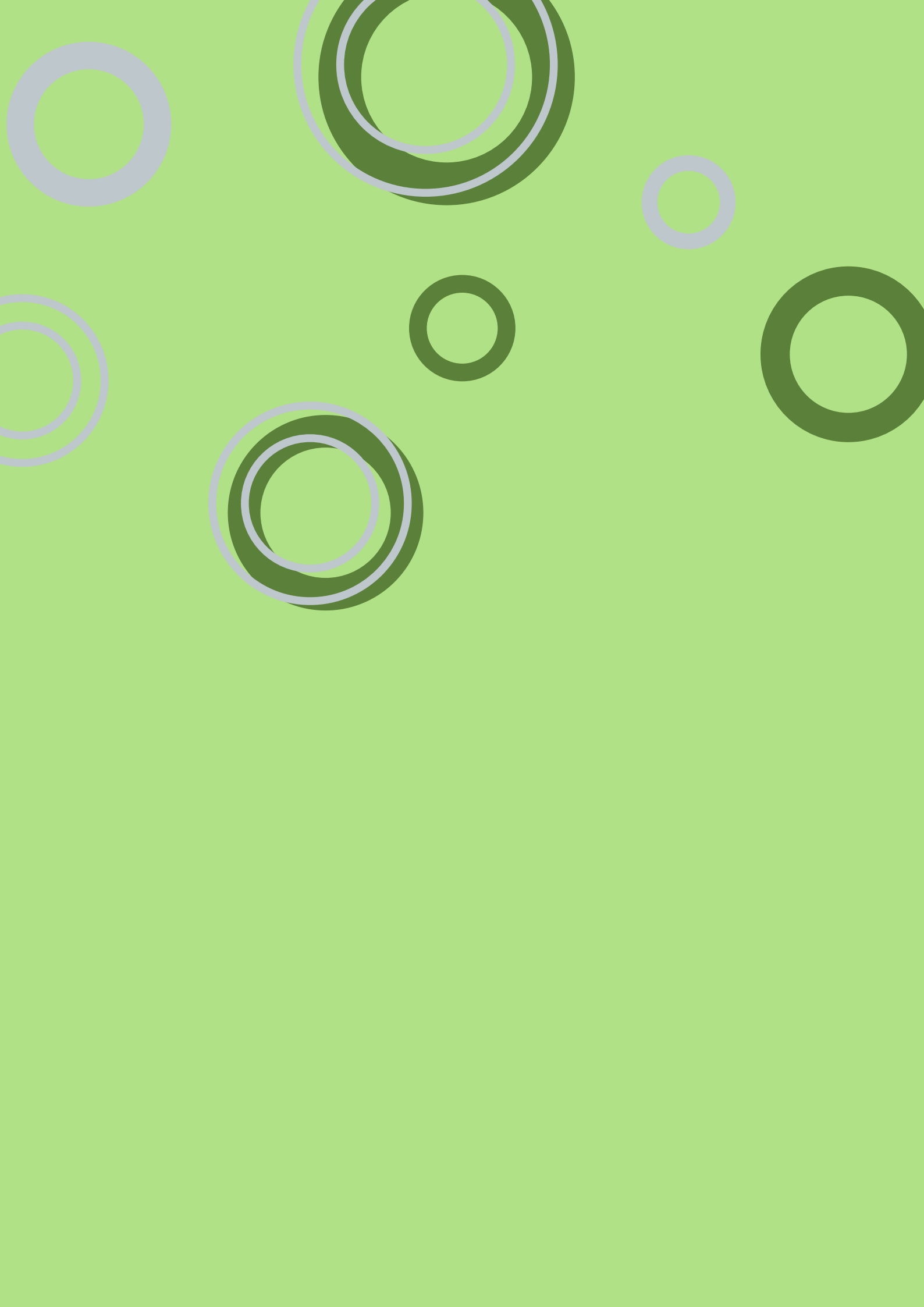
# EMPLOYEE

# HANDBOOK

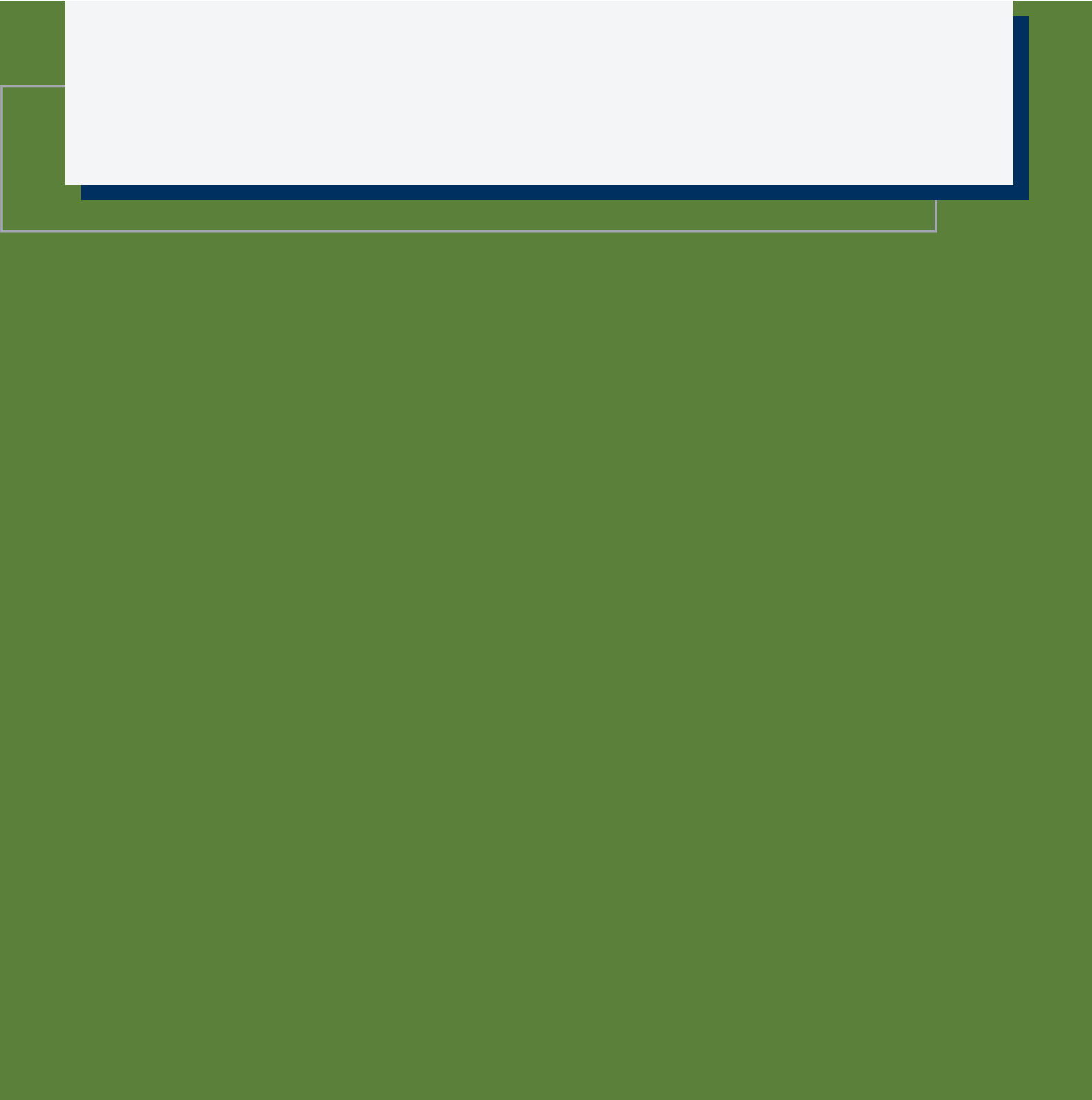
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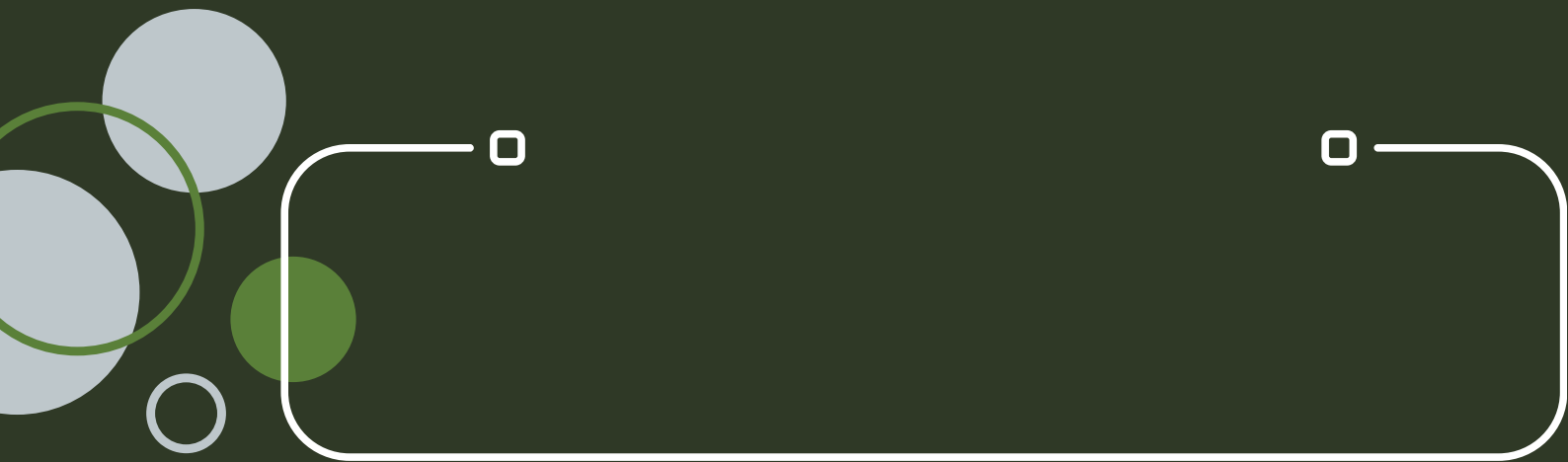
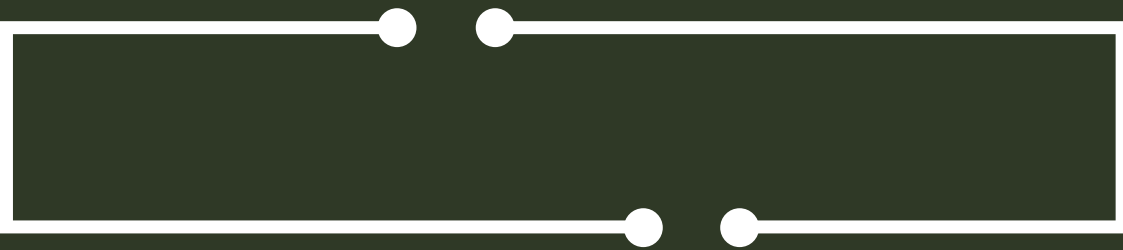
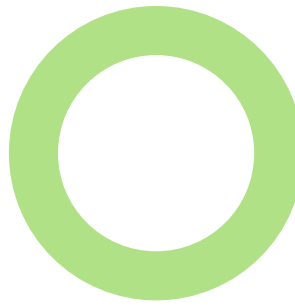




# **MISSION & VALUES**











Employment at Sumner County Schools is on an at-will basis unless otherwise stated in a written individual employment agreement signed by the Director of Schools. All employment is contingent upon adequate funding and programmatic need for the position. This means that either the employee or the district may terminate the employment relationship at any time, for any reason, with or without notice.

Nothing in this employee handbook is intended to create an employment agreement, expressed or implied. Nothing contained in this handbook or any other document provided to the employee is intended to be, nor should it be, construed as a contract that employment or any benefit will continue for any period of time.





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DETAILS OF EMPLOYMENT.....4

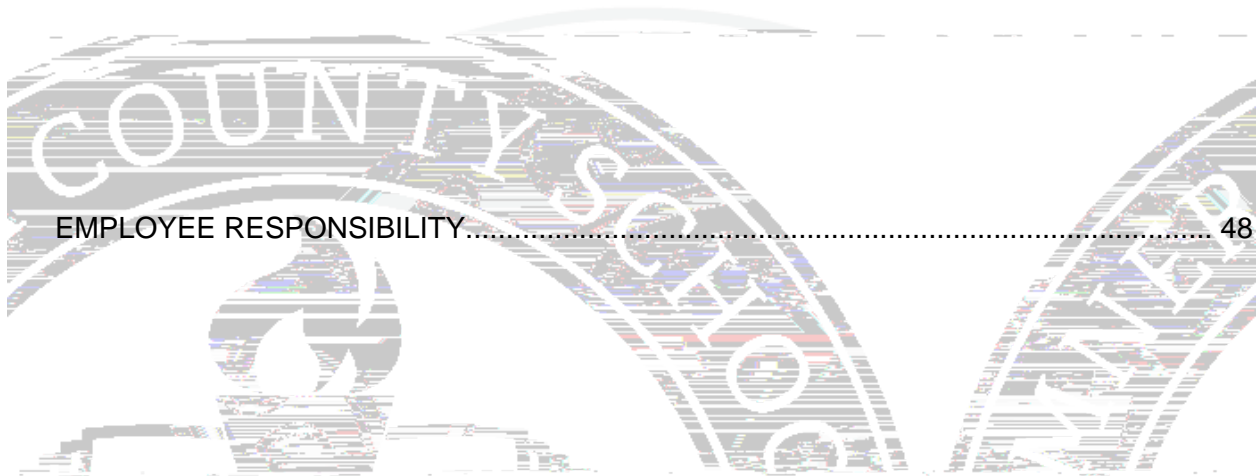


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EMPLOYEE BENEFITS..... 45



EMPLOYEE RESPONSIBILITY..... 48

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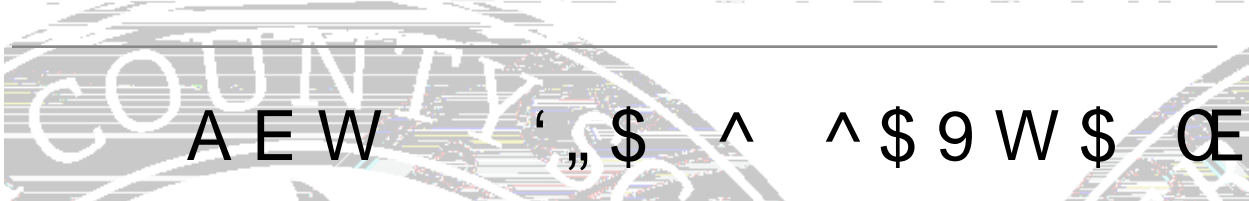
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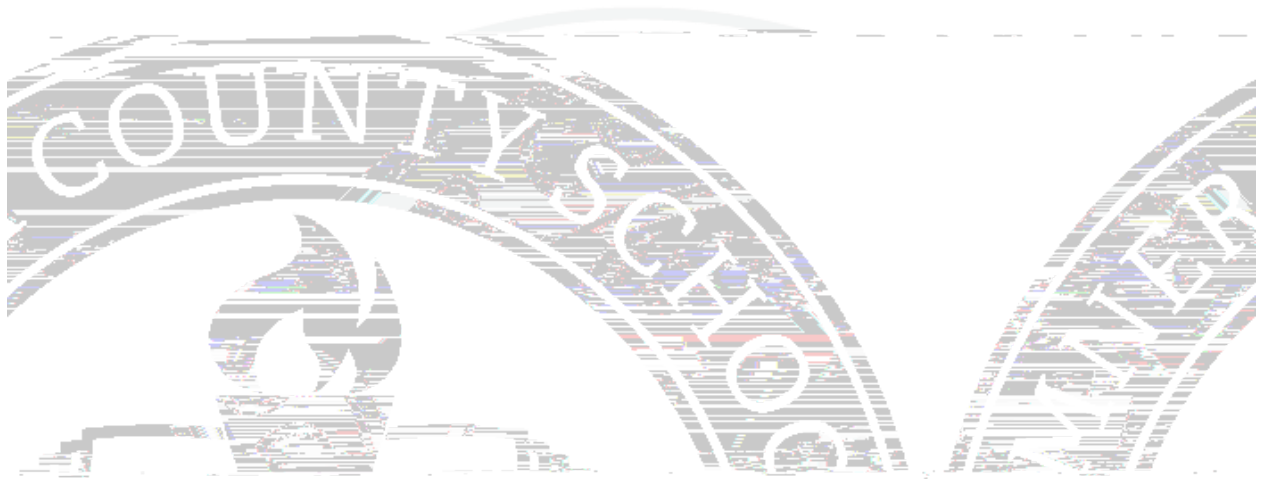
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Handwritten text on lined paper, appearing to be a list or notes. The text is written in cursive and is mostly illegible due to blurring. Some words like 'MILNER' and 'COUNTY' are visible, suggesting it might be related to the logo above.

Handwritten text at the bottom of the page, possibly a signature or date. The text is written in cursive and is mostly illegible due to blurring.

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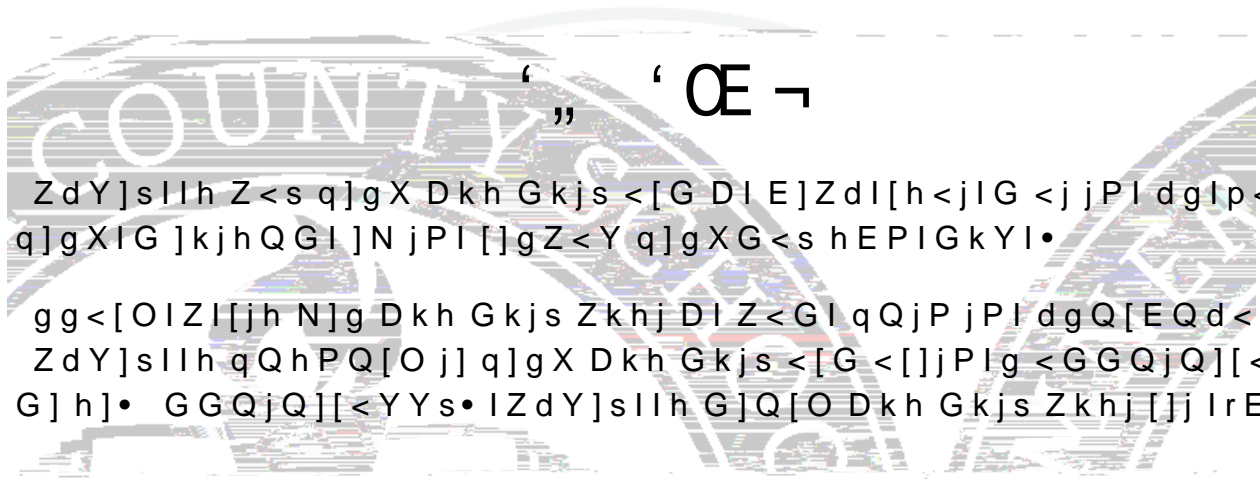
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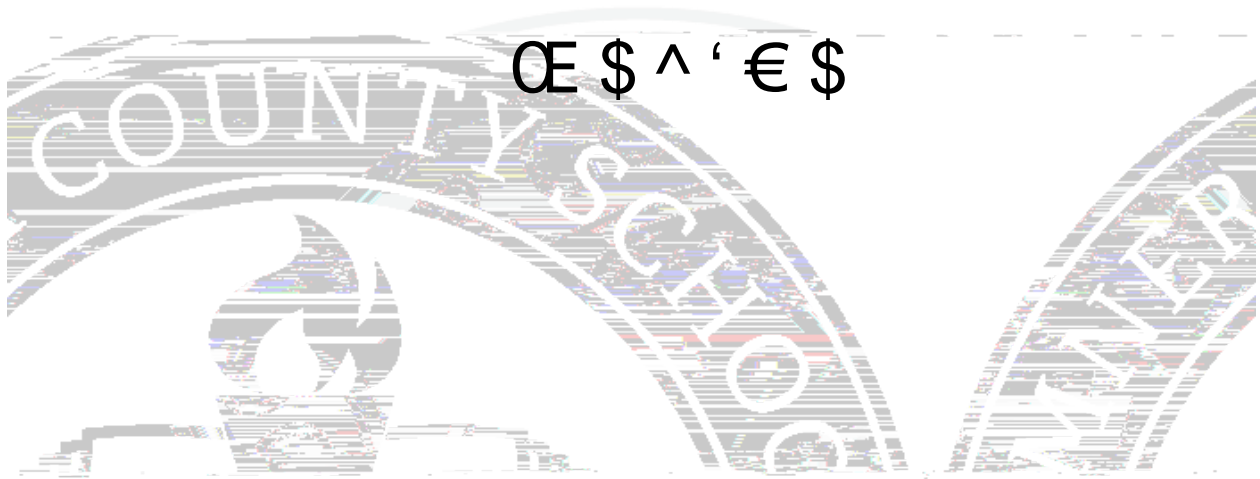
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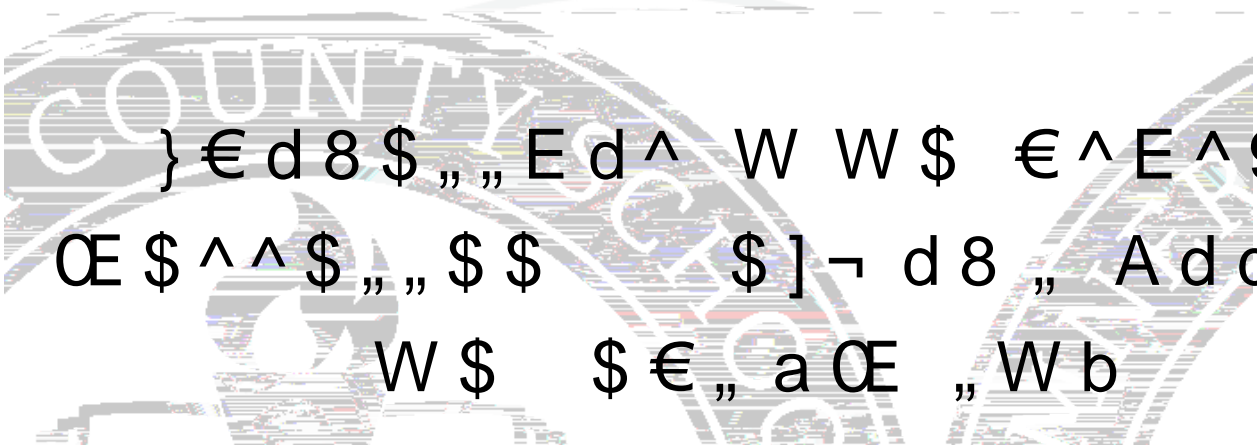
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Z][jPh ]N fk<YQNsQ[O YQEI[hIG IGkE<j]g e1Qh QhkhIG j] Z]S&e!S&f

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¥ÁÁ! sl<gh <[G Qh gl[lq<DYI Ds ZlljQ[O gl[lq<Y glfkQglZI[jh• \$[EI  
jl<EPIg YQEI[hl E<[ DI gl[lqIG Ds ]Dj<Q[Q[O ÇÁ dg]NIhhQ][<Y GIpl  
jq] sl<gh ]N fk<YQNQIG lrdlgQI[EI GkgQ[O jPI p<YQGQjs dlGQ]G ]N  
Z<s DI glfkQglG D<hIG ][jPI I[G]ghlZI[j>E][jI[j <gl< ]N jPI YQEI[hl•



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0 / Z<[G<jIG d]hQjQ][h Zkhj l<g[ 0 / EglGQjh• YY dgQ[EQd<Yh <[  
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.IhI<gEPdg]d]h<YhN]gIGkE<jQ][<Yd<dlgh<[GGIOgIhZkhjDIh  
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]<gG d]YQEQIh <[G hEP]]Y gkYIh E][EIg[Q[O E][GkEj qQYY DI I[N]

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Qh QZdlg<jQpl jP<jjPI E]ggIEj YI<pl ¥ • + • ]g / ! Qh GIhQO [<jIG •  
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¥ÂÇ qllXh N]g DQgjP ><G]djQ][! ]N k[d<QG • dg]jIEjIG YI<plh ]N <Dh  
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Handwritten text at the bottom of the page, possibly a date or a short note.

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Handwritten text, likely a signature or name, written in a cursive script. The text is faint and difficult to read, but appears to be a single line of writing.



Handwritten text, likely a signature or name, written in cursive script across the middle of the page. The text is partially obscured by the logo above and is difficult to decipher. It appears to be a name, possibly 'MILNER' or similar, written in a fluid, cursive hand.

Handwritten text at the bottom of the page, possibly a date or a short note. It is written in a cursive script and is partially obscured by the logo above. It appears to be a date, possibly 'MAY 1911'.

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d g l h E g Q D I G j Q Z I < N j l g E ] Z d Y I j Q ] [ ] N Z Q Y Q j < g s h l g p Q E I q Q Y Y D I E  
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Handwritten text, likely a signature or name, written in cursive script. The text is partially obscured by the graphic above and is difficult to read. It appears to be a name, possibly "MILNER" or similar, written in a cursive style.

- QhEY]hQ[O ]g ZQhkhQ[O ]N E][NQGI[jQ<Y /jkGI[j• ZdY]sII ]g /k Q[N]gZ<jQ][ qQjP]kj <kjP]gQv<jQ][Ž
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- !• QOPjQ[O• P]ghIdY<s ]g dg]p]XQ[O <NQOPj ][ /kZ[lg ]k[jjs /EP]]Y
- "• <QYkgI j] N]YY]q h<NIjs ]g hIEkgQjs glOkY<jQ][h dkj Q[ dY<EI j]
- \$• <QYQ[O j] gl d]gj <[s dlgh][<Y Q[Wkgs hkhj<Q[IG qPQYI ]][ jPI W]
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- [O<OQ[O Q[ <[ <Ej ]N h<D]j<OI ]g qQYYNkYYs ]g qQjP Og]hh [IOY G<Z<OI ]N /kZ[lg ]k[jjs /EP]]Y dg]dlgjs ]g jPI dg]dlgjs ]N /jkGI[jh ]g
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/EP]]Yh• ]g jPI /kZ[Ig ]k[js /EP]]Y /shjIZŽ

9• [O<OQ[O Q[ Q[hkD]gGQ[<jQ][Ž

;• /YIIdQ[O ]g Y]QjIlgQ[O ][ jPI W]DŽ

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¥ d W ‘ ^ Œ € ¬ „ \$ } € Œ E d ^

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