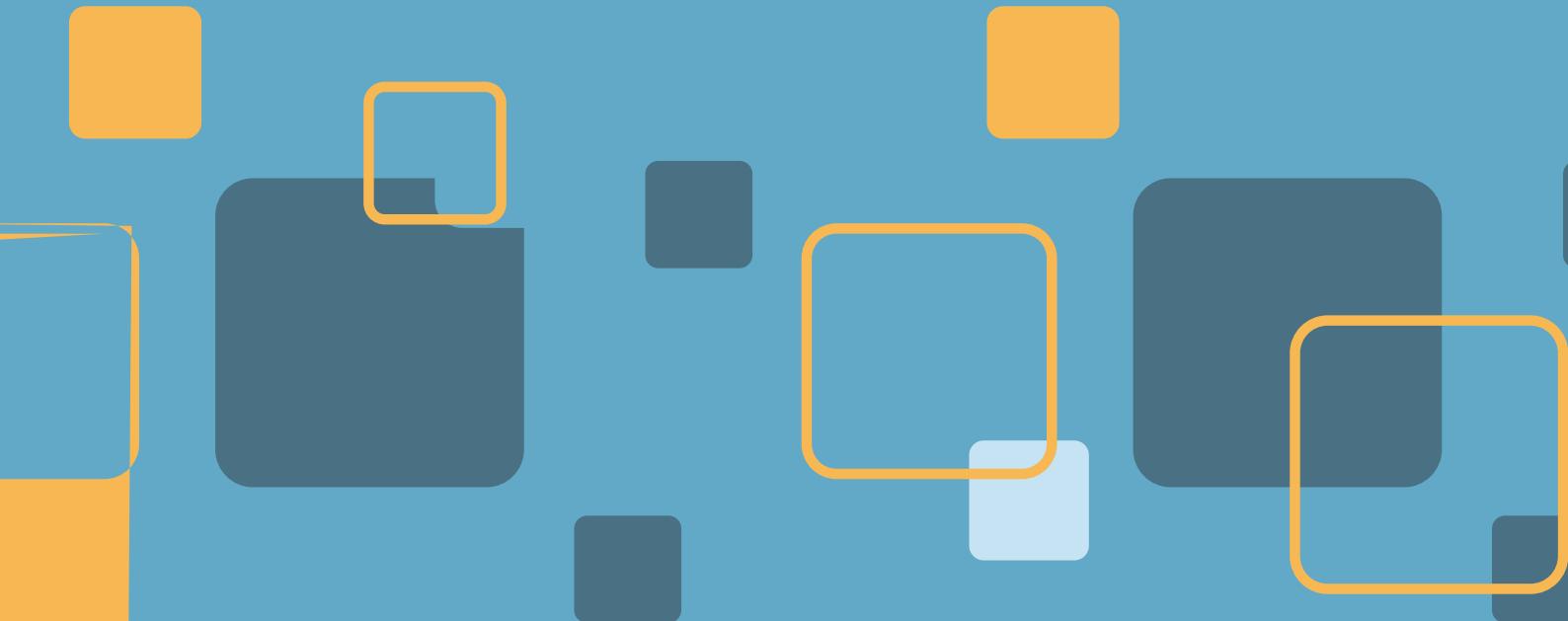
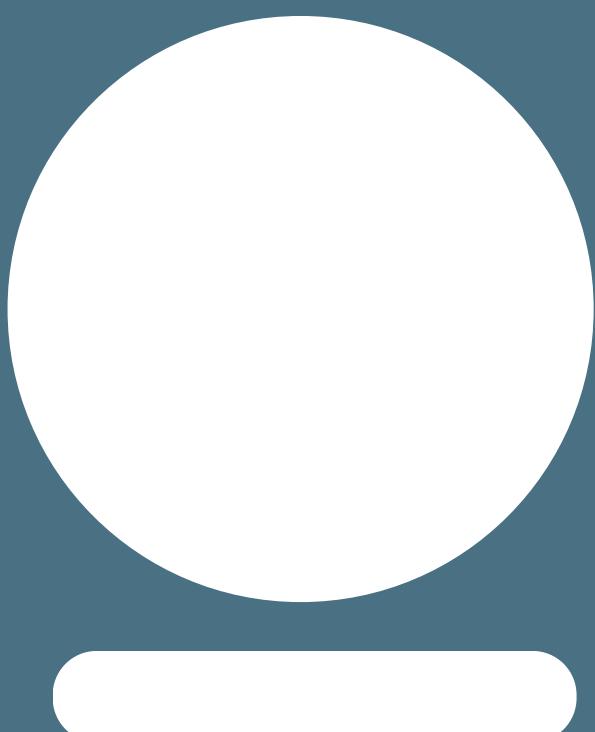




SUMNER COUNTY SCHOOLS

EMPLOYEE HANDBOOK





Director of Schools





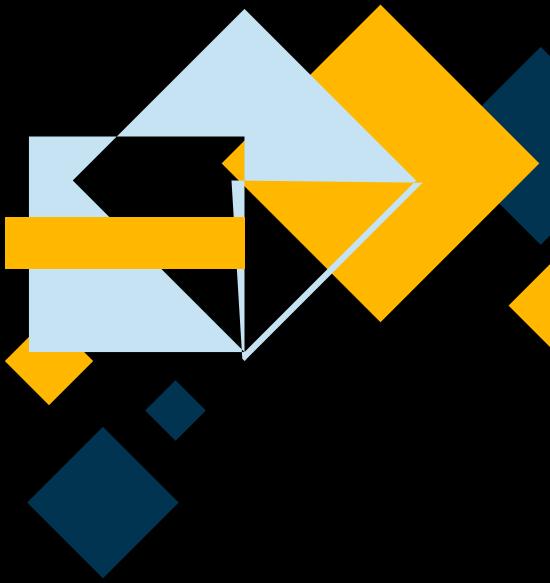


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THE COUNTY SCHOOL DISTRICT OF THE STATE OF ILLINOIS
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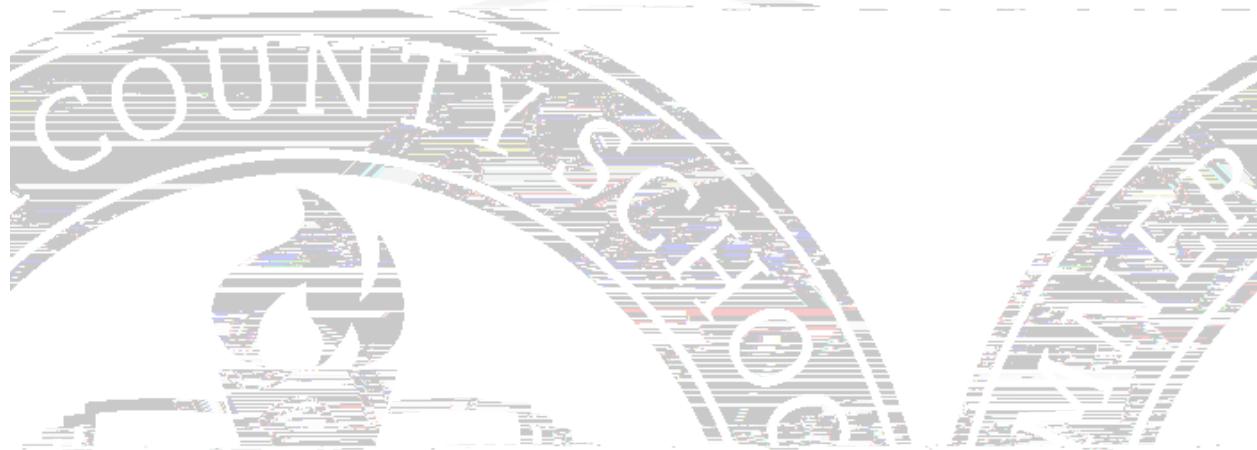
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The County School Board of Education is committed to providing a safe, secure, and supportive learning environment for all students. We believe that every student has the potential to succeed and that our responsibility is to provide the resources and opportunities for them to do so. We are dedicated to ensuring that all students receive a high-quality education that prepares them for success in college and career.

We believe that education is a fundamental right and a cornerstone of a democratic society. We are committed to upholding the principles of equality, diversity, and inclusion in all aspects of our work. We believe that all students deserve access to a high-quality education, regardless of their background or circumstances.

We are a team of dedicated professionals who are passionate about education and committed to making a difference in the lives of our students. We are committed to providing a safe, secure, and supportive learning environment for all students. We believe that every student has the potential to succeed and that our responsibility is to provide the resources and opportunities for them to do so. We are dedicated to ensuring that all students receive a high-quality education that prepares them for success in college and career.

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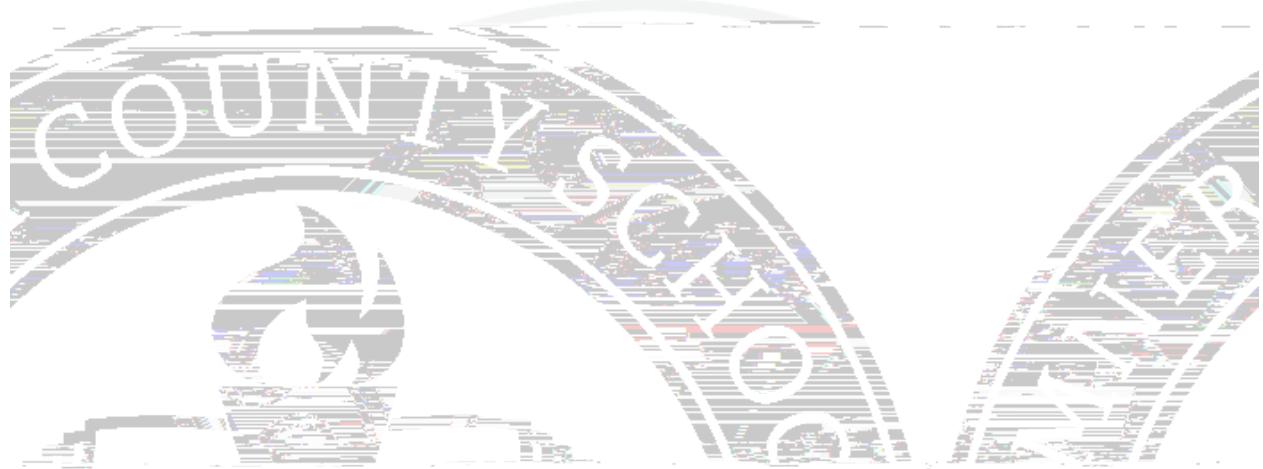


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The County School Board of Orange County, North Carolina, is committed to providing a safe, supportive, and challenging learning environment for all students. We believe that every student has the potential to succeed and that our responsibility is to provide the resources and opportunities for them to do so. Our mission is to ensure that all students receive a high-quality education that prepares them for success in college, career, and life. We are dedicated to maintaining a positive school culture and promoting academic achievement, social emotional learning, and physical well-being for all students.

The County School Board of Orange County, North Carolina, is a diverse and dynamic organization that values the input and participation of its community members. We are committed to transparency, accountability, and collaboration in all aspects of our work. We believe that our strength lies in our ability to work together towards common goals and to support one another in achieving success. We are grateful for the support and cooperation of our students, parents, teachers, and staff, and we look forward to continuing to serve the educational needs of the people of Orange County for many years to come.

The County School Board of Orange County, North Carolina, is a public entity that is subject to the laws and regulations of the state of North Carolina. We are committed to upholding the principles of equity, justice, and fairness in all of our actions and decisions. We believe that every student deserves a high-quality education regardless of their background or circumstances. We are dedicated to ensuring that all students have access to the resources and opportunities they need to succeed, and we will continue to work towards this goal through our commitment to excellence, innovation, and community engagement.

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“The first step in the direction of recovery is to realize that you have a problem.” —Dr. Robert H. Schuller

“The only way to do great work is to love what you do.” —Steve Jobs

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The County School Board of Broward County, Florida, is committed to providing a safe, secure, and supportive learning environment for all students. We believe that every student has the potential to succeed and that our responsibility is to provide the resources and opportunities for them to do so. Our mission is to ensure that all students receive a high-quality education that prepares them for success in college and career. We are dedicated to maintaining a positive school culture and addressing the unique needs of each student. We believe that by working together, we can create a better future for our students and our community.



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The County of San Joaquin, California, is a county located in the central San Joaquin Valley of the state of California. It is the second largest county by area in California, covering approximately 5,200 square miles (13,400 km²). The county seat is Stockton, which is also the largest city in the county. Other major cities include Modesto, Lodi, and Manteca.

The county is known for its agricultural industry, particularly the production of fruits, vegetables, and nuts. It is also home to several national parks and recreation areas, including Yosemite National Park and Kings Canyon National Park.

The county has a diverse population, with a mix of rural and urban areas. It is a hub for transportation, with major highways and railroads passing through the county. The county government is responsible for providing various services to its residents, including law enforcement, public safety, and education.

The county is also known for its history, with many historical sites and landmarks scattered throughout the area. These include the Gold Rush era town of Sutter's Mill, the site of the first major gold discovery in California, and the Gold Country region, which includes towns like Coloma and Amador City.

The county is also home to several Native American tribes, including the Maidu, the Miwuk, and the Ohlone. These tribes have a rich history and culture, and their traditions are still honored and celebrated today.

The county is a popular destination for tourists, with its beautiful landscapes, natural resources, and cultural heritage. It is a place where people can enjoy outdoor activities like hiking, fishing, and camping, as well as explore its rich history and culture.

The county is a place where people come together to work, play, and live. It is a place where the past and the present coexist, and where the future is bright. The county of San Joaquin is a place where everyone can find a sense of belonging and a sense of purpose.

The county of San Joaquin is a place where the beauty of nature and the strength of its people are on full display. It is a place where the past and the present coexist, and where the future is bright. The county of San Joaquin is a place where everyone can find a sense of belonging and a sense of purpose.

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g I Q Z D k g h<D Y I Q[l r E l h h J N j P I I Z d Y]s II°h G<Q Y s E]Z Z k j I•

0 g<p I Y g I Q Z D k g h I Z I[j g l f k l h j h N]g <k j P]g Q v I G h E P]]Y <E j Q p Q j Q
h E P]]Y D]]X X I l d l g]g G l d<g j Z I[j h l E g l j<g s g l h d][h Q D Y I N]g d g]E
j P I E k g g l[j / / j g<p I Y g I Q Z D k g h I Z I[j N]g Z• YY h E P]]Y Y l p I Y j g<
N]Y Y]q j P I O I[[l h h I I [j l g[<Y / E Q P k Q G I K Q Q l h! <[I G<Y / 0 g<p I Y <[G
.I Q Z D k g h I Z I[j +g]E I G k g l h

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j Q h Q Z d]g j<[j j] d g]W I E j < d g]N l h h Q][<Y Q Z<O I j] E]q]g X l g h•
j P< j I Z d Y]s II h h P]k Y G []j q l <g E Y]j P Q[O j P< j Q h g l p I<Y Q[O• Y
G g l h h Q[< Z<[[I g E][h Q h j I[j q Q j P O]]G P s O Q I[I• h<N l j s• <[G O]
d]Y Q E s N]g h j k G I[j G g l h h E]G I q]k Y G DI DI[IN QE Q<Y•

/]Z I E Y<h h Q N Q I G d]h Q j Q][h h k E P <h Z<Q[j l [<[E I• h E P]]Y [k j g Q j
j P I Q g]q[h d I E Q N Q E O k Q G I Y Q[l h•

[s f k l h j Q][h]g E]Z d Y<Q[j h g l O<g G Q[O j P I <d d g]d g Q<j l[l h h J N
j P I h k d l g p Q h Q[O d g Q[E Q d<Y]g k Z<[.l h]k g E l h l d<g j Z I[j N]g N

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0 P I G Q h j g Q E j I[E]k g<O l h I Z d Y]s II h j l q h g P X l g l h Q<[N G g p Z Q j j R Q]P j h Q j P E
]k j h Q G I j P I G Q h j g Q E j N]g j P I d k g d]h l h J N O<j P I g Q[O Q[N]g Z< j Q
Y l <g[Q[O Ng]Z j P I q]g X J N]j P l g h q P Q Y I D I Q[O g l h d I E j N k Y <[G
Q[I r d l[h Q p I• Q[N]g Z<Y• <[G j Q Z I Y s q<sh j] d<g j Q E Q d<j l Q[<[I
]q l p l g• Q[N]g Z< j Q][d]h j I G][< q l D h Q j I Q h <p<Q Y<D Y I j] j P I d k
G Q h j g Q E j P< h l h<D Y Q h P I G j P I N]Y Y]q Q[O O k Q G I Y Q[l h N]g I Z d

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hjkGI[j Q[N]gZ<jQ][•

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ZdY]sIIh <gl dg]PQDQjIG Ng]Z <EEIhhQ[O dlgh][<Y h]EQ<Y [lj
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dQhgPI j][NQGI[jQ<Y Q[N]gZ<jQ][•‡ g
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N]g hkEP dkgd]hIh qQjP jPI dIgZQhhQ][]N jPI hEP]]Y dgQ[EQd
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][< h]EQ<Y ZIGQ< hQjl jP<j Qh Q[pQ]Y<jQ][]N E]Zd<[s d]YQE
jPI GQhEY<QZIg qQYY []j hPQIYG jPIZ Ng]Z GQhEQdYQ[<gs <E

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OI[lg<Y <[[k[EIZI[jh• ddg]p<Y j] d]hj][jPIhI D]<gGh Zkhj DI C
dgQ[EQd<Y>hkdlgpQh]g•

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ZdY]sIIh hP<YY []j <EEIdj OQNjh Ng]Z hjkGI[jh]g pl[G]gh IrEI
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QjIZh qPQEP <gl OI[lg<YYs GQhjgQDkjIG j] <YY Ds jPI E]Zd<[C
dg]Og<Zh• [s OQNjh]kjhQGI]N jPQh hE]dl hP]kYG DI jkg[IG Q
khI Q[<EE]gG<[EI qQjP]<gG +]YQEs•

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hPQNj•

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DkQYGGQ[Oh qQjP]kj dgQ]g <ddg]p<Y]N jPI dgQ[EQd<Y•] k[G!
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I ZdY]sIIh qP] <OgII j] <Ej Q[< E][hQG|g<jI <[G g|h d][hQDYI Z<
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The County of San Joaquin is a county located in the state of California. As of the 2010 census, the population was 500,000. The county seat is Stockton. The county is part of the San Joaquin Valley region.

The county is bounded by Fresno County to the north, Merced County to the northwest, Stanislaus County to the west, Tuolumne County to the southwest, Madera County to the south, and Tulare County to the southeast. The county has a total area of 2,140 square miles (5,540 km²), of which 2,090 square miles (5,410 km²) is land and 50 square miles (130 km²) is water.

The county is divided into eight incorporated cities: Antioch, Lathrop, Modesto, Oakdale, Ripon, Tracy, Turlock, and West Sacramento. There are also several unincorporated communities and towns within the county, such as Knightsen, Rio Vista, and Tracy.

The county's economy is primarily based on agriculture, particularly the production of fruits, vegetables, and nuts. The San Joaquin River, which flows through the county, provides irrigation for much of the agricultural land. The county is also home to several industrial facilities, including a major refinery and a large cement plant.

The county has a diverse population, with a mix of rural and urban areas. The city of Modesto is the largest city in the county, followed by Stockton. The county is also home to several Native American tribes, including the Miwok, the Mono, and the Washoe.

The county is served by several local government agencies, including the County of San Joaquin, the San Joaquin Valley Transportation Authority, and the San Joaquin Valley Water Management Board. The county is also home to several educational institutions, including Modesto Junior College and the University of California, Merced.

The county is known for its natural beauty, with several state parks and recreation areas. The San Joaquin River is a popular destination for fishing, boating, and other outdoor activities. The county is also home to several historical sites, including the Gold Rush town of Columbia and the site of the first oil well in California.

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kZ<[.lh]kgElh Id<gjZI[j•

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gg<[OI ZI[jh N]g Dkh Gkjs Zkhj DI Z<GI qQjP jPl dgQ[EQd<Y <j
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Zkhj DI Z<Q[j<Q[IG <[k<YYs <[G Q[EYkGIh jI[P]kgh]N dg]NIh
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.lhjg<Q[jh Q[p]Ypl jg<Q[IG hj<NN khQ[O D]Gs E][j<Ej j] glhjgQ
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0 /Ÿ.ŸElgjQNQ1G hj<NN ZIZD1gh Zkhj DI dgIhl[j GkgQ[O < glhj
hj<NN ZIZD1g]DhIgpQ[O <[G G]EkZI[jQ[O jPl Q[EQGI[j• !IEP<[
hjgQEjYs dg]PQDQjIG•

g|hjg<Q[j Qh <YY]q|G][Ys QN < hjkGI[j'h DIP<pQ]g d]h|h < Y
j] jPI hjkGI[j• dIgh• hj<NN•]g]jPIgh• YY dg]EIGkg|h Q[EYkGI
Qh]Y<jQ][dg]EIGkg| G]EkZI[j Zkhj DI N]YY]q|G•



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sI<g <Njlg jPI EPQYG'h DQgjP• 1d][g|fk|hj• <[lZdY]sII hP<YY
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h]ZIdY<EI]jPIg jP<[< g|hjg]]Z•

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Waterbury Southbury County School
Waterbury Southbury County School

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The County School Board of Education is committed to providing a safe, secure, and supportive learning environment for all students. We believe in the importance of education and are dedicated to ensuring that every student achieves their full potential. Our board is composed of elected members who are responsible for overseeing the operation of the school system. We work closely with our superintendent and staff to ensure that our schools are well-managed and provide high-quality education to all students.

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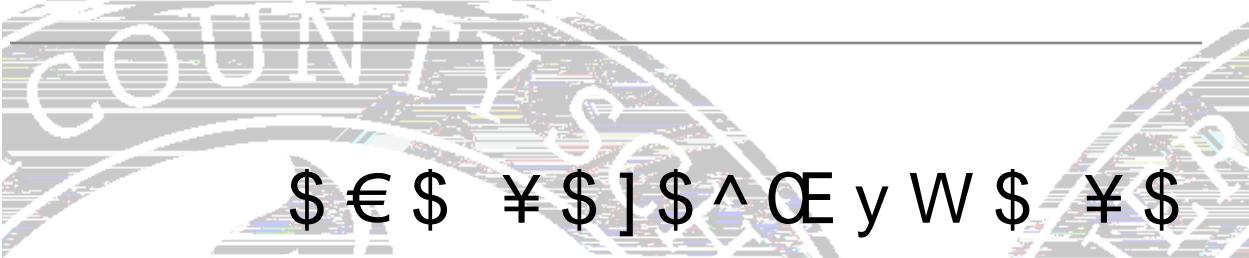
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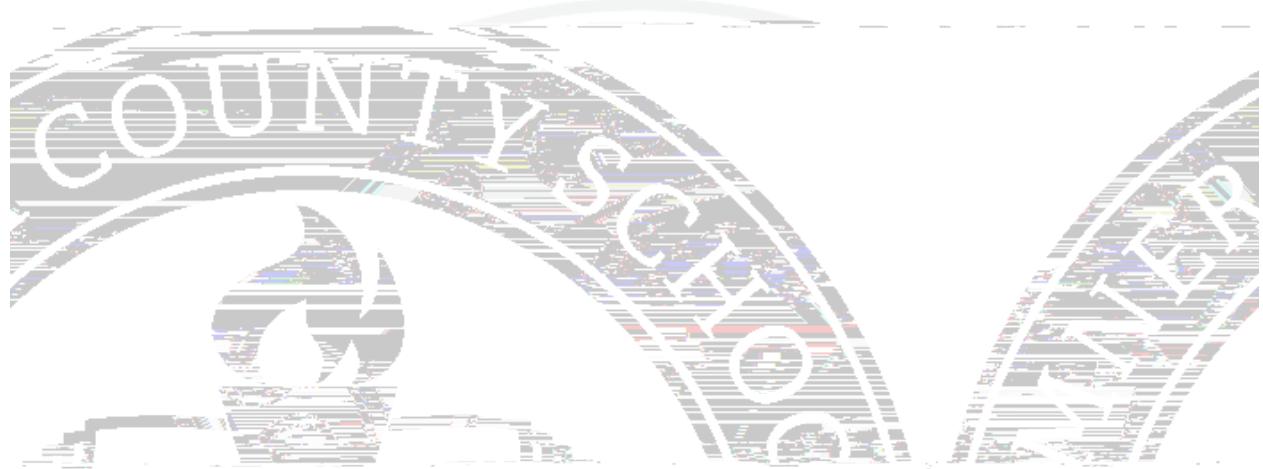
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Orange County School Board
Board of Education
Orange County, North Carolina

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The County School Board of Education is committed to ensuring equal opportunity for all students and employees in all educational programs, activities, and facilities. Therefore, no student shall be denied admission to any educational program or activity on the basis of gender or any person shall be denied employment on the basis of gender. The County School Board of Education does not discriminate on the basis of race, color, national origin, sex, or disability in its programs and activities.

For further information regarding Title VI, Title IX, and Section 504, contact the Title VI/Title IX/Section 504 Coordinator at 1000 W. Main Street, Suite 100, Louisville, KY 40202, (502) 553-5400, TTY (502) 553-5400, or via email at tvi@louisville.ky.us.

For further information regarding ADA, contact the ADA Coordinator at 1000 W. Main Street, Suite 100, Louisville, KY 40202, (502) 553-5400, TTY (502) 553-5400, or via email at ada@louisville.ky.us.

For further information regarding Title II, contact the Title II Coordinator at 1000 W. Main Street, Suite 100, Louisville, KY 40202, (502) 553-5400, TTY (502) 553-5400, or via email at titleii@louisville.ky.us.

For further information regarding Title VII, contact the Title VII Coordinator at 1000 W. Main Street, Suite 100, Louisville, KY 40202, (502) 553-5400, TTY (502) 553-5400, or via email at titlevii@louisville.ky.us.

For further information regarding Title III, contact the Title III Coordinator at 1000 W. Main Street, Suite 100, Louisville, KY 40202, (502) 553-5400, TTY (502) 553-5400, or via email at titleiii@louisville.ky.us.

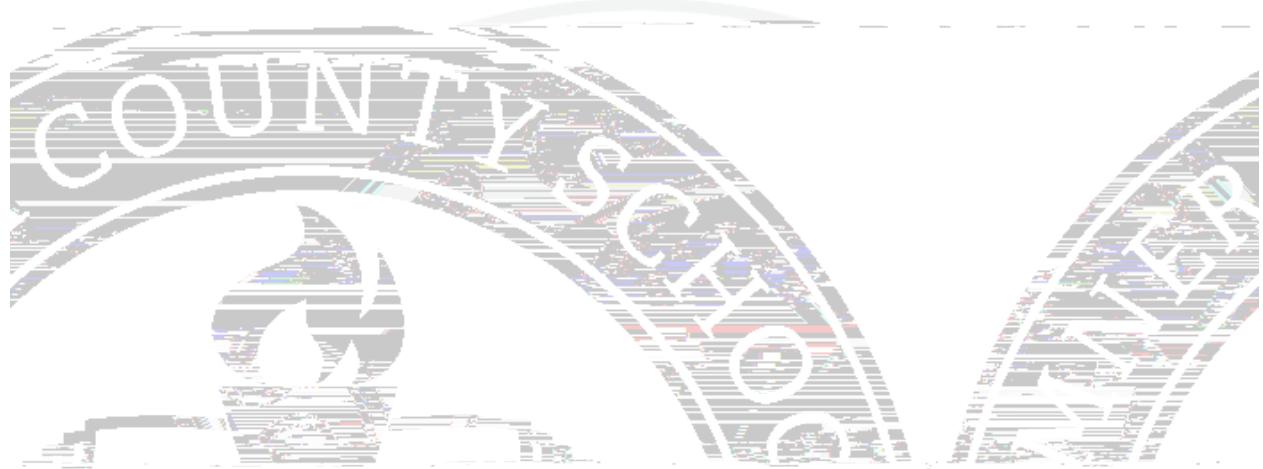
For further information regarding Title IV, contact the Title IV Coordinator at 1000 W. Main Street, Suite 100, Louisville, KY 40202, (502) 553-5400, TTY (502) 553-5400, or via email at titleiv@louisville.ky.us.

For further information regarding Title V, contact the Title V Coordinator at 1000 W. Main Street, Suite 100, Louisville, KY 40202, (502) 553-5400, TTY (502) 553-5400, or via email at titlev@louisville.ky.us.

For further information regarding Title VI-A, contact the Title VI-A Coordinator at 1000 W. Main Street, Suite 100, Louisville, KY 40202, (502) 553-5400, TTY (502) 553-5400, or via email at titlevi-a@louisville.ky.us.

For further information regarding Title VII-A, contact the Title VII-A Coordinator at 1000 W. Main Street, Suite 100, Louisville, KY 40202, (502) 553-5400, TTY (502) 553-5400, or via email at titlevii-a@louisville.ky.us.

For further information regarding Title VIII, contact the Title VIII Coordinator at 1000 W. Main Street, Suite 100, Louisville, KY 40202, (502) 553-5400, TTY (502) 553-5400, or via email at titleviii@louisville.ky.us.



Orange County School Board
Board of Education

Orange County, North Carolina 27561
(919) 253-4200

Chairman: Dr. James W. Johnson
Vice Chairman: Dr. John C. Hargrave

Dr. James W. Johnson
Dr. John C. Hargrave
Dr. Charles E. Johnson
Dr. James W. Johnson
Dr. John C. Hargrave

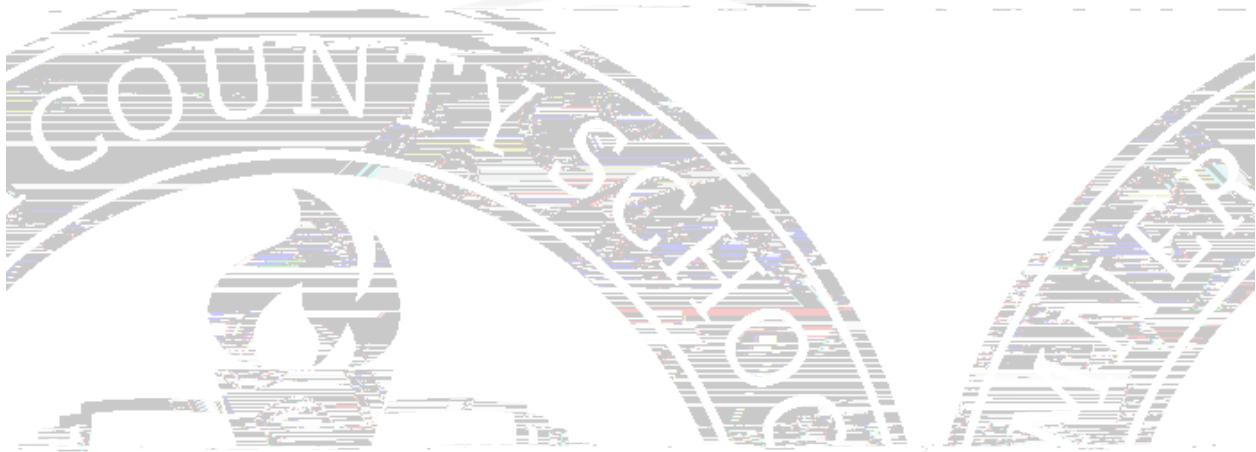
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Dr. Charles E. Johnson
Dr. James W. Johnson
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Dr. John C. Hargrave

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The Seal of the County of San Joaquin was first adopted in 1850. It consists of a circular emblem featuring a central shield divided into four quadrants. The top-left quadrant contains a plow, the top-right a sheaf of wheat, the bottom-left a vine, and the bottom-right an olive branch. Above the shield is a crest depicting a grizzly bear standing on a small mound. A banner or scroll surrounds the bottom of the shield, which typically contains the county's name.

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