



*"Your Partner in Educational Excellence"*

# *Policy and Procedural Help Guide*

Our Mission:  
To partner with school districts to improve  
outcomes for students and families with  
innovative, specialized programs and services.

**Procedural Help Guide**  
**Revised June, 2018**  
**Board approved: June 28, 2018**

Dear MRESC Staff Members,

Welcome to another year of service to the students and districts of Hardin, Logan, and Shelby Counties. I am truly excited about the opportunity to work with such talented and committed people in service to some of the most vulnerable students in our community.

The following pages outline many of the Midwest Regional ESC's policies and procedures of which employees must have awareness. This document is not intended to be a comprehensive list of agency policies and procedures, but rather a guide for navigating some of the common tasks, questions and concerns you may come across as an ESC employee. A complete copy of the ESC's Policy and Procedures manual can be found online at <https://www.boarddocs.com/oh/midesc/Board.nsf/Public?open&id=policies>.

As an employee of the MRESC, you are directly responsible to have awareness of and to follow the policies and procedures outlined in this help guide. Please make sure you have read this document in its entirety. It is important that you understand these policies and procedures. If you have any questions or concerns regarding these, please contact me or our Treasurer, Keith Thomas.

Thank you for all you do for the students and districts of Hardin, Logan, and Shelby Counties!

Sincerely,

*Scott A. Howell*

Superintendent  
Midwest Regional Educational Service Center

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## Office Support Contact List

Name	Responsibilities	Ext
<b>Bridget Moots</b> bmoots@mresc.org	Shelby County Special Education Support/EMIS/Background Checks/ Human Resources Support Emerson Climate Technologies, Inc. Educational Grant (Shelby County Only)	7017
<b>Cathy Scharf</b> cscharf@mresc.org	Hardin/Logan Special Education Support/Background Checks/ Youth Development Administrative Support/LC Retired Teachers/ Mary Eleanor Morris Scholarship	3010
<b>Elaine Drumm</b> edrumm@mresc.org	Financial Support/Employee Benefits/Employee Absence Management/ Employee Orientation/Treasurer, Hardin Community School	5514
<b>Jana Barhorst</b> jbarhorst@mresc.org	MRESO Office Manager/Director Support/Substitute Teachers & Aides/ Background Checks/Board Meetings/Superintendent Meetings/ Superintendent Administrative Support/Applications for Employment/ Approval of Licensure Applications on ODE/Human Resources Support/ Academia Support/George W. Hathaway Scholarship/Franklin B. Walter Scholastic Award/Shelby County Academic Achievement Breakfast Support/ Safe Schools/One Call Now/Home Schooling for Shelby County	7002
<b>Keith Thomas</b> kthomas@mresc.org	Treasurer/Staff EMIS	5507
<b>Laurie Leach</b> lleach@mresc.org	Financial Support/Accounts Payable/Requisitions & Purchase Orders/ Vision Impaired Support/Resident Educator Support/Background check invoicing	5512
<b>Penny Carrig</b> pcarrig@mresc.org	Absence Management/Substitute Teachers & Aides/Pre School Support/ LPDC Support/Parapro testing	3020
<b>Stewart Watkins</b> swatkins@mresc.org	Website Administrator/Inventory/Computer Support/Email Support <b>E-Mail: <a href="mailto:helpdesk@mresc.org">helpdesk@mresc.org</a></b>	7011
<b>Kim Leach</b> kleach@mresc.org	Curriculum, Gifted, and Professional Development Support	5504
<b>Teresa Featheringham</b> tfeatheringham@mresc.org	Financial Support/Employee Payroll/FMLA/Absence Management/ 21 <sup>st</sup> Century Support	5502

## **INFORMATIONAL DISCLOSURES**

All of the Midwest Regional ESC Board policies and administrative guidelines can be found on the MRESC website or by going to the following link:

<https://www.boarddocs.com/oh/midesc/Board.nsf/Public?open&id=policies>

Please use the above link to access the NEOLA policies listed below. Board policies are added and revised during the year as indicated by the Board minutes. These additions and changes will be posted to the NEOLA website.

**As an employee of Midwest Regional ESC, you are required to read, understand, and follow the policies listed below and sign a document to that effect.**

- Anti-Harassment #1662
- Network and Internet Use policy #7540.04
- Whistleblower Protection policy #4211
- Drug-Free Workplace policy #4122.01
- Public Records policy #8310
- Ohio Ethics Law information can be found by going to the following link:  
[www.ethics.ohio.gov](http://www.ethics.ohio.gov)

## **FRAUD REPORTING ORC 117.103 (A)**

The Ohio Auditor of State's office maintains a system for the reporting of fraud, including misuse of public money by any official or office. The system allows all Ohio citizens, including public employees, the opportunity to make anonymous complaints through a toll-free number, the Auditor of State's website, or through the United States mail.

### **Auditor of State's fraud contact information:**

Telephone: 1-866-FRAUD OH (1-866-372-8364)

US Mail: **Ohio Auditor of State's office**  
Special Investigations Unit  
88 East Broad Street  
P.O. Box 1140  
Columbus, OH 43215

Web: [www.ohioauditor.gov](http://www.ohioauditor.gov)

## **FRAUD REPORTING ORC 117.103 (A) Continued**

Pursuant to ORC117.103(B)(1), a public office shall provide information about the Ohio Fraud Reporting System and the means of reporting fraud to each new employee upon employment with the public office. Each new employee has thirty (30) days after beginning employment to confirm receipt of this information.

In the case of reporting suspected fraud or fraudulent activity, an employee may file a report using the Auditor of State's system for reporting of fraud.

This reporting mechanism may be used either in addition to or instead of filing a written report with the employee's supervisor or other Educational Service Center authority. The Superintendent shall develop administrative guidelines necessary for implementation of this policy, including the development of forms upon which such reports may be made.

### **MANDATED REPORTER STATUS**

Pursuant to Ohio law — specifically, [Ohio Revised Code 2151.421](#) — school employees who are acting in their official capacity are required to *immediately* report their knowledge of, or a reasonable suspicion of, abuse or neglect. This duty applies to a school employee who knows or has a reasonable suspicion that a child has suffered, or faces a threat of suffering, any physical or mental wound, injury, disability or condition of a nature that reasonably indicates abuse or neglect.

### **REPORTING INJURIES**

In the event of an injury during work hours, please follow the steps outlined in the First Report of Injury packet detailed below:

1. Inform your Supervisor of the injury immediately. *If needed, go to the nearest Emergency Room for treatment.*
2. If the injury is not life threatening, but treatment is needed, make an appointment with a Bureau of Worker's Compensation covered physician.
3. As soon as possible, complete and return to the Treasurer's Office the First Report of Injury Packet including the Employee Report of Incident and Injury form and the Injury Location Diagram form.
4. An employee who sustains a work-related injury must report the injury and its circumstances to their supervisor and Treasurer, as soon as possible, following the occurrence of the injury. Be prepared to complete a First Report of Injury form available at both ESC offices, in the SWD classrooms, in the preschool classrooms, in the school van, and on Office 365.

## **LICENSURE AND TRAINING REQUIREMENTS**

It is the responsibility of each employee to maintain a current license, certification and training requirements as defined by Ohio Law and their respective job descriptions. Some employees need to hold their professional license in their specific field, in addition to an Ohio Department of Education license.

Any lapse with maintaining a valid license and training documentation will result in the employee being temporarily removed from work with no compensation until such time as valid documentation is provided to the Treasurer's Office.

This will include documentation for State Licensure or Certification, required training, and any other licensed trainings detailed and required in job descriptions. If you have any questions about what training is required for your job description, please consult with your supervisor.

## **SAFE SCHOOLS COURSES**

Each year, employees are required to take state mandated Safe Schools training courses. These courses are required and are a condition of your employment with the agency. Please be sure to complete these courses according to the schedule provided.

All Safe Schools training modules are **to be completed by September 30<sup>th</sup>** of each year. Employees who fail to complete these courses by September 30<sup>th</sup> will receive a verbal reprimand from their supervisor and will have ten (10) days to complete the courses. Employees who fail to complete the courses by the date established by the supervisor will have a disciplinary meeting with the superintendent.

## **EMPLOYEES ASSIGNED TO SPECIFIC SCHOOL DISTRICTS**

Employees assigned to classrooms in school districts working full or part time are required to follow the policies of that school district. Responsibilities include, but are not limited to, the building policies related to the following:

- Students (enrollment, discipline, attendance, emergency medical, etc.)
- Operations (calendar, school day, food program)
- Property (maintenance, school safety, property inventory)
- Relations (school visitors, relationship with parents)
- Program (class size, field trips, etc.)

## **EMPLOYEES ASSIGNED TO SPECIFIC DISTRICT Continued**

Employees hired by the Midwest Regional ESC at the request of a district may be supervised by district administrators rather than by ESC supervisors. This arrangement would be defined in the ESC service agreement with the District. **Employees should follow their Districts school calendars to know what days they will be working and what days are non-working days or holidays.**

### **CALAMITY DAY POLICY**

The board recognizes that certain adverse conditions may occur causing the need for the ESC or its client districts to be delayed or cancelled. In such instances, the following policy shall be in effect whether you are assigned to a specific district, multiple districts, or no districts.

**Staff members not assigned to work in school districts must adhere to the following:**

- A maximum of 5 calamity days per fiscal year shall be allowable for non-district assigned personnel (central office staff, directors, etc.).
- Use of calamity days will be tracked by supervisors and any days in excess of the five-day maximum must be made up by these employees.
- These staff members should report to work, on time, unless otherwise informed by the ESC superintendent.
- The ESC superintendent may delay/close the central office(s) in accordance with the actions of "ALL" of the school districts within each county. All districts in a given county must be delayed or closed before the superintendent will alter the central office schedule for that day.

**Staff members assigned to a single school district will adhere to the calamity schedule (delay/cancellation) of that district.**

- Any ESC staff assigned to a single district will report to work according to the delay/cancellation decisions made for that district.
- Once a district exceeds the calamity day limit established by its local board of education, ESC employees assigned to that district will be required to make up excess days according to that district's make up schedule.
- Some districts may utilize eDays or Blizzard Bags as a means of making up calamity days. Please make yourself aware of your assigned district's policy.



## CALAMITY DAY POLICY Continued

**ESC staff members assigned to multiple districts must adhere to the following policies:**

- Staff will not be required to report to work ONLY WHEN ALL of the district(s) in which he or she is scheduled to report on that day are closed.
- If one or more of the districts an employee is assigned to serve is open on a given day, the staff member must report during the time period in which he or she is scheduled to be in that district.
- After the fifth calamity day taken by one of these staff members, the employee must utilize options for authorized leave, attend work at the ESC office, or receive approval from the supervisor to work from home on any calamity day subsequent to day number five.
- In the event that an MRESC employee is assigned to a district that utilizes E-Days after their five (5) calamity days have been exhausted, the MRESC employee should consult with their supervisor to determine if they are to prepare lessons, or plan to make up the days at a later time. MRESC employees are only allotted five (5) calamity days per school year.

### **TUITION REIMBURSEMENT**

The Midwest Regional ESC provides tuition reimbursement for its employees. The tuition reimbursement guidelines and forms for completion can be found on Office 365. In order to receive reimbursement, **each class(s) must be approved by the Superintendent PRIOR to enrollment.**

Tuition will be reimbursed at a rate of \$50.00 per quarter hour or \$75.00 per semester hour up to a maximum of six (6) semester hours (9 quarter hours) per term for a maximum of twelve (12) semester hours (18 quarter hours) per fiscal year (school year).

**The tuition reimbursement will not be paid if the employee is no longer employed with the Midwest Regional ESC at the time the payment is to be made.** The tuition reimbursements will be made in October of each year.

### **MILEAGE**

Travel, while on assignment during the day, is reimbursed at the Board approved mileage rate. The Board approves the mileage rate in January for the calendar year. Employees are not reimbursed for travel from home to the workplace or from your last destination of the day back to your home.

## **MILEAGE Continued**

One can claim mileage for professional development conferences. One can claim mileage from home to the professional development conference and return home. **However, there is no mileage for the all-staff meeting.**

Staff members who receive mileage reimbursement should make every attempt to organize their travel schedule to minimize distance and the amount of time spent traveling. Trips to the ESC offices should not be made unless necessary.

The required mileage forms can be found on the team site on Office 365. To receive reimbursement, one must submit a signed and printed mileage form to their supervisor. The supervisor or Superintendent will submit the approved mileage form to the Treasurer's office.

The mileage form **MUST** be turned into the Treasurer's Office no later than the last day of the following month of mileage. For example, April mileage form must be turned in by May 31st. No mileage will be paid for late forms. If multiple months' mileage sheets are turned in (on a form that is submitted late), only the mileage form for the previous month will be paid. Mileage forms are subject to review. Any falsification on the mileage form is subject to the employee discipline policy.

## **PROCUREMENT/PURCHASE ORDER PROCEDURE**

1. Obtain and complete a requisition form from the Office 365 — Forms. **The vendor should be person or company to whom the ESC will make payment.** For example, if one is going to Walmart and using the ESC American Express, the vendor is American Express. If one is ordering on-line from Amazon, the vendor is American Express. Incomplete requisitions will be emailed back to the requestor to complete.
2. The completed requisition should be submitted to your immediate supervisor/director for review and approval.
3. The approved requisition will be submitted to the Superintendent.
4. The Superintendent approved requisition goes to the Treasurer.
5. The purchase order will be emailed to the requestor by the Financial Assistant. Once the requestor (employee) has received the purchase order, one may order or purchase the item/service. The purchase order is the "ok" and indicates that prior funds are available.
6. If the employee receives the invoice, it should be promptly submitted to the Treasurer's office for payment.

## PROCUREMENT/PURCHASE ORDER PROCEDURE – CONTINUED

7. The Treasurer's office will request your approval to pay invoices. This means that you agree on the quantity received, you have received the items indicated, or that the proper service was rendered as indicated on the invoice.

**Note:** The requisition and purchase order are not the same. Employees complete a requisition. The requisition is the "request" to purchase. One must have a purchase order to actually place an order or make a purchase. Also, one must have a purchase order to use the ESC credit card.

**If you order or purchase an item/service without an approved purchase order, the ESC is not obligated to pay for anything without a purchase order.** Thus, the employee will be held responsible for the cost of the item/service. Per Ohio Revised Code Section 5705.41(D), the Treasurer must give prior certification of funds available, which is reflected on the purchase order.

*Questions regarding the procurement procedure should be directed to the Treasurer or Financial Assistant.*

### **USE OF EMAIL**

At the time of employment, an email account will be setup for the employee by the IT coordinator. Employees will be provided a temporary password to use.

Email addresses are the first letter of the first name and then last name (ex. John Doe's address is [jdoh@mresc.org](mailto:jdoh@mresc.org)).

#### **Please use the following email guidelines:**

- All employees are required to check their email on a regular basis.
- Employees will be held responsible for information and requests for information that are disseminated via email.
- The ESC will use MRESC email addresses only as the means to communicate important information to staff members. *If you would like to forward your MRESC emails to a district account, please contact our Technology Coordinator at [helpdesk@mresc.org](mailto:helpdesk@mresc.org).*
- Do not respond to all staff for individual requests.
- Never use the work issued email for personal business.
- Do not forward a personal email account to the work email account. Likewise, do not forward a work email account to a personal account.
- **If you need assistance with email, please contact the IT coordinator at [helpdesk@mresc.org](mailto:helpdesk@mresc.org).**

## **LEAVE POLICIES**

### **Sick Leave**

**Sick leave accrual is based on Ohio Revised Code. All full-time employees earn** fifteen (15) days of sick leave per year or their equivalent hours if an hourly employee (See the definition of "full-time" on page 10). This is calculated at the rate of 1.25 days per month.

For employees contracted to work less than full time sick leave is calculated at 1.25 times the number of scheduled daily hours (Example 1.25 days per month \* 7.5 hours per day = 9.38 hours per month). Sick leave is computed on a monthly basis.

With all newly employed persons, **an advance of** five (5) days (or equivalent number of hours) is allowed if illness occurs early in employment. This will become part of the fifteen (15) days that can be accumulated for the year.

Unused sick leave from another Ohio public agency may be transferred to Midwest Regional **ESC**. The ESC will need a letter from the previous district or Ohio agency in order to confirm the balance to be transferred.

Sick leave shall accumulate to a maximum of 200 days. Employees may use sick leave upon approval of the **supervisor and** superintendent for absence due to personal illness, pregnancy, injury, exposure to contagious disease which could be communicated to others, and for absence due to illness, injury, or death in the employee's immediate family. Immediate family is defined as father, mother, brother, sister, son, daughter, husband, wife, grandparents, mother/father-in-law, brother/sister-in-law. When an employee has used all his/her sick leave, the salary will be reduced on a per diem basis.

The Treasurer shall keep the sick leave records of all personnel. The sick leave balance is on the employee's direct deposit notice.

**Falsification of a sick leave is grounds for suspension or termination of employment under ORC: 3319.081 and 3319.16. See additional details regarding sick leave in Board Policy #3432 and #4432.**

**Reminder: Leave must be requested through ABSENCE MANAGEMENT**

## Personal Leave

Personal leave privileges of three (3) days (or equivalent number of hours) per year, subject to the approval of the Superintendent, will be available to certified and classified staff. Those employees contracted to work less than full time have pro-rated personal leave hours.

**Personal leave must be requested through ABSENCE MANAGEMENT at least (5) days in advance, except in emergencies. Emergency status exceptions will be determined by the Superintendent.**

Personal Leave cannot be used in lieu of requested or un-requested leave of absence or sick leave. Personal leave cannot be accumulated. Employees will not be paid for unused personal leave. The Personal leave must be used by July 31st.

Some examples of how Personal leave may be used are mandatory court appearances, legal or business matters, family emergencies, family obligations, medical appointments, weddings, religious holidays, or any other matter of a personal nature.

For nine (9) month employees Personal Leave **will not\*\*** be granted:

1. During the first ten (10) days of school
2. During the last ten (10) days of school
3. The day before or after any regularly scheduled break periods or holidays
4. On professional conference days
5. On parent-teacher conference days

**\*\*Unless an unusual, extenuating circumstance exists and is approved by the Superintendent.**

Should the Superintendent determine a misuse of personal leave, salary will be reduced on a per day basis. Personal leave balances are on the direct deposit notices. See additional details regarding personal leave in Board Policy #4436 and #3436.

**Reminder: Leave must be requested through ABSENCE MANAGEMENT**

## Vacation Leave

Twelve-month employees are eligible for vacation leave. Vacation leave starts accruing during the first year of employment. In another word, employees will have 10 days accrued at the end of the first year of employment.

The number of vacation days for twelve (12) month employees is as follows:

1-4 years of service with the MRESC	10 days
5-9 years of service with the MRESC	15 days
10 and more years of service with the MRESC	20 days

The amount of vacation accrued cannot exceed thirty (30) days. Employees cannot be paid out in lieu of vacation leave. Vacations shall be arranged with the work load of the Midwest Regional ESC and also with the consideration of colleagues. **Vacation requests are entered into ABSENCE MANAGEMENT.** Vacation leave must be approved by your supervisor.

Vacation leave can be taken in increments. Balances are shown on the direct deposit emails. Upon separation from employment a nonteaching school employee (administrative assistants, secretaries, financial assistants) shall be entitled to compensation at their current rate of pay for all lawfully accrued and unused vacation leave to their credit at the time of separation, not to exceed the vacation leave accrued to their credit for the two years immediately preceding their separation and the prorated portion of their earned (but unused) vacation leave for the current year.

Law requires payment of vacation upon separation for this group of employees, whereas with administrators it is discretionary, subject to the Board's contracts with its administrators. See additional information regarding vacation in Board Policy #3433, #4433, and #6530.

**Reminder: Leave must be requested through ABSENCE MANAGEMENT**

## **UNCOMPENSATED (DOCK) LEAVE**

### **Uncompensated leave may be taken for the following purposes:**

1. Sabbatical;
2. Special Work Assignment;
3. Public Service Commitment;
4. FMLA when all personal and sick leave have been exhausted;
5. Other reasons that are considered to be "Extraordinary" in nature and beyond the control of the employee.

### **Uncompensated leave will not be granted for the following purposes:**

1. to extend a regularly scheduled break period or holiday
2. for vacation, travel, or leisure activities

Request for uncompensated leave shall be made, in writing (See Form 3341/4431), to the Superintendent at least two (2) weeks in advance of the desired start date and must be accompanied by a physician's statement when the cause is medical. All applications are subject to final approval by the Superintendent. In the event of an emergency, prior approval may be waived at the discretion of the superintendent, without setting precedent.

## **PROFESSIONAL LEAVE**

Please use the following procedure in order to obtain approval for Professional Leave:

1. Log into ABSENCE MANAGEMENT to create a leave request for professional leave. This will go to your supervisor and the superintendent for approval.
2. You should receive an email letting you know if your professional leave has been approved or denied.
3. Once your leave has been approved, submit completed requisitions to the Treasurer's office. Complete requisition(s) for: registration, hotels if necessary, reimbursement for meals, etc. If you turn in a monthly mileage sheet, we will already have a purchase order for your mileage. **You will submit your professional development mileage on your monthly mileage form.**

**Reminder: Leave must be requested through ABSENCE MANAGEMENT**

## PROFESSIONAL LEAVE - CONTINUED

4. Once you have submitted your requisitions and you have received your purchase order(s), you may make your reservations and register for your conference. Please contact the fiscal office if you need payment in advance for your registration to the conference.
5. Employees can obtain the ESC's American Express credit card the day before the conference from the Treasurer or Financial Assistant. The credit card should be used for the hotel and meals. **Do not use personal credit cards. We will not reimburse employees who make purchases on personal credit/debit cards.**
6. Make arrangements for payment of your hotel and/or conference registration with the Financial Assistant. You will always need to take tax exempt forms with you for the hotel and restaurants. You can obtain tax exemption letters from the Financial Assistant.
7. Provide the ESC American Express credit card (or MRESC Visa Card if approved) and tax exemption form to the hotel and restaurants.
8. After you attend the conference, then turn in all receipts (hotel/meals) to the Financial Assistant. **You must sign all of your itemized receipts and state the reason for the receipt, as for example, Treasurer's Conference.** Turn in the ESC's American Express/Visa credit card to the Treasurer or Financial Assistant.

**Note: You will not be reimbursed for any meals unless you are required to stay overnight. There will be no reimbursement for one day conferences. For example, there is no meal reimbursement for attending a meeting or professional development in Columbus and then returning home the same day.**

**Per Board policy, you are allowed UP TO \$25.00 per day for meal reimbursement. This is not a daily stipend, but reimbursement of actual meal charges. Meals should only be for the employee, no family members or others. If the conference is providing a meal, the staff member cannot use the credit card to purchase a meal.**

**The ESC will not pay for tax, alcohol, or tips. If you do get charged tax, you must reimburse the ESC for any unallowed charges.**

**Reminder: Leave must be requested through ABSENCE MANAGEMENT**



## **DEFINITION OF FULL-TIME**

The definition of a full-time employee is one who is contracted to work at least 35 hours a week. Employees may work five days a week, but if they do not work 35 hours during the week, they are not considered "full-time" by definition. For example, an employee working 30 to 34.99 hours is eligible for insurance benefits.

However, they would have pro-rated benefits as they are under 35 hours a week. This definition is based on past ESC practice. Per Affordable Care Act, an employee is eligible for insurance based on working more than 1,170 hours in a calendar year.

## **HOLIDAYS**

The Board approves the holiday schedule annually. The current year holiday schedule can be assessed from Office 365. The Ohio Revised Code Section 3319.087 for paid holidays will be followed in the event of questions. See additional details regarding Holidays in Board Policy #4434.

## **BENEFITS**

### **Retirement Pension**

Employees shall complete the membership record form, sign, and return it to the Treasurer's Office immediately after employment. Classified employees pay into SERS at a rate of 10% of their gross pay and Certified employees pay into STRS at a rate of 14% of their gross pay.

The Midwest Regional ESC contributes at the rate of 14% of gross salary on behalf of the employee. Retirement participation is mandatory. Please refer to the STRS and SERS websites for additional pension information.

### **Workers' Compensation**

The Midwest Regional ESC Board contributes to the State's Workers' Compensation Fund.

## BENEFITS - CONTINUED

### Medical Insurance

All employees contracted to work thirty (30) or more hours per week, following ACA guidelines, may elect to participate with the Medical Insurance benefit. This is a high deductible health savings plan (H.S.A.). The Board approves the insurance rates annually.

The upcoming calendar year's rates are provided prior to open enrollment. Current employees can enroll and change insurance during open enrollment, which occurs in **November**. This enrollment then becomes effective the following January for the calendar year.

New employees can enroll at the beginning of employment. Insurance coverage is effective the first month the employee is paid. **Employees must complete required paperwork to be enrolled.** One must provide the H.S.A. account and routing number to payroll to be setup. Single and family coverage is available.

The current health insurance is through Anthem. See the bottom of the following page in regards to additional insurance information. See additional details regarding health insurance in Board Policy #3421.1 and #4421.1.

The Midwest Regional Educational Service Center participates in a Section 125 plan provided by American Fidelity that allows all approved insurance premiums to be taken out of the employee's paycheck prior to being taxed.

### Dental Insurance

All employees contracted to work thirty (30) or more hours per week may elect to participate with the Dental Insurance benefit. See the note below about part-time employees. **Employees must complete the necessary paperwork for coverage.**

A portion of the cost is paid by the ESC. The current dental coverage is through CoreSource. Single and family coverage is available. See additional details regarding dental insurance in Board policy #3421.1 and #4421.1

### Vision Insurance

All employees contracted to work thirty (30) or more hours per week may elect to participate with the Vision Insurance benefit. See the note below about part-time employees. **Employees must complete the necessary paperwork for coverage.** A portion of the cost is paid by the ESC. The current vision insurance is through VSP. Single and family coverage is available.

## BENEFITS - CONTINUED

### Life Insurance

All employees contracted to work thirty (30) or more hours a week shall receive \$30,000.00 in life insurance benefit fully paid by the **Midwest Regional ESC Governing Board**. **Employees must complete the necessary paperwork for coverage.**

Eligible **employees also** have the option of purchasing additional life insurance coverage through American Fidelity. **Contact the Financial Assistant for details about the additional life insurance coverage available.**

Employees must have a qualifying event to change or add insurance. However, he or she can drop insurance coverage at any time. Employees can't discontinue voluntary insurance such as critical illness until open enrollment.

All insurance costs are approved by the Board and based on calendar year. The new insurance costs are provided prior to open enrollment (November).

Employees working 30 to 34.99 hours per week are considered part-time. These part-time employees may enroll for single or family insurance, but at a pro-rated premium rate. There is no pro-ration for life insurance.

The insurance consortium has approved spousal carve-out. If your spouse can obtain health insurance through their employer, Medicare, or a retirement program, your spouse cannot be covered under the ESC health insurance.

Spousal carve-out only applies to health insurance.

**All insurances are effective the first month that an employee is paid.**

### HEALTH INSURANCE OPT-OUT PAYMENT

The opt-out payment is for any employee that is eligible for health insurance (contracted to work 30 hours or more per week) who elects to opt-out of the health insurance coverage provided during the regular enrollment period.

The employee will be paid the following for each year that the Board provided coverage is not taken:

- If the employee is contracted to work 30—34.99 hours per week and is eligible for single coverage = \$250.00
- If the employee is contracted to work 30—34.99 hours per week and is eligible for family coverage = \$500.00

## **BENEFITS: HEALTH INSURANCE OPT-OUT CONTINUED**

- If the employee is contracted to work 35 hours per week or more and is eligible for single coverage = \$500.00
- If the employee is contracted to work 35 hours per week or more and is eligible for family coverage = \$1,000.00

The opt-out form is available on Office 365. Eligible employees must complete the Opt-out form and return it to the Treasurer's office by December 31st of the calendar year that the employee is applying for to be eligible and receive payment. The opt-out payment will occur in February of the following year.

Employees currently eligible for family coverage as of July 1, 2014 but opting to take single will receive \$1,000 and be grandfathered in for the duration of their full-time employment.

Employees may take dental or vision coverage and still receive the opt out payment for health insurance. One must be off the health insurance coverage for the full calendar insurance year in order to be eligible. If an employee opts-out and then has a qualifying event, the employee is not prohibited from coming onto the insurance coverage during the year, however, the employee would not receive the opt-out payment.

## **DEGREE MOVEMENT ON SALARY SCHEDULE**

Some of the ESC salary schedules have pay columns based on degree. Some salary schedules do not have degree columns. Official transcripts of the additional hours would need to be turned into the Treasurer by September 15<sup>th</sup> to move columns i.e. if one is currently on Masters column to move to Masters+15 column.

This date is set by Ohio Rev. Code Section 3317.14. If the official transcripts are turned in prior to 9/15, then the salary would be adjusted/increased for the contract year. On the other hand, if the transcript is turned in after 9/15, one would have to wait until the next contract for the increase from moving columns. Photocopies do not suffice, the employee must submit official transcript(s). Since this is a change in pay, the Board would approve the degree movement as well.

## **COMPENSATORY TIME**

Compensation for extra-time worked shall be compensatory time off. There is no monetary compensation associated with comp time. Compensatory time off will be on the basis of 1.5 hours accumulated for each hour of extra-time worked\*\*. Compensatory time should be used as soon as possible/practical after it is accumulated.

**\*\*Employees must have prior approval from a supervisor before working to accumulate compensatory time.** Compensatory time may not be accumulated in excess of sixty-five (65) hours. There are employees who were grandfathered in with balances in excess of sixty-five (65) hours.

There is no deadline associated with the use the Compensatory time. However, there is no payout for a comp time balance upon separation or retirement. See additional information<sup>1</sup> regarding compensatory time in Board Policy #3413 and #4413.

### **ADDITIONAL EMPLOYEE WORK (Overtime)**

There may be instances in which additional employee work may be performed. The additional work falls under the Compensatory Time. However, if the employee wants compensated for additional work, the request must be submitted to their supervisor in writing. The supervisor will forward the request to the Superintendent.

The Board will approve any additional employee work through a Board approved supplemental contract. No additional employee compensated work can be performed without prior Superintendent approval. **Employees cannot claim additional work and then request compensation after the fact.** Any summer work is paid at the same hourly rate or per diem as their personnel contract rate.

### **SUPPLY/EQUIPMENT/PROFESSIONAL DEVELOPMENT REQUESTS**

The ESC's fiscal year budget is based on costs provided to the districts in the spring of the prior fiscal year. Thus, there is a budgeted amount for all supplies, equipment, and professional development. The Treasurer will compare employee requests (i.e. supervisor approved requisitions) to the Board approved budget. There may be instances that a request will be denied due to the budget constraints.

The Treasurer will provide notice to the employee. Budgets are based on fiscal year, which is July 1st through June 30th of each year. Employees have their full budget available at the beginning of the fiscal year, but must consider the budget is for a twelve-month period.

### **EMPLOYEE REIMBURSEMENTS**

The ESC does not reimburse the employee for work related purchases. The ESC will not reimburse based on the employee's credit card statement. Once the employee has an approved purchase order, one can use an ESC credit card to make the purchase or provide the vendor the ESC purchase order number and ask the vendor to send the Treasurer's office an invoice to pay. Refer the Procurement/Purchase Order process.

## **FIXED ASSETS**

The ESC tracks and accounts for their fixed assets. When an employee receives a computer, printer, or another fixed asset, please verify whether it has an asset tag on it. If it does not have a tag, please contact the IT Coordinator for a fixed asset tag. A fixed asset addition form is completed as well. Do not dispose of any fixed asset without the Treasurer's approval.

Some fixed assets, such as technology, can be repaired by the IT Coordinator. When you dispose of your fixed asset, please request a disposal form from the IT Coordinator. A completed disposal form must be turned into the IT Coordinator in order to update the inventory. If employees come across ESC property without a tag, or have fixed asset questions, please contact the IT Coordinator at [helpdesk@mresc.org](mailto:helpdesk@mresc.org) for a tag.

## **GRANTS**

The ESC values and applies for several local, state, and federal grants. The Treasurer needs to be made aware of any grant or donation that is applied for. The Board approves grant applications and accepts donations. Some grants may require the ESC to provide a share of the funding or other requirements in order to receive the grant.

The Treasurer needs to know the grant criteria and potential reporting requirements prior to applying for the grant. Please provide all grant and donation applications to the Treasurer before submission.

## **RECORD RETENTION**

The student records and other data used during the course of the workday are public records. The ESC has a detailed record retention policy which provides for the time that a record must be maintained. If the records meet the retention schedule, please notify the Treasurer so the records can be presented to the Board's record commission for permission of the disposal. Also, see the Board Policy #8310A for the schedule, #8320 Personnel Files, and #8330 Student Records.

## **SEVERANCE PAY**

Severance pay, upon retirement, shall be in compliance with ORC Section 3319.41. Certified and classified personnel qualifying for retirement benefits under State Teachers' Retirement System or School Employees' Retirement System will be granted one-fourth

of the accumulated sick leave days up to a maximum of 40 days payable at the daily rate earned at retirement.

However, the employee must have ten consecutive years or more of active service with the ESC to be eligible for the severance. Severance will be paid by the ESC to VOYA account, which saves the retiree in taxes. The pending retiree will need to setup their account with VOYA prior to retirement. The Treasurer can provide contact information for the VOYA representative.

Retired and rehired employees will not be eligible to any type of severance compensation. Severance will not be paid until the first retirement check is submitted to the Treasurer's office. See additional details about severance in Board Policy #3415 and #4415.

## Frequently Asked Questions

- General work related questions – See your immediate supervisor
- Questions on ESC policies – See the Board Policies located online at <https://www.boarddocs.com/oh/midesc/Board.nsf/Public?open&id=policies>.
- Health/Dental/Vision/Life Insurance questions – Contact Elaine Drumm at [edrumm@mresc.org](mailto:edrumm@mresc.org)
- Questions on voluntary benefits such as critical illness and supplemental life insurance – Contact Elaine Drumm at [edrumm@mresc.org](mailto:edrumm@mresc.org)
- Questions on Evaluations – Contact your immediate supervisor
- Sick/Vacation/Personal Leave Balances – Check your Absence Management account or your direct deposit notice
- Grant Questions – Contact Keith Thomas at [kthomas@mresc.org](mailto:kthomas@mresc.org)
- Budget Questions – Contact Keith Thomas at [kthomas@mresc.org](mailto:kthomas@mresc.org)
- Where can I find the mileage form – Office 365 SharePoint
- When do I get paid — See Pay schedule in Office 365
- Salary Notice question - Issued in late June of each year. Contact Teresa Featheringham at [tfeatheringham@mresc.org](mailto:tfeatheringham@mresc.org)
- To whom should I send a letter of resignation or retirement — Immediate Supervisor
- How do I obtain an ESC credit card — You must have a purchase order (not a requisition) to obtain one. The credit cards are available from Jana Barhorst, Laurie Leach, and Treasurer with an approved purchase order.
- My computer or printer won't work— Contact Stewart Watkins, IT Coordinator, [swatkins@mresc.org](mailto:swatkins@mresc.org)
- Retirement questions—
  - STRS for Certified employees - [www.strsoh.org](http://www.strsoh.org)

- SERS for Classified employees - [www.ohsers.org](http://www.ohsers.org)
- Need a tag for a fixed asset— Laurie Leach [lleach@mresc.org](mailto:lleach@mresc.org)
- Where is my Purchase order— Laurie Leach [lleach@mresc.org](mailto:lleach@mresc.org)
- Who should receive my requisition — your immediate supervisor
- What is my job calendar— Teresa Featheringham [tfeatheringham@mresc.org](mailto:tfeatheringham@mresc.org)
- General Payroll questions— Teresa Featheringham [tfeatheringham@mresc.org](mailto:tfeatheringham@mresc.org)
- When is open enrollment— two week period in November of each year
- Open enrollment questions— Elaine Drumm [edrumm@mresc.org](mailto:edrumm@mresc.org)
- What is the mileage rate — it is on the mileage form in Office 365 under Forms