

1 Human Resources and Personnel  
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3 The School District has adopted the protocols outlined in this policy to govern during the term of  
4 the declared public health emergency to ensure clear expectations for District staff while  
5 completing their duties in a safe and healthy workplace. The supervising teacher, principal,  
6 superintendent or designated personnel are authorized to implement this policy.  
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8 Work Schedule and Assignment for Certified Staff  
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10 The working conditions for the certified staff shall be governed by a Collective Bargaining  
11 Agreement and any applicable Memorandum of Understanding between the Unit and the School  
12 District or the individual employment contracts between the employee and the School District.  
13 Certified staff shall comply with the emergency policies adopted by the Board of Trustees and  
14 related directives from the administration unless there is a provision of a Collective Bargaining  
15 Agreement or an applicable Memorandum of Understanding that specifically governs instead of  
16 the policy.  
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18 Work Schedule and Assignment of Duties for Classified Staff  
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20 The working conditions for classified staff are governed by a Collective Bargaining Agreement  
21 or any applicable Memorandum of Understanding between the Unit and the School District.  
22 Classified staff shall comply with the emergency policies adopted by the Board of Trustees and  
23 related directives from the administration unless there is a provision of a Collective Bargaining  
24 Agreement or an applicable Memorandum of Understanding that that specifically governs  
25 instead of policy.  
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27 Personal Conduct  
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29 This policy in no way limits or adjusts the School District's expectations for staff conduct. All  
30 applicable district policies and handbook provision governing staff conduct remain in full effect  
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32 Student Services  
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34 Students shall have access to regular instructional services whether their instruction is provided  
35 in an onsite, offsite, or online setting. Staff shall promptly report any suspected violation of  
36 School District Policy or concern about student health, well-being, or safety to their supervisor  
37 for review and referral. Students receiving instruction in an offsite or online setting are governed  
38 by all applicable laws, including the staff obligation to report suspected child abuse or neglect.  
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40 Compensation and Benefits  
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42 Staff shall continue to earn regular compensation and benefits during the period of declared  
43 public health emergency. Payroll dates and schedules are not affected by an applicable public  
44 health emergency.

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Evaluation of Staff

The Board of Trustees authorizes the administration to adjust or waive the schedule for evaluation of staff to accommodate the changes to the school calendar for the remainder of the 2019-2020 school year unless there is a Collective Bargaining Agreement or Memorandum of Understanding specifying the evaluation process of a member of a bargaining unit.

- Cross Reference:
- Policy 1905 - Student, Staff and Community Health and Safety
  - Policy 1906 – Student Instruction
  - Policy 5140 – Classified Assignment
  - Policy 5210 – Assignments and Transfers
  - Policy 5221 – Work Day
  - Policy 5232 – Abused and Neglected Child Reporting
  - Policy 5255 – Disciplinary Action
  - Policy 5223 – Personal Conduct
  - Policy 5012 – Sexual Harassment
  - Policy 5015- Bullying and Intimidation
  - Policy 5130 – Staff Health
  - Policy 5230 – Prevention of Disease Transmission
  - Policy 5222 – Evaluation of Certified and Classified Staff

Legal Reference:

Policy History:

Adopted on: April 2020

Revised on:

*Revision Note:*