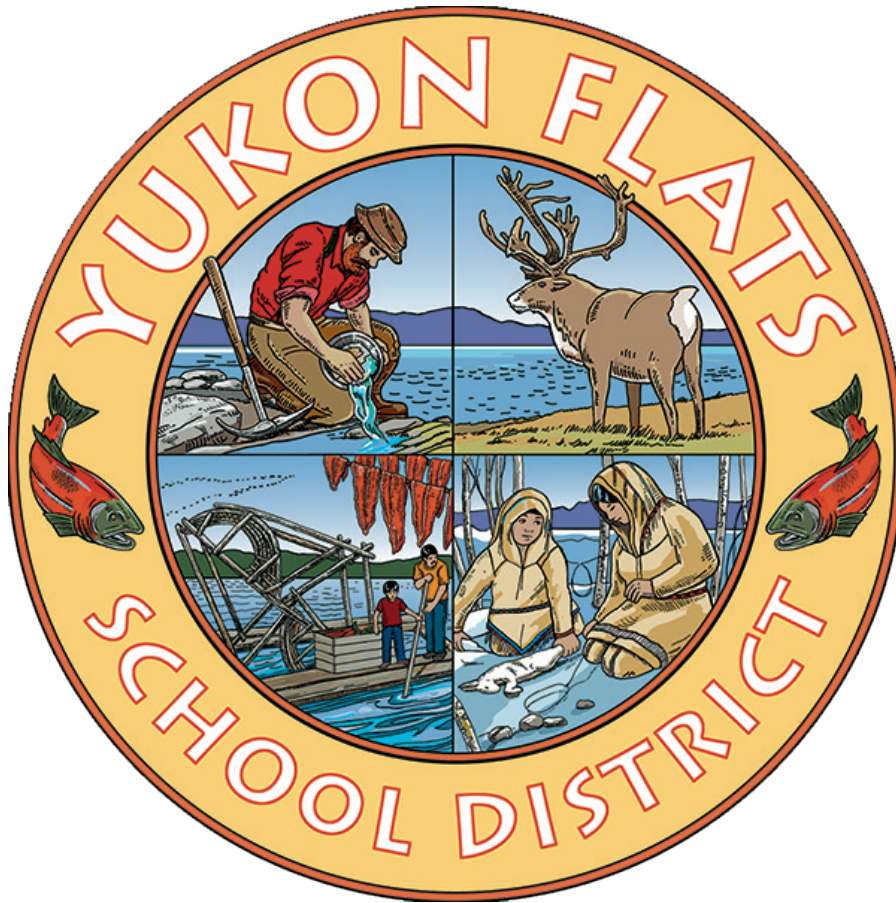


**Yukon Flats 2021-2022
Classified Employee Handbook**



Yukon Flats School District

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www.yfsd.org

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Welcome and Purpose

Welcome to our YFSD team! On behalf of the Board of Education for Yukon Flats School District, I would like to take this opportunity to thank you for your dedication to our students and our schools. Your efforts truly make YFSD a better district.

This Yukon Flats School District Classified Employee Handbook establishes procedure, benefits, and working conditions that will be followed by all employees as a condition of their employment with Yukon Flats Schools. Yukon Flats School strive to provide an employee-friendly environment in which we provide a rich educational environment for the students of our District. These procedures and working conditions provide a work environment in which our student and employee interests are best served.

We value our employees' talents, skills, and abilities and seek to foster an open, cooperative, and dynamic environment in which we can all excel.

Yukon Flats School District is an equal opportunity employer. Religion, age, gender, national origin, sexual orientation, race, or color does not affect employment decisions including hiring, promotion, development opportunities, pay or benefits. We offer fair treatment of employees based on merit and comply with all applicable federal, state, and local labor laws.

This handbook is not a contract of employment nor is it intended to create contractual obligation for the District of any kind or alter the employment relationships between Yukon Flats School District and our employees. Only a written agreement, signed by the Superintendent of Yukon Flats School District can change the nature of the employment of any individual.

The procedures outlined will be applies at the discretion of Yukon Flats Board of Education, Superintendent, or designee. As such Yukon Flats School District may deviate from the procedures, benefits, and working conditions described in this handbook. The District may also withdraw or change the procedures, benefits and working conditions described in the handbook at any time, for any reason.

While it is our goal to provide employees with notice of such changes, prior notice is not required before a change is implemented. Throughout an employee's employment with Yukon Flats Schools, it is his, her, or their responsibility to remain up to date on company procedures, benefits, and working conditions – both published and unpublished. No provision in this handbook can be waived without written authorization from Yukon Flats Schools' Superintendent or designee. Please review the procedures, working conditions, and benefits described in this handbook. You will be asked to affirm that you have read, understand, agree to, abide by and acknowledge your receipt of this employee handbook.

Again, I want to thank you for the work you do and your continued support of our children. I look forward to working with you in our efforts to make YFSD the best School District it can be.

All the best,



Dr. Debbe Lancaster
Superintendent

All classes and programs at Yukon Flats School District are offered to students regardless of race, color, national origin, sex or disability.

YFSD is an Equal Opportunity Employer. No person will be denied consideration for hire or advancement on the basis of age, race, sex and/or handicapping condition. No employee of YFSD shall be denied benefits on the basis of age, race or sex. An employee who feels there are grounds for grievance on the basis of discrimination should contact:

Dr. Debbe Lancaster, Title IX and Section 504 Coordinator
P.O. Box 350; Fort Yukon, AK 99740-0350
Phone: 907-662-2515 Email: debbe.lancaster@yfsd.org

FOUNDATION STATEMENTS

MISSION STATEMENT

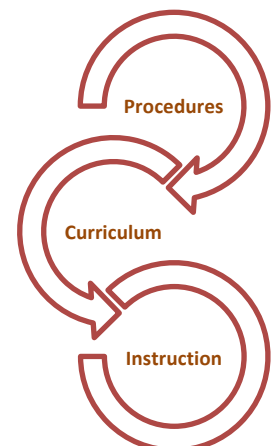
OUR STUDENTS WILL BE EMPOWERED,
INSPIRED AND ENGAGED FOR SUCCESS.

T'AIH (STRENGTH)

VISION

THROUGH OUR RICH CULTURES AND
LANGUAGES, WE WILL WORK TOGETHER
TO PROMOTE HIGH EXPECTATION FOR
ACADEMIC AND PERSONAL GROWTH.

T'AIH (STRENGTH)



VALUES

- CONFIDENCE
- TRADITION
- RESPECT
- HARD WORKING
- INTEGRITY
- ACHIEVEMENT
- HONOR
- RESPONSIBILITY
- PRIDE IN SCHOOL
- CARING

STRATEGIC PLAN – 2021/2026

In July 2021, the Yukon Flats Board of Education met to determine the direction of our district for the next few years. In the model below, please notice there are 6 areas of focus to create goals for improvement in our district. Our budgetary decisions are based on the direction determined by the Board of Education.



School Board Members for 2021-2022

Laurie Thomas – President
David Bridges - Vice President
Rhonda Pitka – Secretary
Eugenia Grammer
Margaret Henry-John

Tonya Carroll
Melinda Peter
Marybeth Solomon – Board Secretary/Clerk
William Fisher – Student Representative
Ashley Shirley – Alternate Student Representative

General Purpose

The purpose of this handbook is to promote the following:

- a. To recruit and retain the best personnel available for the district;
- b. To furnish sound training, supervision and administrative direction;
- c. To establish probationary periods for new permanent employees and standards of work performance and conduct for all classified employees;
- d. To provide a mechanism for district classified employees to have their concerns heard.

Employer Expectations

Once hired, Yukon Flats School District employees are expected to work in a professional manner and to represent the District well at all times and in all atmospheres, both in person and online. All Yukon Flats School District's employees must demonstrate a strong work ethic, personal integrity, and loyalty to the District and to the students we serve.

Some important traits and abilities for success at Yukon Flats School District are:

- Passion for doing your job to the best of your ability
- A helpful attitude (ability to work well with others)
- Flexibility (ability to adapt to changing situations)
- Organizational skills (ability to work well under time constraints)
- Confidentiality

Organization Chart

Supervisory relationships will be established for all employees prior to the beginning of each school year. Supervisory relationships are subject to change during the school year as needed to promote the efficient administration of the district and for other appropriate reasons. If changes to supervisory relationships are made, you will be notified by email.

Reporting to the Yukon Flats Board of Education are:

- Superintendent
- District Administrative Assistant (in a Board Clerk capacity)

Reporting to the Superintendent are:

- Principals
- District Administrative Assistant
- Business Manager
- Program and Operation Management
 - Business Manager
 - Building Administrators
 - District Reading Specialist
 - Food Service Director
 - Grant Director
 - Maintenance Director
 - Special Education Director
 - Technology Director

Reporting to Building Administrators are:

- Teachers
- Cooks
- School Secretaries
- Paraprofessionals
- Substitute Teachers/Aides/Secretaries
- Contracted Personnel, such as coaches, report to the principal of the school in which they work.

Reporting to the Maintenance Director are:

- School custodians
- Maintenance
- Bus Drivers

Reporting to the Business Manager are:

- Accounting Clerk
- Accounts Payable Clerk
- HR Director
- Payroll Clerk

Reporting to the District Reading Specialist is:

- Accountability and Compliance Director

Reporting to the Technology Director is:

- Technology Assistant

Staff assignments will be determined at the beginning of each school year. Employees will report to the principal of the school in which they have the majority of their assignments. If time is evenly divided the superintendent will make a special assignment to one principal.)

Classified Employee

A classified employee is a District employee who occupies a position for which the incumbent is not required to hold an Alaska teacher's certificate.

Management Rights

The District reserves exclusive rights to operate and control its schools and maintains authority to establish procedures and regulations. The District, through the Superintendent or designee, may prescribe working rules pertaining to conduct, discipline, and safety of classified employees. This handbook is considered an administrative regulation and is subject to change as needed. Per school board policy mandate enforced beginning October 20, 2021, all employees must show proof of being fully vaccinated for COVID before the first day of work.

Nondiscrimination in Employment

The district and its employees shall not unlawfully discriminate against or harass employees or job applicants on the basis of sex, race, color, religion, national origin, ancestry, age, marital status, pregnancy, parenthood, physical or mental disability, veteran status, or good faith reporting to the board on a matter of public concern.

Equal opportunity shall be provided to all employees and applicants in every aspect of personnel policy and practice. The district shall not discriminate against persons with physical or mental disabilities, who, with or without reasonable accommodation, can perform the essential functions of the job in question.

Accommodation

Yukon Flats School District recognizes its responsibility to accommodate the physical or cognitive limitations of a qualified applicant or employee who has a permanent or temporary disability, unless doing so would place an undue hardship on the district. It is the responsibility of the employee to request reasonable accommodation and provide documentation about the disability and functional limitations.

Posting of Openings

When a position comes open, either through a resignation or the creation of a new position, the advertisement shall be posted, consistent with board policy. Positions may be posted via local media, the school website, and on state and national recruiting websites. No vacancy will be filled earlier than five (5) working days after it has been posted or otherwise advertised as vacant.

In-house transfers may be made. Current employees may submit a letter of interest to the superintendent's office. To be considered for a position the employee must:

- Meet the qualifications specified for the position
- Have a satisfactory evaluation on file with the district office
- Not be on a plan of improvement or have pending discipline issues

Paraprofessionals may be transferred, at the discretion of the administration, from one para position to another to meet the current needs of students and the district. These positions will not necessarily be advertised unless it requires an additional employee to fill the position.

Employment of Personnel

No employee shall be placed in a regular position of employment until the School Board has established the position and a budgetary provision has been established.

All regular vacancies within the school district should be advertised. Exceptions may be made in cases of emergency or in cases where a current employee is transferred within the district. A regular vacancy is defined as a budgeted position for employment by the district that requires regularly scheduled hours for a period of more than ninety days.

The Superintendent recommends the hire of all new classified employees to the school board. The Superintendent may terminate classified employees.

All pertinent hire documents are required to be on file, with the District Office prior to any employee being classified as a regular employee. Until such documents are on file in the District Office, the employee will be classified as temporary or substitute.

Probationary Status

All classified employees of the District shall upon initial hire be considered employed on a probationary basis from the date of hire until the end of the school year. This probationary period may, by order of the Superintendent, be extended for a period not to exceed an additional 90 calendar days. During this period, you will become familiar with Yukon Flats School District and your job responsibilities, and we will have the opportunity to monitor the quality and value of your performance.

Completion of this introductory period does not imply guaranteed or continued employment. Nothing that occurs during or after this period should be construed to change the nature of the "at will" employment relationship.

A probationary employee's employment may be terminated at any time during the probationary period upon the recommendation of the employee's supervisor and the approval of the Superintendent, for any reason deemed sufficient by the Superintendent.

An evaluation of the employee's work performance shall be completed and reviewed with the employee upon completion of the probationary period. A satisfactory evaluation shall be necessary for continued employment as a regular employee. Upon completion of the probationary period a classified employee shall be considered a regular employee of the District.

If a regular classified employee of the District applies for and receives a new job within the district involving substantially different job responsibilities, the employee's status shall revert to that of a probationary employee.

Employment Authorization Verification

New hires will be required to complete Section 1 of federal Form I-9 on the first day of paid employment and must present acceptable documents authorized by the U.S. Citizenship and Immigration Services proving identity and employment authorization no later than the third business day following the start of employment with Yukon Flats School District. If you are currently employed and have not complied with this requirement or if your status has changed, inform your Supervisor.

If you are authorized to work in this country for a limited period of time, you will be required to submit proof of renewed employment eligibility prior to expiration of that period to remain employed by Yukon Flats School District.

Employee Schedule

Classified employees should receive a copy of their schedule at the beginning of each school year. It is the responsibility of the employee to notify the school secretary of any schedule changes throughout the year. This schedule helps to provide the secretaries an easy avenue in providing substitutes with your schedule.

Staff resources are limited this year. It is very likely that you may be pulled from your regular assignment to cover other duties.

If there are any questions concerning classroom rules, the classified employee should meet with the supervising teacher of that classroom. It is also helpful to make appointments with individual classroom teachers to be informed of their expectations and philosophies.

Fiscal Year

The period between July 1 of the calendar year through June 30 of the following calendar year

Workweek

The Superintendent shall establish the standard workweek for full-time year-round employees.

The standard hours for classified positions shall be according to each site's daily schedule and subject to the approval of the principal or supervisor. The Superintendent, or designee for District Office positions or the principal or supervisor for school site positions may approve deviations from the standard schedule.

Full-time Employment

Full-time employment is defined as employment in a position wherein the employee works thirty (30) or more hours per week. There shall be three categories of full-time employees: year-round, school year and 10-month employees. Year-round is defined as twelve (12) months; school year is defined as the nine (9) months school is in session. 10-month employees work the nine (9) months school is in session plus an additional two weeks before school and two weeks after the school session.

Part-time Employment

Part-time employment is defined as employment in a position, which regularly requires working less than thirty (30) hours per week.

Temporary Employment

A temporary employee is one who works in a situation for which continuation is not anticipated or planned and lasts less than work 20 days.

Break in Service

A break in service is defined as any termination of employment with Yukon Flats School District including, but not limited to, declining enrollment at the site or district level or changing needs or programs at the site or District.

Leave

Absences of classified employees from duty shall be for reasons approved by their supervisor and shall be covered with leave, which has been duly authorized, reported, and recorded.

Each District employee must notify his/her immediate supervisor in a timely manner of his/her inability to report for duty prior to any absence. If you know ahead of time that you will be absent or late, provide reasonable advance notice to your Supervisor. Prior approval by supervisors is required for leave requests; employees calling in sick must get their sick leave approved within 48 hours upon their return to work.

Absence without such notification may be considered sufficient cause for disciplinary action such as temporary suspension, and continued violation of this policy will result in discharge for substantial non-compliance with district policy. You may be required to provide documentation of any medical or other excuse for being absent or late where permitted by applicable law.

Employee leave may be granted provided an employee has sufficient leave balance. Yukon Flats School District reserves the right to apply unused vacation, sick time, or other paid time off to unauthorized absences where permitted by applicable law. Absences resulting from approved leave, vacation, or legal requirements are exceptions to the policy. Paid leave may not be used to exceed the number of hours scheduled to work during the week.

LEAVE WITHOUT PAY: Leave without pay will not be routinely approved. In order to maintain the best academic setting for our students, classified employees are discouraged from taking Leave without Pay and are asked to limit the number of days of Leave Without Pay taken during the school year. For this purpose, “school year” will be defined as July 1 – June 30). An employee may be granted leave without pay not to exceed a total of ten (10) working days in any school year (except for that used under the Family Medical Leave Act).

Available, applicable paid leave must be used prior to taking Leave Without Pay. If Leave Without Pay is being used because sick leave has been exhausted, the district will require a note from a physician.

No leave may accrue when the employee is on approved leave without pay, or when the employee is otherwise not on a pay status due to school vacations or closures.

Per **Alaska Statute 39.35.330**, a leave or leaves of absence without pay exceeding ten accumulated working days in a calendar year will be considered an interruption of employment and credited service may not be granted for the purpose of retirement.

BEREAVEMENT LEAVE: Death in the immediate family entitles the employee to five (5) days of paid leave, except that if the circumstances of death in the immediate family* require travel outside the state, the employee may use up to ten (10) days of paid leave. This bereavement leave, without pay may be extended, by the superintendent, upon request by the employee. Immediate family shall include spouse, parent, sibling, child or legal ward.

Upon the death of an in-law, grandparent or grandchild, an employee will be granted up to three (3) days of paid leave.

The superintendent may grant bereavement leave to attend the local funeral of a friend or relative.

JURY DUTY: Employees who are called to serve on jury duty shall be granted leave without loss of pay or other benefit, provided that the employee would have been entitled to such pay and benefits if not serving on a jury. Any compensation received from jury duty in such cases shall be remitted to the District.

VACATION LEAVE:

Full time classified staff members employed on a 12-month basis shall be eligible for paid vacations in accordance with the following schedule:

1 - 4 years	---15 vacation days (accrued at 1.25 days per month)
5 - 9 years	---18 vacation days (accrued at 1.5 days per month)
10 – 14 years	---21 vacation days (accrued at 1.75 days per month)
15 – 19 years	---24 vacation days (accrued at 2.0 days per month) 20 or
more years	---27 vacation days (accrued at 2.25 days per month)

Full time classified staff members employed on a 10-month basis shall be eligible for paid vacations in accordance with the following schedule:

1 - 4 years	---10 vacation days (accrued at 1.0 days per month)
5 - 9 years	---12 vacation days (accrued at 1.2 days per month)
10 – 14 years	---13 vacation days (accrued at 1.3 days per month)
15- 19 years	---14 vacation days (accrued at 1.4 days per month) 20 or
more years	---15 vacation days (accrued at 1.5 days per month)

Full time classified staff members employed on a 9-month basis shall be eligible for 3 vacation days annually.

An employee may not take vacation during the first three (3) months of employment. Scheduling of vacations will take into account service requirements of the District. Vacation schedules shall be arranged so that, in the judgment of the Superintendent/designee they will least interfere with the functions of the District. Except in situations the superintendent or designee considers extenuating, vacation leave will not be granted during the first or last week of the school year.

Each employee should give as much notice as possible for vacation requests. Approval will be required from the immediate supervisor and from the Superintendent. Consideration will be given in such approval to the cost of any necessary substitute.

Annual vacation leave must be taken within one (1) year of its accrual, except that up to ten (10) days may be carried forward in any given year.

SICK LEAVE: All full-time classified employees shall accrue 1-1/3 days of sick leave for each month of employment. Sick leave may be cumulative without limit. Part-time classified staff working over 20 hours a week but less than 30 hours per week will earn 3 days of sick leave per 12 months. Part-time classified staff working under 20 hours a week are not eligible for sick leave.

A day is defined as the number of hours per day authorized for the employee to work at the time sick leave is approved.

Sick leave shall be used only for personal injury or illness of the employee, or subject to the limitation below, for the death, illness, or welfare of a person in the employee's immediate family. The definition of "immediate family" includes husband, wife, father, mother, son, daughter, brother and sister (including step-relatives). The employee may use all or any portion of his/her sick leave as allowed by the Family Medical Leave Act or this handbook.

After three (3) consecutive days of absence, employees must complete the district family and medical leave form. Medical certification will be required for all medical leave requests for periods of ten days or longer. A completed medical certification form must be submitted within 15 days of the request for leave. The Superintendent and/or principal may require that any absence due to illness or injury be supported by a physician's statement that the employee was sick or injured, and that the employee was incapacitated for work for that period of absence.

It is the employee's responsibility to immediately notify the principal or designee if sick leave is needed. If an employee fails to notify his or her supervisor prior to duty time on the day of absence, the District may elect not to allow sick leave for the absence and/or to deduct salary commensurate with the time lost.

A false statement by a staff member regarding sick leave shall be sufficient ground for termination.

Upon retirement, unused sick leave will be bought back at \$25.00 per day if the employee has 20 years or more of service with Yukon Flats School District.

FAMILY AND MEDICAL LEAVE ACT (FMLA) AND ALASKA FAMILY LEAVE ACT (AFLA):

EMPLOYEE RIGHTS AND RESPONSIBILITIES UNDER THE FAMILY AND MEDICAL LEAVE ACT

Basic Leave Entitlement

FMLA requires covered employers to provide up to 12 weeks of unpaid, job-protected leave to eligible employees for the following reasons:

- for incapacity due to pregnancy, prenatal medical care or child birth;
- to care for the employee's child after birth, or placement for adoption or foster care;
- to care for the employee's spouse, son, daughter or parent, who has a serious health condition; or
- for a serious health condition that makes the employee unable to perform the employee's job.

Military Family Leave Entitlements

Eligible employees whose spouse, son, daughter or parent is on covered active duty or call to covered active duty status may use their 12-week leave entitlement to address certain qualifying exigencies. Qualifying exigencies may include attending certain military events, arranging for alternative childcare, addressing certain financial and legal arrangements, attending certain counseling sessions, and attending post-deployment reintegration briefings.

FMLA also includes a special leave entitlement that permits eligible employees to take up to 26 weeks of leave to care for a covered servicemember during a single 12-month period. A covered servicemember is: (1) a current member of the Armed Forces, including a member of the National Guard or Reserves, who is undergoing medical treatment, recuperation or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list, for a serious injury or illness*; or (2) a veteran who was discharged or released under conditions other than dishonorable at any time during the five-year period prior to the first date the eligible employee takes FMLA leave to care for the covered veteran, and who is undergoing medical treatment, recuperation, or therapy for a serious injury or illness.*

***The FMLA definitions of "serious injury or illness" for current servicemembers and veterans are distinct from the FMLA definition of "serious health condition".**

Benefits and Protections

During FMLA leave, the employer must maintain the employee's health coverage under any "group health plan" on the same terms as if the employee had continued to work. Upon return from FMLA leave, most employees must be restored to their original or equivalent positions with equivalent pay, benefits, and other employment terms.

Use of FMLA leave cannot result in the loss of any employment benefit that accrued prior to the start of an employee's leave.

Eligibility Requirements

Employees are eligible if they have worked for a covered employer for at least 12 months, have 1,250 hours of service in the previous 12 months*, and if at least 50 employees are employed by the employer within 75 miles.

***Special hours of service eligibility requirements apply to airline flight crew employees.**

Definition of Serious Health Condition

A serious health condition is an illness, injury, impairment, or physical or mental condition that involves either an overnight stay in a medical care facility, or continuing treatment by a health care provider for a condition that either prevents the employee from performing the functions of the employee's job, or prevents the qualified family member from participating in school or other daily activities.

Subject to certain conditions, the continuing treatment requirement may be met by a period of incapacity of more than 3 consecutive calendar days combined with at least two visits to a health care provider or one visit and

a regimen of continuing treatment, or incapacity due to pregnancy, or incapacity due to a chronic condition. Other conditions may meet the definition of continuing treatment.

Use of Leave

An employee does not need to use this leave entitlement in one block. Leave can be taken intermittently or on a reduced leave schedule when medically necessary. Employees must make reasonable efforts to schedule leave for planned medical treatment so as not to unduly disrupt the employer's operations. Leave due to qualifying exigencies may also be taken on an intermittent basis.

Substitution of Paid Leave for Unpaid Leave

Employees may choose or employers may require use of accrued paid leave while taking FMLA leave. In order to use paid leave for FMLA leave, employees must comply with the employer's normal paid leave policies.

Employee Responsibilities

Employees must provide 30 days advance notice of the need to take FMLA leave when the need is foreseeable. When 30 days notice is not possible, the employee must provide notice as soon as practicable and generally must comply with an employer's normal call-in procedures.

Employees must provide sufficient information for the employer to determine if the leave may qualify for FMLA protection and the anticipated timing and duration of the leave. Sufficient information may include that the employee is unable to perform job functions, the family member is unable to perform daily activities, the need for hospitalization or continuing treatment by a health care provider, or circumstances supporting the need for military family leave. Employees also must inform the employer if the requested leave is for a reason for which FMLA leave was previously taken or certified. Employees also may be required to provide a certification and periodic recertification supporting the need for leave.

Employer Responsibilities

Covered employers must inform employees requesting leave whether they are eligible under FMLA. If they are, the notice must specify any additional information required as well as the employees' rights and responsibilities. If they are not eligible, the employer must provide a reason for the ineligibility.

Covered employers must inform employees if leave will be designated as FMLA-protected and the amount of leave counted against the employee's leave entitlement. If the employer determines that the leave is not FMLA-protected, the employer must notify the employee.

Unlawful Acts by Employers

FMLA makes it unlawful for any employer to:

- interfere with, restrain, or deny the exercise of any right provided under FMLA; and
- discharge or discriminate against any person for opposing any practice made unlawful by FMLA or for involvement in any proceeding under or relating to FMLA.

Enforcement

An employee may file a complaint with the U.S. Department of Labor or may bring a private lawsuit against an employer.

FMLA does not affect any Federal or State law prohibiting discrimination, or supersede any State or local law or collective bargaining agreement which provides greater family or medical leave rights.

FMLA section 109 (29 U.S.C. § 2619) requires FMLA covered employers to post the text of this notice. Regulation 29 C.F.R. § 825.300(a) may require additional disclosures.



U.S. Department of Labor Wage and Hour Division

For additional information: 1-866-4US-WAGE (1-866-487-9243) TTY: 1-877-889-5627

WWW.WAGEHOUR.DOL.GOV



WHD Publication 1420 · Revised 2013

For the purposes of the Family Medical Leave Act (FMLA), Yukon Flats School District uses a forward tracking method. The district looks back to the start date of the first leave to begin and counts forward one year from that.

YOUR RIGHTS UNDER THE ALASKA FAMILY LEAVE ACT

THE ALASKA FAMILY LEAVE ACT (AFLA) requires covered public employers to provide up to 18 weeks of unpaid, job-protected leave to eligible employees for certain family and medical reasons. Employees are eligible if they have been employed for a covered employer for at least 35 hours per week for at least six consecutive months or for at least 17.5 hours per week for at least 12 consecutive months immediately preceding the leave, and if there have been at least 21 employees within 50 road miles during any period of 20 consecutive workweeks in the preceding two calendar years.

REASONS FOR TAKING LEAVE: Unpaid leave must be granted for any of the following reasons:

- Pregnancy and birth of a child of the employee
- Placement of a child, other than employee's step-child, with employee for adoption;
- To care for the employee's spouse, same-sex partner, child or parent with a serious health condition; or
- The employee's own serious health condition

SUBSTITUTION OF LEAVE: At the employee's or employer's option, certain kinds of paid leave may be substituted for unpaid leave.

ADVANCE NOTICE: If the need for leave is foreseeable, the employee must provide the employer with reasonable prior notice of the expected need for leave. The employee must also make a reasonable effort, with health care provider approval, to schedule foreseeable treatment or supervision so as not to unduly disrupt the employer's operations.

JOB BENEFITS AND PROTECTION:

- For the duration of AFLA leave, the employer must maintain the employee's health coverage under any group health plan. During periods of unpaid AFLA leave, employees are required to pay the full cost of coverage.
- Upon return from AFLA leave, most employees must be restored to their original or equivalent positions with equivalent pay, benefits, and other employment terms.

ENFORCEMENT:

- Employees covered by a collective bargaining agreement may follow the complaint procedure set out in that agreement to resolve disputes regarding leave that is provided as a contract benefit.
- Employees may file complaints regarding the denial of rights or privileges granted by AFLA with the Alaska Department of Labor and Workforce Development.

Reference AS 39.20.500 et seq.

For additional information on FMLA and AFLA, contact the Superintendent's Office, or the nearest office of the Wage and Hour Division, listed in most telephone directories under U.S. Government Department of Labor.

Inadvertent Acquisition of Genetic Information

The Genetic Information Nondiscrimination Act of 2008 (GINA) prohibits employers and other entities covered by GINA Title II from requesting or requiring genetic information of an individual or family member of the individual, except as specifically allowed by this law. To comply with this law, we are asking that you not provide any genetic information when responding to this request for medical information. 'Genetic information' as defined by GINA includes an individual's family medical history, the results of an individual's family member sought or received genetic services, and genetic information of a fetus carried by an individual or an individual's family member or an embryo lawfully held by an individual or family member receiving assistive reproductive services.

Holidays

Twelve-month employees shall have the following holidays, provided, that they worked or were on approved vacation or sick leave, on the day immediately preceding and immediately subsequent to the holiday:

- Labor Day
- Thanksgiving Day and the day following
- Christmas Day, the day before and the day after
- New Year's Day
- Memorial Day
- Independence Day

Ten-month employees shall have the following holidays, provided, that they worked or were on approved vacation or sick leave, on the day immediately preceding and immediately subsequent to the holiday:

- Labor Day
- Thanksgiving Day and the day following
- Christmas Day, the day before and the day after
- New Year's Day
- Memorial Day.

Nine-month employees shall have the following holidays, provided that they worked or were on approved sick leave on the day immediately preceding and immediately subsequent to the holiday (with the exception of school vacation days when the employee is not normally scheduled to work): **Thanksgiving, the day after Thanksgiving, Christmas and New Year's Day.**

A day is defined as the number of hours per day authorized for the employee to work at the time the holiday is taken.

When a holiday falls on a Saturday, the preceding Friday shall be considered a non-workday; generally, when the holiday falls on a Sunday, the following Monday shall be considered a non-workday, however, the district may alter to comply with the approved school calendar or state/federal requirements.

Job Abandonment

If you fail to show up for work or fail to call in with an acceptable reason for the absence for a period of three consecutive days, you will be considered to have abandoned your job and voluntarily resigned from Yukon Flats School District.

Compensation

SALARY: Hourly employees will be paid according to the appropriate range on the adopted salary schedule.

PLACEMENT ON THE SALARY SCHEDULE: The Superintendent shall make the initial placement based upon job description and position responsibilities. Experience and education relative to the position within a classification or in related job descriptions will be considered. *Salary Schedules can be found in the Appendix at the back of this handbook.*

ADVANCEMENT ON THE SALARY SCHEDULE: Advancement on the salary schedule shall be an annual event and shall become effective for all eligible classified employees on July 1 of each year, pending a satisfactory evaluation by the supervisor. Note: it is a shared responsibility of the employee to ensure that an evaluation is completed on schedule by the supervisor.

To be eligible for annual advancement on the salary schedule, a classified employee must have been employed by Yukon Flats School District at least seven (7) months in the immediately preceding fiscal year in the category for which the advancement is being considered. Any absence necessitated by an accidental job-related injury or by required military service will not be considered a break in service for purposes of establishing the seven (7) month work criteria.

RECORDING TIME: Yukon Flats School District is required by applicable federal, state, and local laws to keep accurate records of hours worked by certain employees. To ensure that Yukon Flats School District has complete and accurate time records and that employees are paid for all hours worked, nonexempt employees are required to record all working time using the approved time keeping application. Exempt employees may also be required to track days or time worked.

Speak with your Supervisor for specific instructions.

You must accurately record all of your time to ensure you are paid for all hours worked, and must follow established procedures for recording your hours worked. Time must be recorded as follows:

- Immediately before starting your shift.
- Immediately after finishing work, before your meal period.
- Immediately before resuming work, after your meal period.
- Immediately after finishing work.
- Immediately before and after any other time away from work.

Time cards are to be turned in to your Supervisor at the end of your shift on the 18th of each month.

If you are required to clock in, you should clock in no more than five minutes ahead of your start time and clock out no later than five minutes after your quitting time. Exceptions may be made for office and custodial personnel who may work a more flexible schedule.

Notify your Supervisor or the District Office, in writing, of any pay discrepancies, unrecorded or mis-recorded work hours, or any involuntarily missed meal or break periods. Falsifying time entries is strictly prohibited. Falsifying time entries includes working “off the clock.” If you falsify your own time records, or the time records of co-workers, or if you work off the clock, you will be subject to discipline up to and including termination. Immediately report to the District Office any employee, supervisor, or manager who falsifies your time entries or encourages or requires you to falsify your time entries or work off the clock.

OVERTIME: Overtime is defined as all hours worked over forty (40) hours in one (1) week. The workweek begins on Sunday at 12:00 a.m. and ends on Saturday at 11:59 p.m.

Overtime work shall not be permitted, unless approved in advance by the Superintendent/designee.

Overtime pay shall be calculated at the rate of time and one-half for all hours worked overtime. With the exception that professional, supervisory, or administrative employees shall not be entitled to receive overtime compensation.

PAYDAY: Beginning January 1, 2022, classified employees will be paid monthly. The pay period is between the nineteenth (19th) day of one month and the eighteenth (18th) day of the following month inclusive. Employees shall be paid on the twenty-fifth (25th) day of each month by direct deposit. In the case of a weekend or legal holiday falling on the twenty-fifth (25th) day of the month, payment will be made on the day prior to the weekend or legal holiday.

By January 1, 2022, we require all employees to have their pay via direct deposit. Your pay stub will be available via email for direct deposit payments so that you have record for your files. While we are happy to verify wages for consumer loans, etc., it is your responsibility to keep track of your individual pay stubs.

DIRECT DEPOSIT: Beginning January 1, 2022, Yukon Flats School District requires all employees to enroll in direct deposit. Ask District Office Staff for an application form. Typically, the bank will begin the direct deposit of your payroll within 30 calendar days after you submit your completed application.

When you selected the direct deposit payroll service, a written explanation of your deductions will be given to you on paydays described in the preceding sections in lieu of a check.

RETIREMENT: The District participates in the State of Alaska’s Public Employee Retirement System (PERS) and Supplemental Benefits System (SBS).

All classified employees are required to participate in the Supplemental Benefits System. Regular employees who work more than fifteen (15) hours per week will be required to participate in PERS. Employees will be responsible for all employee contributions to such plans, which will be facilitated by the District through automatic payroll deduction.

MEDICAL INSURANCE: For employees working more than 30 hours per week, the District shall pay 100% of the premium for health insurance for employees and immediate family members.

Notice for Employees who enroll in the Group Health Plan:

YOUR RIGHTS UNDER THE WOMEN’S HEALTH AND CANCER RIGHTS ACT

What is the Women’s Health and Cancer Rights Act?

The Women’s Health and Cancer Rights Act (WHCRA) provides protections for mastectomy patients who choose to have breast reconstruction in connection with a mastectomy. The WHCRA applies only to those group health plans and health insurers that cover benefits for mastectomies; it *does not require* health plans to pay for mastectomies. But for plans that do provide coverage for mastectomies, the WHCRA requires coverage for reconstruction as well. According to the U.S. Department of Labor, the WHCRA is not limited to cancer patients; this law should cover anyone seeking reconstruction after a mastectomy for any reason.

For individuals receiving mastectomy-related benefits, coverage will be provided in a manner determined in consultation with the attending physician and the patient for:

1. All stages of reconstruction of the breast on which the mastectomy was performed;
2. Surgery and reconstruction of the other breast to produce a symmetrical appearance;
3. Prostheses (e.g. breast implant); and
4. Treatment for physical complications of the mastectomy, including lymphedema.

These benefits will be provided subject to the same deductibles and coinsurance applicable to other medical and surgical benefits provided under this plan.

Note: State laws may broaden federal WHCRA rights. For complete details about your plan benefits, please read your summary plan description or contact the plan administrator:

Yukon Flats School District
P.O. Box 350
Fort Yukon, AK 99740-0350

Administrative Contact:
Nancy Shewfelt Business Manager
(907) 662-2515 x 32

More information about the WHCRA may be obtained by calling the Employee Benefits Security Administration of the U.S. Department of Labor toll free at: 1-866-444-3272.

COBRA CONTINUATION COVERAGE: If you receive Medical insurance as an employment benefit you have the right to COBRA. Please see the general notice of your coverage rights in the back of the classified employee handbook.

COBRA continuation coverage is a continuation of Plan coverage when coverage would otherwise end because of a life event known as a “qualifying event.” Specific qualifying events are listed later in this notice. After a qualifying event, COBRA continuation coverage must be offered to each person who is a “qualified beneficiary.” You, your

spouse, and your dependent children could become qualified beneficiaries if coverage under the Plan is lost because of the qualifying event. Under the Plan, qualified beneficiaries who elect COBRA continuation coverage must pay for COBRA continuation coverage.

If you are an employee, you will become a qualified beneficiary if you lose your coverage under the Plan because either one of the following qualifying events happens:

- Your days of employment or hours of employment are reduced, or
- Your employment ends for any reason other than your gross misconduct.

If you are the spouse of an employee, you will become a qualified beneficiary if you lose your coverage under the Plan because any of the following qualifying events happens:

Your spouse dies;

- Your spouse's hours of employment are reduced;
- Your spouse's employment ends for any reason other than his or her gross misconduct;
- Your spouse becomes entitled to Medicare benefits (under Part A, Part B, or both); or
- You become divorced or legally separated from your spouse.
- Your dependent children will become qualified beneficiaries if they lose coverage under the Plan because any of the following qualifying events happens:
 - The parent-employee dies;
 - The parent-employee's hours of employment are reduced;
 - The parent-employee's employment ends for any reason other than his or her gross misconduct;
 - The parent-employee becomes entitled to Medicare benefits (Part A, Part B, or both);
 - The parents become divorced or legally separated; or
 - The child stops being eligible for coverage under the plan as a "dependent child."

WORKMEN'S COMPENSATION: All employees shall be covered by Workmen's Compensation as required by the Workmen's Compensation Act.

All employee injuries occurring while on duty shall be reported immediately to the supervisor. Employees shall complete the section of the Workers' Compensation "Report of

Occupational Injury or Illness” form. This form should be submitted to the Principal or Supervisor who shall forward it to the District Office.

UNEMPLOYMENT INSURANCE: All employees shall be covered by unemployment insurance as provided by State law.

PAYROLL DEDUCTIONS: Yukon Flats School District is required by law to make certain deductions from your pay each pay period. This includes income and unemployment taxes, Federal Insurance Contributions Act (FICA) contributions, and any other deductions required under law or by court order for wage garnishments. The amount of your tax deductions will depend on your earnings and the number of exemptions you list on your federal Form W-4 and applicable state withholding form. You may also authorize voluntary deductions from your paycheck, including contributions for insurance premiums, retirement plans, spending accounts, or other services. Your deductions will be reflected in your wage statement.

Yukon Flats School District will not make deductions to your pay that are prohibited by federal, state, or local law. If you have any questions about deductions from your pay, contact your Supervisor. You will be reimbursed in full for any isolated, inadvertent, or improper deductions, as defined by law. If an error is found, you will receive an immediate adjustment, which will be paid no later than your next regular payday.

Upon appropriate written authorization, the District shall deduct from the salary of that person and make appropriate remittance for tax-sheltered annuities, credit union or any other plans or programs approved by the School Board. All employees of the school district who work twenty or more hours per week are permitted to make elective deferrals to a 403 (b) tax shelter annuity. A list of vendors is available at the district office.

SALARY ADVANCES: Upon application of an employee, advances may be made on his/her salary in an amount to be determined by the superintendent, but not to exceed 70% of the amount earned to date in that pay period. Advances shall be deducted from the employee’s next regular paycheck. There will be a fee of \$25 for each salary advance taken. The total number of salary advances during any fiscal year will not exceed three (3). Salary Advance forms are available in the district office.

Accident Reporting

All employees are required to complete accident reports if they witness an accident or injury that occurs on school property, at a school-sponsored event, or while on a school-sponsored trip. These forms should be completed as soon as possible and submitted to the district office within 24 hours following the accident. Contact the building administrator for a form. You may also find a form on the district web site www.yfsd.org.

The accident form must be completed in full. All blanks must either be completely filled in or noted N/A if the information is not pertinent to a particular situation. In case of an accident that requires medical attention, staff must immediately contact their supervisor who should in turn, contact the Superintendent.

The original accident form is filed in the district office with a copy retained in the school office.

The District does have student accident coverage. If a student is injured and requires medical care, the parent should be notified of the availability of insurance and the form completed appropriately signifying that contact was made.

Refer to sample form on the next page:

Yukon Flats School District Accident Reporting Form

Verbal notification must be made to the building administrator and THIS WRITTEN REPORT MUST BE SUBMITTED WITHIN 24 HOURS FOLLOWING THE ACCIDENT.

Date of Report: _____ Person Reporting Accident/Incident: _____

Name of Person Injured/Involved: _____

Date of Accident/Incident _____ Time of Accident: _____ AM _____ PM

Place of Accident: _____

Nature of Accident: _____

Activity Engaged In: _____

Supervisor of Activity: _____

Witnesses: _____

Parent/Family Member Notified _____ Yes _____ No Name: _____

Referred to Clinic: _____ Yes _____ No

First Aid Administered by Staff: _____ Yes _____ No

Sent Home: _____ Yes _____ No

Comments: _____

Signature of Person Completing Report: _____

Signature of School Principal: _____

School Principal required to Contact Parent: _____ Yes _____ No

If student was referred to clinic or hospital:

Parent/Guardian was notified of the availability of school insurance by: ☐ phone ☐ personal contact ☐ other

Staff Member Signature

Date/Time

If the parent would like to use school insurance coverage, a form must be picked up in the District Office.

Signature of Parent acknowledging that he/she was informed of availability of school insurance:

Signed

Date

Distribution: ORIGINAL TO DISTRICT OFFICE

COPY in SCHOOL FILE

YFSD Updated Nov 11 2021

Special Needs

Students and staff members who require special accommodations can contact their building administrator.

Outside (Non-School) Employment

Outside employment that creates a conflict of interest or that affects the quality or value of your work performance or availability at Yukon Flats School District is prohibited. The District recognizes that you may seek additional employment during off hours, but in all cases expects that any outside employment will not affect job performance, work hours, or scheduling, or otherwise adversely affect your ability to effectively perform your duties. Any conflicts should be reported to your Supervisor. Failure to adhere to this policy may result in discipline up to and including termination.

Personnel Records

A personnel folder for each employee shall be accurately maintained in the District Office.

In addition to the initial application for employment and supporting material and references, such folders shall contain information relative to compensation, payroll deductions, evaluations and such other information as may be considered pertinent.

- Job description for the position
- job application and/or resume
- I-9 Employment Eligibility
- Certifications (as required by position)
- Offer of employment/contract
- IRS Form W-4 (the Employee's Withholding Allowance Certificate)
- Receipt or signed acknowledgment of employee handbook.
- Performance evaluations.
- Forms relating to employee benefits
- Background investigations
- Correspondence

All personnel records of District employees shall be confidential. They shall not be open for public inspection. The Superintendent shall take the necessary steps to safeguard unauthorized use of all confidential material.

Each employee shall have the right, upon request, to review the contents of his or her own personnel file, with the exception of references and recommendations provided to the district on a confidential basis by universities, colleges, or persons not connected with the district. Lists of employees' names and addresses shall be released only to governmental agencies as required for official reports.

Medical or other confidential information covered by HIPPA laws will be kept in a separate employee file.

Evaluation

All employees shall be evaluated by their supervisor annually prior to May 1. The performance evaluation shall include areas of strength as well as any areas needing improvement. Nothing in this section precludes a supervisor from evaluating an employee more often than annually if deemed necessary.

An evaluation of the employee's work performance shall be completed and reviewed with the employee upon

completion of the probationary period. A satisfactory evaluation shall be necessary for continued employment as a regular employee. Upon completion of the probationary period a classified employee shall be considered a regular employee of the District.

Job Description

Yukon Flats School District attempts to maintain a job description for each position. If you do not have a current copy of your job description, you should request one from your Supervisor.

Job descriptions prepared by Yukon Flats School District serve as an outline only. Due to business needs, you may be required to perform job duties that are not within your written job description. Furthermore, Yukon Flats School District may have to revise, add to, or delete from your job duties per business needs. On occasion, Yukon Flats School District may need to revise job descriptions with or without advance notice to employees.

If you have any questions regarding your job description or the scope of your duties, please speak with your Supervisor.

Children in the Workplace

The presence of children in the workplace with the employee parent during the employee's workday is inappropriate and is to be avoided except in emergency situations. This policy is established to avoid disruptions in job duties of the employee and co-workers, reduce property liability, and help maintain the company's professional work environment.

If bringing a child to work with the employee is unavoidable, the employee must contact his/her supervisor as soon as possible to discuss the situation and obtain permission to have the child accompany the employee while working. Factors the supervisors will consider are the age of the child, how long the child needs to be present, the work environment in the employee's area, and any possible disruption to the employee's and co-workers' work. Consideration will not be given to allowing a child with an illness to come to work with the employee.

A child brought to the workplace in unavoidable situations will be the responsibility of the employee and must be accompanied and be under the direct supervision of the employee parent at all times.

Dress Code

Employees are expected to dress in an appropriate manner according to their job description. Keep in mind that you are a role model to students. Shirts that ride up the mid-riff or are cut low at the neckline are unacceptable. The following shows examples of appropriate dress:

Appropriate Dress	Inappropriate Dress
Khaki pants or slacks	Blue Jeans with Holes
Button-up or polo shirt	Tank top or Tee-shirt
School Spirit Shirt	Hooded Sweatshirt with Bar Logo

Criminal Activity/Arrests

Yukon Flats School District will report all criminal activity in accordance with applicable law. Involvement in criminal activity while employed by the District, whether on or off District property, may result in disciplinary action including suspension or termination of employment.

You are expected to be on the job, ready to work, when scheduled. Inability to report to work as scheduled may lead to disciplinary action, up to and including termination of employment, for violation of an attendance policy or job abandonment.

Discipline

Employees may be disciplined for any conduct tending to be detrimental to the best interest of the school district or tending to reflect adversely on the employee's competence, character, efficiency, or willingness to perform duties at the required level of performance. Types of discipline include, but are not limited to, verbal warning, written reprimand, suspension without pay, demotion or discharge.

The Superintendent shall be kept informed in writing of any disciplinary action taken against any employee. Appeals of disciplinary action may be made to the Superintendent.

Prohibition of Harassment

Yukon Flats School District does not tolerate harassment of its employees, or any other member of the school community. Harassment on the basis of sex, color, race, religion, national origin, age, mental or physical disability, marital status, changes in marital status, pregnancy, or parenthood is specifically prohibited.

Harassment includes, but is not limited to, slurs, epithets, threats, derogatory comments, unwelcome jokes, teasing, unwelcome sexual advances or requests for sexual favors, displaying offensive words, objects or pictures and other verbal or physical conduct which adversely affects an individual's employment, or has the purpose or effect of unreasonably interfering with an individual's employment or creating an intimidating, hostile, or offensive work environment.

Sexual harassment, in particular, also occurs where submission to conduct of a sexual nature in an explicit or implicit condition of an individual's employment, or submission to or rejection of sexual conduct is used as the basis for employment.

Employees who knowingly permit or engage in such harassment will be subject to disciplinary action, up to and including discharge. Non-employees will be subject to sanctions appropriate to their status or relationship with the District.

The District encourages the immediate reporting of incidents of harassment. Employees who believe they have been subject to harassment should contact their immediate supervisor. In cases where the person to whom a victim would normally report is the alleged source of the harassment, cases where the victim is not an employee or a student or where other good reason exists not to report to the person designated under this policy to receive reports, the victim should contact the Superintendent or a person designated by the Superintendent to receive and investigate complaints of harassment.

Individuals who make good faith reports of harassment or suspected harassment prohibited by this policy shall not be retaliated against in any way. Reports will be treated as confidentially as possible, consistent with the District's need to conduct a thorough investigation of the charges, to remedy the harm caused by harassment and to prevent further harassment.

Sexual Abuse

Yukon Flats School District prohibits and does not tolerate sexual abuse. Yukon Flats School District provides procedures for employees to report sexual abuse. No employee has the authority to commit or allow sexual abuse.

YFSD has zero tolerance for any sexual abuse committed by any employee. Upon completion of the investigation, disciplinary action up to and including termination of employment and criminal prosecution may ensue. Sexual abuse is inappropriate sexual contact of a criminal nature. Sexual abuse includes sexual molestation, sexual assault, sexual exploitation, or sexual injury, but does not include sexual harassment.

Any incidents of sexual abuse reasonably believed to have occurred will be reportable to appropriate law enforcement agencies and regulatory agencies.

Reporting Procedure: You must report the abuse immediately to your local Child Protective Services Agency. You should also notify your building principal or superintendent.

Anti-retaliation: Yukon Flats School District prohibits retaliation made against any employee who reports a good faith complaint of sexual abuse or who participates in any related investigation. Making false accusations of sexual abuse in bad faith can have serious consequences for those who are wrongly accused. YFSD prohibits making false and/or malicious sexual abuse allegations, as well as deliberately providing false information during an investigation. Anyone who violates this rule is subject to disciplinary action, up to and including termination.

Investigation and Follow-up: YFSD will take all allegation of sexual abuse seriously and will cooperate fully with any investigation conducted by law enforcement or other regulatory agencies. If the accused is an employee, YFSD provides notice that they have the option of placing the accused on a leave of absence or reassignment.

YFSD will make every reasonable effort to keep the matters involved in the allegation as confidential as possible while still allowing for a prompt and thorough investigation.

Communications

CELL PHONES: Personal cell phone usage is prohibited during work hours except during emergency. While working with students, cell phones should be turned off and put away unless previously approved by the principal. Under no circumstance should employees talk on their cell phone or text while driving a district vehicle (including rental vehicles).

TELEPHONE: Employees are required to respond to telephone inquiries as soon as possible.

EMAIL: The District's main form of communication with employees is through the use of district email. Employees should check their school email at least once each day while at work and immediately acknowledge receipt as appropriate. If unable to comply with an email request at the time requested, then the email recipient shall communicate such and collaboratively determine a response date.

Employees are responsible for knowledge of the content of messages sent to them through the district email system.

Employees who are out of the office are required to initiate an email auto-reply offering another school district employee as a contact.

Create an email signature block. Contact IT for assistance.

1. First and Lastname
2. Department/Position
3. Phone/Fax
4. Mailing Address
5. Disclosure message (optional)

If there is any question about whether responding to an email or phone call falls within the responsibility of an employee, the employee should immediately refer the matter to his/her supervisor.

STAFF COMMUNICATIONS TO THE BOARD: All communications or reports to the Board from employees shall be submitted through the Superintendent. The Superintendent shall convey to the Board any communications or reports he or she receives from employees.

This procedure shall not be construed as denying the right of any employee to appeal administrative decisions to the Board provided the Superintendent shall have been notified of the forthcoming appeal and that the appeal is processed in accordance with the Board's policy on complaints and grievances.

Nothing in this procedure shall restrict the right of an employee to address the Board as a member of the general public on matters not specifically concerning the individual employee's employment, salary, working conditions or relations with other employees.

SOCIAL INTERACTION: Employees of the District and Board members share a keen interest in the schools and in education generally. It is to be expected that when they meet at social affairs and other functions, they will informally discuss such matters as education trends, issues and innovations and general school district problems. However, employees are reminded that individual Board members have no special authority excepting when they are convened at a legal meeting of the Board or vested with special authority by Board action.

COMPLAINT PROCEDURE:

Yukon Flats School District strives to provide a comfortable, productive, legal, and ethical work environment. To this end, we want you to bring any problems, concerns, or grievances you have about the workplace to the attention of your Supervisor and, if necessary, to Human Resources or upper level management. To help manage conflict resolution we have instituted the following problem-solving procedure:

If you believe there is inappropriate conduct or activity on the part of the District, management, its employees, vendors, or any other persons or entities related to the District, bring your concerns to the attention of your Supervisor at a time and place that will allow the person to properly listen to your concern. Most problems can be resolved informally through dialogue between you and your immediate Supervisor. If you have already brought this matter to the attention of your Supervisor before and do not believe you have received a sufficient response, or if you believe that person is the source of the problem, present your concerns to Human Resources or upper level management. Describe the problem, those persons involved in the problem, efforts you have made to resolve the problem, and any suggested solution you may have.

Technology Usage

Yukon Flats School District believes that computers and electronic communication technology are important educational tools. The district provides faculty and staff with access to computers and electronic information resources for educational and operational purposes.

Use of any of the district's technology is a privilege and not a right. Each staff member is expected to use the district's computer technology in an appropriate manner, which requires that use be efficient, ethical, and legal. The district shall use appropriate technology protection measures to block or filter Internet access to visual depictions of obscene material, child pornography and material that is harmful to minors and shall monitor the online activities of minors to guard against access to such materials. The Superintendent shall develop regulations governing staff use of the district's computers and electronic communication resources.

Failure to abide by the regulations adopted pursuant to this policy may result in termination of the offender's privilege to use the district's computer technology and/or other disciplinary measures appropriate to the offense.

Employees should also be cautious with their personal use of the Internet even while not at school or when not using school equipment, software or bandwidth. Social networking, employee comments and employee photos should be tasteful and should not reflect negatively on the employee.

Photos of Students

Employees at our schools and at school-related events (including class parties and field trips) are welcome to take photos of their own child(ren) for their personal use. However, employees are asked to respect the privacy and confidentiality of other families. At school and school events (including field trips) students have an expectation of privacy. This is governed by the federal Family Educational Rights and Privacy Act (FERPA). Employees should not take photographs or videos which clearly identify someone else's child or their work and share them on social media websites.

District Vehicles

Drivers of vehicles owned by Yukon Flats School District are required to complete a driver's release form with the district office. Do not use the district vehicles to purchase liquor, marijuana, or illegal drugs. Violation of this may result in disciplinary action up to and including termination.

What to Do in Case of an Accident in the Village or using a Rental Car

1. Stop. Stay calm. Pull your car as far off the road as possible. It is a crime to leave the scene without talking to the police, especially if there are injuries. Investigate.
2. Protect the scene. Use warning devices. Get help from bystanders. Turn off all engines. No smoking. Guard against fire.
3. Do not move injured persons unless absolutely necessary. Summon ambulance if needed.
4. Get help. Use a phone or send reliable passerby. Notify administrative office and police as instructed. Give location and nature of accident accurately.
5. Identify yourself as an employee of Yukon Flats School District. Show license and registration on request.
6. Be courteous. Make no statement about accident except to police, school district or Yukon Flats School Districts' insurance company representative.
7. Fill out and check off all applicable information in the AMLJIA Driver's Accident Report Kit (if available). Write down names, license numbers, insurance companies and policy numbers and any other information regarding the accident. Use the ACCIDENT SCENE diagram or sketch the accident. Indicate weather conditions, time, lighting, exact location, etc. Take photos if you have a camera. The more detail you can provide the better for insurance or legal purposes later.
8. **Call the Yukon Flats School District Office, the Superintendent or Building Administrator immediately after you have an accident. Call administrators at home if after hours. Leave a message if there is no answer.**

Phone Numbers:

District Office	907.662.2515	
Superintendent		extension 24
District Administrative Assistant		

9. Fill out and check off all applicable information in the AMLJIA Driver's Accident Report Kit (if available). Write down names, license numbers, insurance companies and policy numbers and any other information regarding the accident. Use the ACCIDENT SCENE diagram or sketch the accident. Indicate weather conditions, time, lighting, exact location, etc. Take photos if you have a camera. The more detail you can provide the better for insurance or legal purposes later.

Unauthorized Release of Confidential Information

District employees shall maintain the confidentiality of all confidential records until such time as laws, state regulations and/or bylaws of this district permit disclosure. Information and records pertaining to executive sessions, negotiations and student records, including individual test results, are not subject to public disclosure.

Any employee who willfully releases confidential information about students, staff, or any topic properly confined to an executive session shall be subject to disciplinary action up to and including dismissal from district service. Any action by an employee, which inadvertently or carelessly results in release of confidential information, shall be recorded, and the record shall be placed in the employee's personnel file.

Depending on the circumstances, the Superintendent or designee may deny the employee further access to any privileged information and shall take any steps necessary to prevent any further unauthorized release of such information and/or take other disciplinary measures appropriate to the offense.

Drug and Alcohol-Free Workplace

The School Board believes that the maintenance of drug-free and alcohol-free workplaces is essential to school and district operations.

The unlawful manufacture, possession, use or distribution of controlled substances on school grounds or as part of any school activity is prohibited. The manufacture, possession, use or distribution of alcohol on school grounds or as part of any school activity is also prohibited, except as part of an authorized educational activity. In addition, being under the influence of controlled substances or alcohol while on duty is prohibited.

Any employee who violates this policy will be subject to disciplinary sanctions, up to and including termination of employment. Employees must notify the superintendent of any criminal drug statute conviction no later than five days following the employee's conviction.

Employment with the district is conditioned upon compliance with the provisions of this policy.

In appropriate cases, employees may be required to participate in approved substance abuse or rehabilitation programs as an alternative to other (or more severe) discipline. All discipline or other personnel actions undertaken pursuant to this policy shall be taken promptly and, in the case of criminal drug statute convictions for violations occurring in the workplace, within thirty days of receiving notice of the employee's conviction.

For purposes of this policy, an employee is "under the influence" of a controlled substance or alcohol when the substance or alcohol impairs the employee's ability to perform his/her duties.

Additionally, school activities include, but are not limited to, all activities sponsored by a school district to which an employee has been assigned or hired to chaperone, coach, or supervise students and include all periods of time during which student supervision is required before, during, and after an event.

For purposes of this policy, "conviction" shall mean a finding of guilt by any judicial body charged to determine violations of federal or state criminal drug or alcohol laws, whether that finding is made following a trial or by entry of a plea of guilty or *nolo contendere*

Smoking and Tobacco Use on School Premises

The school board prohibits smoking or *other tobacco use* on school premises, including all buildings and grounds operated by the Board, at all times except, as approved by administration it may be required as a part of classroom instruction.

For the purposes of this policy, “smoking” means the burning of a lighted cigar, cigarette, pipe or any other matter or substance.

No student or staff may be permitted to smoke or use tobacco on school premises or while engaged in or traveling in co-curricular activities. This included chewing tobacco and vaping.

Standards of Conduct

Yukon Flats School District wishes to create a work environment that promotes job satisfaction, respect, responsibility, integrity, and value for all our employees, clients, customers, and other stakeholders. We all share in the responsibility of improving the quality of our work environment. By deciding to work here, you agree to follow our rules.

While it is impossible to list everything that could be considered misconduct in the workplace, what is outlined here is a list of common-sense infractions that could result in discipline, up to and including immediate termination of employment. This policy is not intended to limit our right to discipline or discharge employees for any reason permitted by law.

Examples of inappropriate conduct include:

- Violation of the policies and procedures set forth in this handbook.
- Possessing, using, distributing, selling, or negotiating the sale of illegal drugs or other controlled substances.
- Being under the influence of alcohol during working hours on District property (including in District owned or rented vehicles), or on District business.
- Inaccurate reporting of the hours worked by you or any other employees.
- Providing knowingly inaccurate, incomplete, or misleading information when speaking on behalf of the District or in the preparation of any employment-related documents including, but not limited to, job applications, personnel files, employment review documents, communications, or expense records.
- Taking or destroying District property.
- Possession of potentially hazardous or dangerous property (where not permitted) such as firearms, weapons, chemicals, etc., without prior authorization.
- Fighting with, or harassment of any fellow employee, vendor, student, parent or community member.
- Disclosure of confidential or sensitive information (i.e. progress, discipline, injuries or accidents, etc.) of the District or its employees or students.
- Refusal or failure to follow directions or to perform a requested or required job task.
- Refusal or failure to follow safety rules and procedures.
- Excessive tardiness or absences.
- Smoking in non-designated areas.
- Working unauthorized overtime.
- Solicitation of fellow employees on District premises during working hours.
- Use of obscene or harassing language in the workplace.
- Engaging in outside employment that interferes with your ability to perform your job at Yukon Flats

School District

- Gambling on District premises
- Lending keys or District property to unauthorized persons

Nothing in this policy is intended to limit your rights under the National Labor Relations Act, or to modify the at-will employment status where at-will is not prohibited by state law.

The following work rules are intended to minimize the likelihood of any employee, through misunderstanding or otherwise, becoming subject to any disciplinary action. Such disciplinary action may include suspension and discharge. The following rules are examples of the type of conduct, which will not be condoned, and is not to be considered an all-inclusive list.

1. Absences from their respective buildings during duty hours except on official business or by permission of their immediate supervisors.
2. Sale or offer for sale, or solicitation of contributions, on District property during school and/or working hours any article or service without written permission from the Office of the Superintendent. This does not include items which are School District related, or which normally might be found on bulletin boards (e.g., house for rent).
3. Performance of unauthorized personal work during assigned working hours.
4. Commission of an act that might endanger the safety or lives of others.
5. Falsification of school records, reports, employment applications or payrolls.
6. Disclosure of confidential information to unauthorized persons.
7. Theft of school property, the property of another employee, or theft occurring during working hours.
8. Deliberate damage to or destruction of school property.
9. Negligent conduct while on duty, which results in personal injury or property damage.
10. Use of tobacco or tobacco products on school premises
11. Unauthorized use of district equipment.
12. Use of abusive *language or racial slurs* toward students or other employees.
13. Engaging in immoral conduct with a student.
14. Misuse of leave.
15. Insubordination: refusal to follow instructions from a supervisor, and administrative directives from the Office of Superintendent.

Staff Complaint Procedure

A staff member who wishes to bring to the attention of the board a concern that is not covered by a contract grievance procedure may use the following complaint procedure, unless a different procedure is specified by board policy for a particular type of complaint:

1. The employee shall first bring the matter of concern to the attention of his or her immediate supervisor, except as provided below for complaints involving discrimination.
2. If, within a reasonable time, the concern has not been addressed to the employee's satisfaction, the employee may seek an appointment with the superintendent to discuss the concern. At this time, it is the duty of the employee to inform his or her immediate supervisor of this action and to request that person to acquaint the superintendent with the particulars of the situation and any action taken regarding the employee's complaint.
3. If, after a reasonable time, the superintendent fails to resolve the matter, the employee may request that the matter be placed on the agenda for consideration by the board of education.
4. The board shall take appropriate action on the complaint at the next scheduled meeting.
5. The school board shall refer all complaints to the superintendent if the above procedures have not been followed or if the complaint originates from within the membership of the board.
6. Board members shall withhold commitment and/or opinion on any complaint until such time as the matter is properly placed before the board as an agenda item. No anonymous complaints will be considered by the board. The superintendent shall not investigate anonymous complaints, except in cases involving the safety of members of the school community or similar compelling need.

7. The school board may advise, and counsel the superintendent on matters involving the exercise of administrative discretion and authority, but may defer to the superintendent's judgment in such cases if the board finds that the superintendent's decision was procedurally correct and within the scope of the superintendent's authority.
8. If a complaint involves allegations of unlawful discrimination, the employee shall submit it to the superintendent in writing. The superintendent shall meet with the employee to discuss the complaint within ten calendar days from the date the complaint is submitted in written form. The superintendent shall issue a written response to the complaint within ten calendar days following the superintendent's meeting with the employee. If the employee is not satisfied with the superintendent's response, the employee may appeal to the board by submitting a written appeal to the superintendent's office, addressed to the board, within five calendar days after receiving the superintendent's written response. The board shall schedule a hearing on the record and establish a timeline to issue a written decision that will permit board resolution of the complaint within 60 days of the date it was first submitted to the superintendent.
9. The board may, in its discretion, utilize formal hearing procedures with respect to any complaint.
10. Nothing in the above procedures shall prohibit an employee from filing a grievance directly with the Alaska Human Rights Commission, Equal Employment Opportunities Commission, or the Office of Civil Rights.

Staff Conflicts of Interest

1. No employee of the Fort Yukon Public School District shall engage in or have a financial interest, directly or indirectly, in any activity that conflicts or raises a reasonable question of conflict with his duties and responsibilities in the school system.
2. Staff members may not engage in any type of private business during school time or on school property.
3. In order to preclude situations, which could bring about a conflict of interest for members of the administrative staff, an employee shall not be appointed to a position where a member of his/her immediate family maintains supervisory or evaluation responsibilities for the position. Immediate family members may be employed at the same department or work location with the approval of the Superintendent or designee.

The School Board recognizes that factors such as remote locations and a lack of qualified job applicants may justify the employment of family members of the Superintendent or Board. An immediate family member of the Superintendent may be employed by the district with written approval of the Board.

4. Employees may not accept gifts of any nature, including gifts of money, items, services, or entertainment, in circumstances where it could reasonably be inferred that the gift is intended to influence the employee's performance of his or her official duties or exercise of his or her decision-making authority. This rule does not prohibit employees from accepting food and beverages for immediate consumption, discounts or prizes that are generally available to the public or to a large class of persons, or items of nominal value not to exceed \$20, provided that acceptance of such items does not violate any applicable state or federal law, regulation or grant requirement, such as the requirements that are imposed on applicants for or recipients of e-rate funds.

Staff Gifts

Teachers and other employees of the Board will not accept gifts from students except as such gifts represent tokens. The Board considers, as more welcome, and more appropriate the writing of letters by students to staff members to express gratitude and appreciation.

All employees are prohibited from accepting, in the course of employment, things of material value from companies, organizations or individuals doing business with the school district, parents, or other entities.

Exceptions to this policy are the acceptance of minor items, which are generally distributed by companies, organizations or individuals doing business with the school district, parents, or other entities.

Solicitation, Selling & Campaigning

All solicitation and selling is prohibited on school premises except by authorization of the Superintendent of Schools.

Political campaigning on school grounds, during school time, by school employees is prohibited.

Use of District Purchasing Procedures for Personal Use Prohibited

Employees may not use the district name or use district procedures in the acquisition of merchandise or services for personal use.

An exception to this would be the approved purchase of technology equipment to be paid for upon receipt or deducted from the staff member's next paycheck. This exception is made to help encourage the use and enhance staff knowledge of technology.

Training Assistance

The District will work cooperatively with employees to improve employees' skills, knowledge, and abilities relating to present positions or to classified positions to which they might logically progress. This may involve approval for employees to attend conferences and seminars, tuition reimbursement for approved courses of study, and other related activities. Hire preference will generally be given to those who successfully take advantage of specific training opportunities provided by the District.

Classified Termination

Upon termination of employment, the supervisor shall notify the District Office. A final paycheck will be prepared and forwarded to the terminated employee or authorized account within the timeline prescribed by law.

All accumulated sick leave will be forfeited with the exception that upon retirement, unused sick leave will be bought back at \$25.00 per day if the employee has 20 years or more of service with Yukon Flats School District.

Any unused vacation leave will be reimbursed at the employee's daily per diem rate. Terminated employees will be notified of options available to them through COBRA and other mandated options.

At the end of employment each employee must sign a notice of resignation. In instances when an employee has not reported for work for a period of three (3) working days or is otherwise not available, termination forms will be completed for the employee and submitted with notation that the employee was not available to sign.

Any employee who experiences a break in service due to declining enrollment at the site or District level or changing needs or programs at the site or District level will need to reapply when the position reopens. Prior service and experience will be given consideration. Yukon Flats School District will make decisions based on what is best for students. Any person rehired subsequent to a break in service may be considered a new employee for all compensation and benefit purposes.

Exit Interview

You may be asked to participate in an exit interview when you leave Yukon Flats School District. The purpose of the exit interview is to provide management with greater insight into your decision to leave employment; identify any trends requiring attention or opportunities for improvement; and to assist the district in developing effective recruitment and retention strategies. Your cooperation in the exit interview process is appreciated.

Classified Staff Code of Ethics & Conduct

The Staff members of Yukon Flats School District have the honor, as well as the responsibility, to be leaders in our community, and to influence students and community members by their professional conduct.

Staff members:

1. shall dress professionally and appropriately;
2. shall be present at their respective buildings during duty hours except on official business or by permission of their immediate supervisors;
3. shall perform District related work during assigned work hours;
4. shall use leave time in a manner acceptable to District standards;
5. shall conduct oneself, while on duty, in a professional manner so as not to result in personal injury, the injury of others or property damage;
6. may not sell or offer for sale, or solicit contributions on District property during school and/or working hours any article or service without written permission from the Office of the Superintendent (unless it is school-sponsored fundraiser/event);
7. shall refrain from falsification of school records, reports, employment applications or payrolls;
8. shall safeguard and maintain confidentiality of information;
8. shall keep in confidence information obtained in the course of providing professional service, unless disclosure is required by law;
9. shall withhold and safeguard information acquired about colleagues in the course of employment, unless disclosure is required by law;
10. may not intentionally make a false or malicious statement about a colleague's performance or conduct;
11. may not remove school property or the property of another employee without authorization;
12. shall protect school property from damage or destruction;

13. shall use District equipment as authorized;
14. may not use or allow the use of district resources for private purposes not related to the district programs and operation;
15. shall avoid the possession, use, sale or purchase of any alcoholic beverage, narcotic, or illegal drug during working hours on school premises, or report for work under the influence of a controlled substance or other legal substance that may impair the employee's ability or judgment.
16. shall refrain from use of tobacco or tobacco products on school premises.
17. shall accord just and equitable treatment to all staff and students in the exercise of their rights and responsibilities;
18. shall maintain a positive, moral and respectful relationship with all staff and students and not use abusive language or racial slurs;
19. may not harass, discriminate against, or grant a discriminatory advantage to a student or fellow employee on the grounds of race, color, creed, sex, national origin, marital status, political or religious beliefs, physical or mental conditions, family, social or cultural background or sexual orientation; shall make reasonable effort to assure that all persons are protected from harassment or discrimination on these grounds; and may not engage in a course of conduct that would encourage a reasonable person to develop a prejudice on these grounds;
20. shall provide supervision for students at all times while avoiding inappropriate physical contact with students;
21. may not sexually harass a fellow employee or student;
22. shall take reasonable precautions to distinguish between personal views and those of Yukon Flats School District;
23. shall follow instruction from a supervisor and administrative directives from the Office of Superintendent
24. may not sell or offer for sale, or solicit contributions on District property during school and/or working hours any article or service without written permission from the Office of the Superintendent (unless it is school-sponsored fundraiser/event);
25. shall refrain from falsification of school records, reports, employment applications or payrolls;
26. shall safeguard and maintain confidentiality of information;
27. shall keep in confidence information obtained in the course of providing professional service, unless disclosure is required by law;
28. shall withhold and safeguard information acquired about colleagues in the course of employment, unless disclosure is required by law;

29. may not intentionally make a false or malicious statement about a colleague's performance or conduct;

30. may not remove school property or the property of another employee without authorization;

31. shall protect school property from damage or destruction;

32. shall use District equipment as authorized;

33. may not use or allow the use of district resources for private purposes not related to the district programs and operation;

34. shall avoid the possession, use, sale or purchase of any alcoholic beverage, narcotic, or illegal drug during working hours on school premises, or report for work under the influence of a controlled substance or other legal substance that may impair the employee's ability or judgment.

35. shall refrain from use of tobacco or tobacco products on school premises.

36. shall accord just and equitable treatment to all staff and students in the exercise of their rights and responsibilities;

37. shall maintain a positive, moral and respectful relationship with all staff and students and not use abusive language or racial slurs;

38. may not harass, discriminate against, or grant a discriminatory advantage to a student or fellow employee on the grounds of race, color, creed, sex, national origin, marital status, political or religious beliefs, physical or mental conditions, family, social or cultural background,

39. shall not exhibit **moral turpitude**

"moral turpitude" means conduct that is wrong in itself even if no statute were to prohibit the conduct; and a crime involving moral turpitude includes:

- a. homicide;
- b. manslaughter;
- c. assault;
- d. stalking;
- e. kidnapping;
- f. sexual assault;
- g. sexual abuse of a minor;
- h. unlawful exploitation of a minor;
- i. robbery;
- j. extortion;
- k. coercion;
- l. theft;
- m. burglary;
- n. arson;
- o. criminal mischief;
- p. forgery;

- q. criminal impersonation;
- r. bribery;
- s. perjury;
- t. unsworn falsification;
- u. interference with official proceedings;
- v. witness tampering;
- w. jury tampering;
- x. terroristic threatening;
- y. possession or distribution of child pornography;
- z. unlawful distribution or possession for distribution of a controlled substance; aa. unlawfully furnishing alcohol to a minor.

AHERA (Asbestos)

On October 22, 1986, President Reagan signed into law the Asbestos Hazard Emergency Response Act (AHERA) which enacted, among other provisions, Title II of the Toxic Substances Control Act (TSCA) 15 U.S.C. sections 2641 through 2654 which promulgated final rules by October 17, 1987 regarding:

1. The inspection of all public and private school buildings for Asbestos Containing Materials;
2. The identification of circumstances requiring response actions;
3. Description of appropriate response actions;
4. The implementation of response actions;
5. The establishment of re-inspection and periodic surveillance program for Asbestos Containing Materials;
6. The establishment of an operations and maintenance program for friable Asbestos containing materials;
7. The preparation and implementation of asbestos management plan by Local Education Agencies and the submission of the management plans to the State Governor, who may review the management plans and approve or disapprove them; and
8. The transportation and disposal of Asbestos Containing material waste from schools.

In 1988, and in accordance with the EPA, final rule of the Asbestos Hazard Emergency Response Act, 40 CFR Part 763, Yukon Flats School District conducted inspections of its school facilities. In December 2017, the school's re-inspection was conducted by Don Hiley of the South East Regional Resource Center. Periodic surveillance and operations and maintenance have been ongoing. Initial inspection and subsequent re-inspections have indicated that there are no friable asbestos containing materials located within your school facility.

A copy of the school's AHERA Inspection/Management Plan is available for public review. The plan is located in the office of the School Administrator and the office of the Superintendent of Schools. Please call ahead in the event you wish to review the plan.

Any specific questions and/or comments may be directed to the office of the Superintendent.

Bloodborne Pathogen Training

Bloodborne pathogens are pathogenic microorganisms such as viruses or bacteria which are carried in the blood and body fluids and can cause disease in people. There are many different bloodborne pathogens but the Hepatitis B Virus (HBV), Hepatitis C Virus (HCV) and the Human Immunodeficiency Virus (HIV) are the three viruses that pose the greatest concern to people.

These diseases are specifically addressed by the OSHA Bloodborne Pathogen standard.

Hepatitis B Virus (HBV)

Hepatitis B is a virus that can infect the liver. This inflammation can lead to more serious conditions such as chronic liver disease, cancer, or death. More than 5,000 people die annually from the HBV-related liver disease.

Symptoms may include fatigue, abdominal pain, loss of appetite, nausea and vomiting. Symptoms of jaundice, a distinct yellowing of the skin and eyes, and darkened urine will often occur as the disease progresses. Half of those infected show no symptoms and others may show symptoms as soon as 2 weeks or as long as 6-9 months after infection.

Hepatitis B is the most easily transmitted bloodborne pathogen. The only way to confirm it is by blood test. There is no cure or specific treatment for HBV, but fortunately, there is an effective vaccine.

Hepatitis C Virus (HCV)

The Hepatitis C Virus (HCV) can also cause a liver infection. It is estimated that 3.5 million Americans are living with an active, chronic Hep C infection.

Symptoms are frequently non-specific, but may include jaundice, abdominal pain, fatigue, dark urine, loss of appetite, and nausea. Hep C may lead to cirrhosis of the liver and liver cancer. There is no vaccine for HCV, but there are anti-viral drugs that are used for those who have contracted the disease.

Human Immunodeficiency Virus (HIV)

Human Immunodeficiency Virus (HIV) attacks the body's immune system, weakening it so that it cannot fight other deadly diseases. Approximately 1.2 million people in the United States are HIV positive. 1 in 8 people may not be aware that they are infected. The HIV virus is very fragile and will not survive very long outside of the human body. It is primarily a concern to individuals who provide first aid in situations involving fresh blood. Even though the chance of contracting HIV in the workplace environment is low and the number of new cases is on the decline, because it is such a devastating disease, all precautions against exposure should be taken.

Transmission of Bloodborne Pathogens

To be exposed to a bloodborne pathogen such as Hepatitis B, Hepatitis C or HIV, infected blood must get into your bloodstream. Exposures occur primarily through needle sticks, sharps injuries, mucous membrane and non-intact skin.

As an employee, you can be exposed to Hepatitis B, Hepatitis C and HIV by coming in contact with body fluids contaminated with blood. This can happen when you directly touch contaminated blood while performing first aid or when you touch an object or surface contaminated with blood and then transfer the virus to your mouth, eyes, nose or non-intact skin. Feces, urine, vomit, nasal secretions, sputum, sweat, tears and saliva are not considered infectious unless they contain visible blood. Remember the virus must get into your bloodstream for you to get sick. You cannot become infected with these viruses through casual contact. Employees are urged to take advantage of available personal protective equipment, such as gloves, and follow work practice controls to prevent exposure to blood and other body fluids.

Recognizing and Preventing Bloodborne Pathogen Exposures

Knowing these steps will help you prevent exposures to body fluids that are potentially infectious:

- Yukon Flats School District has a [Bloodborne Pathogen Exposure Control Plan](#). It is based on the guidelines for workplace safety according to OSHA standards.
- Follow universal precautions. Although you may instinctively want to help a student, make sure that you first protect yourself properly.
- Contact custodial staff immediately to ensure proper cleaning of contaminated surfaces.
- Practice good handwashing techniques. This is the most important defense against the spread of disease. A handwashing video can be found here:

<https://www.cdc.gov/cdctv/healthyliving/hygiene/fight-germs-wash-hands.html>

Universal Precautions and Work Practice Controls

Universal precautions and work practice controls are used as an approach to infection control to protect employees from exposures to all human blood and other potentially infectious materials. These include:

- Treat all human blood and body fluids as if they are infectious.
- Observe universal precautions in all situations when there is a potential for contact with blood or other potentially infectious materials.
- Use personal protective equipment in all situations involving blood or body fluids.

Handwashing

Handwashing facilities should be readily available. Antiseptic hand cleanser can be used if handwashing facilities are not accessible – handwashing with soap and water should be done as soon as possible. Wash hands immediately after removing gloves or other Personal Protective Equipment (PPE).

Personal Protective Equipment (PPE)

The most common PPE that employees will use is gloves.

- Wear gloves when it is possible that your hands may come into contact with blood or body fluids or if you have cuts, scratches, or other breaks in the skin.
- Gloves are single use; do not wash or reuse. They should be removed if they become torn or damaged.

Custodial Responsibilities

Custodial responsibilities include the major tasks of cleaning and disposal of potentially infectious materials. To minimize exposures, the following measures should be implemented:

- Notify custodial staff to clean any equipment or surfaces contaminated with blood or body fluids.
- Broken glass should always be treated as contaminated and never be picked up with unprotected hands. Always use mechanical means to pick up glass such as a broom and dustpan. Never push or compact trash with your hands. Hold it away from you and shake down.
- Call custodial staff for assistance and clear the area of students.

In the event of an exposure, employees are required to:

- Wash exposed areas with soap and water. Immediately flush exposed mucous membranes with water.
- Immediately report the exposure incident to the building principal. The principal will provide appropriate paperwork and instructions for seeking medical attention

SPECIAL EDUCATION & CHILD FIND

Individuals with Disabilities Education Act (IDEA) is a law ensuring services to children with disabilities throughout the nation. IDEA guarantees access to the school's general curriculum and school facilities.

Special education means specially designed instruction, at no cost to the parents, to meet the unique needs of a child with a disability. In accordance with the law, Yukon Flats School District provides special education and related services to eligible children with disabilities beginning at age 3 and continuing through age 21.

Child with a Disability includes 14 disability categories:

Deafness	Autism
Hearing Impairment	Traumatic Brain Injury
Deaf and Blind	Cognitive Impairment
Orthopedic Impairment	Emotional Disturbance
Visual Impairment	Multiple Disabilities
Speech or Language Impairment	Specific Learning Disability
Other Health Impaired	Early Childhood Developmental Delay

To be eligible for special education, a child must:

- Meet the eligibility requirements of one of the categories above (including requiring special facilities, equipment, or methods to make their educational program effective), AND
- Demonstrate an educational need that requires specially designed instruction.

Individual Education Plan (IEP)

Each public-school child who receives special education and related services must have an IEP, which is developed at least annually by the student's IEP team. An IEP must be truly individualized and designed to help the student be involved in, and progress in, the general curriculum.

Free Appropriate Public Education (FAPE)

Children who are eligible for special education have a right to FAPE, which includes the provision of special education and related services that are provided:

- At public expense, under public supervision & direction & without charge;
- Include an appropriate preschool, elementary school, or secondary school education;
- And, are provided in conformity with an individualized education program (IEP).

CHILD FIND

Federal and State laws require that school districts actively **identify**, evaluate, and offer special education and related services to eligible children, ages 3-21, residing in their districts.

Yukon Flats School District offers special education **screening** and **qualifying services** free of charge to parents and all information is kept confidential throughout the process.

If you know a child whom you suspect has a disability or whom you feel would benefit from Yukon Flats School District Child Find efforts, please contact any of the following:

- Director of Special Education Susan McCullough (662.2515)
- Superintendent Dr. Debbe Lancaster or Yukon Flats School District Office (662.2515)

APPENDIX A, SALARY SCHEDULES

YUKON FLATS SCHOOL DISTRICT CLASSIFIED PAY SCALE

Range	Classified Positions	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
A	Temporary/Substitute Worker	\$14.00														
B	Food Service Worker Custodian I	\$14.50	\$14.75	\$15.00	\$15.25	\$15.50	\$15.75	\$16.00	\$16.25	\$16.50	\$16.75	\$17.00	\$17.25	\$17.50	\$17.75	\$18.00
C	Maintenance Clerk Office Secretary Custodian II	\$15.00	\$15.25	\$15.50	\$15.75	\$16.00	\$16.25	\$16.50	\$16.75	\$17.00	\$17.25	\$17.50	\$17.75	\$18.00	\$18.25	\$18.50
C	Maintenance I Cook Bus Driver Paraprofessional (0-30 Credit Hrs)	\$16.00	\$16.25	\$16.50	\$16.75	\$17.00	\$17.25	\$17.50	\$17.75	\$18.00	\$18.25	\$18.50	\$18.75	\$19.00	\$19.25	\$19.50
E	Paraprofessional (31-60 Credit Hrs)	\$17.00	\$17.30	\$17.60	\$17.90	\$18.20	\$18.50	\$18.80	\$19.10	\$19.40	\$19.70	\$20.00	\$20.30	\$20.60	\$20.90	\$21.20
F	Maintenance II Paraprofessional (61-90 Credit Hrs)	\$18.03	\$18.33	\$18.63	\$18.93	\$19.23	\$19.53	\$19.83	\$20.13	\$20.43	\$20.73	\$21.03	\$21.33	\$21.63	\$21.93	\$22.23
G	Administrative Assistant Paraprofessional (91+ Credit Hrs) Accounts Payable	\$19.43	\$19.73	\$20.03	\$20.33	\$20.63	\$20.93	\$21.23	\$21.53	\$21.83	\$22.13	\$22.43	\$22.73	\$23.03	\$23.33	\$23.63
H	Bus Driver Food Service Coordinator	\$23.00	\$23.40	\$23.80	\$24.20	\$24.60	\$25.00	\$25.40	\$25.80	\$26.20	\$26.60	\$27.00	\$27.40	\$27.80	\$28.20	\$28.60
I	Payroll & Benefits Specialist	\$23.97	\$24.42	\$24.87	\$25.32	\$25.77	\$26.22	\$26.67	\$27.12	\$27.57	\$28.02	\$28.47	\$28.92	\$29.37	\$29.82	\$30.27

Chaperone Daily Rate Schedule (for District Office Initiated trips only)	
Chaperone during the day	\$75.00
Chaperone overnight	\$100.00
Employee will turn in a timesheet/work agreement and will be paid this amount per day amount adjusted to align with Alaska Department of Labor Laws.	

Dorm Monitor	\$20.00 Per hour
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Substitute Teacher	
Noncertified Substitute	\$17.00 per hour
Short-term Certified Substitute	\$19.43 per hour
Language/Cultural Specialist	\$23.97 per hour

Created 11/15/2021

Temporary Construction Workers	
Student	\$14.61
Laborer	\$25.00
Carpenter	\$35.00
Carpenter & Electrician	\$40.00
Electrician Journeyman	\$50.00

After-School Instructor Hourly Rate Schedule	
Classified Employee	\$25.00
Certificated Employee	\$50.00
For work done on special grant projects outside regular workday.	
<ul style="list-style-type: none"> * Annual Step Increase only granted with a satisfactory evaluation and 140 days of services. * 1% increase will be granted after reaching the last step on the pay scale with a satisfactory evaluation. * Up to 5 years previous experience in similar position will be considered for placement. * Employees with an AA degree or higher in the field of placement may be placed up to two ranges higher on the scale if warranted. 	

Please copy this page, sign and return the following acknowledgement to the district office upon receipt of this handbook.

ACKNOWLEDGEMENT

I acknowledge that I have received and read the contents of the Yukon Flats School District 2020- 2021 Classified Employee Handbook. I understand that I am to adhere to all rules and regulations stated in the handbook, provided that such adherence and/or supervision does not violate any of my other terms and conditions of employment.

If I have any questions or need clarification, I will arrange a meeting with the building administrator.

Employee Signature

Date

