

North Santiam School District Corrections
Section G: Personnel
May 16, 2017

GBED – Medical Examinations/ and Drug Testing - Selected bracketed language “may” in the Drug Testing section; Removed “(e.g., bus drivers, heavy machinery operators)” from the Drug Testing section

GBF/~~GBG~~ – Staff Participation in Community/Political Activities (Version 1) - Removed policy(ies)

GBG – Staff Participation in Political Activities (Version 2) - Selected version 2, removed “Version 2” from title

GBH/~~JECAC~~ – Staff/Student/Parent Relations** - Added “without written permission from the custodial parent” to the end of the sixth paragraph

GBI – Staff Gifts and Solicitations -Removed the first sentence in paragraph one; Selected bracketed language “principal” and added “or designee” after it in the last paragraph; Removed all other bracketed language

GBI-AR - Crowdfunding - **ON HOLD** for further review; Selected bracketed language “principle or designee” in the first paragraph

GBJ – Weapons in Schools - Staff * - Removed policy(ies)

GBK/JFCG/KGC – Prohibited Use, Possession, Distribution or Sale of Tobacco Products and Inhalant Delivery Systems** - No change, keep proposed draft

GBL – Personnel Records - No change, keep proposed draft

GBM – Staff Complaints * - Removed bracketed language “the designated complaint process” from the last paragraph

~~BBA~~GBM-AR – Complaints by Staff Complaints Procedure**** - Removed administrative regulation(s)

GBMA – Whistleblower * - Selected all bracketed language and removed remaining brackets

GBN/JBA – Sexual Harassment - No change, keep proposed draft

GBN/JBA-AR – Sexual Harassment Complaint Procedure - No change, keep proposed draft

GBNA – Hazing/Harassment/Intimidation/Bullying/Menacing/Cyberbullying – Staff - No change, keep proposed draft

GBNA-AR(1) – Hazing/Harassment/Intimidation/Bullying/Menacing/Cyberbullying Complaint Procedures – Staff - No change, keep proposed draft

GBNA/~~JFCF~~-AR(2) – Hazing/Harassment/Intimidation/Bullying/Menacing/Cyberbullying Complaint Form - No change, keep proposed draft

GBNAA/JFCFA – Cyberbullying - Removed policy(ies)

GC/~~GCA~~ – Certified Staff/Certified Licensed Staff Positions - No change, keep proposed draft

GCA – License Requirements - No change, keep proposed draft

GCAB – Personal Communication Electronic Devices and Social Media - Staff - Struck seventh sentence of the fifth paragraph

GCB B – Extra-Duty Compensation - Removed policy(ies)

GCB C A/~~GDBCA~~ – Continuation Coverage Health Benefits - Removed policy(ies)

GCB D/~~GDBD~~ – Leaves and Absences - Added “unless otherwise agreed to in a collective bargaining unit” to the end of the last sentence of the sixth paragraph

GCBDA/~~GDBDA~~ – Family Medical Leave - No change, keep proposed draft

GCBDA/ ~~GDBDA~~-AR(1) – Federal Family and Medical Leave/State Family Medical Leave - No change, keep proposed draft

GCBDA/ ~~GDBDA~~-AR(2) – Request for Family and Medical Leave - No change, keep proposed draft

GCBDA/ ~~GDBDA~~-AR(3)(A) – Certification of Health Care Provider - No change, keep proposed draft

GCBDA/ ~~GDBDA~~-AR(3)(B) – Certification of Health Care Provider - No change, keep proposed draft

GCBDA/ ~~GDBDA~~-AR(3)(C) – Military Family Leave - No change, keep proposed draft

GCBDA/ ~~GDBDA~~-AR(3)(~~D~~) – Military Family Leave - No change, keep proposed draft

GCBDA/ ~~GDBDA~~-AR(4) – FMLA/OFLA Eligibility Notice to Employee - No change, keep proposed draft

GCBDA/ ~~GDBDA~~-AR(5) – Medical Certification Form (Version 1) - Removed administrative regulation(s)

GCBDA/ ~~GDBDA~~-AR(5) – Sample Designation Letter to Employee - FMLA/OFLA Leave (Version 2) - No change, keep proposed draft

GCBDA/ ~~GDBDA~~-AR(6) – Designation Notice – FMLA/OFLA - No change, keep proposed draft

GCBDA/ ~~GDBDA~~-AR(7) – Fitness-for-Duty Certification - No change, keep proposed draft

GCBDD/~~GDBDD~~ – Sick Time * - **ON HOLD**

GCBDBE/ ~~GDBDE~~ – Military Leave of Absence (Version 1) - Removed policy(ies)

GCBDE/GDBDE – Military Leave of Absence (Version 2) - Selected version 2, removed “Version 2” from title
GCBE/GDBE – Vacations and Holidays - Removed policy(ies)
GCC/GCD/GDC/GDD – Recruitment and Hiring of Licensed Staff * - No change, keep proposed draft
GCDA/GDDA – Criminal Records Checks/Fingerprinting * - No change, keep proposed draft
GCDA/ – Criminal Records Checks/Fingerprinting - No change, keep proposed draft
GDDA-AR
GCEA – Substitute Teachers - Removed policy(ies)
GCL/GDL – Staff Development - Licensed - No change, keep proposed draft
GCL-AR – Staff Development - Licensed - Removed administrative regulation(s)
GCN/GDN – Evaluation of Staff - Added “and/or supervisor” after “administrators” in the fourth sentence of the first paragraph; Removed “twice during their first year of employment and at least” and “thereafter” from the Classified Staff section
GCN-AR – Core Teaching Standards - No change, keep proposed draft
GCPB/GDPB – Resignation of Licensed Employees Staff - No change, keep proposed draft
GCPC/GDPC – Retirement of Staff - No change, keep proposed draft
GCPC/GDPC-AR – Reemployment of PERS-Retired Staff - Added , at the discretion of the superintendent,” after “as deemed appropriate by the district” in 1.a.; Selected bracketed language “60 calendar days before the end” in 1.b.; Replaced bracketed language in 1.b.(2) with “The need will be determined by the superintendent”; Selected bracketed language 1.b.(3) Replaced bracketed language in 1.d. with “superintendent”; Selected bracketed language “superintendent in 1.f.; Removed all other bracketed language
GCPD – Discipline and Dismissal of Licensed Staff - Removed policy(ies)
GCQA/GDQA – Nonschool Employment - No change, keep proposed draft
GCQAB – Tutoring for Pay - Added “without an approved facility use request” to the end of the sentence
GCQB – Research - No change, keep proposed draft
GCQBA – Copyrights and Patents - No change, keep proposed draft
GCQC/GDQB – Staff Responsibility for School Property - Removed policy(ies)
GCQE – Student Teachers - Removed policy(ies)
GCQF – Sabbaticals - Removed policy(ies)

GD/GDA – Classified Staff – Staff Positions Instructional Assistants - Removed “as set forth by the No Child Left Behind Act of 2001” in the sixth paragraph
GDM/GDN – Supervision and Evaluation - Classified Staff - Removed policy(ies)
GDN-AR – Classified Personnel Evaluation Procedures - Removed administrative regulation(s)
GDPD – Suspension and Dismissal of Classified Staff - Removed policy(ies)
GDPD-AR – Suspension and Dismissal of Classified Staff - Removed administrative regulation(s)
GEA – Job Share - Removed policy(ies)
GEA-AR – Job Share - Removed administrative regulation(s)
GFA/JFA – Extra-Curricular Fines and Ejections - Removed policy(ies)
GFA/JFA-AR – Extra-Curricular Fines and Ejections - Removed administrative regulation(s)

North Santiam School District Corrections **Section G: Personnel** **May 2, 2017**

GBI –Staff Gifts and Solicitations - Added as last paragraph “No staff member may solicit funds in the name of the school or district including, but not limited to, internet-based or crowdfunding types of fund raising, without the approval of the [principal] [superintendent].”
GBI-AR - Crowdfunding - Added May 2, 2017

North Santiam School District Corrections **Section G: Personnel** **March 6, 2017**

GA – Personnel Policy Goals - Removed policy(ies)
GAA – Personnel: Definitions - No change, keep proposed draft
GAB – Job Descriptions - No change, keep proposed draft
GB – General Personnel Policies - Added “Licensed” before “Personnel” in the seventh paragraph; Selected

bracketed language and removed remaining brackets

GBA – Equal Employment Opportunity - No change, keep proposed draft

GBA-AR – Veterans’ Preference - Replaced bracketed “human resource director” with “principal or superintendent” in Step 2 and Step 5; Selected all other bracketed language and removed remaining brackets

GBB – Staff Involvement in Decision Making - Removed policy(ies)

GBC – Staff Ethics - Selected bracketed language and removed remaining brackets

GBC-AR – Staff Ethics - No change, keep proposed draft

GBCA – Staff Religious Dress - Removed bracketed language “will” and “guidelines” in the third paragraph; Selected all other bracketed language and removed remaining brackets

GBCA-AR – Staff Religious Dress - No change, keep proposed draft

GBD – Board-Staff Communications - No change, keep proposed draft

GBDA – Mother Friendly Workplace - No change, keep proposed draft

GBE – Staff Health and Safety - Added “or designee” after “superintendent” and replaced “provide” with “make available” in the fifth paragraph

GBEA-AR – Worker’s Compensation Insurance/Early Return to Work Program Administrative Procedure - Removed administrative regulation(s)

GBEB – Staff Illness/Communicable Disease (Version 1) - Removed policy(ies)

GBEB – Communicable Diseases (Version 2) - Selected version 2, removed “Version 2” from title

GBEB-AR – Procedures for Dealing with Staff Diagnosed as Having AIDS or Hepatitis (Version 1) - Removed administrative regulation(s)

GBEB/JHCC-AR – Communicable Diseases (Version 2) - Removed the fourth sentence of 3.

GBEBA – Employee Assistance Program (Version 1) - Removed policy(ies)

GBEBA – Staff - HIV, AIDS and HBV (Version 2) - Selected version 2, removed “Version 2” from title

GBEBA/JHCCBA/EBBAB – Hepatitis BV/Blood Bborne Pathogens - No change, keep proposed draft

GBEBC/JHCCC/EBBAA – Infection Control - HIV, AIDS, HBV - Removed policy(ies)

GBEBC/JHCCC/EBBAA-AR – Handling and Disposing of Contaminated Fluids - Removed administrative regulation(s)

GBEBE/JHCCE/KBCAA – Press/Media - HIV, AIDS, HBV - Removed policy(ies)

GBEC – Drug-Free Workplace (Version 1) - Removed policy(ies)

GBEC – Drug-Free Workplace * (Version 2) - Selected version 2, removed “Version 2” from title; Selected bracketed language and removed remaining brackets

GBEC-AR – Drug-Free Workplace - Removed administrative regulation(s)