

Exhibit 4312.9-E(1): Employee Notifications

Status: DRAFT

Original Adopted Date: Pending

See PDF on the next page.

**Exhibit
Employee Notifications**

Descriptor Code: 4312.9

| When/Whom to Notify | Education or Other Legal Code | Board Policy/ Administrative Regulation # | Subject |
|---|--|--|---|
| I. To All Employees | | | |
| At the beginning of school year or upon employment | Education Code 231.5; Government Code 12950 | AR 4119.11 4219.11 4319.11 | The district's policy on sexual harassment, legal remedies, complaints |
| Annually, and 72 hours before pesticide application | Education Code 17612 | AR 3514.2 | Use of pesticide product, active ingredients, Internet address to access information on pesticides |
| Prior to implementing year-round schedule | Education Code 37616 | BP 6117 | Public hearing on year-round program |
| Prior to implementing alternative schedule | Education Code 46162 | BP 6112 | Public hearing on alternative schedule in secondary grades |
| Annually | Education Code 49013; 5 CCR 4622 | AR 1312.3 BP 0460 BP 3260 | Uniform complaint procedures, appeals, civil law remedies, coordinator, complaints about student fees and local control and accountability plan |
| Annually | Education Code 49414 | AR 5141.21 | Request for volunteers to be trained to administer epinephrine auto-injectors |
| At least once per year | Education Code 49414.3 | AR 5141.21 | Request for volunteers to be trained to administer opioid antagonist |
| To all employees | Government Code 1126 | BP 4136 4236 4336 | Prohibition of activities that are inconsistent, incompatible, in conflict with, or inimical to duties; discipline; appeal |
| When/Whom to Notify | Education or Other Legal Code | Board Policy/ Administrative Regulation # | Subject |
| I. To All Employees (continued) | | | |
| To all employees | Government Code 8355; 41 USC 8102; 34 CFR 84.205, 84.210 | BP 4020 BP 4159 4259 4359 | District's drug- and alcohol-free workplace; actions to be taken if violated; available employee assistance programs |

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| Upon employment | Government Code 21029 | None | Right to purchase PERS service credit for military service performed prior to public employment |
| Upon placement of automated external defibrillator (AED) in school, and annually thereafter | Health and Safety Code 1797.196 | AR 5141 | Proper use of AED; location of all AEDs on campus, sudden cardiac arrest, school's emergency response plan |
| If the district receives Tobacco-Use Prevention Education funds | Health and Safety Code 104420 | AR 3513.3 | District's tobacco-free schools policy and enforcement procedures |
| Annually, or more frequently if there is new information | Health and Safety Code 120875, 120880 | BP 4119.43 4219.43 4319.43 | AIDS and hepatitis B, including methods to prevent exposure |
| To new employees upon hire and other employees upon request, in districts with 25 or more employees | Labor Code 230.1 | AR 4161.2 4261.2 4361.2 | Rights pursuant to Labor Code 230-230.1 pertaining to leaves and accommodations for victims of crime or abuse |
| With each paycheck | Labor Code 246 | AR 4161.1 4361.1 AR 4261.1 | Amount of sick leave available |
| Upon hire, in employee handbook, and upon request for parental leave | Labor Code 1034 | BP 4033 | The district's policy on lactation accommodation |
| To covered employees and former employees | Labor Code 2800.2 | AR 4154 4254 4354 | Availability of COBRA/ Cal-COBRA continuation and conversion coverage; statement encouraging careful examination of options before declining coverage |

| When/Whom to Notify | Education or Other Legal Code | Board Policy/ Administrative Regulation # | Subject |
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I. To All Employees (continued)

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| To employees participating in a flexible spending account | Labor Code 2810.7 | None | Deadline to withdraw funds from account before the end of the plan year |
| To every new employee, either at the time employee is hired or by end of first pay period | Labor Code 3551 | AR 4157.1 4257.1 4357.1 | Workers' compensation benefits, how to obtain medical care, role of primary physician, form for reporting personal physician/chiropractor |
| Within one day of receiving notice of potential exposure | Labor Code 6409.6 | AR 4157 4257 | Potential exposure to COVID-19; benefits to which |

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| to COVID-19, to employees who were on the premises during the infectious period, the exclusive representative, and the employer of subcontracted employees as applicable | | 4357 | employees may be entitled; available leave options; protection against discrimination and retaliation; district's disinfection and safety plan |
| Prior to beginning employment | Penal Code 11165.7, 11166.5 | AR 5141.4 | Status as a mandated reporter of child abuse, reporting obligations, confidentiality rights, copy of law |
| Upon employment, and when employee goes on leave for specified reasons | Unemployment Insurance Code 2613 | AR 4154 4254 4354 | Disability insurance rights and benefits |
| To all employees and job applicants | 2 CCR 11023; 34 CFR 104.8, 106.9 | BP 0410 AR 4030 | District's policy on nondiscrimination and related complaint procedures |
| To all employees via employee handbook, or to each new employee | 2 CCR 11091, 11095; 29 CFR 825.300 | AR 4161.8 4261.8 4361.8 | Benefits through Family and Medical Leave Act (FMLA) and California Family Rights Act (CFRA); obligation to provide 30 days' notice of need for leave when possible |
| To all employees | 8 CCR 3203 | AR 4157 4257 4357 | The right and procedure to access the injury and illness prevention program |

| When/Whom to Notify | Education or Other Legal Code | Board Policy/ Administrative Regulation # | Subject |
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I. To All Employees (continued)

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| To all employees | 34 CFR 106.8 | AR 4119.11 4219.11 4319.11 | Nondiscrimination on the basis of sex; contact information for district's Title IX Coordinator; referral of inquiries to Title IX Coordinator and/or Office for Civil Rights |
| Annually | 40 CFR 763.84, 763.93 | AR 3514 | Availability of asbestos management plan; inspections, response actions, post-response actions planned or in progress |

II. To Certificated Employees

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| To eligible certificated employees in a timely manner, and to part-time and substitute certificated employees within 30 days of hire | Education Code 22455.5 | AR 4121 | Criteria for membership in retirement system; right to elect membership at any time |
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| Upon employment of a retired certificated individual | Education Code 22461 | AR 4117.14 4317.14 | Postretirement earnings limitation or employment restriction; monthly report of compensation |
| To certificated employees | Education Code 35171 | AR 4115 BP 4315 | District regulations related to performance evaluations |
| 30 days before last day of school year for instructional staff, or by June 30 for noninstructional certificated staff, in any year in which employee is evaluated | Education Code 44663 | AR 4115 | Copy of employee's evaluation |
| To a certificated employee with unsatisfactory evaluation, once per year for probationary employee or at least once every other year for permanent employee | Education Code 44664 | AR 4115 | Notice and description of the unsatisfactory performance |

| When/Whom to Notify | Education or Other Legal Code | Board Policy/ Administrative Regulation # | Subject |
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II. To Certificated Employees (continued)

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| By May 30, if district issues reemployment notices to certificated employees | Education Code 44842 | AR 4112.1 | Request that the employee notify district of intent to remain in service next year |
| To probationary and temporary certificated employees upon employment, and every July thereafter | Education Code 44916 | AR 4112.1 AR 4121 | Employment status and salary |
| To probationary employee, by March 15 | Education Code 44929.21, 44929.23, 44948.5 | BP 4116 | Whether or not employee is reelected for next school year |
| When certificated employee is subject to disciplinary action for cause, at any time of year or, for charge of unsatisfactory performance, during instructional year | Education Code 44934, 44934.1, 44936 | BP 4118 AR 4118 | Notice of charges, procedures, and employee rights; intent to dismiss or suspend 30 days after notice |
| To certificated employee charged with unprofessional conduct, at least 45 days prior to suspension/dismissal notice | Education Code 44938 | BP 4118 | Notice of deficiency and opportunity to correct |
| To certificated employee charged with unsatisfactory performance, at least 90 days prior to suspension/dismissal notice or prior to last quarter of school year | Education Code 44938 | BP 4118 | Notice of deficiency and opportunity to correct |

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| To certificated employee charged with mandatory leave of absence offense, within 10 days of entry of judgment in proceedings | Education Code 44940.5 | AR 4118 | Notice of intent to dismiss 30 days from notice unless employee demands hearing |
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| To probationary employee 30 days prior to dismissal during school year, but not later than March 15 for a second-year probationary employee | Education Code 44948.3 | AR 4118 | Reasons for dismissal and opportunity to appeal |
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| When/Whom to Notify | Education or Other Legal Code | Board Policy/ Administrative Regulation # | Subject |
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II. To Certificated Employees (continued)

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| By March 15 when necessary to reduce certificated personnel, with final notice by May 15 | Education Code 44949, 44955 | BP 4117.3 | Reasons for personnel reduction and employees' right to hearing; final notice of Board decision re: termination |
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| Before the end of the school year to temporary employee who served 75 percent of school year but will be released | Education Code 44954 | BP 4121 | District's decision not to reelect employee for following school year |
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| To teacher, when a student engages in or is reasonably suspected of specified acts | Education Code 49079 | AR 4158 4258 4358 | Student has committed specified act that constitutes ground for suspension or expulsion |
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| To certificated employee upon change in employment status due to alleged misconduct or while allegation is pending | 5 CCR 80303 | AR 4117.7 4317.7 | Contents of state regulation re: report to Commission on Teacher Credentialing |
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III. To Classified Employees

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| When classified employee is subject to disciplinary action for cause, in nonmerit district | Education Code 45113 | AR 4218 | Notice of charges, right to hearing, timeline for requesting hearing |
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| At least 60 days prior to layoff, or by April 29 for specially funded program that expires at end of school year | Education Code 45117 | AR 4217.3 | Notice of layoff and reemployment rights |
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| Upon employment and upon each change in classification | Education Code 45169 | AR 4212 | Employee's class specification, salary data, assignment or work location, duty hours, prescribed workweek |
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| To permanent employee whose leave is exhausted | Education Code 45192, 45195 | AR 4261.1 AR 4261.11 | Exhaustion of leave, opportunity to request additional leave |
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| When/Whom | Education or Other Legal | Board Policy/ Administrative | |
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| to Notify | Code | Regulation # | Subject |
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| III. To Classified Employees (continued) | | | |
| To school bus drivers and school activity bus drivers prior to expiration of specified documents | 13 CCR 1234 | AR 3542 | Expiration date of driver's license, driver's certificate and medical certificate; need to renew |
| To school bus drivers and school activity bus drivers upon employment and at least once per year thereafter | 13 CCR 2480 | AR 3542 | Limitations on vehicle idling; consequences of not complying |
| To school bus drivers, prior to district drug testing program and thereafter upon employment | 49 CFR 382.113, 382.601 | AR 4112.42 4212.42 4312.42 | Explanation of federal requirements for drug testing program and district's policy |
| To school bus drivers, prior to operating school bus | 49 CFR 382.303 | AR 4112.42 4212.42 4312.42 | Post-accident information, procedures, and instructions |

IV. To Administrative/Supervisory Personnel

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| To superintendent, deputy, associate, or assistant superintendent or senior manager of classified service, at least 45 days before expiration of contract | Education Code 35031 | BP 2121 BP 4312.1 | Decision not to reelect or reemploy upon expiration of contract or term |
| Upon request by administrative or supervisory employee transferred to teaching position | Education Code 44896 | AR 4313.2 | Statement of the reasons for the reassignment |
| By March 15 to employee who may be released/reassigned the following school year | Education Code 44951 | AR 4313.2 | Notice that employee may be released or reassigned the following school year |

V. To Individual Employees Under Special Circumstances

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| In the event of a breach of security of district records, to affected employees | Civil Code 1798.29 | BP 3580 | Types of records affected, date of breach, description of incident, and, as applicable, contact information for credit reporting agencies |
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| When/Whom to Notify | Education or Other Legal Code | Board Policy/ Administrative Regulation # | Subject |
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V. To Individual Employees Under Special Circumstances (continued)

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| Prior to placing derogatory information in personnel file | Education Code 44031 | AR 4112.6 4212.6 4312.6 | Notice of derogatory information, opportunity to review and comment |
| To employees who volunteer to administer epinephrine | Education Code 49414 | AR 5141.21 | Defense and indemnification from civil liability by the |

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| auto-injector | | | district |
| To district police officer, within 30 days of decision to impose discipline | Government Code 3304 | AR 3515.3 | Decision to impose discipline, including the date that discipline will be imposed |
| To employee returning from military leave of absence, within 30 days of return | Government Code 20997 | AR 4161.5 4261.5 4361.5 | Right to receive PERS service credit for military service; application form |
| 24 hours before Board meets in closed session to hear complaints or charges against employee | Government Code 54957 | BB 9321 | Employee's right to have complaints/charges heard in open session |
| When taking disciplinary action against employee for disclosure of confidential information | Government Code 54963 | BP 4119.23 4219.23 4319.23 | Law prohibiting disclosure of confidential information obtained in closed session |
| Within one working day of work-related injury or victimization of crime | Labor Code 3553, 5401 | AR 4157.1 4257.1 4357.1 | Potential eligibility for workers' compensation benefits, claim form |
| When adverse employment action is based on DOJ criminal history information or subsequent arrest notification | Penal Code 11105, 11105.2 | AR 4112.5 4212.5 4312.5 | Copy of DOJ notification |
| To any employee with exposure to blood or other potentially infectious materials, upon initial employment and at least annually thereafter | 8 CCR 3204 | AR 4119.42 4219.42 4319.42 | The existence, location, and availability of exposure and medical records; person responsible for maintaining and providing access to records; right to access records |

| When/Whom to Notify | Education or Other Legal Code | Board Policy/ Administrative Regulation # | Subject |
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V. To Individual Employees Under Special Circumstances (continued)

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| To any employee assigned to a work area where hazardous chemicals are present, upon initial assignment and upon new exposure situation | 8 CCR 5191 | AR 3514.1 | Location and availability of chemical hygiene plan, exposure limits, signs and symptoms of exposure, location of reference material |
| To any employee who may be exposed to hazardous substances in the work area, upon initial assignment and when new hazard is introduced into work area | 8 CCR 5194 | AR 3514.1 | Any presence of hazardous substances in the work area, location and availability of hazard communication program, new material safety data sheet, employee rights |
| To employee eligible for military leave | 38 USC 4334 | AR 4161.5 4261.5 4361.5 | Notice of rights, benefits, and obligations under military leave |
| Within five days of employee's request for FMLA leave, | 29 CFR 825.300; 2 CCR 11049, | AR 4161.8 4261.8 | Designation of leave as FMLA or non-FMLA; if not |

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| receipt of supporting information, or district's knowledge that the requested leave may qualify as FMLA leave | 11091 | 4361.8 | eligible, reason not eligible; requirement to use paid leave; any requirement for fitness-for-duty certification; any subsequent changes in designation notice |
| Whenever notice of eligibility for FMLA is provided to employee | 29 CFR 825.300 | AR 4161.8 4261.8 4361.8 | Rights and responsibilities re: use of FMLA; consequences of failure to meet obligations |

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

| State References | Description |
|-------------------------|--|
| 13 CCR 1234 | Reports regarding school buses and bus drivers - https://simbli.eboardsolutions.com/SU/SQau3DbO6CrkhKYsUmPVoA== |
| 13 CCR 2480 | Vehicle idling, limitations - https://simbli.eboardsolutions.com/SU/fsf0ysaXD9tFEJN0131FOw== |
| 2 CCR 11023 | Harassment and discrimination prevention and correction - https://simbli.eboardsolutions.com/SU/haAgKnrQhVJbslsh34hY5zslsh5Q== |
| 2 CCR 11024 | Required training and education on harassment based on sex, gender identity and expression, and sexual orientation - https://simbli.eboardsolutions.com/SU/WdslshVrKs4pluscfHplushNGLhCeQw== |
| 2 CCR 11035-11051 | Unlawful sex discrimination: pregnancy, childbirth and related medical conditions - https://simbli.eboardsolutions.com/SU/GplusYNhBplus6hlimWMYAUhwJw== |
| 2 CCR 11087-11098 | California Family Rights Act - https://simbli.eboardsolutions.com/SU/abM0slshHCKrMbGboplusCdDilag== |
| 5 CCR 4622 | Uniform complaint procedures |
| 5 CCR 80303 | Reports of change in employment status, alleged misconduct |
| 8 CCR 3204 | Employees exposed to bloodborne pathogens standard |
| 8 CCR 5191 | Chemical hygiene plan |
| 8 CCR 5193 | California bloodborne pathogens standard |
| 8 CCR 5194 | Hazard communication |
| Civ. Code 1798.29 | District records, specifically - breach of security - https://simbli.eboardsolutions.com/SU/LBkkDX8OIBFu9JplusO9hdW9w== |
| Ed. Code 17612 | Notification of pesticide use |
| Ed. Code 22455.5 | STRS information to potential members |
| Ed. Code 22461 | Postretirement compensation limitation |
| Ed. Code 231.5 | Sexual harassment policy |
| Ed. Code 35031 | Term of employment |
| Ed. Code 35171 | Availability of rules and regulations for evaluation of performance |
| Ed. Code 37616 | Notice of public hearing on year-round schedule |
| Ed. Code 44031 | Personnel file contents, inspection |
| Ed. Code 44663-44664 | Evaluation of certificated employees |
| Ed. Code 44842 | Reemployment notices, certificated employees |
| Ed. Code 44896 | Transfer of administrator or supervisor to teaching position |
| Ed. Code 44916 | Written statement of employment status |
| Ed. Code 44929.21 | Notice of reelection decision; districts with 250 ADA or more |
| Ed. Code 44929.23 | Districts with less than 250 ADA |
| Ed. Code 44934 | Notice of disciplinary action for cause |
| Ed. Code 44938 | Notice of unprofessional conduct and opportunity to correct |

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| Ed. Code 44940.5-44941 | Notification of suspension and intent to dismiss |
| Ed. Code 44948.3-44948.5 | Dismissal of probationary employees |
| Ed. Code 44948.5 | Nonreelection procedures, districts under 250 ADA |
| Ed. Code 44949 | Dismissal of probationary employees |
| Ed. Code 44951 | Continuation in position unless notified, administrative or supervisory personnel |
| Ed. Code 44954 | Nonreelection of temporary employees |
| Ed. Code 44955 | Reduction in number of permanent employees |
| Ed. Code 45113 | Notification of charges, classified employees |
| Ed. Code 45117 | Notice of layoff, classified employees |
| Ed. Code 45169 | Employee salary data, classified employees |
| Ed. Code 45192 | Industrial accident and illness leave for classified employees |
| Ed. Code 45195 | Additional leave |
| Ed. Code 46162 | Notice of public hearing on block schedule |
| Ed. Code 49013 | Complaints regarding student fees |
| Ed. Code 49079 | Notification to teacher, student who has engaged in acts re: grounds suspension or expulsion |
| Ed. Code 49414 | Epinephrine auto-injectors |
| Ed. Code 49414.3 | Administration of opioid antagonist |
| Gov. Code 1126 | Incompatible activities of employees |
| Gov. Code 12950 | Sexual harassment |
| Gov. Code 21029 | Retirement credit for period of military service |
| Gov. Code 3100-3109 | Oath or affirmation of allegiance |
| Gov. Code 54957 | Complaints against employees; right to open session |
| Gov. Code 54963 | Unauthorized disclosure of confidential information |
| Gov. Code 8355 | Certification of drug-free workplace, including notification |
| H&S Code 104420 | Tobacco-free schools |
| H&S Code 120875 | Information on AIDS, AIDS-related conditions, and hepatitis B |
| H&S Code 120880 | Notification to employees re AIDS, AIDS-related conditions, and hepatitis B |
| H&S Code 1797.196 | Automated external defibrillators; notification of use and locations |
| Lab. Code 2800.2 | Notification of availability of continuation health coverage |
| Lab. Code 3550-3553 | Notifications re: workers' compensation benefits |
| Lab. Code 5401 | Workers' compensation, claim form and notice of potential eligibility |
| Pen. Code 11165.7 | Child Abuse and Neglect Reporting Act, notification requirement |
| Pen. Code 11166.5 | Employment, statement of knowledge of duty to report child abuse or neglect |
| Unemp. Ins. Code 2613 | Disability insurance; notice of rights and benefits |

Federal References

Description

29 CFR 825.300

Family and Medical Leave Act; notice requirement

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|----------------------|---|
| 34 CFR 104.8 | Nondiscrimination |
| 34 CFR 106.9 | Dissemination of policy |
| 34 CFR 84.205-84.210 | Drug-free workplace statement |
| 38 USC 4334 | Uniformed Services Employment and Reemployment Rights Act, notice requirement |
| 40 CFR 763.84 | Asbestos inspections, response actions and post-response actions |
| 40 CFR 763.93 | Asbestos management plans |
| 41 USC 8101-8106 | Drug-Free Workplace Act |
| 49 CFR 382.113 | Controlled substance and alcohol use and testing notifications |
| 49 CFR 382.303 | Post-accident information, procedures, and instructions |
| 49 CFR 382.601 | Controlled substance and alcohol use and testing notification |

Cross References

Description

| | |
|-------------|--|
| 0410 | Nondiscrimination In District Programs And Activities - https://simbli.eboardsolutions.com/SU/FnDZ7yHITUVLmcPBwcYa4w== |
| 1312.3 | Uniform Complaint Procedures - https://simbli.eboardsolutions.com/SU/CfApluscpXRIZplusOj2ImuhfqBA== |
| 1312.3 | Uniform Complaint Procedures - https://simbli.eboardsolutions.com/SU/NaAoUplustL0gdMDg4YyrqkSQ== |
| 1312.3-E(1) | Uniform Complaint Procedures - https://simbli.eboardsolutions.com/SU/CGtJ1bS0fJ2qqnQzzY5qbQ== |
| 1312.3-E(2) | Uniform Complaint Procedures - https://simbli.eboardsolutions.com/SU/hYsgaF9LHjeplus4tInfVHZyg== |
| 2121 | Superintendent's Contract - https://simbli.eboardsolutions.com/SU/3jnAT52i7xoxtslshnloobqpg== |
| 3260 | Fees And Charges - https://simbli.eboardsolutions.com/SU/y0gzCJ6sSplus9byK0L49dVplusQ== |
| 3260 | Fees And Charges - https://simbli.eboardsolutions.com/SU/Mr7mOJYGplusRzB7O3OQI7wEQ== |
| 3513.3 | Tobacco-Free Schools - https://simbli.eboardsolutions.com/SU/LVtbcNpnXgQ4l3S1uk4oVg== |
| 3513.3 | Tobacco-Free Schools - https://simbli.eboardsolutions.com/SU/r2bqvQEbCwEp8g54nBYYuQ== |
| 3514 | Environmental Safety - https://simbli.eboardsolutions.com/SU/YguT6aXfo2478uReaoY2AA== |
| 3514 | Environmental Safety - https://simbli.eboardsolutions.com/SU/oePNAp4p3v5y322yAcgfwg== |
| 3514.1 | Hazardous Substances - https://simbli.eboardsolutions.com/SU/slshF2BkEjXOTUMPV1mpMHddg== |
| 3514.1 | Hazardous Substances - https://simbli.eboardsolutions.com/SU/3NzLgS05rIhR3fm2YbgOmw== |
| 3514.2 | Integrated Pest Management - https://simbli.eboardsolutions.com/SU/W2Yj24ilN4UhsIshQ1VklYZmQ== |

- 3542 School Bus Drivers -
<https://simbli.eboardsolutions.com/SU/N6yKLMWbH6z96q33J3HiuQ==>
- 3580 District Records -
<https://simbli.eboardsolutions.com/SU/slshum9iqESJwslshMnliyP5FuWQ==>
- 4020 Drug And Alcohol-Free Workplace -
<https://simbli.eboardsolutions.com/SU/WOMcSVOOgRfTXFRMNB8rZA==>
- 4030 Nondiscrimination In Employment -
<https://simbli.eboardsolutions.com/SU/japluspF1fDZLwk4z1txs8TVw==>
- 4030 Nondiscrimination In Employment -
<https://simbli.eboardsolutions.com/SU/1hR1nwwQdqhZCpluskI91M7LA==>
- 4033 Lactation Accommodation -
<https://simbli.eboardsolutions.com/SU/BCWG4ZmkOPFlvslshL6SHOGDA==>
- 4112.42 Drug And Alcohol Testing For School Bus Drivers -
<https://simbli.eboardsolutions.com/SU/x8sXygv8J5UslshmpimkS4osA==>
- 4112.42 Drug And Alcohol Testing For School Bus Drivers -
<https://simbli.eboardsolutions.com/SU/vNtVvfMZsbLOfaouJ74H0g==>
- 4112.5 Criminal Record Check -
<https://simbli.eboardsolutions.com/SU/k3JxZLYs4Qu9bUOSH7p5dg==>
- 4112.6 Personnel Files -
<https://simbli.eboardsolutions.com/SU/ZbKyC91DY3CsgslshTWWChauQ==>
- 4115 Evaluation/Supervision -
<https://simbli.eboardsolutions.com/SU/IBUu6PplusjcPtV6fM6zWY0Ng==>
- 4115 Evaluation/Supervision -
<https://simbli.eboardsolutions.com/SU/Je8VtiXpJIF0adUGq6nTKw==>
- 4116 Probationary/Permanent Status -
<https://simbli.eboardsolutions.com/SU/CRQ368mKUKXPkhabKVcNkQ==>
- 4116 Probationary/Permanent Status -
<https://simbli.eboardsolutions.com/SU/p3UeTNzU5I2xnsIshhgHxo5xw==>
- 4117.14 Postretirement Employment -
<https://simbli.eboardsolutions.com/SU/ViuTRxRIOsNeRY4plusFFdNWQ==>
- 4117.3 Personnel Reduction -
<https://simbli.eboardsolutions.com/SU/CslshuQUVxpYidpdSI75cNAplusw==>
- 4117.7 Employment Status Reports -
<https://simbli.eboardsolutions.com/SU/NHiicR0plusQplusLIV6uz4JtDzg==>
- 4118 Dismissal/Suspension/Disciplinary Action -
<https://simbli.eboardsolutions.com/SU/rOKplusxHxHkrEBT6aplustWhisIshQ==>
- 4119.11 Sexual Harassment -
<https://simbli.eboardsolutions.com/SU/SlvMh9PMikAPEOLcsVldiQ==>
- 4119.11 Sexual Harassment -
<https://simbli.eboardsolutions.com/SU/BsxQhDtsvrslshROgWBslGoVg==>
- 4121 Temporary/Substitute Personnel -
<https://simbli.eboardsolutions.com/SU/DcCmKPh09vg5JzXomtjUHA==>
- 4121 Temporary/Substitute Personnel -
<https://simbli.eboardsolutions.com/SU/YykFd9RvVplus6GgB2BddENyw==>
- 4154 Health And Welfare Benefits -
<https://simbli.eboardsolutions.com/SU/6R1sBLgslshYgDslshAd2SuZj7eA==>

- 4154 Health And Welfare Benefits -
<https://simbli.eboardsolutions.com/SU/WNoCah873JGR0slshZyGCtZtQ==>
- 4161.1 Personal Illness/Injury Leave -
<https://simbli.eboardsolutions.com/SU/pBT8qcBchpd9Nretl5tpDQ==>
- 4161.11 Industrial Accident/Illness Leave -
<https://simbli.eboardsolutions.com/SU/Z0plusudejshsmM4HPD2Djivlg==>
- 4161.8 Family Care And Medical Leave -
<https://simbli.eboardsolutions.com/SU/dkzM3sFaSMA9NvtdslshHt2slshw==>
- 4212 Appointment And Conditions Of Employment -
<https://simbli.eboardsolutions.com/SU/2FhNDxwOQ6LaGbmeDKmSXA==>
- 4212.42 Drug And Alcohol Testing For School Bus Drivers -
<https://simbli.eboardsolutions.com/SU/JwrEm3toQqx4wVyDcBm6Bw==>
- 4212.42 Drug And Alcohol Testing For School Bus Drivers -
<https://simbli.eboardsolutions.com/SU/w6JNlrrt2PSYipX7plus9i1UQ==>
- 4212.5 Criminal Record Check -
<https://simbli.eboardsolutions.com/SU/AeBTETgslshWKpwzQnauieUqQ==>
- 4212.6 Personnel Files -
<https://simbli.eboardsolutions.com/SU/6Sms9Cslshckj3AxFvjilVLwg==>
- 4216 Probationary/Permanent Status -
<https://simbli.eboardsolutions.com/SU/PHbK5iFvayn8i5TWaiBbqQ==>
- 4217.3 Layoff/Rehire -
<https://simbli.eboardsolutions.com/SU/6QZWbDplusrBFxrl78a1mXScg==>
- 4219.11 Sexual Harassment -
<https://simbli.eboardsolutions.com/SU/tANotslshLtnplusAwRY1FCqQjA==>
- 4219.11 Sexual Harassment -
<https://simbli.eboardsolutions.com/SU/sOKhv3nplusqEuVMf7plusON7wrw==>
- 4254 Health And Welfare Benefits -
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- 4254 Health And Welfare Benefits -
<https://simbli.eboardsolutions.com/SU/baiguAHICDz2MitZMIQIOA==>
- 4261.1 Personal Illness/Injury Leave -
<https://simbli.eboardsolutions.com/SU/NbmFlv1J1eoV9plusRT1mhpfw==>
- 4261.11 Industrial Accident/Illness Leave -
<https://simbli.eboardsolutions.com/SU/4V3v5daPNAoVUMjjGN825w==>
- 4261.8 Family Care And Medical Leave -
<https://simbli.eboardsolutions.com/SU/RxAOPGwtmmyMLo5slshskLOtA==>
- 4312.1 Contracts -
<https://simbli.eboardsolutions.com/SU/ShpXI3Yv7zBIJplusQVkAdpg==>
- 4312.42 Drug And Alcohol Testing For School Bus Drivers -
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- 4312.42 Drug And Alcohol Testing For School Bus Drivers -
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- 4312.6 Personnel Files -
<https://simbli.eboardsolutions.com/SU/c66XSPEsGJAEqplus435ncEpw==>
- 4319.11 Sexual Harassment -
<https://simbli.eboardsolutions.com/SU/EX3wm6YIGO1llgpyhTruVw==>

- 4319.11 Sexual Harassment -
<https://simbli.eboardsolutions.com/SU/afYPjOEJno5bLslshzEsWu4Xw==>
- 4354 Health And Welfare Benefits -
<https://simbli.eboardsolutions.com/SU/AUcC2pRXWApZWZErGJyJUg==>
- 4354 Health And Welfare Benefits -
<https://simbli.eboardsolutions.com/SU/slsh0UxeGKSx3ebrYlspgJSrg==>
- 4361.1 Personal Illness/Injury Leave -
<https://simbli.eboardsolutions.com/SU/et11turBC71j4hKK2A3r6A==>
- 4361.11 Industrial Accident/Illness Leave -
<https://simbli.eboardsolutions.com/SU/3cLqPb0ZXIIMnwJFplussftdg==>
- 4361.8 Family Care And Medical Leave -
<https://simbli.eboardsolutions.com/SU/14pPp1TwlNK12lxOlrqSnw==>
- 9310 Board Policies -
<https://simbli.eboardsolutions.com/SU/w1Hju6YkZplusilAx4r6plQpg==>
- 9321 Closed Session -
<https://simbli.eboardsolutions.com/SU/eQxvTE4sunzJru8wB8gc1g==>