



ADMINISTRATIVE, PROFESSIONAL, TECHNICAL (APT) EMPLOYEES' HANDBOOK

St. Vrain Valley School District RE-1J

General Personnel Practices
and
Procedures

Effective Date
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FOREWARD

TO ALL EMPLOYEES

You have given us the opportunity to deal directly with you and your fellow employees on matters affecting your employment and welfare. We greatly appreciate this and are confident it will result in a closer and better understanding of each other's interests and problems.

We have a sound basis for good employee relations in the practices and policies, which already have been established, at our schools. They have been incorporated into this handbook and form the basis for our future relationship. It is important that each of us has a common understanding of the practices and policies. We want to assure you that it is our objective to administer these practices and policies in a fair and considerate manner.

To keep our practices and procedures up-to-date, it might be necessary or desirable to make changes in the contents of this handbook. However, before any are made, your opinions and interests will be considered and they will play a part making the decision.

It is our firm conviction that one of the major factors that contribute to the success of our schools is good employee relations. By following sound principles, we will have a highly satisfactory relationship which will be to the mutual interest of all concerned. It is in this spirit that this handbook is adopted.

St. Vrain Valley School District RE-1J Board of Education

District A:	Joie Siegrist
District B:	Debbie Lammers
District C:	Bob Smith
District D:	John Ahrens
District E:	Richard Martyr
District F:	Paula Peairs
District G:	Amory Siscoe

IMPORTANT NOTE

This handbook is designed to acquaint administrative, professional, and technical (APT) staff of the St. Vrain Valley School District with some information about working here. The handbook is not all inclusive, but is intended to provide employees with a summary of some of the St. Vrain Valley School District's guidelines. The Board of Education also has school district policies, and if this handbook conflicts with Board of Education policies, Board of Education policies shall prevail. If there is a conflict with federal, state, or local laws, the laws prevail.

The policies and procedures contained in this handbook do not represent a contract, are not meant to be enforceable as a contractual obligation of the St. Vrain Valley School District, and should not be relied upon as binding, inflexible promises made by the school district. Consistent with the procedures for modification stated herein, the school district reserves the right to change or rescind these statements of policy at any time, as well as the right to determine their meaning, purpose, and effect. The school district also reserves the right to determine whether, and to what extent, these policies and procedures should be applied in any given circumstance.

Employment with St. Vrain Valley School District is at-will. Employees have the right to end their work relationship with the St. Vrain Valley School District with or without advance notice for any reason. The district has the same right. The language used in this handbook and any verbal statements made by management are not intended to constitute a contract of employment, either express or implied, nor are they a guarantee of employment for a specific duration. No representative of St. Vrain Valley School District, other than the Superintendent of Schools, has the authority to enter into an agreement of employment for any specified period, and such agreement must be in writing and signed by the Superintendent of Schools and the employee.

No employee handbook can anticipate every circumstance or question. After reading the handbook, employees that have questions should talk with their immediate supervisor or the Department of Human Resources. In addition, the need may arise to change the guidelines described in the handbook. Except for the at-will nature of the employment, the St. Vrain Valley School District therefore reserves the right to interpret them or to change them without prior notice. However, if any change has been made employees will be informed about the change and the effective date. This edition replaces all previously issued editions.

FROM THE SUPERINTENDENT OF SCHOOLS

Greetings and welcome to the St. Vrain Valley School District.

This Administrative, Professional, and Technical Employees' Handbook was developed to describe relevant guidelines, programs, and benefits. I encourage all employees to familiarize themselves with the contents as soon as possible as it contains important information about employment within our school district.

I believe that each employee is an integral member of our team and contributes significantly to the success of our school district's vision and mission. Thank you for your hard work, dedication, and commitment to our students, staff, and community.

I wish you the best and sincerely hope that your experience in the St. Vrain Valley School District will be challenging and rewarding.

Sincerely,

Don Haddad
Superintendent of Schools

1 EMPLOYMENT

1.1 [Equal Employment Opportunity \(EEO\)/Discrimination Policy](#)

The St. Vrain Valley School District is dedicated to the principles of equal employment opportunity. The school district prohibits unlawful discrimination against applicants or employees on the basis of age (40 and over), race, gender identity, genetic information, color, religion, national origin, pregnancy, disability, or any other applicable status protected by federal, state, or local law.

1.2 [American Disabilities Act \(ADA\) and Religious Accommodation](#)

The St. Vrain Valley School District will make reasonable accommodation for qualified individuals with known disabilities and employees whose work requirements interfere with a religious belief unless doing so would result in an undue hardship to the school district or a direct threat. Employees needing such accommodation are instructed to contact their supervisor or Department of Human Resources immediately.

1.3 EEO Harassment

St. Vrain Valley School District strives to maintain a work environment free of unlawful harassment. In doing so, the school district prohibits unlawful harassment because of age (40 and over), race, gender identity, genetic information, color, religion, national origin, pregnancy, disability, or any other applicable status protected by federal, state, or local law.

Unlawful harassment includes verbal or physical conduct that is based upon a person's protected status and that has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment. Actions based on an individual's age (40 and over), race, gender identity, sexual orientation, color, religion, national origin, disability, or any other applicable status protected by federal, state, or local law, will not be tolerated. Prohibited behavior may include, but is not limited to, the following:

- Written form such as cartoons, e-mail, posters, drawings, or photographs.
- Verbal conduct such as epithets, derogatory comments, slurs, or jokes.
- Physical conduct such as assault or blocking an individual's movements.

This policy applies to all employees, including managers, supervisors, co-workers, and non-employees such as customers, clients, vendors, consultants, etc.

1.3.1 Sexual Harassment

Because sexual harassment raises issues that are to some extent unique in comparison to other harassment, the school district believes it warrants separate emphasis. Board of Education policy [GBAA](#) contains more detail.

St. Vrain Valley School District strongly opposes sexual harassment and inappropriate sexual conduct. Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, when:

- Submission to such conduct is made explicitly or implicitly a term or condition of employment.
- Submission to or rejection of such conduct is used as the basis for decisions affecting an individual's employment.
- Such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment.

All employees are expected to conduct themselves in a professional and businesslike manner at all times. Conduct which may violate this policy includes, but is not limited to, sexually implicit or explicit communications, whether in:

- Written form, such as cartoons, posters, calendars, notes, letters, e-mail.
- Verbal form, such as comments, jokes, foul or obscene language of a sexual nature, gossiping, or questions about another's sex life, or repeated unwanted requests for dates.
- Physical gestures and other nonverbal behavior, such as unwelcome touching, grabbing, fondling, kissing, massaging, and brushing up against another's body.

1.3.2 Complaint Procedure

If an employee believes there has been a violation of the EEO policy or harassment based on the protected classes outlined above, including sexual harassment, use the complaint procedure described in Board of Education policy [AC-R](#). St. Vrain Valley School District expects employees to make a timely complaint to enable the school district to investigate and correct any behavior that may be in violation of this policy.

As described in AC-R, report the incident to a person in authority, such as an immediate supervisor, manager, director, or assistant superintendent. Anyone receiving the report is mandated to forward the information to the Superintendent of Schools (refer to board policies [AC-E-1](#) and [AC-E-2](#)), who will investigate the matter and take corrective action. The complaint will be kept as confidential as practicable. If the employee prefers not to go to either of these individuals with the complaint, the employee can report the incident to the [Office for Civil Rights](#), U.S. Department of Education, Region VIII, Federal Office Building, 1244 North Speer Boulevard, Suite 310, Denver, Colorado, 80204.

St. Vrain Valley School District prohibits retaliation against an employee for filing a complaint under this policy or for assisting in a complaint investigation. If an employee perceives retaliation for making a complaint or for participating in the investigation, please follow the complaint procedure outlined above. The situation will be investigated.

If the St. Vrain Valley School District determines that an employee's behavior is in violation of this policy, disciplinary action will be taken, up to and including termination of employment.

1.4 Basic Employment Requirements

Following are basic employment requirements for most APT positions:

- Ability to pass a medical examination.
- Ability to work with the public and school-age children.
- Fingerprinting for required background checks at the expense of the employee.
- Information to comply with federal immigration laws.
- Ability to perform the essential job functions for the particular position as set forth in the job description; or, if the applicant is disabled as defined by law, the ability to perform the essential job functions for the particular position as described in the job description with reasonable accommodation.
- APT staff employment contracts shall at all times be conditioned upon and subject to the requirement that the employee hold an appropriate license or certification where applicable.

1.4.1 License requirements for Administrative Employees

Administrative staff employment contracts shall at all times be conditioned upon and subject to the requirement that the administrator hold a teaching or administrative license. Administrators who are appointed to an administrative position that has been designated by the District as not requiring a license shall be exempt from this requirement.

1.5 Job Application and Recruitment

All job applications for ATP personnel openings in the school district will be maintained at the Department of Human Resources in the Education Service Center. Recruitment resources might include the local office of the Colorado Department of Employment, newspaper advertisements, and other recruitment sources.

1.6 Job Postings for Professional and Technical Employees

When vacancies become available or new positions are authorized by the school district, notifications will be prepared by the Department of Human Resources and posted on the district website. The posting shall be for a minimum of ten district business workdays. During the summer months, vacancies will be posted at the Educational Service Center and on the district website.

Employees interested in posted positions must apply on the internet website. Employees of the school district will be considered for any position for which they are qualified.

Employees who apply for a job, interview, and are not selected, shall be informed of the decision by the department and/or supervisor with whom they interviewed.

1.7 Notice of Assignments

Each year, each employee will be issued an employment contract confirming position, location, and salary. Assignment start dates are based on their position.

1.8 Transfers and Hours for Professional and Technical Employees

Classified employees may be transferred within a department or between departments by the departmental administrator(s) with the concurrence of the Assistant Superintendent of Human Resources. Employees will be notified in writing by their supervisor of any change of hours and/or assignment.

If an employee is promoted or demoted, the employee's pay may be adjusted accordingly.

The assigned workweek for all regular monthly employees will be a maximum of 40 hours per week. The workweek is defined as beginning at 12:01 a.m. on Monday and ending at 12:00 midnight the following Sunday.

1.9 Assignments and Transfers for all APT Employees

The assignment of APT staff members to positions in the various schools and departments of the school district shall be made by the Superintendent and reported to the Board of Education. An APT employee may be transferred or reassigned in the best interest of the school district. Such transfers shall be for valid and demonstrable reasons and be shared with the affected employee in writing by their supervisor of any change assignment. This notice will be made within 15 working days prior to the effective date of the transfer.

When the need for an involuntary transfer is known, the APT employee shall be contacted by the Superintendent or designee. The Superintendent shall state the reasons for the transfer in a letter to the APT employee or in a personal conference on this topic.

If an employee is promoted or demoted, the employee's pay may be adjusted accordingly.

1.10 Workday

For purposes of this handbook, a district business workday (sometimes referred to as a working day or workday) is defined as a day that the district is officially scheduled for operation.

1.11 Supervision and Evaluation Process

Existing practice will continue until provisions of SB 10-191 are implemented and a new evaluation system is defined.

1.11.1 School Administrators

The evaluation for administrators will be consistent with state law, the purpose of Supervision & Evaluation is to promote the growth and development of leaders. This process shall serve as a basis for the continuous improvement of professional practice and student learning. It is also on the Colorado State Model Evaluation System,

Artifacts/multiple data sources provided by the administrator and the evaluator will be used in assessing an administrator's performance

At the End of Year Review a document is prepared for the purpose of identifying annual effectiveness ratings and identifying the recommendation for future employment. The End of Year Review Report shall be based on data and information collected through implementation of the Colorado Model Evaluation System. This report shall include the summary of strengths and weaknesses, recommendation(s) for professional growth.

1.11.2 Administrator/Professional/Technical

A/P/T will be evaluated on the District 4-point rubric system

Artifacts/multiple data sources provided by the administrator/professional/technical employee and the evaluator will be used in assessing the employee's performance.

At the End of Year Review a document is prepared for the purpose of identifying annual effectiveness ratings and identifying the recommendation for future employment. The End of Year Review Report shall be based on data and information collected throughout the year.

1.12 Performance Evaluations for Administrative employees

Administrators accept a greater responsibility than any individual working under their supervision.

Performance evaluations serve as a process to provide ongoing communication and performance feedback to the receiving administrator and also serve as an outline for professional growth and improvement.

Administrators will be on an annual evaluation cycle until they have successfully completed three full years in an administrative assignment. Beginning with the fourth year of their assignment administrators may be evaluated on a three-year rotation cycle. However, an individual supervisor may choose to evaluate an administrator more frequently.

1.13 Separations and Dismissals

The Assistant Superintendent of Human Resources may with concurrence of the immediate supervisor and the Superintendent of Schools or designee, terminate the employment of an APT employee. Wages earned, but unpaid, as of the date the employment terminates will be payable at the time of termination.

1.14 Staff Reduction

When a reduction in the number of positions is necessary, the administration will implement the reduction utilizing a specific procedure.

The school district will attempt to make the necessary reduction in positions by first using natural attrition (resignations, retirements, leaves, etc.). When a position must be eliminated, the employees who are affected by the reduction will be notified in writing as soon as possible. The affected employee will be determined by building or department seniority in the employee's job classification unless unique qualifications or program considerations apply. Employees who held positions that were eliminated due to staff reduction shall be given first consideration (within six months) for re-employment to open jobs in the same classification they previously held.

1.15 Resignations

Employees who wish to resign their positions are requested to notify in writing St. Vrain Valley School District with a minimum of 30 district business workdays notice of their anticipated departure date, go through the “check out” procedures (return of property, keys, ID badge, etc.), and complete the resignation form at separation with the individual department supervisor and the Department of Human Resources.

Employees may be considered for re-employment provided they qualify for the position of interest and while they were employed with St. Vrain Valley School District maintained satisfactory performance and attendance.

1.16 Usage of Leave Upon Separation of Employment

For any APT employee separating from the district, it is strictly prohibited to use any Leave (PTO/Vacation/Accrued Sick) beyond the employees last day worked.

1.17 Rehire

Employees who return to SVVSD within six months of their no-fault, involuntary departure are eligible to participate in the same level of applicable benefits, leave accruals, and longevity pay as when they left the district. If returning into a position within the same employee group, the employee will have any forfeited, unpaid/unused vacation and/or PTO hours and Sick Leave Bank enrollment reinstated if such hours/enrollment were lost at the time of separation. Further, if rehired into the same position title in the same salary range, the employee shall be paid at his/her previous salary providing the previous salary was within the salary range. Individuals changing to a different position and those who were previously paid outside the appropriate salary range shall be placed in the appropriate range using the salary schedule placement process in effect at the time of rehire.

2 HEALTH REQUIREMENTS

2.1 Medical Exams for Applicants

2.1.1 Pre-Employment Physicals

The school district may require pre-employment physicals and/or drug and alcohol screens for employees in certain job classifications.

2.2 Medical and Psychological Examination at District Request

The school district reserves the right to require, at any time, that an employee receive a complete physical/psychological examination by a doctor designated by the school district with the cost of such examination to be paid by the school district.

3 EMPLOYEE BENEFITS

3.1 Group Insurance for Administrators and Professional and Technical

Employees who work a minimum of 17.5 hours per week are eligible to participate in the school district's group health, dental, and vision insurance programs on a prorated basis.

Employees who work a minimum of 10 hours per week are eligible to participate in the school district's basic life insurance program.

Additional information may be obtained from the Department of Human Resources or the [Department of Human Resources website](#).

In addition the District will pay the premiums to have a \$150,000 life insurance policy for each APT employee during the term of their employment.

3.2 Workers' Compensation

Under the [Colorado Workers' Compensation Act](#), all employers in Colorado are required to provide certain benefits to employees in the event the employees are injured in the course and scope of their employment. These benefits have been established by the State of Colorado.

Workers' Compensation Insurance is maintained by the school district with the Northern Colorado School Districts Workers' Compensation Self Insurance Pool to pay costs and benefits in connection with accidents or covered occupational diseases that arise out of and in the scope of employment.

Employees are required to report work-related accidents immediately to their supervisor and to the Office of Risk Management Services at (303) 682-7428 no later than the next district business workday. The [Job Related Injury/Illness Report form](#) must be completed and turned in to the Office of Risk Management Services within four district business workdays of the injury. The form is available from a supervisor, the Office of Risk Management Services, or on the district's website.

Employees temporarily absent from work and unable to perform their normal duties as a result of personal injury arising out of and in the course of their employment by the school district, and not as a result of their own negligence or disobedience of reasonable rules and regulations, shall be granted personal injury leave of up to 30 calendar days with full pay on the condition that the amount of any workers' compensation benefits are assigned to the school district. The designated workers' compensation physician and the employee's supervisor must authorize absences.

Employees are also entitled to medical, surgical, and hospital treatment as authorized by a designated Workers' Compensation medical provider.

Employees injured on the job must seek medical attention from a designated Workers' Compensation physician. Contact the Office of Risk Management for a listing of designated physicians. In the event of an extreme emergency, employees should seek medical assistance from the nearest available medical facility, but follow-up care must be obtained from a designated Workers' Compensation physician. Information on the designated physicians is available from the Office of Risk Management Services.

If an employee is receiving treatment from a designated Workers' Compensation physician and wishes to change physicians, the employee must submit a letter requesting approval to see another physician, and the reason for changing physicians.

Additional information may be obtained by contacting the Office of Risk Management Services.

3.3 Employee Assistance Program (EAP)

St. Vrain Valley School District recognizes that personal concerns can have a significant effect on not only overall health but also job performance and absenteeism. Therefore, the school district supports the use of and funds a special benefit through an Employee Assistance Program. This confidential program is designed to help employees, spouses and their children with virtually any personal issue or life-altering change by offering licensed professionals to help the employee handle concerns constructively. Employees are offered a limited number of six free visits per year. Information can be obtained through the District website or through the Benefits Office in the Department of Human Resources.

3.4 Liability, Transportation, and Crime Insurance

The Colorado School Districts Self Insurance Pool provides the following insurance coverage, subject to the terms, conditions, and exclusions of the insurance policies: The coverage territory is the USA, including its territories and possessions, Puerto Rico, and Canada.

The school entity liability insurance covers the school district, the members of the Board of Education, and employees while in the course of employment, non-compensated student interns, and volunteers while acting at the school district's direction and within the scope of voluntary duties performed for the school district.

The vehicle liability coverage will pay for damages (bodily injury or property damage) that the school district, or employees using a covered vehicle with school district permission, becomes legally obligated to pay, caused by a vehicle accident involving a covered vehicle. When employee is involved in an accident they may be subject to complete a drug and alcohol test.

With regard to damage to, loss of, or theft of personal property and vehicles owned by employees, coverage is not provided by the school district.

Employees who operate personal vehicles on district business should contact their insurance agent about coverage.

3.5 Retirement Compensation

All classified personnel are required to join the [Public Employees Retirement Association \(PERA\)](#). The district and employee will contribute to the employee's PERA account according to state statutes.

Retirement compensation is determined by the Public Employees Retirement Association and is based on years of membership, salary earned during employment, full time equivalence, and options selected by the retiree.

3.6 PERA Survivors Insurance Plans

PERA has a life insurance plan available for employees through Unum Provident. The costs and benefits vary according to the plan selected. Interested employees are encouraged to contact PERA at 303-832-9550 for current rates and benefits.

3.7 Travel Allowances for APT Employees

APT employees who are required to use personal automobiles on school district business will be reimbursed for mileage as established by the Board of Education with prior approval by the immediate supervisor (provided they do not already receive the \$225 stipend).

Each administrator in his/her current position prior to July 1, 2010, who currently receives a \$225 stipend will continue to receive a stipend of \$225 per work month to pay for the mileage and incidental expenses that are required to perform the responsibilities of the Administrative assignment. This stipend is not intended to pay for any travel to and from work. During any specific month when an Administrative employee is required to travel beyond what the \$225 is intended to cover, the Administrator may submit for additional reimbursement.

Such a request will be granted when an Administrator has documented the mileage for the entire month. When the additional amount is verified and approved, it will be paid at the current per mile reimbursement rate for the school district. New employees hired after 2010 will not receive this stipend.

3.8 Holidays

The St. Vrain Valley School District recognizes the following official holidays and other district business non-workdays for all 12-month employees. Employees who are employed on less than 12-month assignments will receive an annual calendar indicating the specific workdays for their assignment.

- Independence Day *
- Labor Day *
- Thanksgiving Day *
- Day after Thanksgiving
- Christmas Eve Day
- Christmas Day *
- New Year's Eve Day
- New Year's Day *
- Martin Luther King, Jr. Day *
- President's Day *
- Spring Break (two days as determined by the Board of Education)
- Memorial Day *

* Official Holidays

When any of these days fall on Monday through Friday, employees will have the day off as a non-paid day. When any of these days fall on Saturday, the unpaid day off will be the preceding workday, and when the day falls on Sunday, the unpaid day off will be the following workday.

3.9 Vacation Leave Benefit (248-Day Employees Only)

APT personnel who are assigned 248 days, based on FTE, will earn 20 paid vacation days during the contract year beginning July 1. For new employees in each contract year, vacation time will be front-loaded for your use. In each subsequent years, vacation will be accrued monthly, at a rate of 13.33 hours per month, prorated based on FTE.

Vacation will be prorated for individuals hired after the beginning of the contract year. Individuals hired on or before the 15th of the month shall have that month counted as a month of service. Individuals hired on or after the 16th of the month shall count the next month as their first month of service.

Earned vacation will be accrued up to 240 hours. When an employee's balance falls below 240 hours the employee will resume accruing vacation hours.

Vacations should be scheduled in a manner that minimizes interruptions to school district operations.

Vacation time will not be counted in the computation of overtime.

Upon separation of employment, employees receive pay for unused vacation that was earned, or are required to pay back used vacation that was unearned.

Only APT employees who are on a 248 day calendar receive vacation leave.

The Assistant Superintendent of Human Resources must approve exemptions to this vacation policy.

3.10 Work Calendars for Less than 248-Day APT Employees

APT personnel who work less than 248 days work to a work calendar. These APT employees will have access to a copy of the regular work calendar for their assigned position annually. Changes to this calendar, whether initiated by the employee or supervisor, must be approved in advance by their immediate supervisor.

Supervisors are encouraged to consider that many APT positions require work beyond the typical 40-hour workweek, including multiple nights and weekends, when managing an employee's schedule.

3.11 Stipends for Special Projects for APT's

When an APT is assigned a District initiative-related special project beyond the assigned responsibilities for his/her assignment, a stipend may be paid if funds are available.

Amounts of the stipend, if any, will vary based upon the time required and the specific responsibilities. Each stipend will be requested by the supervising administrator and approved by the Superintendent or designee before offering compensation.

Supervisors should consider workloads and whether the stipend is appropriate for the special project. The amount and approval for each special project will be determined before initiating the project.

4 LEAVES OF ABSENCE

4.1 Paid Time Off (PTO) for Professional and Technical Employees

Employees assigned to work more than 30 hours per week shall be granted Paid Time Off leave each fiscal year. The amount of Paid Time Off leave allocated will depend on the employee's scheduled assignment. Employees may use PTO only as it is accrued.

Employees will begin receiving PTO at the normal rate of 1 day per work calendar month as of July 1, 2011.

Employees and the school district recognize the importance of being present each day. We honor the commitment to fulfill the terms of attending each day as much as possible. The District also understands that there are certain times of the work year that require employee presence during critical times as defined by the immediate supervisor and PTO may or may not be approved during those times

Paid Time Off leave may be used for illness/disability of classified employee, or employee's immediate family as defined by the [Family Medical Leave Act \(FMLA\)](#), religious holidays, employee's business, to attend academic activities for school-aged children, or other personal reasons as approved by supervisor. Paid Time Off leave may be used the day before or after a break only with prior approval from the employee's supervisor or medical documentation provided. PTO that is requested for any reason other than illness shall be scheduled and formerly approved by supervisors in a manner that minimizes interruptions to school district operations.

Staff shall notify the designated supervisor of the absence in accordance with approved school/unit guidelines. Exceptions due to extenuating circumstances or emergencies will be considered. Approval will not be unreasonably withheld.

When an employee plans to use PTO, the employee will give prior notification equal to the number of planned leave days (for example: three district business workdays of planned leave = three district business workdays prior notification). Approval will not be unreasonably withheld.

After five consecutive district business workdays of absence or intermittent absences due to a chronic condition or ongoing illness, the employee must notify the Benefits Office. A determination will be made if the employee's absences is considered FMLA eligible. (see 4.2 FMLA). The employee may be required to furnish satisfactory proof of illness and/or fitness to return or continue to perform essential duties. The employee must complete a Request for Leave of Absence and have a physician complete documentation which shall indicate the employee's ability or inability to perform those functions essential for the employee's job. At any time, the school district may require the employee to be examined by a physician designated by the school district at school district expense. Medical reports should be submitted to the school district Department of Human Resources Benefits Department. The Request for Leave of Absence Form is located on the Infinite Visions portal (<https://iv.svvsd.org>) under Information Center or by contacting the Benefits Office.

As of June 30th, up to 40 hours of PTO will remain in the employee's PTO account. If the employee has fewer than 40 hours, all of the employee's PTO will remain in the employee's PTO account. Any remaining hours of PTO above 40 hours from the prior year will be converted to Accrued Sick Leave. Accrued Sick Leave is to be used for the purpose of sickness or injury to self or a family member. Accrued Sick Leave may only accessed after all PTO days have been utilized. If the employee is utilizing Accrued Sick Leave, and is absent for more than five consecutive days, a physician's statement of cause and duration will be required.

NOTE: Bereavement, civic, and military leaves are not part of Paid Time Off leave. These remain as separate categories.

4.1.1 Unusual Paid Time Off at Separation (Professional/Technical Employees only)

Any P/T employee voluntarily separating or laid off from the school district with 10 years of continuous service in the school district will have unused PTO earned during the current year rolled into their accrued sick leave balance.

4.1.2 Reimbursement for Unused Accrued Sick Leave

Any P/T employee voluntarily separating or laid off from the school district with 10 years of continuous service in the school district will be eligible for reimbursement for accrued sick leave over 20 workdays and up to a maximum of 150 paid days at 50% of the employee's current daily rate. The payment for unused accrued sick leave will be not be PERA-includable.

4.2 Family Medical Leave Act (FMLA)

In compliance with the [Family and Medical Leave Act \(FMLA\)](#), the St. Vrain Valley School District provides up to 12 weeks (26 weeks for military caregiver for a covered service member) of unpaid, job-protected leave to eligible employees for reasons covered under the act.

An employee must be employed by the school district for at least 12 months (not necessarily consecutive). In the 12 months immediately preceding the beginning of the leave, the employee also must have worked at least 1,250 hours, including hours worked overtime, to qualify for FMLA.

Spouses employed by the school district are jointly entitled to a combined total of 12 weeks of family leave (26 weeks for military caregiver for a service member) for the birth or placement of a child for adoption or foster care, to care for a parent who has a serious health condition, and for any qualifying need related to the active duty of a family member in the military. FMLA does not cover care for a parent-in-law.

At least 30 calendar days before the leave starts, or as soon as practical in emergencies, employees must contact the Benefits Office in the Department of Human Resources for paperwork to begin the leave process. Employees can refer to the school district Infinite Visions portal (<https://iv.svvsd.org>) under Information Center or by contacting the benefits office.

An employee returning from an approved leave must submit a release to return to work from their physician. An employee may be returned to their former position or may be placed in a similar position for which they are qualified.

4.3 Sick Leave for Administrative Employees

Administrators have unlimited sick leave days during the dates of their annual employment contract. Each employee will submit an Employee Absence Report listing the dates absent from the assignment for record-keeping purposes.

An administrator who is reassigned to a non-administrative position shall be credited with sick leave for each year of service as an administrator in the District less the amount of sick leave used. The schedule for such credit is as follows:

96 hours per year	220 or more day contract
88 hours per year	200 to 219 day contract

4.3.1 Business Leave for Administrative Employees

Administrators shall receive 16 hours per year of business and emergency leave.

4.4 Bereavement Leave

Any employee will be granted up to five district business workdays for bereavement leave per year. Days will be prorated according to the employee's FTE and will not carryover to accrued.

4.5 Civic Duty Leave

Regularly employed classified personnel who are summoned for jury duty, subpoenaed to be present in court to give testimony, or required to appear in court or at hearings in connection with the performance of their duties as an employee of St Vrain Valley School District, will be granted civic duty leave with pay for such time as is required by the summons or subpoena. A copy of the jury duty summons should accompany the employee's absence report. Employees may keep any reimbursement from the state. Civic duty leave will be according to Board of Education policy [GBGK](#).

4.6 Military

Annual Military Leave

An employee who is a member of a reserve or National Guard unit or any other branch of the military organized under state or federal law shall be granted military leave with a right of reinstatement in accordance with state and federal law. The employee shall receive full salary and benefits during such leave up to a maximum of 15 calendar days annually. All remaining leave to fulfill the annual military obligation shall be unpaid leave. An employee who is required by the state or federal government to continue military service beyond the time for which leave with pay is allowed, shall be granted a leave of absence without pay for all such additional service.

Emergency Military Leave

Military leave of absence without pay shall be granted to any regular, full-time employee who enlists for military duty with any branch of the United States armed forces or who is called into active military service in time of war or other emergency declared by the proper authority of the state or United States. The employee shall be considered on a leave of absence during military service. An employee may be returned to their former position or may be placed in a similar position for which they are qualified.

All military leave shall be in compliance with 38 U.S.C. 4301 et seq. Employment and reemployment rights of members of the Uniformed Services Act and Board of Education policy [GBGI](#)

4.7 Leave Without Pay

Leave without pay is not allowed under normal circumstances. Exceptions may also be granted by the Department of Human Resources with the supervisor's recommendation (such as the 10 days necessary to qualify for Sick Leave Bank (4.9)). Request must be submitted in writing in advance.

If leave is granted, the employee's original position is not guaranteed. Upon return from personal leave, the employee's position in the school district will be determined by the Superintendent of Schools or designee.

4.8 Voting

Voting is an important responsibility we all assume as citizens. We encourage employees to exercise their voting rights in all municipal, state, and federal elections.

Under most circumstances, it is possible for employees to vote either before or after work. If it is necessary for employees to arrive late or leave work early to vote in any election, employees should arrange with their supervisor/manager no later than the day prior to Election Day.

4.9 Reporting Absences

When an employee is absent from work for any reason, the employee must submit an absence in Time Clocks Plus and notify their immediate supervisor. The school district requires that reporting an absence in Time Clocks Plus must be completed ahead of time or submitted upon return within five calendar days. Delays in submission of absence reports affect accuracy of leave balances.

Employees for whom a substitute is authorized shall follow established procedures for acquiring a substitute.

4.10 Sick Leave Bank for Professional/Technical Employees

Professional/Technical employees shall be eligible to participate in the Classified Staff Sick Leave Bank. The purpose of the Sick Leave Bank is to provide a bank of sick leave hours from which a member may draw in case of extended absences due to illness/disability which renders the member incapable of working.

- Hours may be approved for extended illness and/or disability of a member only. Hours will not be granted for a member to care for someone else who is ill or disabled.
- Hours may be granted from the bank only after the member requesting Sick Leave Bank hours has used all of his/her available paid leave (paid time off, accrued sick leave and accrued vacation), and 10 workdays of unpaid personal leave.
- Hours may supplement other disability earnings not to exceed 100% of an employee's earnings. However, if an employee is approved to receive PERA disability, they will not be eligible to receive Sick Leave Bank hours.
- Hours from the Sick Leave Bank will not be granted for holidays, normal nonscheduled workdays, or days which workers' compensation is available to the member.

4.10.1 Enrollment

All employees who work over 17.5 hours per week are eligible to join the Sick Leave Bank.

- Each employee has the option of joining the Sick Leave Bank during the annual open enrollment period or within the first 17.5 workdays of hire.
- New employees to the district who are hired between July 1st - Dec 31st. will not need to contribute during open enrollment if they have already contributed to the Sick Leave Bank upon initial hire.
- Employees joining the Sick Leave Bank will contribute the same number of hours as they are employed at the time. (i.e., four-hour employees contribute four hours, etc.).
- Upon retirement, Sick Leave Bank members who qualify for the Unused Paid Time Off reimbursement and have accumulated more than 170 days of paid leave may contribute a maximum of 24 hours to the Sick Leave Bank.

4.10.2 Annual Renewal

Membership renewal in the Sick Leave Bank will be automatic on an annual basis during benefits open enrollment and a half day of the employee's scheduled work day will automatically be removed from the employees PTO/Vacation balance unless the member terminates membership in writing before the removal occurs. In the event an individual is unable to contribute the additional annual assessment, they will be denied continued membership. The half day annual assessments will not occur if the bank has more than 7,000 hours.

4.10.3 Waive Membership

A member may waive membership by submitting a letter to the Benefits Department during Open Enrollment; however, the hours previously contributed will not be reimbursed. If electing to renew membership after waiving membership during the benefits open enrollment period, an employee will contribute the same number of hours as they are employed at the time.

4.10.4 Governing

Operation and administration of this bank will be by the Sick Leave Bank Governing Board. The Sick Leave Bank Governing Board will consist of at least one representative from each of the various employee groups who participate in the Classified Sick Leave Bank and one administrator appointed

by the Superintendent of Schools. The majority of the Governing Board representatives must be members in the Sick Leave Bank.

4.10.5 Bank Balance

An assessment of the bank balance will occur during open enrollment and must have a minimum of 7,000 hours. If the bank balance goes over 7,000 hours, employees will not contribute that year except employees who initially enroll into the Sick Leave Bank. Hours contributed or assessed become part of the bank and are no longer included in the employee's current or accumulated leave.

4.10.6 Application

Application for use of hours must be made by the member (or their designated representative indicated at the time of sign up) to the Sick Leave Bank Governing Board any time prior to, but within 30 calendar days after the member returns to work. The Bank Board will not consider applications submitted at a time outside these limits. An employee must be enrolled in the Classified Sick Leave Bank for a minimum of one year in order to be eligible to be granted hours from the Sick Leave Bank.

4.10.7 Review

The Sick Leave Bank Governing Board will consider only those requests, which include all of the following:

- A licensed physician's verification that the illness or disability renders the employee incapable of working.
- Actual or expected date of return to work.
- Other information as appropriate.

The Sick Leave Bank Governing Board shall have the authority to request additional information, including a request to the Superintendent of Schools to use policy [GBGA](#) Staff health (Physical/Mental Examination) and [GBGA-R](#) (Staff Members with Blood borne Pathogens/Communicable Diseases).

Based on the members' Notice of Assignment, a member may be granted no more than 100% of hours of 60 district business workdays in any single school year (July 1–June 30).

Applicants will receive a reply from the Sick Leave Bank Governing Board within 30 calendar days of application.

4.10.8 Award

The member will receive the dollar amount based on the employee's hourly rate of pay on the pay period following approval.

A member who receives an award from the bank will not be required to repay awarded hours, but will be required to contribute one paid time off day to the Sick Leave Bank at the beginning of the following school year.

The number of hours awarded will be deducted from the bank. All hours granted from the Sick Leave Bank, but not used, will be restored to the bank.

4.10.9 Decisions Are Final

Decisions of the Sick Leave Bank Governing Board with respect to eligibility or bank sick leave days shall be final and binding and not subject to grievance procedures.

5 PAY

It is the St Vrain Valley School District's policy to strictly comply with the [Fair Labor Standards Act \(FLSA\)](#). Noncompliance with the FLSA is a violation of federal law. Lack of knowledge of FLSA violations does not excuse noncompliance. Supervisors should encourage staff to notify them, their Department of Human Resources representative, or director if they become aware of a problem.

5.1 Salary Ranges

The Department of Human Resources uses area market survey(s) to help determine pay ranges for APT positions. Area market survey(s) will be conducted regularly, every third year. These surveys may change the minimum, midpoint, and maximum salaries for any particular range.

New hires are placed in their respective pay ranges depending on their relevant education and experience. New hires to a position typically start in the lower side of the pay range. Internal transfers to new positions will be placed in the pay range depending on relevant education and experience.

Employees beyond the top of the pay range will not receive salary increases.

Questions about the details of this system may be answered in the Department of Human Resources. The APT salary schedule can be found on the [District HR website](#).

5.2 Comp Time and Flex Time

There is no comp time for exempt employees.

Flex time can be done for those employees who are working on a special project or has something coming up that their hours can be flexed during the work week with approval of their supervisor. In theory for an exempt employee the pay will remain the same for the week regardless of the number of hours it takes to complete the work for that week.

5.3 Longevity Pay

Longevity pay will be added to hourly Professional/Technical employees' current salary upon completion of 10, 15, and 20 years of service (or at the beginning of the employee's 11th year, 16th year, and 21st year). APT employees paid on a salary basis are not eligible for longevity pay. Student workers, temporary employees, and substitutes are not eligible for work credit until they become a regularly scheduled APT employee.

Employees hired before April 2002 are eligible for longevity pay. Employees who have received longevity pay by April 30 2012 will continue to receive it. All other employees will receive movement on the salary range.

Longevity pay will be paid according to the following schedule:

10 years	\$.50/hr.
15 years	\$.75/hr. (\$.25 increase)
20 years	\$1.00/hr. (\$.25 increase)

Longevity pay will be implemented quarterly. (July 31, October 31, January 31, April 30.)

EXAMPLE:

<u>If hire date is between:</u>	<u>Longevity pay begins:</u>
July 16 - October 15	October 31
October 16 - January 15	January 31
January 16 - April 15	April 30
April 16 - July 15	July 31

Longevity pay is awarded for years of service to the district regardless of position held. Leave of absences are not counted as service time for longevity pay.

5.4 Overpayments and Underpayments

On occasion, the school district may overpay or underpay compensation that does not reflect the Notice of Assignment. If the employee or the district becomes aware of an apparent overpayment or underpayment, either party shall bring this to the attention of the school district or the employee.

If the employee has been underpaid, the school district shall pay the employee the amount that is owed to the employee within 30 calendar days of the initial notification.

If the school district has overpaid the employee, the employee shall make arrangements to pay the amount owed to the district. If the employee fails to repay the school district, the school district will have the right to withhold the amount due until the amount is paid in full.

Claims made by either party will be considered null or void 24 months after the date on which such overpayment or underpayment occurred.

5.5 Fiscal Emergency

If the Board of Education declares a fiscal emergency during a budget year as allowed by state law, it may reduce salaries for all employees on a proportional basis or alter the work year of employees. Any such reduction in salaries may be made despite any adopted salary schedule or policy.

5.6 Salary Check Deductions

5.6.1 Required Deductions

- Federal income tax.
- State of Colorado income tax.
- Public Employees Retirement Association.
- Medicare deduction for persons employed after April 1, 1986.

5.6.2 Deductions Authorized Upon Written Request by Employee

- District-approved tax-sheltered annuity contracts.
- District-approved Group Insurance.
- Elevations Credit Union
- PERA Survivors Insurance.
- Association Dues: Transportation, Case, Nutrition Services, Para and Custodial Dues.
- Any employee who is a member of a Board of Education-approved association may sign and deliver, through the representatives of the association, a form authorizing deduction of membership dues in the association. Such authorization shall continue in effect from year to year unless revoked in writing by the member between June 15 and July 15 of each year. Pursuant to such authorization, the Board of Education shall deduct the dues from the employee's regular salary check and all such dues monthly. The school district will deduct fees for one professional association per one job classification.

The association shall indemnify and hold the Board of Education and school district harmless from any and all claims, demands, suits, and/or costs incurred in connection with any such claim, demand, or suit resulting from any reasonable action taken by the Board of Education or school district for the purpose of complying with the provisions of this section.

- District-approved Section 125 plans.
- Board of Education-approved educational foundations.

- Changes in deductions or contributions:

Changes in deductions or contributions must be submitted and received in payroll by the 10th of the month to affect the current payroll for that month, according to the guidelines below.

Withholding Taxes	Complete a W-4.
TSA's	Complete a Salary Reduction Agreement form.
PERA 401(k)/457	Board Policies DLB and DLB-R
Health/Dental/Vision	May only be added or changed during annual open enrollment, or within 30 calendar days of a documented qualifying event. Complete a plan change form in the Department of Human Resources.
Section 125	May only be added or changed during annual open enrollment, or within 30 calendar days of a documented qualifying event. Must be renewed, in writing, annually during Open Enrollment.
Premium Only Plan	Can only opt out when there is a qualifying event or during Open Enrollment. Contact the Department of Human Resources for the Open Enrollment schedule.
Elevations Credit Union	Adding, canceling, or changing deductions for the Credit Union. must be done at the Credit Union by the 10th of the month to affect the current payroll for that month.

5.6.3 Other Deductions

The School District may deduct from an employee's check the cost of lost or destroyed equipment/tools or other district property for which the employee is responsible.

6 WORKING CONDITIONS

6.1 Maintaining Healthy Work Conditions

Accidents are undesirable, unplanned occurrences, which can result in bodily injury or property damage. The St. Vrain Valley School District will take reasonable precautions to guard against accidents to ensure the safety of the students, employees, and visitors present on school district property.

Safety shall be integrated into all aspects of work. Accident prevention is accomplished by combining a safe environment with safe behavior. Employees are expected to adhere to all applicable safety guidelines to promote personal well being as well as acting as a behavioral model for students. Employees are to immediately report any unsafe working conditions or safety problems to the employee's supervisor. Until action is taken, be sure that the area or condition is restricted and that cautionary devices, i.e., cones, temporary fencing, floor signs, etc., are in place so that others are not affected or injured.

Employees are expected to follow all regulations, safety rules, and guidelines for their own safety and for the safety of their coworkers and the students as established.

Specific jobs may have additional safety rules that the supervisor will discuss with the employee. Employees who are uncertain of how to safely perform a task must stop and ask their supervisor before continuing.

6.2 Staff Code of Conduct

There are some basic behaviors and responsibilities that are essential to the success of ongoing school operations. Board of Education policy [GBEB](#) requires that all employees of the school district must observe a code of conduct established by law. Please review the policy for more details.

6.2.1 Confidential Information

School district employees shall not disclose or use confidential school district information for personal financial benefit.

The school district will disclose personally identifiable information from student records without written consent of the parent/guardian or eligible student only to those persons or entities allowed under federal or state law to receive such information. Refer to board policy [JRA/JRC](#) for specific details of how to handle confidential student records.

School district employees are bound by the laws and regulations of the [Family Education Rights and Privacy Act \(FERPA\)](#) and the [Health Insurance Portability and Accountability Act \(HIPAA\)](#).

6.2.2 Gifts

School district employees cannot accept gifts valued \$50 or greater. Some non-monetary awards and payments or reimbursements for travel or participation at a meeting might be allowed. The employee should consult with the employee's supervisor or the Department of Human Resources before accepting such gifts.

6.2.3 Financial Interests

School district employees cannot engage in a substantial financial transaction, for private business purposes, with a person that the employee supervises. Also, an employee cannot participate in any action that benefits a private business in which the employee is involved. Again, the employee must consult with the employee's supervisor or the Department of Human Resources before taking part in that action.

6.2.4 Required Responsibilities for all APT Employees

Other required responsibilities include:

- Faithfulness and promptness in attendance at work. Employees who are going to be absent or late must contact their supervisor/manager or delegate as soon as possible prior to the start of their shift. Leaving messages with other employees is not acceptable. Failure to call in when absent for three consecutive days will be considered job abandonment.
- Support and enforcement of policies of the Board of Education and regulations of the school administration in regard to students.
- Diligence in submitting required reports promptly at the times required.
- Care and protection of students, their personally identifiable information, and school property.
- Concern and attention toward their own and the school system's legal responsibility for the safety and welfare of students including the need to ensure that students are appropriately supervised.

6.3 Public Conduct on School Property

Board of Education policy [KFA](#) applies to anyone on school property or using school property for any purpose. Employees are expected to report any prohibited conduct to their supervisor or the Department of Human Resources.

6.3.1 Anti-violence

Prohibited behavior includes any conduct intended to obstruct, disrupt or interfere with teaching, research, service, administrative or disciplinary functions, or any activity sponsored or approved by the Board of Education. Unlawful or unauthorized possession of a deadly weapon, as defined in state law, on school property or in school buildings, is prohibited.

6.3.2 Threats or Damage

Physical abuse or threats of harm to any person is prohibited. Threats or damage to any school or private property while on school district controlled premises also is prohibited. This includes forceful or unauthorized entry or occupation of school property.

6.3.3 Alcohol and Drugs

Unlawful use, possession, distribution or sale of drugs and other controlled substances, alcohol, and other illegal contraband is prohibited on school district property, at school-sponsored functions, on any school bus transporting students or any school district vehicle transporting staff or students, or within 1,000 feet of the perimeter of any school district property. Persons known to be under the influence of alcohol or controlled substance shall not be permitted to enter the school building or grounds, in accordance with Board of Education policy [GBEC](#).

Because the possession and use of marijuana, whether for medical use or otherwise, still constitutes a federal offense, and because the use of marijuana is not compatible with the performance of any job with the school district, the school district will not accommodate the use of medical marijuana on the job, or the use of marijuana for medical purposes while the employee is off duty, or off the job, if the employee is under its influence while performing duties or while at the workplace.

6.4 Communication Systems

The communication systems are property of St. Vrain Valley School District and intended for business use. Therefore, the school district maintains the ability to access any computer files, use of software, Internet usage, e-mail, and voice mail. Although employees may select individual passwords, employees should not assume that such files are confidential. However, other than management employees acting on behalf of St. Vrain Valley School District, employees should not attempt to gain access to another employee's computer, Internet files, e-mail, or voice mail without the latter's permission.

All information regarding access to St. Vrain Valley School District’s computer resources, such as user identifications, access passwords, and codes are school district confidential information and may not be disclosed to non-school district personnel.

6.4.1 Use of the School District Network

The smooth operation of the school district's network relies upon users adhering to established standards of proper conduct. In order to be granted access to the school district's network, a user must adhere to the district's policies and regulations governing the use of the network. This requires efficient, ethical, and legal utilization of the district's network. If a user violates any of the school district's policies, regulations, procedures, or guidelines, access to the district's network may be denied and other legal or disciplinary action may be taken. The school district will cooperate fully with local, state, or federal officials in any investigation concerning or relating to misuse of the district's network. The school district's network is the property of the district and its use is a privilege, not a right.

For a detailed description of the use policy, review Board of Education policy [EHC-R](#).

6.4.2 Telephones/Cell Phones

In the interest of good business practice, telephone calls, including those made with cell phones, must not interfere with employees’ performance of their jobs. Personal use of St. Vrain Valley School District (landline) telephones for long-distance is not permitted. Specific requirements are in Board of Education policy [EEAEG](#) for bus drivers, and [EEBAA](#) for other school district employees driving school district vehicles. Violation of these policies may subject the employee to disciplinary action.

St. Vrain Valley School District provides cell phones to those employees who need them to perform their jobs. Such phones, although intended primarily for business use, may also serve as personal devices if the employee has a signed agreement with the district and appropriate costs have been paid to the district. Calls during business hours should be limited as outlined above. Personal long distance calls are permitted only when the phone has been designated for personal use.

School district employees shall under no circumstances engage in the reading of and/or sending of text and/or email messages while driving a school district vehicle. School district employees are discouraged from and shall resist using personal and/or school district-owned communication devices while driving school district vehicles. School district employees operating a school district-owned vehicle with students on board are prohibited from making and/or receiving cellular phone calls while the vehicle is in motion.

Bus drivers shall not place or receive communications on any personally owned wireless communication device while passengers are loading or unloading from the bus or while the bus is in motion. Under usual circumstances, use of school district owned wireless communication devices shall be allowed when used to assist a driver and/or dispatcher in the necessary communications periodically needed to safely deliver children – home to school, school to school, school to home, and on activity trips. Use of such devices while the bus is in motion shall be limited whenever possible. Bus drivers shall under no circumstances place or receive communications unrelated to school district business while on duty.

6.5 Conflict of Interest

St. Vrain Valley School District (per Board of Education policy [GBEA-1](#)) requires that employees avoid any actual or apparent conflict of interest which would reflect adversely on the school district or its mission.

No school district employee or firm owned by a school district employee shall be allowed to sell to the school district or to school districts served by the school district goods or services of any kind without express prior written consent of the Board of Education.

If employees have any question whether a situation is a conflict of interest, they should discuss the matter with their supervisor and the Department of Human Resources.

6.6 Discipline/Discharge

Occasionally, performance or other behavior falls short of our standards and/or expectations. When this occurs, management takes action which, in its opinion, seems appropriate. A follow-up meeting with the Department of Human Resources will be scheduled by the supervisor.

When management finds an employee's performance is unsatisfactory or an employee's conduct is unacceptable, disciplinary action may be taken. The discipline may range from informal discussion with the employee to termination of employment, depending on the school district opinion of the seriousness of the situation. Any action taken by management in an individual case will follow established school district procedure and should not be assumed to establish a precedent in other circumstances.

6.7 Dress Code

At St. Vrain Valley School District, personal appearance, hygiene, and attire are very important. A professional image must be maintained to instill confidence in the minds of our stakeholders. This helps ensure our school district's success. Employees' appearance should be consistent with good hygiene, safety, and what the school district considers appropriate business attire. Refer to Board of Education policy [GBEBA](#). Specific requirements depend on job requirements.

6.8 Inspections

The school district reserves the right to conduct searches and inspections of an employee's property while on school district grounds or St. Vrain Valley School District-owned property without notice. Any employee who refuses to submit to a search will be subject to disciplinary action up to and including termination.

6.9 Organizations

It is recognized that personnel have the right to join, or refrain from joining, any job-related local, state, or national organization. Membership in an organization is not a condition of employment in the school district.

6.10 References

The St. Vrain Valley School District does not furnish open letters of recommendation addressed "To Whom It May Concern."

If employees receive a call inquiring about a former employee, please refer the call to the Department of Human Resources.

Upon request, and for APT employees, the school district shall disclose to prospective employers, information relative to the employee's suitability for re-employment, including his/her work-related skills, abilities and habits. In the case of a former employee, the school district shall also disclose the reason for the employee's separation. Refer to Board of Education policy [GBJA](#).

Consideration of the following when asked to provide a letter of recommendation for any employee, especially one who is being laid-off or non-renewed, is recommended:

- The decision to write a letter of recommendation is an individual one that should be made based on your professional experience or personal relationship with the person requesting the recommendation.
- If you have doubts about the person on either the professional or personal levels, you should let them know that you cannot in good faith provide a letter of recommendation.
- If the person is being laid-off or non-renewed due to a reduction in staff as part of a budget reduction and their performance has been effective, writing a letter of recommendation would be appropriate and encouraged.

- If the person is being laid-off or non-renewed based on not meeting performance standards, writing a letter of recommendation would not be appropriate and is discouraged.
- Letters of recommendation for individuals who previously worked under your supervision should be written with clean understanding of the time frame of when the person worked for you and that you do not know of recent performance.

6.11 Smoking

It is our objective to provide a smoke-free environment within our school district. In order to promote the general health, welfare and well-being of students and staff, smoking, chewing or any other use of any tobacco products by staff, students, and members of the public shall be banned from all school property per Board of Education policy [ADC](#). This restriction applies to all employees and visitors, at all times, including non-business hours, vehicles, buildings, and areas or land. Violations of this policy might result in disciplinary action up to and including termination.

6.12 Animals

Employees, volunteers, facility users, and contractors working in school district facilities are not allowed to bring animals onto school district property, except for:

- Assistive animals for persons with disabilities (refer to Board of Education policy [EJ](#) and [EJ-R](#)).
- Animals for educational purposes appropriate to the curriculum at the direction of a supervisor and/or administrator, including the showing of livestock, provided that the livestock showing does not involve the riding of animals.
- Animals approved by the school district for security purposes.

6.13 Building Security

St. Vrain Valley School District maintains a facility access and security procedure (refer to Board of Education policy [ECAB-R](#)). Keys, security codes, and/or access cards may be issued to school district faculty and staff. The Operations and Maintenance Department is the sole authorized source for making keys and creating security codes and access cards.

Employees are prohibited from loaning, giving, or selling any key, code, or access card. Failure to comply may result in disciplinary action and/or monetary penalty.

If an employee loses a key or card, a re-coring or re-keying charge may be assessed up to \$500. This re-coring charge also would apply if an employee fails to return a key or card upon termination or ending of assignment. The charge would be deducted from the terminating employee's final paycheck, unless it's paid before the termination date.

6.14 Purchasing Cards

St. Vrain Valley School District uses purchasing cards (P-cards) to expedite some purchases in a cost-effective manner. Employees may be issued a purchasing card as a requirement or enhancement to their job. The card is provided to the employee based on their need to purchase materials for the school district. It is not an entitlement nor reflective of title or position. The card may be revoked at any time without notice.

It is the responsibility of each cardholder to read and follow the purchasing card policies and procedures as they now exist or may be amended by the Board of Education Policy [DJB-R](#). All employees are required to sign and comply with the [purchasing card agreement](#). Under no circumstances should the card be used for personal purchases for the employee or for others. This card is issued in the employee's name and should not be used by any other person.

The cardholder is responsible for reviewing and/or reconciling monthly electronic statements and for correcting any discrepancies by either contacting the supplier or school district's financial institution. Itemized receipts

attached to a copy of the statement will be forwarded monthly to cardholders' approver. The card will be surrendered immediately upon termination of employment.

Failure to do any of the above could be considered as misappropriation. This may result in either loss of the card or other corrective action. This could include termination and/or criminal prosecution. The school district may be reimbursed by means of payroll deduction for all incurred charges and any fees associated with a collection process.

7 GRIEVANCE PROCEDURE

7.1 Introduction

The purpose of this procedure is to secure, at the lowest possible administrative level, resolutions to disputes, disagreements, or controversy concerning the interpretation or application of the provisions of this handbook. These proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

Nothing contained in this procedure will be construed as limiting the right of any school district employee having a grievance to discuss the matter informally with any appropriate member of the administration and to have the grievance adjusted.

No grievance shall be recognized unless it has been presented at the appropriate level within 20 district business days after the grievant knew, or should have known, of the act or condition on which the grievance is based, and if not so presented, the grievance shall be deemed waived.

Except at the informal level of this grievance procedure, the grievant may be represented at any level of the grievance procedure by a person, or persons, of his/her choosing.

7.2 Definitions

7.2.1 Grievance

A grievance is a dispute, disagreement, or controversy concerning the interpretation or application of the provisions of the *Administrative, Professional, Technical (APT) Employees' Handbook*.

7.2.2 Grievant

The grievant is an employee or a group of employees of the school district who has submitted the grievance.

7.3 Procedure

More information about the following grievance process is available from the Department of Human Resources.

All grievances should be attempted to be resolved informally through a discussion with the immediate supervisor. If the grievance is not resolved, the formal process beginning with Level One shall be implemented.

7.3.1 Level One

A grievance shall be submitted in writing to the grievant's immediate supervisor to resolve the matter. Within five district business workdays after receipt of the written grievance, the supervisor shall give a written response to the grievant.

The school district's grievance form (Board of Education policy [GBK-E](#)) shall be signed by the grievant and delivered to the supervisor. The grievance shall be detailed and specific, and shall refer to the provisions of the *Administrative, Professional, Technical (APT) Employees' Handbook*.

7.3.2 Level Two

If the grievant is not satisfied with the response of the supervisor, or if no written response has been rendered within five district business workdays after the written grievance is delivered to the supervisor, the grievant may file the grievance with a Director of Human Resources within five district business workdays thereafter.

The Assistant Superintendent of Human Resources and/or designee will meet with the grievant and representative, if any, within 10 district business workdays after Human Resources receipt of the grievance in an effort to resolve the grievance.

Meetings will be scheduled at a mutually convenient time.

Within 10 district business workdays after such meeting, the Assistant Superintendent of Human Resources or designee shall communicate a written response to the grievant.

7.3.3 Level Three

If the grievant is not satisfied with the response of the Assistant Superintendent of Human Resources or designee, or if no decision is reached within 10 district business workdays after the meeting described in Level Two, the grievant may, within five district business workdays thereafter, appeal the decision to the Chief Operations Officer in writing.

The Chief Operations Officer or designee will review the grievance records and will render a decision in writing within 30 district business workdays of its receipt of the grievance. The decision of the Chief Operations Officer shall be final.

8 ACKNOWLEDGMENT OF RECEIPT

ACKNOWLEDGMENT OF RECEIPT

I have received a copy of the employee handbook dated July 1, 2015. I understand that I am to become familiar with its contents. Further, I understand:

- Employment with St. Vrain Valley School District is at-will. I have the right to end my work relationship with the school district, with or without advance notice for any reason. St. Vrain Valley School District has the same right unless specified on individual employee contract.
- The language used in this handbook and any verbal statements of management are not intended to constitute a contract of employment, either express or implied, nor are they a guarantee of employment for a specific duration.
- The handbook is not all inclusive, but is intended to provide me with a summary of some of St. Vrain Valley School District's guidelines.
- This edition replaces all previously issued handbooks. The need might arise to change the guidelines described in the handbook, except for the at-will nature of employment. St Vrain Valley School District therefore reserves the right to interpret them or to change them without prior notice.
- No representative of St. Vrain Valley School District, other than the Superintendent of Schools, has the authority to enter into an agreement of employment for any specified period and such agreement must be in writing, signed by the Superintendent and myself. We have not entered into such an agreement.

Print Employee Name

Employee Signature

Date