

PERSONNEL - 4000

4000.01

- Administrative Staff and Organization
 - The Superintendent of Schools
 - *Procedures – Expense Reimbursement for District Personnel Meeting/Conferences*
 - Other Administrators

4000.02

- Employment Considerations
 - Equal Employment Opportunity
 - Discrimination and Harassment
 - *Procedures – Discrimination and Harassment*
 - Nepotism
 - Criminal Background Checks

4000.03

- Conditions of Employment
 - Alcohol and Drug Free Workplace
 - *Procedures – Alcohol & Drug Free Workplace – Appendix A & B*
 - Omnibus Transportation Employees
 - *Procedures – Omnibus Transportation Workers Testing Act*
 - Staffing, Layoff and Recall of Teachers
 - *Procedures – Staffing, Layoff and Recall of Teachers*
 - Highly Qualified
 - HIPAA
 - *Procedures – HIPAA (Health Insurance Portability and Accountability Act of 1996)*
 - *Procedures – HIPAA Hybrid Entity Status*
 - Leaves of Absence
 - FMLA
 - *Procedures – Family and Medical Leave Act (FMLA)*
 - Paid Medical Leave
 - Medical Examinations

4000.04

- Evaluations, Discipline and Discharge, Resignations
 - Performance Evaluations
 - Performance Based Compensation
 - Ineffective Teachers
 - Discipline and Discharge
 - Resignations

4000.05

- Other Matters of Employment
 - Gifts to School Personnel
 - Whistleblower Protection Policy
 - *Procedures – Whistleblower Protection*
 - *Procedures – Whistleblower Protection Appeals*
 - Outside Activities
 - Ownership of Works
 - Social Media
 - Illegal Conflicts of Interest
 - Prohibition of Referral or Assistance