



Dedicated to Excellence
Cherry Creek Schools

Custodial, Maintenance,
Grounds & Carpentry
Negotiated Agreement

Two-Year Agreement
2025-2026 and 2026-2027

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Memorandum of Understanding: Two-Year Agreement

Effective July 1, 2025, the Cherry Creek School District and the Cherry Creek Custodial, Maintenance, and Grounds Association, Local 1605, agree to a two-year agreement, with the next full collective bargaining sessions taking place during the 2026-2027 school year.

Compensation will continue to be negotiated on an annual basis at the appropriate time, i.e. once the Cherry Creek School District budget becomes available.

Both parties agree to address situations in a timely manner through a Memorandum of Understanding when necessary.

Proposed: February 5, 2025

Adopted: June 9, 2025

Union Information

General Provisions, *Policy 4235*

A. Bulletin Boards and Mailing

1. The employer agrees to furnish and maintain suitable bulletin boards in convenient places in each work area to be used by the employees' representative.
2. The employees' representative shall limit its posting of notices and bulletins to such bulletin boards.
3. The use of District Mail Service will be available to employees' organization representatives. Such use shall comply with legal requirements.
4. The Union through its officers and representatives will have the right to communicate with staff in the bargaining units it represents via email or like electronic means provided that any such communication will comply with and be subject to any District policy concerning the use of email systems or the like or for communication via the Internet or intranet.

B. New Employee Orientation and Visits by Employees' Representatives

1. The employer agrees that employees' organization representatives shall have reasonable access to the premises upon request and approval from the employer and building administrator or designee.
2. In case the building administrator and designee are not available to grant approval for the above, the Director of Custodial, Maintenance, Grounds, and Carpentry or designee may approve the reasonable access request.
3. The union may attend new employee orientation sessions. In the event there is not a formal orientation session with a new employee, the union may have the opportunity to meet with a new employee for thirty (30) minutes on duty time to explain contractual

rights and introduce them to the union. The union may request the name and duty location of new employees on a monthly basis.

C. Representation:

When an employee is required to meet with manager/supervisor and the meeting is of a disciplinary nature; manager/supervisor will inform the employee in writing of the meeting time and the nature of the meeting. The employee may arrange to have union representation present for these meetings. If the meeting is of an immediate and urgent nature, the employee will be given up to one (1) hour to find their witnesses/representatives. If alleged employee conduct results in the employee being put on administrative leave for investigation purposes, the district may place the employee on leave without a union representative as long as due process or an interview is not completed. If a due process meeting or interview is to be completed the employee has the ability to arrange for union representation and additional time may be allowed to secure that representation.

D. Uniforms and Protective Clothing

1. Once a year, beginning July 1 and continuing to the following June 1, employees shall be given an allotment of \$450.00 for their yearly uniforms. The uniform will consist of dark blue denim Levis, or the equivalent. All outer wear (i.e., shirts, coats, sweatshirts, overalls) shall have a District patch for identification and colors will be consistent with department uniforms. Catalogs will be available in the CMGC office. Employees that arrive to work with uniforms that are torn, tattered or otherwise unacceptable will be sent home to change with no pay. Employees who repeatedly arrive to work with unacceptable uniforms will be disciplined per policy 4237. *New hires are expected to order uniforms within 30 days of employment.
2. Employees will be expected to wear uniforms which are in good condition. Disregard of this provision may result in suspension and/or termination when Policy 4237 has been followed.
3. Custodial, Maintenance and Grounds personnel, who are directed to work outside, will have appropriate foul weather gear available on a check-out system from the maintenance shop.

E. Tools and Equipment

1. The District will replace or repair any Custodial, Maintenance or Grounds employee's equipment or tools which have been damaged, stolen, inoperable or lost in the performance of his/her job. Said tools must be inventoried and a record validated by the employee's supervisor will be provided to the Custodial, Maintenance, Grounds, and Carpentry offices. Requests for a replacement comparable to the damaged, stolen, inoperable or lost tool, or repair of a tool, require prior approval by the Director responsible for Custodial, Maintenance and Grounds.
2. Custodial, Maintenance, Grounds, and Carpentry employees shall be responsible for the proper care and use of equipment checked out to them.

3. If feasible and as determined by the Director responsible for Custodial, Maintenance and Grounds, the District shall provide any specialty tool, equipment, and safety clothing needed to properly perform a required job.

F. Employee Policy and Negotiated Agreement

The District is intent upon limiting the environmental and cost impacts of providing hard cover employee handbooks. The District is also intent upon providing maximum employee access to these. Therefore, the policies relating to Custodial, Maintenance, Grounds, and Carpentry personnel and all modifications to the policies will be posted on the website by the District. Copies will be provided for officers and the central offices as needed.

G. Employee Security

Employees may choose to associate with an organization or association through membership. Such decision shall be at the employee's option. The employer agrees that there shall be no discrimination because of an employee's relationship with any association. That is, the employer agrees that stewards and members of the association will not be discriminated against for exercising their lawful rights under Board Policy.

No representative of management or the employees' association shall exert undue influence upon an employee to join or not to join an employee association.

H. Membership Fee Payment

Upon an employee's written request, the employer agrees to deduct any membership initiation fee, assessment and monthly dues from the employee's pay. The amounts to be deducted shall be certified to the employer and the employees by the treasurer of the employees' organization. The aggregate deductions of all employees shall be remitted, together with adequate detail, to the treasurer of the employees' representative on the 10th of the succeeding month, after such deductions are made.

Any employee desiring to join or to terminate affiliation with the employees' organization is to notify the payroll department, in writing, which, in turn, shall forward a copy of such notice to the treasurer of the employees' organization within three to five working days.

I. Recognition

The Cherry Creek Board of Education recognizes the Cherry Creek Custodial, Maintenance, Grounds, and Carpentry Association, AFSCME Local 1605 as the negotiating agent for all Cherry Creek Custodial, Maintenance, Grounds, and Carpentry employees. If, at any time during the life of this Policy, 30% of the Custodial, Maintenance, Grounds, and Carpentry employees petition the Board of Education to change bargaining agents, the Board and Cherry Creek Custodial, Maintenance, Grounds, and Carpentry Association, AFSCME Local 1605 shall hold a representative election. This election shall take place within 15 days after receipt of the above-mentioned petition. The election shall be to determine one of the following:

1. To retain the Cherry Creek Custodial, Maintenance, Grounds, and Carpentry Association, AFSCME Local 1605 as the bargaining agent.
2. To elect a new bargaining agent.

3. To decertify the Cherry Creek Custodial, Maintenance, Grounds, and Carpentry Association, AFSCME Local 1605 and have no organization serve as bargaining agent.

A majority of those voting will determine the outcome of the election. Cost of the election will be shared by the petitioning group and the Cherry Creek Custodial, Maintenance, Grounds, and Carpentry Association, AFSCME Local 1605.

J. Safety Committee

The prevention of accidents is of a mutual benefit to the Union and CCSD and careful observation of safe working practices and safety rules is the responsibility of all employees and CCSD. CCSD is committed to abide by all status pertaining to safety as outlined in School Board Policy Section E. Support Services, Federal, State, and Local laws. CCSD agrees to make sure all employees have the safety equipment needed to do their jobs and agrees to hold productive conversations about properly fitting safety goggles/glasses/face shields as needed. The Safety Committee shall consist of representatives from the Custodial, Maintenance, Grounds, and Carpentry employees and the administration with the chairperson alternating from Custodial, Maintenance, Grounds, and Carpentry and the administration on a yearly basis. The number of members will be determined by the committee. The meetings will be held four (4) times per year on a mutually agreed upon date unless additional meetings are required. The minutes will be posted and distributed to the Custodial, Maintenance, Grounds, and Carpentry employees.

K. Operating in Confined Spaces Policy

The District will establish and maintain a written confined spaces policy in compliance with applicable regulatory guidelines which will include the process and procedure for operating in confined spaces, required equipment and training requirements and training frequency. Equipment will be made available to operate in confined spaces per the established policy. The policy will be subject to ongoing review and amendment through the safety committee meeting process.

L. Labor Management

Three officers/or designees of the association shall meet with the Director responsible for Custodial, Maintenance, Grounds, and Carpentry and appropriate management personnel on subjects of general concern, on an as-needed basis. Agenda items will be presented by association and/or Director responsible for Custodial, Maintenance, Grounds, and Carpentry three days prior to the meetings.

M. Commercial Driver's License

In conjunction with commercial driver's license provision for required drug testing:

1. Cherry Creek School District Custodial, Maintenance, Grounds and Carpentry will be notified in writing of all jobs required by federal law, state statute, and/or local Board of Education policy to maintain a commercial driver's license. The union has the right to challenge management's decision on who must carry a commercial driver's license.

2. Those who now have a commercial driver's license and are not required by federal law, state statute, local Board of Education policy, and/or the Custodial, Maintenance, Grounds and Carpentry department will be given the option to keep the commercial driver's license or relinquish it. If an employee relinquishes a commercial driver's license, but is later required to have one, the employee shall be responsible for the cost of reinstating a commercial driver's license, except as stated in L. below.
3. When an employee with a commercial driver's license declares he/she is on medication which may impair their ability to drive, an attempt will be made by the supervisor to accommodate the employee by reassigning duties for the short term. If the supervisor determines the employee's ability is impaired to perform their duties, the employee may be required to use leave.
4. With regard to drug free testing for persons in positions requiring a commercial driver's license, the District will pay for the cost of the second split sample urine test if the employee produces, in a timely manner from a qualified testing laboratory as determined by the District, evidence that creates a reasonable doubt about the validity of either test. The Director responsible for Custodial, Maintenance, Grounds, and Carpentry will make this determination.

N. Licensing Fees

The District will reimburse those employees required to hold professional licenses, certifications or CDL endorsements for the cost of the original or renewal fees for such professional licenses, certifications or CDL endorsements. Proof of renewal and valid receipts must be submitted to the appropriate Custodial, Maintenance, Grounds, or Carpentry office.

Revised: May 7, 2025

Adopted: June 9, 2025

Effective: July 1, 2025

Grievance, Policy 4236

A. Stewards and Grievance Committee

The Grievance Committee will consist of seven members. Grievance Committee members and stewards may investigate and process grievances during working hours without loss of pay with approval of the director responsible for Custodial, Maintenance, Grounds, and Carpentry (CMGC) or designee. Supervisors in need of assistance from the association may contact the chief steward.

The employees' association representative during the month of January shall provide an annual list of employees serving as stewards, and a list of employees comprising the Grievance Committee to the superintendent and all CMGC employees.

B. Grievance Process

A "grievance" shall mean a complaint by an employee alleging there has been a violation, a misinterpretation, or inequitable application of any of the provisions of these policies, except

that the term "grievance" shall not apply to any matter as to which (1) method of review is prescribed by law or (2) the Board is without authority to act. An attempt at resolution of the violation should be made at a lower level of supervision with or without a steward, or association representative present, prior to processing of a grievance. The grievant shall be present at any and all steps where a formal decision may be rendered, (i.e. resolution of the matter, or relegation to a higher authority), unless agreed upon by both management and the employee or representing party. If time limits prescribed in Steps I, II, and III are not followed by the district, the grievance will automatically be sent to the next step.

A grievance shall be processed in the following manner:

Step I

A steward, or association representative, and/or the employee, may take up the grievance or disagreement with the appropriate Department Manager within five working days

- (A) actual occurrence
- (B) after attempt at resolution with a supervisor
- (C) knowledge of the occurrence by the steward or association representative.

The Department Manager may then attempt to adjust the matter, and shall respond to the steward, association representative and/or employee within five working days. If deemed appropriate, the immediate supervisor may be involved through a private or a joint hearing during this step. Time may be extended with an oral request, followed by written request upon approval of both parties.

Step II

A steward or association representative, and/or the employee, may take up the grievance or disagreement to the Director of CMGC within five working days of the immediate Department Manager's response, as set forth in Step I above. The Director of CMGC may then attempt to adjust the matter and shall respond to the steward or association representative, within five working days. If deemed appropriate, the immediate supervisor may be involved through a private or a joint hearing during this step. Time may be extended with an oral request, followed by written request upon approval of both parties.

Step III

If the grievance has not been resolved to the grievant's satisfaction, it may be presented by the steward association representative, and/or the employee, to the Human Resources Department or designee, in writing within five working days after the response of the Director of CMGC is due. The Human Resources Department or designee shall respond in writing to the steward, association representative or Grievance Committee, with a copy of the response to the president of the employees' association, within five working days. If deemed appropriate, the immediate supervisor may be involved through a private or a joint hearing during this step. Time may be extended with an oral request, followed by written request upon approval of both parties.

Step IV

Mediation is a voluntary process in which a trained impartial third party assists employees in conflict to reach a mutually acceptable agreement. If a grievance has not been resolved to

the grievant's satisfaction, the grievant may make a written request for mediation. The steward, union representative, employee, or Grievance Committee will present this request to the assistant superintendent or designee. This written request must be submitted within ten days after the response of the Human Resources Department or designee. For mediation to occur, both parties must agree to the process. The Human Resources Department or designee must notify the steward within five days of receiving the request if mediation is agreeable. If either party does not agree to mediation, the grievance may be taken to Step V. If both parties agree to mediation, the process will be scheduled within two weeks of the notice of agreement. If mediation resolves the grievance, the grievance will be concluded. If mediation does not resolve the grievance, the grievance may continue to Step V.

The mediation process will be reviewed at the next negotiation session to determine effectiveness and appropriate step placement.

Step V

If the grievance has not been resolved to the grievant's satisfaction within 15 working days, the grievant, by written notice to the assistant superintendent, superintendent, or designee, may request a hearing. Time may be extended with an oral request, followed by written request upon approval of both parties.

The hearing shall be conducted by a hearing officer to be selected by the employer and the employees' association representative within ten working days after notice has been given. If the parties fail to select a hearing officer, the State Mediation and Conciliation Service shall be requested by either or both parties to provide a panel of five hearing officers. Both the employer and the employees' association representative shall have the right to strike two names from the panel. The party requesting the hearing shall strike the first name; the other party shall then strike one name. The process will be repeated and the remaining person shall be the hearing officer.

The findings/recommendations of the hearing officer shall be submitted to the Board of Education for consideration and action within 30 calendar days after the conclusion of testimony and argument.

Expenses for the hearing officer's services and the proceedings shall be borne equally by the employer and the employees' association. However, each party shall be responsible for compensating its own representatives and witnesses. If either party desires a verbatim record of the proceedings, it may cause such a record to be made, providing it pays for the record and makes the copies available without charge to the other party and the hearing officer.

C. Confidentiality

It is the intent of the Cherry Creek Custodial, Maintenance, and Grounds Association, Local 1605 and the Board of Education that all proceedings and written and verbal discussions shall be kept as confidential as possible so as not to impede an equitable solution to the grievance.

Revised: May 25, 2017

Adopted: June 12, 2017

Effective: July 1, 2017

Employment Information

Equal Employment Opportunity and Affirmative Action, *Policy 4001*

From its inception, the Cherry Creek School District has attempted to develop policies and procedures to assure the employment, retention and promotion of personnel on the basis of merit without regard to race, color, religion, sex, age, national origin or handicap. This policy reaffirms our fundamental goal of pursuing equal employment opportunity in all matters of personnel actions fulfilling the letter and intent of laws designed to eradicate discrimination or harassment in conditions of employment. This commitment specifically provides that the recruitment, hiring, retention, opportunities for advancement, compensation, termination of employees be done on the basis of bona fide occupational qualifications and educational requirements of the District, without favor, influence or harassment and without regard to race, color, religion, sex, age, national origin or handicap.

Revised: March 9, 1981

Adopted: April 6, 1981

Responsibilities for Licensed and Classified Personnel, *Policy 4001.1*

The Office of the Assistant Superintendent of Human Resources is responsible for matters dealing with the overall management of the licensed and classified staff of the Cherry Creek School District.

Matters of personnel concern needing central administrative guidance and/or assistance should be referred to the Office of Human Resources.

Approved by Superintendent Richard P. Koeppe, January 12, 1981.

Definition of Licensed Personnel, *Policy 4008*

The term "Licensed Employee" is applied to an employee who holds one or more documents such as a license or a letter of authorization which has been granted by the State Department of Education.

All employees who are directly responsible for the instruction or guidance of pupils, or who administer such instruction, shall be licensed employees.

Definition of Classified Personnel

The term "Classified Employee" is applied to employees who are not required to hold a certificate or a letter of authorization as a prerequisite to obtain or keep their job.

Adopted: January 10, 1983

Effective: January 1, 1983

Employment, *Policy 4015*

The Board of Education is obligated to hire the most qualified applicants to fill existing vacancies.

Qualified applicants who have followed the District application process may include in-district transfers, as well as individuals not currently employed by the Cherry Creek School District.

Proposed: May 10, 1982

Adopted: June 14, 1982

Transfer Procedure – Classified, Administrative Procedure 4015.1

When a classified position becomes available within the District, any qualified classified employee will be given serious consideration.

In order that this may be realized, all classified employees must follow the procedure as listed.

Please use the following transfer procedure to assure consideration of in-district classified employees in filling all vacancies.

Step 1: The Office of Human Resources will post vacancies as soon as possible after receipt and approval of the Personnel Requisition.

The vacancy announcement will be posted on the District's website for a period of eight (8) calendar days.

Step 2: Those interested in specific transfer opportunities must submit an on-line Transfer Request form to the Office of Human Resources no later than 4:00 p.m. on the closing date of the vacancy.

1. On-line Transfer Request forms are available on the District's website.
2. Kiosks with computers are available in the Office of Human Resources for District employees to submit an on-line Transfer Request form.
3. The Office of Human Resources will electronically acknowledge receipt of the on-line Transfer Request form.

Step 3: Following the closing date, a list of all transfer applicants will be available on-line to the appropriate building administrator, or designee, for review.

Step 4: The administrator, or designee, will consider all applicants for a vacancy and select applicants for interviews based on their qualifications for the vacancy.

Step 5: Within thirty (30) calendar days, the building administrator, or designee, must make a decision to:

1. Recommend a candidate to fill the vacancy, or
2. Cancel the vacancy
3. Request the Office of Human Resources to repost the vacancy or position
4. At the request of the Assistant Superintendent of Human Resources, or designee, the thirty (30) day period may be extended to accommodate unusual circumstances.

We recognize the fact that informal communication between administrators and potential applicants may occur in an effort to secure the most highly qualified staff possible. This should not, however, interfere with serious consideration of all in-district transfer requests.

Seniority, *Policy 4211*

A. Seniority

An employee's seniority is the length of continuous service in the District calculated from his/her last date of hire.

The employer shall maintain a seniority list every six months on all bulletin boards showing the continuous service of each employee. A copy of the seniority list shall be furnished to the employees' representative when it is posted.

An employee's continuous service record shall be broken by resignation, discharge for just cause, or retirement.

An employee's position on the seniority list will not change during any leaves approved by the Board of Education.

B. Layoff

All other things being equal in the employer's judgment as to ability, skill and efficiency, layoffs shall be made according to total length of continuous employment. Any layoff not in accordance with seniority may be taken to the Labor-Management Committee.

If additional steps were considered, i.e., subcontracting, change in pay or hours, the District and the Union would meet collaboratively to discuss options prior to the District's decision.

C. Recall

Recall shall be made according to seniority prior to the layoff. All employees will be recalled before any outside person was hired.

Revised: May 7, 2020

Adopted: July 20, 2020

Effective: July 1, 2020

Assignment, *Policy 4214*

A. Job Duties

Job descriptions, clarifications, and job titles for custodial, maintenance, and grounds personnel shall be established by the administration. The affected employee and/or the president of the employee union or his/her designee may review the listing of duties and make recommendations for change to the administration. The union president or designee will be notified of all clarification or changes within seven work days prior to effective date of proposed changes. Communication from the union president or designee to the appropriate supervisor regarding these changes must occur within three work days of union president's/or designee's receipt of changes. Any custodial, maintenance or grounds employee will have access to existing job descriptions of the custodial, maintenance, and grounds departments, if requested.

B. After Hours Work

Efforts will be made to ensure assignment of two custodial, maintenance, and grounds personnel to a facility after normally assigned working hours.

Revised: May 7, 2020

Adopted: July 20, 2020

Effective: July 1, 2020

Promotion / Transfer, Policy 4215

A. Promotion/Transfer

When filling a vacancy other than Group I, a notice of such vacancy shall be posted in designated areas per Administrative Procedure 4015.1. Any interested person may apply for the position through the established Classified Personnel Transfer Request procedure. The senior employee shall be promoted if all other factors are equal. Any applicant who meets minimum qualifications with five consecutive years with the District shall be granted an interview. If an employee feels he/she was not given proper consideration in the promotion, he/she may appeal the selection through the grievance procedure (Policy 4236).

B. Reassignment/Transfer

1. Reassignment

Any employee desiring a lateral move to another position shall submit a written request to the District maintenance office stating the reason for the request for reassignment. Receipt of such requests will be acknowledged by the District maintenance office within seven working days.

All requests for lateral reassignment shall be evaluated. Reassignment requests will be retained until the end of the current school year.

2. Transfer

Any employee desiring to transfer must submit a Classified Personnel Transfer Request form to the Office of Human Resources prior to the closing date of a posted vacancy.

The transfer procedure in Administrative Procedure 4015.1 shall be followed. All other factors being equal in the employer's judgment as to ability, skill, and efficiency, transfers shall be made in accordance with seniority.

The District will make every effort to give primary consideration to District employees who request a transfer to a vacant position.

C. Voluntary Transfers

1. Refer to Policy 4241

D. Involuntary Transfers

1. Refer to Policy 4241
2. When any position not listed on the wage schedule is established, the employer may designate a job classification and rate structure to the position. In the event the employee's representative does not agree that the classification and rate are proper, the employee representative shall have the right to file a grievance at Step II of Policy 4236.

Revised: June 2, 2014

Adopted: August 11, 2014

Effective: July 1, 2014

Work Hours / Meals / Work Year, Policy 4216

A. Hours of Work / Work Week

The work week will be defined as Monday 12:00 a.m. through Sunday 11:59 p.m.

Eight and one-half hours of work shall constitute a work shift, including breaks and meal periods. All employees shall be scheduled to work in a regular, assigned work shift, and each work shift shall have regular starting and ending times.

Work shift changes that last three or more weeks and impact maintenance and grounds employees require a one-week advance notice. Notification will include the start and end times and the starting date. This provision does not apply to emergency shift changes.

B. Breaks

All employees' work schedules shall provide for a 15-minute break during each one-half shift whenever this is feasible. Employees may combine the break(s) with the meal period providing prior approval from the immediate supervisor is obtained. Employees who, for any reason, work beyond their regular ending time into the next shift shall receive a 15-minute break before they start to work on the next shift. In addition, they shall be granted the regular breaks that occur during the shift.

C. Emergency/Storm Designation

1. All Schools / Offices / Facilities Closure:

When the Superintendent or designee closes all schools, offices, and facilities for any reason (e.g. snowstorm or other emergency), to staff and/or students and programs, during staff contact days, the following items apply:

- (a) The closure shall apply for the 24-hour period from midnight to midnight during which the closure announcement was made.
- (b) Only employees who are designated essential by the Director of Custodial, Maintenance, Grounds, and Carpentry shall report to work. These employees shall be paid double time for the work while schools are closed.
- (c) For those so designated who are unable to report to work, the absence will be recorded as a day of general leave. If leave has been exhausted, pay shall be withheld without point reduction for the day(s) that individual is unable to work.
- (d) Those not designated as essential employees on days when schools are closed shall not report for work and will be paid the regular hourly rate for their work shift.

2. Designated Schools / Offices / Facilities Closure

- (a) The closure shall apply for the 24-hour period from midnight to midnight during which the closure announcement was made.
- (b) Only employees who are designated and directed to report to a closed facility will report to that facility. Employees directed to work at a closed facility shall be paid double time while working at that facility. Work orders do not constitute direction by a supervisor.
- (c) For those so designated who are unable to report to work, the absence will be

recorded as a day of general leave. If leave has been exhausted, pay shall be withheld without point reduction for the day(s) that individual is unable to work.

- (d) Those designated as non-essential and assigned to a closed school/facility on days when schools are closed shall not report for work and will be paid the regular hourly rate for their work shift.
- (e) Employees assigned to schools not affected by closure, shall report as a normal day.
- (f) If there is a weather closure and wind chill reading of -15 or below, then snow removal or outside work will not begin or resume until a -14 wind chill reading or above is reached in the area of the District where the work needs to be completed.

D. Meal Periods

All employees shall be granted a meal period of one-half hour during each work shift. In the event work beyond the normal shift is required by the employer, the employer agrees to provide a reasonable service of food, or if the employer is unable to reasonably supply food service, will reimburse the employee not more than \$10.00 per meal, provided work beyond the normal shift is at least three hours in length, and an official receipt is submitted by the employee. No meal or cost of meal will be provided unless at least 11 consecutive hours have been worked.

E. School Lunch Program

Custodial, Maintenance, Grounds, and Carpentry employees may eat at school cafeterias and are required to pay the adult rate.

F. Work Year

Beginning with the 2011 – 2012 fiscal year, Custodial, Maintenance, Grounds, and Carpentry personnel will be paid on the basis of the actual number of work days in the year.

Revised: March 16, 2023

Adopted: June 12, 2023

Effective: July 1, 2023

Retirement / Resignation / Separation, *Policy 4219*

A. PERA

All employees covered by this policy are required by law to become members of the Public Employees' Retirement Association (PERA). Payroll withholding in this program will be accomplished according to the scheduled rate published by the Public Employees' Retirement Association (PERA).

Retirement practices will be administered in accordance with the rules and policies of PERA.

B. Disability Retirement

In the event of separation or retirement due to disability (as interpreted by PERA) full compensation for all unused accumulated sick leave will be made for those employees whose continuous service exceeds five years (60 months). Such compensation will be paid at the rate of pay that the employee is earning at the time of separation or retirement.

C. Compensation Upon Separation

Upon separation for resignation or retirement, and after ten years of continuous service in benefitted classified employee groups, accumulated leave/sick leave will be compensated at one-half of the employee's rate of pay at the time of separation.

1. Eligibility Criteria

A classified employee becomes eligible when the following criteria have been met or, when otherwise approved by the Board of Education:

- (a) Been employed by the District in a position eligible for leave pay-off and for the number of years required by employee group policy to be eligible for a leave payment.
 - (b) Submitted a written resignation from employment in the District to the Board of Education. This resignation shall be effective prior to receiving cash and/or benefits under this policy.
 - (c) Completed an Accumulated Leave Compensation application and has submitted it to the Board of Education.
2. Each classified employee shall have the option to choose how to receive payment for accumulated leave. Leave payouts may be paid in one payment in the month following the employee's separation or death. Or, the balance can be divided in half and paid out as two equal annual payments on the first of the month after separation and the next January of the following calendar year.

3. Death Provisions

Upon the death of the retiree receiving the accumulated leave compensation, the unpaid portion of the allotment shall be due and payable to the retiree's designated beneficiary using the same schedule as agreed to by the retiree.

Revised: February 16, 2023

Adopted: June 12, 2023

Effective: July 1, 2023

Evaluation / Probation, *Policy 4237*

A. Probation

1. All new employees, or those promoted to a new position, shall be placed on a 60-working-day probation automatically. Continuation of employment shall be determined by appropriate supervisory personnel during this period.

B. Evaluation

1. Employees will be evaluated annually.

C. Disciplinary Process

1. No employee shall be disciplined or adversely affected without just cause.
2. Any employee who is not performing adequately shall be given a minimum of one verbal and two written warnings regarding the performance of their duties. In the event the performance is not improved to the level required in writing by the supervisor, termination may result after the second written warning.

3. Employees may request to review their personnel file. Such review will be subject to established District and office procedures.
4. All disciplinary actions will remain in an employee's personnel file. However, in the progressive discipline process, decisions as to the severity of discipline shall not take into account any disciplinary action, which is more than two (2) years old. Notwithstanding the foregoing sentence, the supervisor shall take into account all disciplinary actions in the employee's file, including disciplinary actions that are more than two (2) years old, if the employee's file contains a disciplinary action that occurred within the last two (2) years, in the following categories: harassment, discrimination, workplace violence, theft, or falsification of documents or records. The two (2) year period is measured backwards from the date of the pre-disciplinary meeting regarding the employee's current misconduct.
5. If a CMGC employee is placed on administrative leave with pay, that employee is expected to follow the guidelines as outlined in the "Paid Administrative Leave of Absence" document. Failure to do so could result in being placed on administrative leave without pay once the District has attempted contact with the employee and a union representative within CMGC. An employee may be put back on a paid status as determined by circumstance.

Revised: February 23, 2023

Adopted: June 12, 2023

Effective: July 1, 2023

Compensation

2025-2026 School Year CCSD/CMGC Compensation MOU

Compensation, *Policy 4241*

For the 2025-2026 school year, there will be a 3.0% COLA increase for existing employees.

If a 3.0% increase places an employee beyond their position's 2025-2026 pay range maximum, the employee will receive a comparable percentage increase to reach the pay range maximum and an additional one-time payment to equate to the total increase of 3.0%.

In the event that federal education funding reductions adversely affect the Cherry Creek School District's 2025-2026 budget, this Memorandum of Understanding regarding 2025-2026 compensation will be rendered void.

2025-2026			
RANGE	MINIMUM	MIDPOINT	MAXIMUM
1	\$15.06	\$18.59	\$22.12
2	\$15.89	\$19.62	\$23.35
3	\$16.79	\$20.73	\$24.67
4	\$17.74	\$21.90	\$26.06
5	\$18.69	\$23.07	\$27.45
6	\$19.75	\$24.38	\$29.01
7	\$20.79	\$25.67	\$30.55
8	\$21.99	\$27.15	\$32.31
9	\$23.19	\$28.63	\$34.07
10	\$24.47	\$30.21	\$35.95
11	\$25.77	\$31.81	\$37.85
12	\$27.18	\$33.55	\$39.92
13	\$28.59	\$35.30	\$42.01
14	\$30.25	\$37.35	\$44.45
15	\$31.91	\$39.40	\$46.89
16	\$33.71	\$41.62	\$49.53

Created: May 7, 2025

Adopted: June 9, 2025

Effective: July 1, 2025

Base Pay

Base pay is the fixed dollar amount paid to an employee, not including benefits and additional pay. It is the rate of compensation an employee receives in exchange for services. An employee's base pay can be expressed as an hourly rate or annual salary. The District endeavors to follow fair and consistent wage placement practices in accordance to Federal, State, and local laws. At no time will any employee be placed below the minimum or above the maximum of their position's pay range.

New Hire Wage Placement

Employees will be placed within the position's established pay range based only on their years of relevant experience to the job. Relevant experience is defined differently based on the unique job's duties and responsibilities, minimum requirements, scope of practice, and environmental work conditions found within the position's job description. Relevant experience criteria are defined by the Office of Human Resources. The employee is responsible for providing the proper documentation for their years of relevant experience. Wages are set by the Office of Human Resources based on the resume and application provided by the employee. Once a position offer is formally accepted by the employee, an updated resume can only be reviewed when the employee transfers to a new position or when a market study for the position occurs.

The pay rate placement for the compa-ratio formula will be based on the following:

1. Up to twelve (12) years of relevant external experience outside of Cherry Creek School District,
2. Up to twenty-one (21) years of relevant internal experience inside of Cherry Creek School District, and
3. A maximum of twenty-one (21) years of total credited experience.

Transfer Wage Placement

1. Demotion - Employees transferring to a different job at a lower pay grade will be reduced to the same relative position within the new position's pay range. This will result in a pay decrease to hourly wage.
2. Lateral - Employees transferring to a different job at the same pay range will maintain current hourly wage. This will result in no adjustment to hourly wage.
3. Promotion - Employees transferring to a different job at a higher pay range will be placed within the new position's established pay range based only on their years of relevant experience to the job. Relevant experience is defined differently based on the unique job's duties and responsibilities, minimum requirements, scope of practice, and environmental work conditions found within the position's job description. Relevant experience criteria are defined by the District. The employee is responsible for providing the proper documentation for their years of relevant experience. If this methodology results in an increase of 5.0 percent or greater over current hourly wage, then no further calculations are necessary. If experience placement results in an increase of less than 5.0 percent over current hourly wage, then the new hourly wage will be current hourly wage plus 5.0 percent, not to exceed the position's pay range maximum. This will result in a pay increase to hourly wage.

Market Study Pay Adjustments

The Office of Human Resources will periodically conduct market studies for the Educational Support Personnel wage schedule to ensure Cherry Creek School District remains competitive in relation to the public school district market and identified market peers. Individual pay adjustments may or may not be made based upon market survey findings, the position's pay range, the employee's experience, the employee's current base pay, and the fiscal sustainability of pay increases, as determined by the Division of Fiscal Services.

Time Reporting

Employees are responsible for submitting their time worked to their supervisor on a predetermined basis for approval and timely submittal for payroll purposes. It is important that these records are accurate and complete. Employees in a non-exempt position are expected to submit accurate and complete time records reflecting all hours worked. Falsification of time records will result in immediate dismissal.

Employees who also choose to keep personal time records must provide them to the District if they find a discrepancy between the District's records and their records. Employees should contact their supervisor or payroll specialist with any questions about how their pay is calculated. Employees must promptly notify their supervisors or payroll specialist of any mistakes in their time records or pay. Employees also must notify Human Resources if they perceive that anyone is interfering with their ability to record their time accurately and completely. All reports will be investigated and appropriate corrective action will be taken. The District will not tolerate retaliation against employees for making a report or participating in an investigation.

Payday

Employees are paid on the 20th of each month. If a payday occurs on a holiday or weekend, the payday is the last working day prior to the holiday or weekend. On each payday, employees may access an online statement showing gross pay, deductions, and net pay.

Automatic deductions such as additional tax withholding, contributions to voluntary benefits plans, and individual savings plans may be arranged through Payroll. For convenience purposes, we encourage paychecks to be automatically deposited to the employee's bank account of choice.

2025-2026 CMGC Wage Schedule
Effective July 1, 2025

RANGE	MINIMUM	MIDPOINT	MAXIMUM	JOB CLASSIFICATION TITLE
1	\$15.06	\$18.59	\$22.12	-
2	\$15.89	\$19.62	\$23.35	-
3	\$16.79	\$20.73	\$24.67	-
4	\$17.74	\$21.90	\$26.06	-
5	\$18.69	\$23.07	\$27.45	-
6	\$19.75	\$24.38	\$29.01	-
7	\$20.79	\$25.67	\$30.55	Furniture and Equipment Mover Irrigation Technician
8	\$21.99	\$27.15	\$32.31	Building Engineer Building Engineer Rover General Maintenance Groundskeeper Machine Operator Stadium Engineer
9	\$23.19	\$28.63	\$34.07	Custodial Maintenance Project Specialist Middle School Building Manager Playground Maintenance Worker
10	\$24.47	\$30.21	\$35.95	Assistant Grounds Mechanic Athletic Field Specialist Grounds Striper High School Building Manager Maintenance Parts Specialist Noxious Weed Control Technician
11	\$25.77	\$31.81	\$37.85	General Maintenance Specialist Grounds Mechanic Irrigation Specialist Quality Control Assistant Manager
12	\$27.18	\$33.55	\$39.92	Carpenter Glazier Grounds Supervisor HVAC Preventative Maintenance Technician Locksmith Maintenance Parts Manager Welder/Equipment Operator
13	\$28.59	\$35.30	\$42.01	Lead Locksmith
14	\$30.25	\$37.35	\$44.45	Controls Technician HVAC Technician Plumber
15	\$31.91	\$39.40	\$46.89	Controls Lead Controls Specialist HVAC Lead Plumbing Lead
16	\$33.71	\$41.62	\$49.53	Controls Supervisor HVAC Supervisor Plumbing Supervisor

Additional Pay

Additional pay is any extra pay on top of base pay awarded to an employee. It is not guaranteed or rolled into base pay.

Overtime

Employees in a non-exempt position are eligible for paid overtime at one and one-half times their regular rate of pay for all hours worked in excess of forty (40) hours per workweek (Monday to Sunday), twelve (12) hours per workday, or twelve (12) consecutive hours without regard to the starting and ending time of the workday. The 40-hour workweek will not include time taken as personal leave or approved district holidays that occur during the workweek. Time worked above and beyond the employee's work schedule must be pre-approved by their supervisor. Failure to receive pre-approval for overtime will be considered a performance concern, and disciplinary action may be taken. Time worked in excess of scheduled hours and taken in the same week is defined as flex time.

Professional Growth

Classified staff are encouraged to participate in approved professional growth activities. The Cherry Creek Board of Education shall provide each fiscal year the sum of \$42,500.00 to be used by classified staff, applying for funds, to defray the cost of such activities. This fund will be closed at the end of each fiscal year with any remaining funds returned to the General Fund. Temporary classified personnel will not be eligible for funds. The Classified Employee Council reserves the right to make the final decision on approval of funds. The Office of Human Resources will act in an advisory capacity in approval of fund expenditures.

1. Goals/Aims

The Professional Growth Policy provides for classified staff to participate in professional growth activities, and to assist individuals with the cost of professional growth experiences that relate to classified staff job descriptions. Professional growth will add to our District value of improving the organization continuously and should be documented in the employee's yearly evaluation. These funds should be utilized to provide the greatest benefit to all classified staff. The goals/aims are to:

- a) Encourage individuals to keep current with changes in the technology of the school business world and explore new methods of school business operations.
- b) Stimulate learning and encourage individuals to upgrade their skills, gain new skills, and/or refine techniques to enable them to prepare for increased responsibilities.

2. Application Process – Individual

- a) An individual may apply for professional growth funds at any time during the school year, July 1 through June 15.
- b) To receive reimbursement, the professional growth activity must meet at least one of the goals/aims listed above.
- c) An application must be completed before any request for reimbursement can be considered. The online application form is located on the CCSD Human Resources page.
- d) An individual may not be reimbursed for more than \$500 in any given school year (exclusive of a group sponsored professional growth experience). Funds are available on a first-come, first-served basis.
- e) Application Procedure: If submitted prior to taking course, provide an application and a copy of the course prospectus or outline. If submitted following course completion, provide an application, copy of course prospectus or outline, verification of payment, and evidence of satisfactory completion.
- f) Courses under \$25 each should be combined, where possible, and classes submitted together.
- g) Classes that meet during normal work hours must have approval of the individual's immediate supervisor prior to application.

3. Approval Process – Classified Employee Council

- a) The Committee will review the professional growth balance monthly.
- b) The Council will determine a meeting place and time for the purpose of considering professional growth requests.
- c) The Committee will respond to all requests.
- d) The Committee may not grant more than \$500 to an individual in any fiscal year for professional growth activities covered under this procedure exclusive of group sponsored professional growth activities.
- e) Applications will be processed on a first come first served basis until all funds are depleted. Preapproval of funds may be granted to reserve funds for classes that occur/are completed late in the year. If a class is cancelled or the employee does not pursue taking the class, notification must be provided to Human Resources in order to release those funds for other use.
- f) If there are sufficient funds, they may be used for speakers, films, rental of space and other related expenses necessary to conduct group sponsored professional growth activities.
- g) The Committee may also grant up to \$500 per fiscal year to an individual classified employee to sponsor group professional growth activities of primary interest to his or her department or to other classified employees having similar positions. All classified employees must be invited and most of the attendees must be classified employees. Reimbursement is similar to individual professional growth. The \$500 limit does not reduce the amount the sponsoring classified employee may spend on his or her own individual professional growth.

When the activity/class is complete, fill out entire application form, attach course description documentation, copy of proof of payment, verification of completion of class, and send one copy of the application packet to Human Resources.

Temporary Assignment

An employee who is temporarily assigned duties of a higher job classification for a period of fifteen (15) days or more may be compensated after a request is submitted by their supervisor and approved by the Office of Human Resources.

This is additional pay for work when temporarily completing duties above and beyond an employee's job description on a daily or nearly daily basis. Examples include an employee filling in for a vacant supervisor position or completing job duties that are not assigned to any other position.

If an employee is completing essential job duties above and beyond their position's job description on a daily or near daily basis, then a position reclassification should be considered for permanent changes. A position reclassification occurs when job duties, responsibilities, and required qualifications of an existing position are re-evaluated, and the position is assigned a new job title and job profile. This may or may not result in a change in employee compensation. A position reclassification is warranted only if the essential job duties of the position change by a minimum of 30.0 percent.

If an employee in a non-exempt position is completing additional job duties of a position in an equivalent pay range or a lower pay range within the hour limits as defined by Colorado's overtime laws, they are not eligible for special consideration pay. These job duties fall under "other duties as assigned."

Non-exempt positions are entitled to overtime pay if working in excess of forty (40) hours per workweek (Monday to Sunday), twelve (12) hours per workday, or twelve (12) consecutive hours without regard to the

starting and ending time of the workday. The Colorado Department of Labor and Employment details State overtime laws in the Colorado Overtime and Minimum Pay Standards (COMPS) Order #38.

Guidelines

When temporarily performing essential job duties of a position in a higher pay range that require time on a daily or near daily basis, the employee may be compensated up to 10.0% of current base pay. The percentage of additional pay will be adjusted proportionately if more than one employee is sharing the additional essential duties of a higher-level position. The pay rate is determined by the Office of Human Resources based on the circumstances.

EXAMPLE: A position in range 4 performing essential duties of a position in range 5 or higher

When temporarily performing essential job duties of a position in an equivalent pay range that require time on a daily or near daily basis, the employee is not eligible for additional pay.

EXAMPLE: A position in range 4 performing essential duties of any position in range 4

When temporarily performing essential job duties of a position in a lower pay range that require time on a daily or near daily basis, the employee is not eligible for additional pay.

EXAMPLE: A position in range 4 performing essential duties of a position in range 3 or lower

Longevity Pay

The following Classified employee longevity pay will be granted to eligible employees as additional salary, to be paid in a lump sum the month of their anniversary date. This will not be included in base pay. Years of service must be continuous in a benefit eligible position with Cherry Creek School District. The employee must work 120 days or more during each year of service to be eligible for longevity.

COMPLETED YEARS OF SERVICE	ANNUAL PAYMENT
10	\$600.00
11	\$700.00
12	\$700.00
13	\$800.00
14	\$800.00
15	\$1,000.00
16	\$1,000.00
17	\$1,100.00
18	\$1,100.00
19	\$2,000.00
20	\$2,200.00
21+	\$2,200.00

Travel Reimbursement

On the recommendation of the Superintendent, the Board of Education shall authorize the payment of traveling expenses. Payment at the official District rate per mile shall be made for any employee or member of the Board of Education while conducting official District business. Claims for payment shall be made in the manner prescribed by the Superintendent acting in accordance with established State funding requirements.

Call Time

An employee at the work site or enroute to work, who is required to start work in an emergency before their regularly-scheduled work shift, shall be paid at the overtime rate for a minimum of thirty (30) minutes or whatever time is worked prior to their normal work shift, whichever is greater.

An employee called to report to work in an emergency, outside their regularly- scheduled work shift, who is not at work or en route to work, shall be paid at the overtime rate for a minimum of two hours or whatever time is worked prior to their normal shift, whichever is greater.

Time worked after the normal shift, as directed by a supervisor shall be paid as overtime.

Travel will be paid from the time the employee begins travel to the site until employee clocks out at maintenance or the building site for a minimum of two hours, whichever is longer.

Scheduled early reporting and reporting to perform normal duties caused by inclement weather shall not be considered call time.

Work from home will be documented in 15-minute increments.

On Call Pay

Employees who are on-call for emergency or urgent CMGC duties shall be paid \$150.00 per week.

Employees called in under this policy will be reimbursed for round-trip mileage between home and worksite.

The Director of Facilities, or their designee, will determine the rotating schedule for on-call participants.

On-call employees must be available to work during their entire on-call shift. Employees will be expected to respond to calls within two hours while serving their on- call shift. Failure to report to any urgent or emergency call within the parameters set herein may result in disciplinary action.

Snow Removal

Emergency snow removal personnel, as identified by the Director of Facilities, or designee, that begin work prior to 6:00 a.m. for snow removal, will be paid double time for the full eight (8) hours and double time for any additional hours worked. Double time will be paid for time spent on snow removal during snow closures.

- Holiday snow removal – 2x
- Snow closure removal – 2x
- Snow pay – 2x
- Overtime – 2x

Merit

Any opportunity for merit increases must be negotiated on an annual basis.

Revised: May 7, 2025

Adopted: June 9, 2025

Effective: July 1, 2025

Insurance, Policy 4044

Insurance

Cherry Creek Schools is committed to providing affordable and comprehensive health benefits to employees. Effective July 1, 2020, the District and negotiating groups have agreed to one shared cost rate system for full time employees (.6 FTE and above) regardless of step or employee classification. This rate structure will also have part time (.5 FTE - .59 FTE) and dual employee options. The dual employee option is for full time employees whose spouse also works full time for the District. The shared cost rate structure will make the cost of coverage more equitable across employee groups. In lieu of cafeteria dollars, eligible employees will have the option of enrolling in the HDHP6000 and receiving dollars in the form of Health Savings Account contributions from the District.

Grandfathered Pre-06 Cash Back Dollars

Employees who were eligible for benefits during the 2005 – 2006 school year and continuously thereafter and who have converted any remaining cafeteria dollars to additional compensation during June 2020 shall have up to this same monthly cash back amount converted to additional monthly pay until they separate from the District.

Revised: April 16, 2020

Adopted: July 20, 2020

Effective: July 1, 2020

Coordination and Collection of Insurance Premiums, *Administrative Procedure 4044.1* for Employees on Unpaid Leave of Absence

To make certain that no lapse in insurance coverage occurs when any eligible District employee is on approved unpaid Leave of Absence, the following procedure should be followed:

1. Eligibility

All employees who are eligible for the District's insurance program according to Board policy will be eligible according to the Insurance Carrier Contract to purchase medical, dental and vision coverage while on Leave of Absence.

2. Enrollment

To continue participation while on leave, an employee must notify the Benefits Office of desired coverage(s).

3. Premiums

Premiums for employees on leave shall be the current rates in effect without any District contributions.

Premium Collection

- a. Premiums shall be paid on a monthly basis and shall be paid to the Benefits Office.

- b. Monthly billing statements will be sent to each employee who is on an approved unpaid leave of absence and who elects to continue their health coverage.

Termination of Coverage

- a. An employee on leave whose payment of premium is in arrears will be dropped from coverage and may not re-enroll without successfully completing the Insurance Carrier Contract requirements for re-enrollment during the annual open enrollment.
- b. The death of the employee on leave will cause termination of all coverages.
- c. A voluntary withdrawal from participation in this plan shall terminate coverage for employees on leave.

Approved by Superintendent Robert D. Tschirki, June 24, 1998.

Insurance Benefits, *Policy 4244*

A. Eligibility

Eligible employees may participate in the benefit plans effective the first of the month following thirty (30) days of employment.

B. Life Insurance

The District will provide at no cost to the employee, a District-approved Group Term Life Insurance Plan of \$75,000 for Custodial, Maintenance, Grounds, and Carpentry employees working .5 FTE or greater.

C. Long-Term Disability Insurance

The District will provide, at no cost to the employee, District-approved Long-Term Disability Insurance for Custodial, Maintenance, Grounds, and Carpentry employees working a 50% or greater contract.

Revised: April 16, 2021

Adopted: June 23, 2021

Effective: July 1, 2021

Workers' Compensation, *Policy 4012*

As required by law, Cherry Creek School District carries Workers' Compensation insurance covering all employees of the District. Should an employee be injured while at work and the accident is within the scope and course of his/her employment, he/she is entitled to the benefits provided by the Workers' Compensation Law provided that such injury is reported to the employee's immediate supervisor as soon as practicable. Information concerning the Colorado Workers' Compensation Law will be posted in each building.

Employee Reporting Requirements: Injured employees must notify their supervisor within 72 hours after a work-related injury. Written notice must be given by the injured employee to the Risk Management Department within four working days after the accident.

Revised: February 7, 2024

Adopted: June 10, 2024

Effective: July 1, 2024

Absences and Leaves, *Policy 4251*

A. Leave of Absence

1. Cherry Creek School District will follow all rules and regulations as determined by the Colorado Healthy Families and Workplace Act.
2. A leave of absence may be granted for a definite period of time for injury, ill health, or other reasons, as approved by the Board of Education. A leave of absence may not exceed 12 months.
3. The first 12 weeks of a leave granted in accordance with the Family and Medical Leave Act (FMLA) will run concurrently with the district-approved leave. Procedures for applying for FMLA leaves are available in the District Office of Human Resources.

An employee who returns to work at the end of the 12 week FMLA leave or any approved leave of 12 weeks or less will be eligible for the following:

- a) Return to same or equivalent position they held prior to the approved leave;
- b) Approved salary changes that occurred during the approved leave;
- c) An employee on paid leave for 12 calendar weeks or less will accrue sick and vacation leave while on leave. An employee on unpaid leave for 12 calendar weeks or less will not accrue sick or vacation until they return from leave.

During the first twelve weeks of an approved leave, the district contribution for health benefits will continue. After the first 12 weeks of an approved leave, the employee may continue health coverage at their own expense.

During a 12-week FMLA leave, the employee may be granted an extension of leave by submitting a written request for an extension for a definite period of time to the Office of Human Resources 30 calendar days in advance of the leave expiration, if possible. The employee is required to submit a notice of return to work prior to the end of the leave period. If no request for extension is submitted by the employee prior to the end of the leave period, the employee will be expected to return to work at the end of the approved leave period.

4. A leave of absence greater than 12 weeks, but less than 12 months may be granted by the Board of Education for injury, ill health or other reasons as approved by the Board. An employee who returns to work at the end of such an approved leave will be eligible for the following:
 - a) Accrued leave while on paid leave. No accruals will be granted to employees on unpaid leave or approved for long-term disability coverage. Employees on worker's compensation will continue accruals of accrued leave, except such accruals will cease once the employee is no longer receiving worker's compensation benefits.
 - b) Employees will be eligible for approved salary changes that occur/occurred during the fiscal year in which the employee returns to work.
 - c) If the employee is on an approved extended leave of absence, the employee may continue their health coverage at their own expense as applicable under COBRA regulations.
 - d) Upon expiration of the approved leave, the employee will be considered for placement in the following order:

1. in the same position they held prior to the leave, only if vacant or
2. in a comparable position, in the same Custodial, Maintenance, or Grounds salary group for which the employee is qualified, if available or
3. in another position for which the employee is qualified with salary adjusted accordingly.

Reassignment will occur as openings exist. If the employee does not accept a position offered by the District as listed in E 1), 2) and 3) above, the employee will be separated from the District.

B. Leave Time

Effective July 1, 2002, based upon assignment, each full-time employee shall earn 130.5 hours of leave annually and may accumulate these to an unlimited number. (This number shall include previously accumulated sick leave.) Leave will be prorated for employees working less than full-time.

Leave may be used for illness of the employee/the employee's family, health appointments, or personal business. At no time will leave be used for recreational or vacation purposes or to extend holidays, breaks/vacations, or weekends. Violation could result in docked days at the employee's per diem when not approved by their supervisor.

The employee shall notify their supervisor prior to taking leave. Except in the case of illness or emergency, the employee shall notify their supervisor as much in advance as possible, but not less than 24 hours prior to taking leave.

Revised: February 5, 2025

Adopted: June 9, 2025

Effective: July 1, 2025

Sick Leave Bank, Policy 4251.1

A. Introduction

The purpose of the Sick Leave Bank is to provide for a limited income continuation in conjunction with other benefit plans in case of extended absences due to disability resulting from illness or injury, which renders the member incapable of working.

B. Membership

1. Initial Enrollment

All classified employees who earn leave will be eligible to join the Sick Leave Bank after one year of employment in an eligible group. All eligible employees with one year of employment or more will be automatically enrolled on their anniversary date unless they have declined/opted-out in writing. When an employee is enrolled, they will contribute 8 hours of leave to the bank.

2. Re-Enrollment

Any eligible employees who wish to join the Sick Leave Bank after their first year of eligibility will contribute two (2) days upon joining. Such membership may only be made during the month of October using the appropriate forms. The two (2) required days of leave shall be donated from their account upon enrollment in the Sick Leave Bank.

3. Contributed Days
Days contributed or assessed become part of the bank and no longer count toward the individual member's current or accumulated leave.
 4. Dropping Membership
A member may terminate membership in the Sick Leave Bank by completing the required form (4905.3) provided by the Classified Employee Council (CEC). However, the days contributed by the member may not be withdrawn.
- C. Sick Leave Bank Operation/Procedural Guidelines
1. Governance

Daily operation of this bank will be by the Benefits Office in the Office of Human Resources who will determine eligibility and usage of the bank. The CEC will oversee administration of total hours and hours used.
 2. Operation
 - a) The minimum number of days in the bank will be one hundred and fifty (150).
 - b) Should the number of days drop below the minimum, the CEC will take necessary action to raise the balance above the minimum. The CEC will have the authority to assess an additional day from each member. Days will be assessed in increments of one (1) additional day of current or accumulated leave from each member.
 - i) Inability to contribute, within a school year, will not prohibit individuals from being a member for the remainder of that school year unless the member affirmatively drops membership in the bank.
 - ii) Any members who were unable to contribute the assessed day(s) and did not affirmatively drop membership in the bank will have the assessed day(s) deducted from their current or accumulated leave during the following year.
 - c) If an assessment is deemed necessary, all members will be provided an opportunity to terminate their membership prior to the assessed day being deducted from their current or accumulated leave.
 - d) If the CEC feels that the bank cannot be funded adequately with the present membership or a more suitable plan is found, the CEC in conjunction with Human Resources can vote to terminate the bank. If the Sick Leave Bank is terminated, days remaining on the bank's records will be cancelled. Days will not be returned to the members of the Sick Leave Bank.
 - e) Members may contribute more days to the bank up to their leave balance amount.
 - f) This administrative procedure will be reviewed at least once each year.
- D. Maximums / Minimums
1. A member in any single rolling year may be granted up to 45 days.
 2. Any member will be assessed up to two (2) deduct days at per diem in connection with an application or illness in any single year.
 3. If the balance of days in the Sick Leave Bank drops to one hundred and fifty (150) or below, members being granted days will continue to receive days. All new applications to the Sick Leave Bank will be put on hold until the CEC takes action to alleviate the situation. If the balance should reach zero (0) all days will cease to be granted, as the bank cannot operate in a deficit.

E. Granting of Days / Application Process

The term “day” is defined as a full workday. Days may be granted from the Bank only after the member requesting Sick Leave Bank days has used all his/her current and accumulated leave.

1. The first two (2) days of leave after the member has exhausted his/her accumulated leave will not be covered by the bank.
2. At the member’s request, the two (2) deduct days may be spread over two (2) pay periods.
3. Upon acceptance by the LTD carrier, the two (2) deduct days will be reimbursed to the member.
4. When a member becomes eligible to receive benefits from the district approved LTD program; the member will no longer be eligible to receive days from the Sick Leave Bank. (Eligibility for LTD begins sixty (60) calendar days from date of disability resulting from illness or injury that renders the member incapable of working.)
5. Days from the Sick Leave Bank will be approved for extended illness and/or disability of a member only. Days will not be granted for a member to care for someone else who is ill or disabled.
6. Application for use of days must be made by the member to the Benefits Office in Human Resources any time prior to needing the days but not later than 60 calendar days after the member returns to work. Applications submitted at a time outside these limits will not be considered. Requests should include all of the following:
 - a) A licensed physician’s verification that the illness or disability is total and Renders the employee incapable of working.
 - b) A medical leave of absence.
 - c) A Sick Leave Bank application form.
7. The Benefits Office will have the authority to request additional information, including a request to the Superintendent to use Policy 4047 (Physical/Mental Examination).
8. Coincident with approval of days, the approved number of days will be deducted from the Bank. All days granted from the bank, but not used, will be restored to the bank.
9. Requests for less than full days of disability will be considered when:
 - a) The member is engaged in a rehabilitation/recovery program directed by a licensed physician; and
 - b) The member’s supervisor and/or building principal has approved a partial return to work.
10. A member who uses days from the bank will not be required to repay such days except as a regular contributing member of the bank.
11. The CEC will make available by request to classified employees a summary of action taken on requests and other information deemed appropriate. Information pertaining to specific individuals will be kept confidential within the Office of Human Resources. A representative of the Office of Human Resources will maintain a current record of days contributed and days used.
12. All necessary forms are located on the CCSD Benefits page.

Revised: February 19, 2021

Adopted: June 23, 2021

Effective: July 1, 2021

Vacations / Holidays, Policy 4255

A. Vacations

1. Full-time Custodial, Maintenance and Grounds employees will earn hours for vacation purposes based on their years of continuous service in the district. Current employees will be given access to the days at the beginning of the fiscal year. New employees are given a prorated number of vacation days for the fiscal year at the initial time of employment.

<u>Years of Service</u>	<u>Hours Per Year</u>	<u>Days</u>
0, 1, 2	80	10
3, 4, 5	96	12
6 through 15	144	18
16+	192	24

2. Employees are to be granted vacation periods based on their length of service in the district. Senior employees will be given an opportunity to choose vacation periods before employees lower on the seniority list. The seniority factor pertains to the initial vacation calendar only and does not pertain to any vacation changes made thereafter.
3. Requests for vacations shall be made at least 10 calendar days prior to the anticipated start of said vacation. The Director responsible for Custodial, Maintenance, Grounds, and Carpentry shall base a decision upon the best interest of the District, and act upon such request within one week.
4. Two days of vacation may be granted with 24-hour notice given by the employee. In an emergency, this 24-hour notice may be waived by the Director of Custodial, Maintenance, Grounds, and Carpentry.
5. Vacation time earned under this policy must be used within the 12-month period starting July 1 through June 30. Vacation hours accrued in one fiscal year and not taken by June 30 shall be paid out at the end of the fiscal year.

B. Holidays

1. Holidays shall be identified by the assistant superintendent of Auxiliary Services after the adoption of the school calendar by the Board of Education. Normally, the holidays would include the following:

New Year's Day	Thanksgiving Day
Presidents' Day	Day after Thanksgiving
Memorial Day	Day Before Christmas
Juneteenth	Christmas Day
July 4	Day After Christmas
Labor Day	Martin Luther King Day

2. When any of the above holidays fall on a Saturday or Sunday, an employee will be given the opportunity to take said holiday on a Friday or Monday, the day to be decided by the director responsible for Custodial, Maintenance and Grounds. If a holiday falls at a time when personnel cannot be released on a Friday or Monday; i.e., Memorial Day, when school is in session, the day granted under this Policy will be granted at a later date.
3. Holiday Work: When an employee is required to work any holiday listed above, the employee will be compensated for the holiday and, in addition, shall be paid time and one-half for all hours actually worked on that day.

Revised: March 8, 2019

Adopted: September 9, 2019

Effective: July 1, 2019

Military Leave, Jury Duty Leave, Subpoenaed Witness, Policy 4051

1. Leave of Absence for Active Military Duty for Training
 - a. An employee, who is a member of a reserve component of the United States military services or a member of a National Guard Unit, shall be granted leave for up to fifteen days of active duty for training in any year.
 - b. Such military training leave shall be granted with pay if the training takes place during an employee's regular contracted or assigned work time. Such sums as shall be paid by the military for salary while on training leave shall be reimbursed to the District up to that amount which equals the employee's normal salary or wage for the day(s) in question. Should the amount paid by the military exceed the employee's normal salary or wage paid by the District, the employee may keep such excess.
 - c. A copy of the employee's orders will accompany the request for leave. The provisions of Colorado Statute shall apply.
2. Military Leave

An employee who is involuntarily inducted into active military service shall, upon request, be granted a leave of absence without pay by the Board of Education for the period of involuntary service. A copy of the employee's orders will accompany the request for leave. The provisions of Colorado Statute shall apply.
3. Leave of Absence for Jury Duty

All regular employees and all regular part-time employees under court orders for jury duty shall be granted leave of absence with pay. Such sums as shall be paid by the court, minus expenses, shall be forwarded to the School District if jury duty occurs on a contracted day. The employee shall supply documentation of absences and amount of compensation.
4. Subpoenaed Witness

Any employee subpoenaed as a witness in a court case involving the Cherry Creek School District shall be granted leave with pay unless said employee is the plaintiff in the case.

Adopted: November 14, 1983

Effective: January 1, 1984

General Information

Employee - Board of Education Relationships, *Policy 4002*

1. The Board of Education of the Cherry Creek School District is always accessible to employees and employee representatives of the District.
2. As a general rule, any topic necessitating official action should first be submitted to the Office of Human Resources before being placed on the agenda.

Revised: June 10, 2002

Adopted: June 10, 2002

Effective: July 1, 2002

Publication of Articles, *Policy 4003*

All staff members are encouraged to submit original articles for publication. Manuscripts dealing with programs of the Cherry Creek School District shall be reviewed and approved by the Superintendent.

Proposed: January 12, 1981

Adopted: February 9, 1981

Political Activities, *Policy 4006*

Except as provided in Colorado statute no employee of the Cherry Creek School District shall use his/her position or the facilities of the District to promote political objectives.

As a protection to the District from persons who may desire to use the schools for the purpose of disseminating political propaganda, no written materials shall be circulated or posted on school property without the approval of the building principal.

Copies of all materials referred to in the foregoing paragraph, receiving the approval of the building principal, shall be filed with the Superintendent of Schools.

Proposed: January 12, 1988

Adopted: February 9, 1988

Organizational Membership, *Policy 4013*

No contract or other employment arrangement executed or made by and between the School District and employee shall require, by inference or otherwise, that said employee pay dues or belong to any group or organization.

Proposed: May 12, 1980

Adopted: June 9, 1980

Activity Tickets, *Policy 4043*

All District personnel will present their District/School issued photo ID at home games of athletic contests for the employee and accompanying immediate family to enter for free. Does not include post-season games.

Proposed: May 23, 2012

Adopted: August 13, 2012

Effective: July 1, 2012

Physical and Mental Examinations and Alcohol and Controlled Substance Testing, *Policy 4047*

Employees of the Cherry Creek School District are subject to physical and mental examinations, and alcohol and controlled substances testing prior to and during employment. The following provisions of this policy set forth the circumstances and conditions when such examinations and testing will be required:

A. Physical Examination - All Employees

After recommendation for employment but before employment commences, candidates for employment may be required to take and pass such physical and mental examinations as may be prescribed by the District. Results of such examinations shall be reported on forms provided by the District, or forms acceptable to the District, and shall be filed in the Office of Human Resources. All examinations shall be at the sole cost and expense of the candidate.

B. Required Examination During Employment - All Employees

1. The superintendent or designee may require any employee within the school district to submit to a physical or mental examination, when he/she has reasonable suspicion to believe:
 - (a) the welfare of the employee, students or other employees justifies such examination; or
 - (b) that the employee's ability to perform his or her duties is impaired due to physical or mental reasons.

The District will pay the cost of the examination which shall be conducted by a physician of the District's choice. However, in the event the employee desires to utilize a personal physician, subject to the approval of the Superintendent or designee, to satisfy the employee's examination requirement, the employee may do so, provided the examination can be conducted within such time as may be reasonably required by the

District. In such event, the private physician will be paid by the District an amount equal to the amount usually and customarily paid by the District to the physician selected by the District.

Following the examination, a written report shall be issued by the physician.

2. As a condition of continued employment with the District, all employees consent to a chemical test of their blood, urine or breath upon request of the Superintendent or designee. This test shall be ordered in the event the Superintendent or designee has reasonable suspicion to believe that the employee is under the influence of alcohol or drugs, or in the event of a reasonable suspicion that the employee's ability to perform his/her duties is impaired by the use of alcohol or drugs. The employee will be allowed up to thirty minutes to obtain representation of his/her choice. Any such tests shall be

conducted at any hospital, clinic, or facility properly equipped to administer such tests and shall be performed by any doctor, nurse or technician properly qualified to administer such tests. The employee may not select the physician or technician to administer the tests. All such tests shall be paid for by the District.

The term drugs, as used herein, shall include, but not be limited to, those substances defined in CR5. 12-22-30 1 et. seq., known as the Colorado Controlled Substance Act of 1981.

- (a) The failure or refusal of an employee to submit to any test required in paragraph 2 above, or to submit to and obtain the examinations required in paragraph 1 above, shall constitute insubordination, and shall result in:
 - (1) immediate suspension without pay, except as required by Colorado Statute, and,
 - (2) termination of employment being recommended to the Board of Education.

3. Alcohol and Controlled Substance (Drugs) Testing for Commercial Driver's License (CDL) Employees

- (a) The Omnibus Transportation Employee Testing Act of 1991 (the "ACT") and Department of Transportation rules, procedures and regulations (the "Regulations") require that the District conduct pre-employment/pre-duty, random, reasonable suspicion, post-accident, return to duty and follow-up testing of all District employees required to obtain a Commercial Driver's License ("CDL").
- (b) All alcohol and controlled substance testing performed under and pursuant to this Section C, will be conducted in accordance with federal regulations, the Act and procedures adopted by the District.
 - (1) Controlled substance testing will be conducted by means of a urine specimen collected and tested by a laboratory certified by the U.S. Department of Health and Human Services.
 - (2) Alcohol testing will be conducted using an evidential breath-testing device.
 - (3) Employees will not be entitled to have testing performed at a location or by an individual or facility other than that designated by the District. However, a split sample of the urine test for controlled substances will be available for the employee pursuant to District policy and federal regulations in the event the sample tested is confirmed positive.
 - (4) An employee may not refuse to submit to alcohol and/or controlled substance testing under this Section C. Refusal shall result in immediate suspension of employment without pay and recommendation of termination to the Board.

C. The required testing under this Section C will be conducted at the District's expense and as follows:

- 1. Pre-employment testing shall be administered to all applicants offered a position in the District requiring a CDL prior to the first time the employee performs any safety-sensitive functions for the District.

2. Random alcohol testing shall be conducted at any time period surrounding the performance of safety-related functions, which includes just before or just after the employee performs the safety-related function. Random controlled substance testing shall be performed anytime while the employee is at work.
 3. Reasonable suspicion testing will be conducted of any employee when a determination and observation is made by a trained supervisor and he has a reasonable suspicion to believe any employee has violated the District's policies and/or federal regulations relating to alcohol or controlled substance use or possession.
 4. Post-accident testing will be conducted on any employee involved in an accident which results in the loss of human life or if the employee receives a citation for a moving traffic violation arising out of an accident.
 5. Return to duty testing will be required prior to an employee being reinstated, if at all, after an employee has tested positive for prohibited alcohol concentration levels or the presence of a controlled substance and after the employee has undergone an evaluation by a substance abuse professional except as noted in No. 6 below.
 6. Follow-up testing will be required of any employee identified by a substance abuse professional as needing assistance in resolving problems with alcohol misuse or controlled substance use and who has returned to duty.
- D. Records of all tests will be maintained and kept confidential in accordance with District procedures and federal regulations.
- E. All affected employees and employee organizations will be provided with educational materials which explain the requirements of this Section C, the District procedures and federal regulations related thereto.
- F. The District encourages all employees with any alcohol abuse or controlled substance use to seek assistance through a Substance Abuse Professional (SAP) and will provide employees lists of individuals and organizations providing this service. Unless otherwise provided by law or District policy, the District is not required to provide rehabilitation, pay for substance abuse treatment or to reinstate an employee terminated for violations of District policy relating to the use or possession of alcohol or controlled substances.
- G. Any employee who is determined, as the result of any of the required alcohol or controlled substance testing, to have violated any District policy relating to the use or possession of alcohol or controlled substances shall, consistent with state and federal law and District policies, be subject to disciplinary action, including termination of employment.

Revised: February 7, 2024

Adopted: June 10, 2024

Effective: July 1, 2024

Communicable or Life-Threatening Diseases, *Administrative Procedure 4047.2*

A. Purpose

This procedure establishes a mutually beneficial process between an ill employee and the District to insure that the health or safety of the employee, students and other employees is protected.

B. Identification of Ill Employees

Employees affected by a communicable or life-threatening disease or illness may be identified through self-report, or on the basis of the District having a reasonable belief that a staff member is ill. Reasonable belief would exist in, but is not limited to, situations where the employee's health is observed to be deteriorating to the point of interfering with the performance of his/her duties, the employee displays persistent physical symptoms of illness, where the District becomes aware of a diagnosis of such an illness or disease, or where there is other reasonable evidence of the existence of such disease.

If a supervisor has been informed or has reasonable cause to believe that an employee is affected by a communicable or life-threatening disease or illness, the supervisor will immediately notify the Assistant Superintendent of Human Resources. The Assistant Superintendent of Human Resources or his/her designee may confer with, but not limited to, the supervisor, the Executive Director of Instruction for that school, the staff member, and the Superintendent of Schools for determination of fitness as provided in Section D below.

C. Verification of Illness or Disease

The Assistant Superintendent of Human Resources or designee will take reasonable steps to verify the existence or non-existence of a communicable or life-threatening disease. This will be determined by a review of medical reports, files, diagnostic testing, hospital records, and/or consultation with physicians or other medical personnel as may be deemed necessary.

D. Determination of Fitness for Continued Duty

In the event an employee is affected by a communicable or life-threatening disease or illness, recommendations regarding the employee's fitness for continued duty and contact with students and other staff will be made on a case-by-case basis by the Assistant Superintendent of Human Resources. The recommendations will be based on, but not limited to:

1. Medical reports regarding the condition of the employee;
2. The type of duties and interaction in the work place required of the employee in performance of his/her assignment;
3. The impact of continued employment on the affected employee, students and others in the work place;
4. Consideration of "reasonable accommodations" in the employment of the affected employee pursuant to Section 504 of the Rehabilitation Act when applicable, and

5. Input and recommendations from public health officials and others. Recommendations will be submitted to the Superintendent of Schools for review and action.

E. Return to Duty

If an ill staff member is determined to be fit for continued duty, the supervisor will be informed of the employee's medical condition, the reasonable accommodations/precautions, if any, to be observed in the work setting, and any other factors that would warrant the reconsideration of continued duty. A regular schedule of medical examinations or evaluations for continued employment may be required.

F. Termination of Employment

If a staff member is determined to be unfit for continued duty, he/she will be entitled to the use of accumulated paid sick leave, sick leave bank provisions (if applicable), and medical leave of absence as outlined in district policy.

After all leave options are exhausted and the employee is still not deemed fit to resume duties, employment will be terminated by the employee's resignation or retirement, or by Board of Education action including initiation of dismissal proceedings under applicable Colorado Statute or District policies subject to the usual appeals by the employee.

G. Confidentiality

All information gained by the District through the application of this procedure, including the identity of an employee, will be treated as confidential except as necessary to implement this procedure. Information will not be released publicly by officials of the school district without the written consent of the affected employee.

The adoption of this procedure does not create any right claim or cause of action against the District or its employees where such right claim or cause of action does not otherwise exist in the absence hereof.

Approved by Superintendent Jim S. Huge, June 13, 1988

Drug-Free Workplace, *Policy 4048*

The unlawful manufacture, possession, use or distribution of illicit drugs, as defined by law, marijuana, and alcohol on school district premises or as part of any of the school district activities is specifically prohibited.

Observance of this policy is mandatory and a condition of employment. A violation shall subject the employee to appropriate disciplinary sanctions (consistent with local, state and federal law), including suspension and up to and including termination of employment and referral to the appropriate law enforcement agency for prosecution. A disciplinary sanction may include completion of an appropriate rehabilitation program.

Drug and alcohol counseling and rehabilitation and re-entry programs may be available through the District. The District encourages affected employees to seek assistance.

Each employee will be provided with a copy of this policy which sets forth the expected standards of conduct and the disciplinary sanctions which may be imposed as a result of a violation of this policy.

Pursuant to the provisions of federal law, any employee who is convicted of or pleads guilty or nolo contendere (no contest) to any criminal drug statute for a violation occurring in the workplace, shall notify the Superintendent or his designee within five days after the conviction. The District has the obligation and shall notify the appropriate Federal agency within 10 days after receiving notice of such conviction or plea if there is a relationship between federal funds received by the District and the convicted employee's work site.

The Board of Education shall conduct a biennial review of its drug and alcohol abuse prevention programs to determine the programs' effectiveness, to implement required changes if necessary, and to insure that disciplinary sanctions are consistently enforced.

Proposed: June 28, 2013

Adopted: August 12, 2013

Effective: July 1, 2013