

2015-2016



Employee Handbook



## **GOVERNING BOARD 2015**

Michael Nichols

Steven Peterson

Jenny Richardson

Ben Smith

Dr. Ben Whiting

## **SUPERINTENDENCY 2015-16**

Dr. Michael Cowan, *Superintendent*

Bruce Cox, *Associate Superintendent*

Dr. Suzan DePrez, *Assistant Superintendent*

CURRICULUM AND INSTRUCTION

Dr. Peter Lesar, *Assistant Superintendent*

HUMAN RESOURCES

Arlinda Mann, *Assistant Superintendent*

WEST AREA K-8

Shane McCord, *Assistant Superintendent*

EAST AREA K-8

Bobette Sylvester-McCarroll, *Assistant Superintendent*

BUSINESS AND SUPPORT SERVICES

Holly C. Williams, *Assistant Superintendent*

HIGH SCHOOLS

*The employee handbook was produced for the Human Resources Department as a service of the District Print Shop.*

**Mesa Public Schools**

**63 East Main Street #101**

**Mesa, Arizona 85201-7422**

**(480) 472-0000**

**[www.mpsaz.org](http://www.mpsaz.org)**

## **Our vision...**

---

Unprecedented Excellence in Education

## **Our mission...**

---

To develop a highly educated and productive community, one student at a time

## **Our core values...**

---

At Mesa Public Schools

- each child is important
- learning is our focus
- collaboration and innovation are indispensable
- sound fiscal stewardship is essential
- diversity increases opportunities
- success is expected and celebrated

# Employee Handbook 2015-16

Mesa Public Schools is committed to providing unprecedented excellence in education. We believe in holding all students to high academic expectations and providing the resources and support to ensure that each student is equipped with the skills, attitudes and values necessary to succeed in life. Our outstanding staff members are dedicated to providing the best educational programs and support services.

Mesa Public Schools has 82 schools: 50 elementary, nine junior high schools, six comprehensive high schools and 16 choice and success schools and programs. Enrollment in the 200-square-mile district is expected to exceed 63,000 students in the 2015-16 school year.

A community that cares about education, a quality staff and exceptional students make Mesa Public Schools one of the finest public school districts in the nation.

The contents of this handbook are for general information and guidance only and may be modified at any time by the district depending on the particular circumstances of any given situation. It is expressly understood that the contents of this handbook **do not constitute the terms of a contract of employment.**

Nothing contained in this handbook shall be construed as a guarantee of continued employment beyond the period of employment set forth in any contract of employment entered into by any classified contract employee with the district.

The employment of any noncontract employee is on an "at will" basis. This means that the employment relationship may be terminated at any time by either the employee, upon giving proper notice, or the district for any reason not prohibited by law.

Any oral or written representations to the contrary of the above statements are invalid and should not be relied upon by any prospective or existing employee.

For additional information for various employee groups, refer to the appropriate working conditions and benefits documents.



# Table of Contents

<b>GOVERNING BOARD/SUPERINTENDENCY .....</b>	<b>Inside Front Cover</b>
<b>MISSION STATEMENT .....</b>	<b>i</b>
<b>EMPLOYEE HANDBOOK INTRODUCTION .....</b>	<b>ii</b>
<b>TABLE OF CONTENTS .....</b>	<b>iii-iv</b>
<b>DISTRICT POLICIES &amp; PROGRAMS.....</b>	<b>1-27</b>
Abandonment of Employment.....	1
Absences, Holidays, Vacations & Leaves.....	1-9
Alternative Programs.....	9
Attendance Recognition Plan.....	1
Benefits.....	12-13
Child Abuse Reporting .....	9
Conflict of Interest.....	10
Contracts.....	10
Court Duty Leave.....	8-9
Disciplinary Action Policy .....	10-11
Dispute Resolution .....	11
Drug-Free Workplace .....	11
Due Process.....	12
Emergency Information .....	12
Employee Benefits & Risk Management .....	12-15
Employee Input.....	15
Employee Safety.....	13-15
Employment of Family Members.....	15
Equal Employment and Education Opportunity.....	15
Evaluation.....	16
Exit Interview.....	16
Federal & State Taxes .....	18
FMLA Leave .....	6-7
Health Benefits.....	12-13
HIV & Other Communicable Diseases .....	13-14
Holidays.....	2
Income Protection.....	12
Injury Reporting .....	14
Jury Duty/Court Witness.....	8-9
Leaves of Absence.....	5-9
Long-Term Leave .....	7
Medical Leave Assistance Program .....	16-17
Mesa Foundation for Educational Excellence.....	17
Military Leave .....	9

# Table of Contents

Miscellaneous Benefits .....	12
Name & Other Changes .....	17
Notes .....	27-28
Overtime/Compensatory Time.....	17
Paychecks .....	18
Payroll Deductions.....	18
Personal Leave Days.....	5-6
Personal Property .....	19
Personnel Action Request Form (PARF).....	19
Personnel Files .....	19
Professional Leave .....	8
Property of District.....	19
Purchasing Policy.....	20
Reimbursement for Unused Sick Leave.....	4-5
Research & Publishing .....	20
Resignations.....	20
Retirement Related Benefits .....	12
Safe Work Areas .....	13
Safety Training .....	13
Salaries for Certificated Staff.....	21
Salaries for Classified Staff .....	21
Sexual Harassment .....	22
Sick Leave .....	3-4
Teaching Certificates .....	22
Technology Resources & Use .....	22
Telephone Calls.....	23
Tobacco Products.....	23
Transfers.....	23
Vacations.....	2-3
Vehicle Safety .....	14-15
Voting .....	9
Weapons .....	24
Workday.....	24
Workers' Compensation-Related Absences .....	8
Working Conditions.....	25
Workplace Harassment.....	25
2015-2016 Various Pay Period Ending Dates .....	26
<b>WELLNESS INVOLVEMENT NOW!</b> .....	<b>Inside Back Cover</b>

# District Policies & Programs

## Absences, Holidays, Vacations & Leaves

The Governing Board believes that the continued success of the school is based on the cumulative performance of each and every staff and support member. To foster a thorough and efficient education for all students and to provide a sound model for students to emulate, the Governing Board believes that good attendance is essential.

Teachers must record their absences in SmartFindExpress (SFE) and notify their unit administrator as soon as they know they will be absent. SmartFindExpress (SFE) is available online at <https://sems.mpsaz.org>.

Certificated employees must notify their immediate supervisor of an absence and the reason for the absence no later than two hours before the start of their regular workday. Employees will also be responsible for reporting to their immediate supervisor, by 3 p.m. on the

day of the absence, whether they will return to work the next day. Failure to do so will be just cause for disciplinary action, including deduction of salary.

Classified employees must notify their immediate supervisor of an absence at the earliest opportunity, but in no case later than their scheduled start time. Employees will also be responsible for giving the reason and expected date of return. Failure to do so will be just cause for disciplinary action, including deduction of salary.

**An absence report must be submitted for any absence for all employees who accrue sick/vacation leave.**

## ABANDONMENT OF EMPLOYMENT

Whenever an employee, not on authorized leave, fails to report to work for three consecutive working days without notice to the supervisor, the district shall deem the employment abandoned. The district shall treat abandonment as voluntary termination, and the employee shall not be entitled to a hearing.

## ATTENDANCE RECOGNITION PLAN

Teachers and contract classified employees with perfect attendance, and the top five schools with outstanding teacher attendance, are recognized each year by the Governing Board. Teachers and contract classified employees with perfect attendance for one year receive a letter of recognition and a certificate. Employees with perfect attendance for five years and 10 years receive plaques.

The top five schools with outstanding teacher attendance receive engraved plaques and additional supply money for teachers.

# HOLIDAYS

---

## CLASSIFIED

Twelve-month contract employees receive the following holidays:

Independence Day.....	1 day	Martin Luther King Jr./	
Labor Day.....	1 day	Civil Rights Day.....	1 day
Veterans Day.....	1 day	Presidents Day.....	1 day
Thanksgiving.....	2 days	Spring Break.....	2 days
Semester Break.....	7 days	April Break.....	1 day
		Memorial Day.....	1 day

Short-term contract employees receive the same holidays occurring during their work term that are scheduled for teachers in the approved school calendar. In addition, any short-term employee, whose contract is longer than the teacher contract and includes a district approved holiday, receives that holidays as well.

All part-time personnel (less than 30 hours per week), working a minimum of eight months receive nine holidays beginning with the sixth year of continuous employment. This includes 12-month part-time employees.

holidays are granted and are taken at Semester Break.

Beginning with the 14<sup>th</sup> year of continuous employment, two additional holidays are granted. One is Labor Day and one is Martin Luther King Jr./Civil Rights Day.

These holidays are taken as follows, and included in the employee's regular paychecks, with no absence report required:

Employees who are off contract immediately prior to or following a scheduled holiday do not receive that holiday. Employees only receive holidays occurring during their normal work term.

- Veterans Day
- Thanksgiving (two days)
- Semester Break (two days)
- Presidents Day
- Spring Break (two days)
- April Break

In the event of an emergency, a substitute holiday may be declared by the Governing Board.

Beginning with the ninth year of continuous employment, two additional

The number of paid holidays may be decreased by a reduction in available district funds.

# VACATIONS

---

## CLASSIFIED

Twelve-month contract employees earn vacation days as follows:

1-5 years continuous contract service .....	1 day per month
6-10 years continuous contract service.....	1 ¼ days per month
11-15 years continuous contract service.....	1 ½ days per month
16 or more years continuous contract service.....	1 ¾ days per month

Twelve-month contract may accrue vacation days up to the following maximum:

1-5 years continuous contract service .....	36 days
6-10 years continuous contract service.....	39 days
11-15 years continuous contract service.....	42 days
16 or more years continuous contract service.....	45 days

Days over the indicated number of maximum days will be converted to sick leave. Employees with accumulated vacation who leave the district for any reason will be reimbursed for accrued vacation days not to exceed 36 days.

Employees may make written appeal to the superintendent to accrue more than 36 vacation days.

If an employee changes from a 12-month position to a short term position (less than 12 months), the employee will be reimbursed for accrued vacation up to 36 days at the time of the contract change.

Short-term contract employees (less than 12 months) do not accrue vacation. Those short-term contract employees accruing more than one day of vacation per month during the 1994-95 school year continue

to accrue the additional ¼, ½ or ¾ days at the normal accelerating six-, 11- and 16-year intervals listed for 12-month contract employees.

Short-term contract employees who have not used their accrued vacation by Dec. 31 of the following year automatically have those days converted to their sick leave account.

Vacation may be taken at a reasonable time with prior approval of an immediate supervisor.

If employees' requests to take vacation are denied, they may file written appeals to the assistant superintendent for human resources for reconsideration. Appeals must be received by the assistant superintendent for human resources at least five working days prior to the starting vacation date requested.

## **SICK LEAVE**

Certificated employees earn a maximum of 11 days of sick leave per year.

Classified contract employees earn one day of prorated sick leave per contract month.

Classified employees who work between 20 and 29 hours a week accrue prorated sick leave beginning the first calendar month beginning with the sixth year of continuous employment in MPS. An employee must be employed in an active status 51 percent of the workdays in any month to earn an accrual for that month. Accruals occur on the final district workday of each month.

Sick leave is cumulative. It may be used only for:

- Personal illness or injury
- Preventive medical examination
- Illness in immediate (household) family
- Bereavement or family critical illness
- Childbirth/adoption/foster care placement
- Personal leave (two days certificated, three days classified)
- Twelve-week family/medical leave and long-term health leave

For purposes of bereavement or family critical illness, family is defined as the employee's:

- Spouse
- Parent
- Mother-in-law
- Sister or sister-in-law
- Grandchildren
- Children or stepchildren
- Father-in-law
- Brother or brother-in-law
- Grandparent
- Son- or daughter-in-law
- Others on appeal only

Employees using sick leave must submit an absence report statement. By signing the absence report statement, employees verify that the absence complies with district policy and regulation.

Reports detailing individual employees' absences can be printed from Kronos at the sites on an as-needed basis. Any employee request to challenge the accuracy of the records on sick leave must be submitted in writing to the district Payroll Department. Records may be challenged for no more than 15 months prior to the date of the challenge.

Sick leave is earned during active employment. Therefore, the advancement and credit of sick leave days may cease during a long-term leave of absence. Employees who abuse the privilege of sick leave are subject to disciplinary action, including limitation of leave, termination of leave or dismissal.

## **REIMBURSEMENT FOR UNUSED SICK LEAVE**

Reimbursement for unused sick leave is paid for no more than 220 days, including any days sold back to the district. The total number of accrued sick leave hours divided by eight (8) hours determines the total number of days that are reimbursed.

Employees who have accumulated in excess of 175 days of sick leave are entitled to sell up to eight days a year back to the district at the level of reimbursement in effect at the time the days are sold back. For additional information, refer to the current working conditions and benefits document.

### ***CERTIFICATED***

Employees who terminate with at least five continuous years of employment with the district are eligible for sick leave reimbursement. The amount of reimbursement for each full day of unused sick leave is determined according to the guidelines prescribed in Article 31 of the Working Conditions and Benefits document for certificated employees. The reimbursement is \$55.00 per full day of sick leave unless the notice of resignation or retirement is received prior to the notification dates and employment terms outlined in Article 31. If the dates and terms are met then the reimbursement rate is increased to \$60.00 per full day of sick leave.

Employees who terminate employment and are eligible for sick leave reimbursement may have their reimbursement prorated over their last year of employment.

## **CLASSIFIED**

Classified employees who receive sick leave as a benefit of employment, and who have at least five years of service with the district at the conclusion of their last year of employment, are reimbursed for unused sick leave days upon termination. The rate of reimbursement is \$43.00 per full day

of unused sick leave. This benefit is prorated for employees working less than 40 hours per week.

Reimbursement for sick leave may be made either in a lump sum payment at the end of the contract or spread over the contract year.

## **PERSONAL LEAVE DAYS**

### **CERTIFICATED**

A maximum of five days per year may be granted to each contract employee for personal leave. The first two days of personal leave are deducted from the employee's sick leave unless otherwise requested by the employee on the initial Personnel Action Request Form (PARF) or travel request. The remaining three days of personal leave are not deducted from accumulated sick leave. These days are used only after the two personal days deducted from sick leave have been used unless all sick leave has been exhausted or otherwise indicated. All full-time employees and part-time employees on a contract greater than .5 using these additional personal leave days are charged \$85 per day. All employees on a contract of .5 or less are charged \$42.50 per day. Prior approval from the principal or supervisor must be obtained and, to ensure uniformity, all requests are reviewed by a designee of the superintendent. Personal leave is not granted on the first or last day of employment during a school year. It cannot be used immediately preceding or following a regularly scheduled holiday or October Break. An appeal is available.

Personal leave is not accumulated from year to year and is not granted to employees on an extension of contract or on a furlough day.

When employees are unable to appear for work because of circumstances beyond their control, the employee may use personal leave only if the employee's immediate supervisor is notified prior to the time of absence and if the employee was unable to make other arrangements to appear for work.

Employees who do not use personal leave days, which are deducted from their sick leave, during any contract year may accrue one additional day of sick leave at the conclusion of that contract year, as outlined in the working conditions and benefits document.

The district reserves the right to restrict personal leave when the impact would disrupt the educational process.

No more than five off-contract days will be approved per employee during one school year. Employees will be docked their daily rate of pay for each off-contract day taken.

All listed conditions that apply to personal leave also apply to the use of off-contract days.

Other than for an approved leave of absence, it is expected that employees will not be absent using personal leave and/or off-contract days for more than five consecutive days during the school year.

## **CLASSIFIED**

Personal leave is granted to each employee who earns sick leave. It is charged to the employee's current sick leave. Twelve (12) month employees are granted three (3) days per year. Short term contract employees are granted five (5) days per year. Prior approval from the immediate supervisor must be obtained by the employee. However, employees may submit a late request in cases of an emergency. Approval procedures will be completed within 48 hours of the employee's return to work.

Personal leave may not be accumulated from year to year.

allow (but will not require) employees the immediate use of personal leave.

Bus drivers who do not accrue sick leave may be granted up to two days of leave without pay, upon written request submitted to the director of transportation at least two working days in advance. If the request for leave is disapproved, an appeal is heard by the assistant superintendent for business services.

Other than for an approved leave of absence, it is expected that employees will not be absent using personal leave and/or off-contract days for more than five consecutive days during the school year. No more than five off-contract days will be approved during the employee's contract term. Employees are docked for each off-contract day taken.

In times of inclement weather or equipment breakdown that restricts the ability of employees to perform the normal duties of their job, directors may

The district reserves the right to restrict personal leave when the impact would disrupt the educational process.

## **FMLA LEAVE**

The Family and Medical Leave Act (FMLA) of 1993 requires employers to grant eligible employees up to 12 weeks of job-protected leave during a 12-month period for any of the following reasons:

- For incapacity due to pregnancy, prenatal care or childbirth
- To care for the employee's child after birth, or placement for a doption or foster care
- To care for the employee's spouse, son, daughter or parent who has a serious health condition
- For a serious health condition that makes employees unable to perform their job

immediately prior to the time the leave is to commence.

Whenever an employee uses leave that is potentially FMLA-qualifying, the district inquires further of the employee or the employee's spokesperson to ascertain whether the leave qualifies as FMLA leave. Whenever the district has acquired knowledge that the leave is being taken for an FMLA-required reason, Human Resources will (within five business days, absent extenuating circumstances) provide the employee the FMLA rights notice indicating that the time off work is counting against the employee's family and medical leave entitlement.

Eligible employees are those who have been employed by the district for a cumulative total of 12 months and who have completed at least 1,250 hours of service in the 12-month period

Any leave period taken pursuant to Workers' Compensation for an employee's own work related injury or illness that qualifies as a serious health condition is credited against the employee's FMLA leave entitlement.

Eligible employees are required to use accrued sick leave, vacation and personal leave during the FMLA leave. A husband and wife who work for the district and are eligible employees are permitted to take only a combined total of 12 weeks of FMLA leave during any rolling 12-month period under certain circumstances. Please see Administrative Regulation GBBB-R(1) for specific details regarding substituted leave and combined leave.

Employees request FMLA leaves by

letter forwarded to Human Resources through the employee's immediate supervisor. Requests are to be made at least 30 days prior to commencement of leave or as soon as practicable after the need for leave is known.

Whenever an employee fails to provide the district with medical certification for return to work within five consecutive working days of exhaustion of all applicable leave options, the district may dismiss the employee on the basis of inability to perform employment functions. The employee is not entitled to a hearing.

Direct any questions regarding leaves of absence to the Human Resources Department.

## **LONG-TERM LEAVE**

Long-term leaves of absence may be granted by the Governing Board to continuing certificated employees and contract classified employees who have been employed by the district for at least three consecutive one-year employment contracts. Examples of this type of leave include:

- Long-term health leave
- Continuing education leave
- Hardship leave
- Political leave for elected office

In addition, personal leaves of absence may be granted to certificated employees who have six consecutive years of full-time service in the district.

Sabbatical leaves of absence to continue professional education may be granted to teachers who have been employed in the district for seven consecutive years.

Employees request long-term leaves by letter forwarded to Human Resources through the employee's immediate

supervisor. Requests are to be made at least 30 days prior to commencement of leave.

The maximum duration of long-term leave will be computed on the basis of workdays. The duration of any long-term or combination of leaves used during a rolling 36-month period will not exceed the total number of workdays in one contract year for the employee's position.

For details regarding long-term leaves of absence, refer to the Governing Board Policy GBBB and accompanying administrative regulations. Direct any questions regarding leaves of absence to the Human Resources Department.

## **WORKERS' COMPENSATION-RELATED ABSENCES**

---

Arizona's Workers' Compensation law provides compensation benefits for employees who have an approved claim for a work-related injury. Employees who are absent due to a work-related injury are required to use accrued sick leave, if available, for these absences up to a maximum of seven calendar days.

## **PROFESSIONAL LEAVE**

---

Paid professional leave may be granted to classified and certificated employees if it is considered by the district to be of value to the district. Requests should be submitted to the employee's immediate supervisor on a Travel Request at least 10 days in advance. The request is forwarded through proper channels to the appropriate assistant superintendent for a final decision.

Each school is granted professional leave days for certificated employees on the basis of one day of professional leave for each four teachers (full-time equivalence). These are standard professional days. An equal amount of days called supplemental professional days are available. These are not funded from the district substitute account but from other funds available to the school administrator. Other categories of professional leave are central office department and superintendency. These days are allocated at the discretion of the department or a member of the superintendency, with approval of the

assistant superintendent for human resources. When a travel request is submitted, the appropriate box must be marked to indicate which kind of professional leave is being used. An employee has no individual right to professional leave days.

Professional leave and travel funds may be granted to certificated and classified employees for classroom observations, educational conferences, conventions, seminars, workshops, or any other area of professional development requested by the district.

## **COURT DUTY LEAVE**

---

An employee required to serve as a juror receives leave during the period of jury duty. Employees, other than part-time classified employees who have been employed by the district for less than five consecutive years and are not accruing sick leave, receive leave for jury duty with pay. There is no penalty for missing regular employment. However, any money received for jury duty is deducted from base salary to avoid duplication of pay, provided that this requirement does not apply if the combined number of hours of jury duty and work would exceed the number of regularly scheduled work hours for the workday.

Court duty leave begins only when the court orders an employee to report for jury duty. Court duty leave is not paid if the employee is not required to report to the court.

are at least two hours remaining in the workday, provided that this requirement does not apply if the combined number of hours of jury duty and work would exceed the number of regularly scheduled work hours for the workday. Absences for jury duty are approved only when appearance

An employee who has completed jury duty must return to work if there

is required and when verified by appropriate certification provided by the court facility.

may request leave without pay to attend any court proceeding at which the perpetrator of that crime has a right to attend.

An employee subpoenaed as a witness in court loses no salary, vacation time, sick leave or other benefits as a result of being required to appear before the court.

The employee must provide his or her supervisor a copy of the notice from a law enforcement agency regarding his or her rights as a crime victim and a copy of the notice of any scheduled proceeding.

An employee who is a victim of a crime

## **VOTING**

---

An employee entitled to vote at a primary or general election may receive paid leave to vote if there are less than three consecutive hours between the opening of the polls and the beginning of the employee's regular work hours or between the end of the employee's regular work hours and the closing of the polls. Such time off must be arranged in advance with the employee's supervisor.

## **MILITARY LEAVE**

---

An employee who is a member of the Arizona National Guard and Reserves or of another armed forces branch is granted a leave of absence with pay for active duty or training. The leave is granted for a period of time not to exceed 30 working days in any two consecutive calendar years. The employee is required to submit a Personnel Action Request Form (PARF) to the Human Resources Department through the employee's immediate supervisor to ask for leave. A copy of the military orders must be submitted.

## **Alternative Programs**

---

The district invites employees to voluntarily participate in alternative programs and pilot projects. Innovation, by its nature, requires departure from established ways of doing things. It may be necessary for employees to accept deviations from the traditional working hours and other conditions established by Governing Board policy, and working conditions and benefits documents with employee groups, for alternative programs and pilot projects to have a chance to succeed.

## **Child Abuse Reporting**

---

All employees who, when acting in the scope of their employment, develop a reasonable belief that a child is or has been a victim of child abuse must immediately report or cause a report to be made to Child Protective Services (CPS) or police. Each school has a child abuse reporting team for processing suspected cases of physical abuse, neglect or sexual abuse. School employees who need information about their child abuse reporting obligations or who suspect that a student may be a child abuse victim should consult with the principal or other team member. Reports of child abuse are confidential records.

## Conflict of Interest

Arizona conflict of interest laws and district policy prohibit district employees from participating in any district decision or vote in which the employee or the employee's family member has a substantial interest. "Substantial interest" means any monetary interest or any legal or ownership interest, either direct or indirect, except a remote interest. "Family member" means a spouse, child, child's child, parent, grandparent, brother or sister and their spouses, and parent, brother, sister or child of a spouse.

Arizona law prohibits employees from selling goods or services to the district as a vendor unless the contract was awarded through public competitive bidding.

Arizona law and district policy prohibit employees from accepting gifts from

any individual, group or entity doing, or desiring to do, business with the district. The acceptance of any business-related gratuity is specifically prohibited, except for widely distributed advertising items of nominal value and expenses of business meetings.

## Contracts

### **CERTIFICATED**

Contracts for nonexclusionary probationary teachers and teachers who have gained continuing status are offered by the Governing Board, usually between March 15 and May 15, for the following school year. Contracts are to be signed and returned within 15 days of receipt.

Notice of the Governing Board's intention not to re-employ a teacher is given to the teacher on or before April 15. It includes the reasons for that decision.

Any certificated employee hired on an exclusionary contract has no expectation of continued employment beyond the contract period.

The daily rate of pay for teachers with extended contracts is computed by

dividing the current contractual salary by 207.

### **CLASSIFIED**

Classified employees working 30 hours or more per week receive contracts. Contracts are to be signed and returned to the Human Resources Department within 15 days of receipt. Failure to do so makes the contract void. Employees who work less than 30 hours a week do not receive contracts.

Contract classified employees have no legitimate expectation of employment at the end of the contract period.

The employment of noncontract classified employees is on an "at will" basis.

## Disciplinary Action Policy

Governing Board policies GCPD and GDPD contain references to misconduct and procedures for administering appropriate discipline to employees who engage in misconduct. Disciplinary action ranges from a written warning or letter of reprimand to dismissal.

An employee must report to his or her supervisor, within 48 hours, any arrest, charge, citation, indictment, information, complaint, conviction or plea agreement

involving (A) a felony, regardless of its nature or seriousness; or (B) a misdemeanor involving drugs or alcohol (including, without limitation, driving while impaired) or moral turpitude (including, without limitation, indecent exposure and any offense that may require an offender to register as a sex offender). Failure to report any such criminal matter constitutes unprofessional conduct and may result in immediate termination of employment. For more detailed information, refer to Governing Board policies GCPD and GDPD and accompanying regulations.

## Dispute Resolution

---

A claim is an assertion by an employee or group of employees who have been negatively affected by a decision of a supervisor that endangers the complainant's health or safety or that violates, misinterprets or inequitably applies a law, policy, regulation, administrative decision or any provision of the appropriate working conditions and benefits documents.

The guidelines for dispute resolution are included in the appropriate working conditions and benefits documents for the employee groups.

## Drug-Free Workplace

---

Any property or location at which the work, activities and/or business of the district is conducted is declared to be a drug-free workplace. This means:

All employees are absolutely prohibited from unlawfully manufacturing, distributing, selling, possessing or using alcohol or drugs in the workplace.

"Drugs" include narcotic drugs (including cocaine), dangerous drugs (including hallucinogenic substances, stimulants, depressants and anabolic steroids), opiates (including heroin and morphine), marijuana, peyote, vapor-releasing substances containing a toxic substance, and prescription-only drugs except if used as prescribed by a licensed physician.

No employee will use alcohol within four hours of reporting to the job. No employee will use drugs (without medical authorization) within such time prior to reporting to the job that any effect or evidence of such use remains or can be detected.

The district has an alcohol/drug-testing program for all employees. For more detailed information, refer to Governing

Board Policy GBKB and accompanying regulations.

Each employee will abide by the district's drug-free workplace policy as a condition of employment.

Any employee arrested, cited or charged with a drug- and/or alcohol-related criminal offense (e.g., a DUI), whether a felony or a misdemeanor, must notify his or her immediate supervisor no later than 48 hours after such event. The term "charge" includes a charge, indictment, information or complaint. Any conviction for a drug- and/or alcohol-related criminal offense must be reported to the district, in writing, no later than five days after the conviction. Any employee arrested, cited, charged with, or convicted of any such offense who fails to notify his or her immediate supervisor will be subject to disciplinary action, including termination. For details, refer to Governing Board policy GBKB and accompanying regulations.

# Due Process

Mesa Public Schools contract employees have all civil rights guaranteed by the United States Constitution. These rights are acknowledged and protected by policies and regulations adopted by the Governing Board.

## Emergency Information

Employees will have emergency information on file in the Human Resources Department, including the name, telephone number and address of the person to be notified in the event of an emergency. It is the employee's responsibility to keep emergency information up to date.

## Employee Benefits & Risk Management

### BENEFITS

The district recognizes that employees have different needs based on personal and family circumstances. The district offers a broad array of benefit options designed to meet those diverse needs.

#### HEALTH BENEFITS

- Three medical plans
- Two dental plans
- Behavioral health benefits
- Health savings account
- Healthcare flexible spending account
- Vision plan

#### INCOME PROTECTION

- Short-term disability
- Long-term disability (ASRS)
- Basic and supplemental life insurance
- Unemployment compensation
- Workers' Compensation

#### RETIREMENT RELATED BENEFITS

- Social Security
- Arizona State Retirement
- Retirement savings programs (403(b) and 457(b) plans)

#### MISCELLANEOUS BENEFITS

- Employee Assistance Program (EAP)
- Long-term care insurance
- Group auto insurance
- Dependent care flexible spending account
- Pet care insurance
- Gym membership discounts

The Employee Benefits Department communicates in many ways. We encourage you to become familiar with the following resources:

- Internet site – links to resources, including the Plan Document, summary comparisons of benefit options, forms and benefit provider websites.  
Access this site through the MPS home page.
  - Click on "Departments"
  - Click on "Employee Benefits"

The following communications can be accessed through the website:

- Online Enrollment System – provides information on employee benefits elections, including rates and coverage levels
- *Employee Benefits and Safety Journal* – published periodically and posted online during the school year
- *MPS Win Wellness Newsletter* – Published monthly during the school year

Listed below are the primary companies providing benefit services to MPS employees and their families.

**Arizona State Retirement System** ..... 602-240-2000  
[www.azasrs.gov](http://www.azasrs.gov)

**Employee Benefits Department** ..... 480-472-7222  
[Benefits@mpsaz.org](mailto:Benefits@mpsaz.org)  
[www.mpsaz.org/benefits](http://www.mpsaz.org/benefits)

**Dental Plans**

Cigna PPO Dental Plan ..... 800-244-6224  
[www.cigna.com](http://www.cigna.com) or [www.mycigna.com](http://www.mycigna.com)

Total Dental Administrators (TDA) - Dental HMO ..... 602-266-1995 or  
 888-422-1995  
[www.TDA dental.com](http://www.TDA dental.com)

**Medical Plans** (administered by Cigna)

EPO Plan (OAP In-Network Plan) 1-800-Cigna24

HDHP Plans (Cigna Choice Plans) or 1-800-244-6224

Health Savings Account, [www.cigna.com](http://www.cigna.com) or

including pharmacy for all medical plans [www.mycigna.com](http://www.mycigna.com)

Flexible Spending Accounts - Healthcare and Dependent Care

Mail Order (Home Delivery) Pharmacy 1-800-285-4812

**Vision Service Plan** ..... 800-877-7195  
[www.vsp.com](http://www.vsp.com)

**EMPLOYEE SAFETY**

Safety and accident studies reveal that more than 80 percent of all accidents and injuries would have been prevented if the individual had followed safe work practices. Employees are expected to work safely.

**SAFE WORK AREAS**

Employees are responsible for ensuring their work area is safe and for making regular safety inspections of all equipment used in the work area. If there are unsafe conditions in their area, precautions should be implemented to ensure safety until the conditions are corrected. If equipment is unsafe, it is not to be used until it has been repaired. All unsafe conditions and equipment are to be reported to the unit administrator or immediate supervisor, who will initiate the proper action to have them corrected.

**SAFETY TRAINING**

Employees are to comply with safety and health standards, rules and regulations. All employees are required to take online chemical safety training as a condition of employment.

In addition, periodic safety trainings may be required by the Occupational Health and Safety Administration. These sessions are designed to help the employee recognize hazards in the workplace. When these training sessions are conducted, attendance is mandatory.

**HIV AND OTHER COMMUNICABLE DISEASES**

Because of increases in the general population of HIV and other communicable diseases, the district has instituted universal precautions, which are recommended by the Centers for Disease Control.

To safeguard students and staff, employees are instructed to regard all body fluids as potentially infectious, to avoid direct contact if possible, to wear gloves if necessary, to wash hands thoroughly and to report injuries to the nurse.

The district provides, free of charge, hepatitis B vaccinations (three-shot series) to employees who, according to the OSHA blood-borne pathogens standard, may have occupational exposure. For more information, contact Risk Management at (480) 472-0366.

Whenever in a position to do so, employees will not allow students to touch blood or body fluids. When handling blood and other body fluids, employees will follow precautionary measures consistent with the universal precautions set forth in the district Health Services Procedures book under Communicable Disease. Parents may review educational materials on communicable diseases and universal precautions.

For more information, call your school nurse or the district's Health Services Department. Phone (480) 472-0562.

## **INJURY REPORTING**

---

Employees injured in the course and scope of employment must immediately report the injury to their supervisor. First aid should be sought from the school nurse or other available staff member trained in first aid. If the injury is life threatening, paramedics should be summoned by calling 911. If the injury requires medical attention, the employee should go to:

### **Concentra Medical Center**

1959 S. Val Vista Drive  
Suite 106  
Mesa, AZ 85204  
(480) 545-1398  
Hours: 8 a.m. – 5 p.m.  
Monday – Friday

### **Concentra Medical Center**

1710 W. Southern Ave.  
Mesa, AZ 85202  
(480) 644-7900  
Hours: 8 a.m. – 6 p.m.  
Monday – Friday  
Hours Saturday: 8 a.m. - 12 noon

After hours or weekends, go to this 24 hour facility:

### **Concentra Airport Location**

1818 E. Sky Harbor Circle • Phoenix, AZ 85034  
(602) 244-9500

A supervisor's report of industrial injury is required to be immediately completed by the employee and his/her supervisor for all injuries whether treatment is first aid only or requires medical attention by a healthcare professional.

Any use of physical force by a district employee must be in accordance with Governing Board Policies JGAA and GBEA. Please refer to these policies for more detailed information on the use of physical force for defense of self, others or property.

## **VEHICLE SAFETY**

---

Employees operating vehicles on district business, in addition to following traffic laws, are expected to be courteous to other drivers and pedestrians. Always practice defensive driving techniques. Drivers should perform a vehicle safety inspection prior to operation and report any deficiencies to Vehicle Maintenance.

All vehicle accidents must be immediately reported to the district’s Risk Management office at (480) 472-0365, and vehicle accident reports must be completed by employees and their supervisors. If the accident is in the public right of way, police should be contacted to investigate the accident. Seat belts should be worn by all occupants of the vehicle except for vehicles designed without seat belts.

## **Employee Input**

Employees are encouraged to use the regular chain of command in providing input. Employees may also give input on practices in the use of personnel or in the distribution or use of materials by submitting, in writing, their ideas to the associate superintendent. Employees may present their views to the Governing Board through channels as prescribed in the Governing Board policies and regulations.

## **Employment of Family Members**

An employee will not exercise direct control over another employee who is a family member, and employees who are family members will not work in the same school or in the same department. An employee has direct control over a family member if the employee is in the direct line of authority, no matter how far removed, to make or participate in the decision regarding the family member, including employment, compensation, discipline, assignments, supervision, and other working conditions.

If either of the foregoing conflicts arise, the employee will notify and discuss it with the Superintendent. An exception may be approved by the Superintendent if it is determined that the risks presented by a conflict are not significant or cannot be avoided without causing substantial harm to the district’s operations.

## **Equal Employment and Education Opportunity**

Federal law and Governing Board policy prohibit discrimination, including harassment, in employment based on race, color, national origin, religion, sex, disability, or age.

Federal law and Governing Board policies prohibit discrimination, including harassment, in any education program or activity on the basis of race, color, national origin, religion, sex, or disability and protects students from bullying or hazing. Employees who witness such discrimination, harassment, bullying, or hazing or receive a complaint of such conduct toward a student must promptly report the matter to an appropriate school or district administrator.

(race, color, ethnicity and national origin-based discrimination), Title VII (race, color, religion, sex and national origin-based discrimination in the workplace), Section 504 of the Rehabilitation Act (handicap-based discrimination) and the Americans With Disabilities Act (disability-based discrimination) regarding employees. If an employee feels that he or she has been discriminated against on the basis of gender, race, color, ethnicity, national origin, handicap or disability, or if an employee has questions that can’t be answered at his or her school or department, the employee should contact Human Resources at 63 E. Main St., 2<sup>nd</sup> Floor. Phone (480) 472-0412.

The assistant superintendent for human resources is the district’s compliance officer with respect to Title IX (gender-based discrimination), Title VI

# Evaluation

---

## **CERTIFICATED**

All certificated employees are evaluated in accordance with state statute and district policy.

## **CLASSIFIED**

New classified contract employees serve a probationary period of six months, at full pay. Then, with a satisfactory evaluation, they are placed on regular status for the remainder of the contract period. Employment is “at will” during this probationary period.

Employees who have been in a classified job less than three years have an annual performance review. Additional reviews may be conducted if deemed necessary by the supervisor.

Classified employees who have signed contracts for the same position for at least three years are evaluated once every two years. However, the employee or the supervisor may initiate an evaluation anytime during the contract year. All other employees are evaluated annually.

When transferring from one classified position to another, a work evaluation is completed by the supervisor at the end of three months.

# Exit Interview

---

Each certificated and classified contract employee who terminates employment is asked to complete an exit survey form. Exit interviews for noncontract employees are conducted at the department or school level.

# Medical Leave Assistance Program

---

Employees who have depleted their accrued sick and vacation leave as a result of their prolonged illness or injury may apply for donations through the Medical Leave Assistance Program. If qualified, they may receive donations of sick leave from other employees so their income continues during their period of prolonged illness or injury. Employees must complete a Medical Leave Assistance Program Request form and have a physician complete a Verification of Prolonged Illness or Injury form (available in Human Resources). Both forms must be submitted to the assistant superintendent for human resources. Requests for donations are posted on the Human Resources intranet website on a weekly basis. Donations may not be solicited in any other manner or on an individual basis. Requests may be made once per semester.

Donor employees may donate sick leave only within the time frame indicated on the posting, and if they have 30 or more days of accumulated sick leave. Donor employees may donate no more than five days of sick leave in any contract year. Donor employees use Sick Leave Donation forms to designate the donation in the name of the employee to receive the donation. Sick leave donation forms are available at work sites. This form is also available to download from the Human Resources Intranet website.

Once approved, donated leave is not returned or reimbursed to the donor employee. All donated leave becomes the permanent property of the receiving employees, unless they are released to return to work earlier than

originally stated by their physician and have a balance in excess of 10 donated days. Days of leave, not the actual wage of the donor employee, is donated. Donations are not allowed to be made to an employee's immediate supervisor or evaluator.

Employees are not eligible for the Medical Leave Assistance Program after they qualify for long-term disability coverage or, if they have not applied for long-term disability coverage, after they have been absent for 180 consecutive calendar days.

## **Mesa Foundation for Educational Excellence**

Mesa Foundation has helped MPS employees promote student achievement, attendance and well-being since 1986. The foundation funds:

- Grants of up to \$1,000 for special classroom projects
- Musical instruments and repairs
- Elementary after-school choruses
- Battle of the Books
- Mentoring activities
- Scholarships for prekindergarten and Kids Corner child care
- Shoes
- Eyeglasses, exams and repairs
- Head-lice treatment
- Dental care
- MPS Volunteer of the Month recognition

Tax-deductible contributions are welcomed year-round. Mesa Foundation is not a United Way agency, but employees may designate the foundation on their Mesa United Way pledge forms. A Dollar Makes a Difference is the foundation's payroll deduction program. Employees may donate a dollar or more from their regular paychecks.

For more information, log on to [www.mpsaz.org/foundation](http://www.mpsaz.org/foundation), or call (480) 472-0220.

## **Name & Other Changes**

Changes in name, address and phone number should be reported immediately to the Human Resources Department so that district records are current. It is required that you show an updated Social Security card before a name change can be made. This is to ensure that your contributions to Social Security will be properly credited to your record with the Social Security Administration. The Personal Data Change form is available to download from the Human Resources intranet website.

Employees who contribute to the Arizona State Retirement System (ASRS) are responsible to report name and/or address changes to ASRS.

## **Overtime/Compensatory Time**

### **CLASSIFIED**

Nonexempt employees will not work more than 40 hours per week without prior authorization from the appropriate assistant superintendent. Employees working in excess of 40 hours per week are paid overtime either in the form of monetary compensation or compensatory time off. Compensatory hours accrued in one contract year must be used by Dec. 31 of the following contract year. Compensatory time accrued shall not exceed 120 hours. Details regarding the use of overtime and compensatory time are found in Governing Board Policy GDK and the accompanying regulation.

# Paychecks

---

The Payroll Department issues paychecks in compliance with the provisions of Arizona Revised Statutes. The pay schedule established pays certificated employees, such as counselors, teachers and psychologists, for work completed through payday. Administrators, supervisors and classified hourly employees are paid one week behind. Paychecks are distributed every other Thursday. The first payday of the fiscal year is the second Thursday of July.

Certificated employees may choose one of two ways in which to receive paychecks. Employees may have their salary spread evenly over the nine months of the school year, or they may opt to receive smaller payments during the year with a balance-of-contract payment at the end of the school year.

during a contract year. Changes for the following year must be made no later than two weeks prior to the contract start date. Changes will only be made when a new form is submitted, authorizing the change. The Method of Payment form is available on the Human Resources intranet page.

Employees eligible for these options must complete a Method of Payment form at the time of hire. If no selection is made, full pay is received during the months worked. The method of payment you chose cannot be changed

Employees have the responsibility to let the district know if their paycheck has errors. If there are any questions or concerns, employees should contact the Payroll Department as soon as possible.

Many banks, credit unions and savings and loan associations now offer direct deposit of paychecks to checking or savings accounts. Contact the Payroll Department for details.

## FEDERAL & STATE TAXES

---

Each employee completes a Withholding Exemption Certificate, or W-4 form, when starting to work for the district. This determines the amount of federal taxes to be deducted from gross pay. The state A-4 Withholding Election form must also be completed when starting to work for the district. This determines the amount of state tax that will be deducted. Employees must contact the Payroll Department when any changes occur in either withholding.

## Payroll Deductions

---

Standard paycheck deductions include federal and state income tax, Social Security and Arizona State Retirement System payments. In addition to these deductions, the online check stub also shows how much was deducted for credit union savings or loan payments, insurance for employee and dependents, income protection, savings bonds, retirement savings programs, purchased service from the Arizona State Retirement System and contributions to the Mesa Foundation for Educational Excellence and United Way.

## Personal Property

---

Employees who bring personal property to the workplace for use on their jobs must clearly mark the property with the employee's name. The district is not responsible for employee's personal property. In case of fire, theft or other loss, the district's insurance program does not generally protect personal property brought to the workplace.

## Personnel Action Request Form (PARF)

---

The electronic PARF is used to obtain approval for personnel requests, such as hiring, additional pay, leave requests, etc. The PARF originates at the site and, after approval by the site administrator, is then routed electronically through appropriate channels to the Human Resources Department for final approval. Human Resources reviews each PARF for content as it relates to guidelines established by working conditions and benefits documents, Governing Board policy and regulations. Nothing submitted on a PARF should be considered final until approved by Human Resources.

## Personnel Files

---

The Human Resources Department maintains a master file for all employees. Materials placed in an employee's file after employment may be reviewed by making an appointment with a Human Resources Department administrator. The employee has a right to respond to all materials filed and submits the response, within 10 working days, to the Human Resources Department, where it is filed. Unless the employee has given written permission to the district, the district does not release employee home addresses and telephone numbers to the public, except as required by law. As required by state law, the district makes available the résumé of a teacher upon the request of a parent or guardian of a student enrolled in the school where the teacher is assigned.

## Property of District

---

It is the responsibility of all employees to protect and care for district property. Employees who have district property in their classroom or office are responsible for maintaining an inventory of it in the unit administrator's or immediate supervisor's office. The inventory is necessary to prove any loss sustained through fire or other disasters.

District may offset against an employee's salary payment, any fee or cost for which employee is responsible, pursuant to district policy or regulation, that results from loss or damage

to district property assigned to the employee, such as building keys and portable computer devices.

Employees have no expectation of privacy in their use of district property. The district has the right, without notice or permission, to search lockers, desks and other property belonging to the district and to review and delete information contained in the district's voice-mail system and the district's Electronic Information Services system, which includes electronic mail.

---

## Purchasing Policy

---

Employees often need to buy supplies or services during the school year. If the district is to assume the cost of purchases, a requisition must be submitted to obtain an official purchase order. This must be done before the purchase is made, not after. **A district purchase order is the only official authorization to a vendor to provide goods or services.**

---

## Research & Publishing

---

Employees may, within the scope of their employment, develop original works of authorship or patentable inventions or ideas. Unless the employee follows established procedures for district waiver of its proprietary interest in copyright and patentable materials developed within the scope of employment, such materials are the property of the district. For details, refer to Governing Board Policy GBQB and the accompanying regulation.

---

## Resignations

---

### ***CERTIFICATED***

Certificated employees who plan to resign at the end of their contracts must submit a letter of resignation at least 30 days in advance. The letter and a Personnel Action Request form (PARF) should be sent to the Human Resources Department.

Certificated staff members may request release from their contracts during the school year due to unforeseen circumstances, such as a health condition or a hardship. A resignation of this kind may be approved by the Governing Board, providing a suitable replacement is found.

### ***CLASSIFIED***

Classified employees who wish to resign must submit a letter of resignation at least two weeks in advance in order to be considered eligible for rehire. The letter and a PARF should be sent to the Human Resources Department.

## **Salaries for Certificated Staff**

---

The annual salary of a professional staff employee will not be the sum of the following compensation elements approved annually by the Governing Board for the employee's professional staff work group:

- Base salary
- Experience and/or education factors
- Additional factors, if any, for the employee's position

Compensation elements, and the amounts allocated to them, for the previous school year are subject to amendment by the Governing Board for the following year.

The professional staff employee's contractually assigned position will determine his or her placement in one of the following professional staff work groups:

- Teachers, student advisors, counselors, nurses, occupational therapists, physical therapists, and audiologists
- School psychologists and speech language pathologists
- JROTC
- Team leaders
- Administrators and directors
- Department specialists

For complete details please refer to Governing Board policy GCBA and accompanying regulation.

## **Salaries for Classified Staff**

---

The annual salary of a support staff employee will be the sum of the following compensation elements approved annually by the Governing Board for the employee's work group:

- Base salary or hourly rate, with adjustments for the employee's range or level within the work group
- Experience and/or education factors
- Additional factors, if any, for the employee's work group or position

Compensation elements, and the amounts allocated to them for the previous school year, are subject to amendment by the Governing Board for the following year.

The support staff employee's contractually assigned positions will determine his or her placement in one of the following support staff work groups:

- Classified Hourly
- Classified Supervisor
- Classified Director

For complete details defer to Governing Board policy GDBA and accompanying regulations.

# Sexual Harassment

---

The district forbids sexual harassment of or by any employee. Sexual harassment means any unwelcome sexual advance, request for sexual favors or verbal, written or physical conduct of a sexual nature by an employee, student, volunteer, vendor or contractor.

Employees who engage in sexual harassing behavior on district property or while acting as a member of the school community will be subject to disciplinary action, which may include dismissal.

Any employee who believes he or she is the victim of sexual harassment as a result of employment-related circumstances should file a complaint with an appropriate supervisor or the assistant superintendent for human resources as outline in Governing Board Policy GBCX.

# Teaching Certificates

---

## ***CERTIFICATED***

All certificated employees must have a valid Arizona certificate properly recorded with the Human Resources Department. The certification must meet both No Child Left Behind (NCLB) highly qualified and Arizona Department of Education (ADE) certification guidelines for the position for which they have been hired.

Additionally, all certificated employees must possess a valid fingerprint clearance card issued by the Arizona Department of Public Safety Fingerprinting division. For details, refer to Governing Board policy, GCA and the accompanying regulation.

# Technology Resources & Use

---

Employees use district technology resources to support the educational mission of the schools and to enhance the curriculum and learning opportunities for students and staff. Technology resources include the Web and Internet services, networks, circuits, databases, email and other computer-assessable information, and the devices and accounts provided for access.

Employees should keep account user names and passwords confidential. The use of technology resources is governed by applicable state and federal laws and district policies. Failure to comply with these laws and policies may result in loss of access and disciplinary action.

Employees should have no expectation of privacy in their use of district technology resources. The district may review files and emails and monitor utilization. Information created on or transmitted through district technology resources is subject to the provisions of the applicable public records statues.

For additional information refer to Governing Board policy GBSA and the associated regulation.

---

## Telephone Calls

---

If an employee's school or department has a telephone line authorized for direct long-distance dialing, the employee must obtain permission from the unit administrator or immediate supervisor before placing the call.

All staff making personal long-distance calls from district phones must use calling cards, credit cards or other means so that the district is not billed for any personal call.

Staff who use district-provided cell phones must reimburse the district for all personal calls.

---

## Tobacco Products

---

Arizona law prohibits smoking and tobacco products on school grounds, including school buildings, parking lots, athletic fields, school vehicles and school-sponsored events that occur off school grounds. Smoking including electronic cigarettes, is permitted only in designated areas of district facilities that are not located on school grounds.

---

## Transfers

---

### ***CERTIFICATED***

There are two kinds of teacher transfers — obligatory and voluntary. Both are processed through the Human Resources Department each spring. Work begins on transfers after school boundaries are set by the Governing Board, enrollment projections are finalized, by school, for the coming year and the allocation of teachers per school is determined. For secondary schools, student registration must take place before transfers begin.

Obligatory transfers are handled first. There are several situations that cause teachers to be designated as obligatory transfers. Decrease in enrollment at a given school and special teacher or district needs may necessitate transfers.

Teachers designated as obligatory transfers are notified by their unit administrator or the appropriate assistant superintendent. If an employee disagrees with the decision, a right of appeal is available through the

Human Resources Department to the superintendent.

Consideration is given to all voluntary transfer requests. When teachers, who are highly qualified and appropriately certified, ask to move from one position to another, the district tries to satisfy their requests, although it may not always be possible. Requests are granted only when they are deemed to be in the best interest of the district.

## **CLASSIFIED**

Employees who want to transfer to an entry-level or lateral position within the district must submit an Entry Level/Lateral Transfer Request form, with the immediate supervisor's signature, to the director of classified personnel between Oct. 1 and March 15.

Positions above entry level are advertised for at least five working days, after all employees who qualify for lateral transfer to those positions have been given an opportunity to interview. Positions are posted on the district website at [www.mpsaz.org/hr/job\\_openings/class](http://www.mpsaz.org/hr/job_openings/class).

Employees must have served in a contract position for at least six months

to be considered for transfer, unless the transfer is judged to be in the best interest of the district.

Employees who transfer serve a 90-day probation in their new position. At the end of the probation, the employee may remain in the new position if found qualified. If not, the employee may be transferred back to the old position, if it is still available, or may be dismissed.

## **Weapons**

Governing Board policy prohibits any employee from using, displaying or knowingly carrying or possessing any dangerous instrument or deadly weapon on district property or at district functions.

It is not a violation of policy for an employee to have a firearm in a vehicle as long as the weapon is not loaded and is in a locked container within the vehicle and the vehicle is under the sole control of the employee and the weapon is not visible from outside the vehicle.

## **Workday**

### **CERTIFICATED**

The definition of the teacher day is worked out at the building level and submitted to the superintendent for approval. Classroom teachers should be on the job 30 minutes before and 30 minutes after regular classes, for not less than seven and one-half hours on campus, excluding lunch. Other certificated employees work eight hours per day excluding lunch.

### **CLASSIFIED**

Full-time classified employees work eight hours per day. Meal breaks are not included in that eight hours. A minimum uncompensated meal break of 30 minutes and a maximum of 60 minutes is required for all full-time employees.

Full-time classified employees also have a 15-minute rest period or "break" twice a day. Classified employees who work four to seven hours a day, in a continuous block of time are permitted one 15-minute break. Administrators/supervisors will determine the rest period schedule.

Employees must record all hours worked in the Kronos timekeeping system. Employees will not clock in or out for another employee. The record of time worked must be signed by both the employee and by the administrator/supervisor. Refer to Governing Board Policy GDK and the accompanying regulation for additional information.

## **Working Conditions**

---

An employee is encouraged to communicate to the employer whenever the employee believes working conditions may become intolerable to the employee and may cause the employee to resign. Under A.R.S.§ 23-1502, Arizona Revised Statutes, an employee may be required to notify an appropriate representative of the employer in writing that a working condition exists that the employee believes is intolerable, that will compel the employee to resign or that constitutes a constructive discharge, if the employee wants to preserve the right to bring a claim against the employer alleging that the working condition forced the employee to resign.

Under the law, an employee may be required to wait for 15 calendar days after providing written notice before the employee may resign if the employee desires to preserve the right to bring a constructive discharge claim against the employer. An employee may be entitled to paid or unpaid leave of absence of up to 15 calendar days while waiting for the employer to respond to the employee's written communication about the employee's working condition.

## **Workplace Harassment**

---

The district strictly forbids workplace harassment of or by any employee. Workplace harassment includes sexual harassment or any other unwelcome verbal, written or physical conduct that denigrates or shows hostility or aversion toward an individual on the basis of race, color, ethnicity, racial origin, religion, sex or gender, sexual orientation, disability, age, marital status or pregnancy.

Any employee who causes workplace harassment on district property or while acting as a member of the school community is subject to disciplinary action, which may include dismissal.	Any report of workplace harassment is treated in a confidential manner to the extent possible. Any employee who is aware of workplace harassment must report such behavior. Please refer to Governing Board Policies GBCX and JFD for more information.
---	---

# VARIOUS PAY PERIOD ENDING DATES 15-16

	PAID ON	CERTIFIED HOURLY & CLASSIFIED HOURLY TO COVER DAYS	ADMINISTRATORS & SUPERVISORS TO COVER DAYS	CERTIFIED TO COVER DAYS
<b>26 A</b>	7/09/15	6/19-6/30/15		
<b>1</b>	7/09/15	7/01-7/02/15	7/01-7/02/15	
<b>2</b>	7/23/15	7/03-7/16/15	7/03-7/16/15	
<b>3</b>	8/06/15	7/17-7/30/15	7/17-7/30/15	7/24-8/06/15
<b>4</b>	8/20/15	7/31-8/13/15	7/31-8/13/15	8/07-8/20/15
<b>5</b>	9/03/15	8/14-8/27/15	8/14-8/27/15	8/21-9/03/15
<b>6</b>	9/17/15	8/28-9/10/15	8/28-9/10/15	9/04-9/17/15
<b>7</b>	10/01/15	9/11-9/24/15	9/11-9/24/15	9/18-10/01/15
<b>8</b>	10/15/15	9/25-10/08/15	9/25-10/08/15	10/02-10/15/15
<b>9</b>	10/29/15	10/09-10/22/15	10/09-10/22/15	10/16-10/29/15
<b>10</b>	11/12/15	10/23-11/05/15	10/23-11/05/15	10/30-11/12/15
<b>11</b>	11/25/15	11/06-11/19/15	11/06-11/19/15	11/13-11/26/15
<b>12</b>	12/10/15	11/20-12/03/15	11/20-12/03/15	11/27-12/10/15
<b>13</b>	12/24/15	12/04-12/17/15	12/04-12/17/15	12/11-12/24/15
<b>14</b>	1/07/16	12/18-12/31/15	12/18-12/31/15	12/25/15-1/07/16
<b>15</b>	1/21/16	1/01-1/14/16	1/01-1/14/16	1/08-1/21/16
<b>16</b>	2/04/16	1/15-1/28/16	1/15-1/28/16	1/22-2/04/16
<b>17</b>	2/18/16	1/29-2/11/16	1/29-2/11/16	2/05-2/18/16
<b>18</b>	3/03/16	2/12-2/25/16	2/12-2/25/16	2/19-3/03/16
<b>19</b>	3/16/16	2/26-3/10/16	2/26-3/10/16	3/04-3/17/16
<b>20</b>	3/31/16	3/11-3/24/16	3/11-3/24/16	3/18-3/31/16
<b>21</b>	4/14/16	3/25-4/07/16	3/25-4/07/16	4/01-4/14/16
<b>22</b>	4/28/16	4/08-4/21/16	4/08-4/21/16	4/15-4/28/16
<b>23</b>	5/12/16	4/22-5/05/16	4/22-5/05/16	4/29-5/12/16
<b>24</b>	5/26/16	5/06-5/19/16	5/06-5/19/16	BOC 5/13-5/26/16
<b>25</b>	6/09/16	5/20-6/02/16	5/20-6/02/16	BOC 5/27-6/09/16
<b>26</b>	6/23/16	6/03-6/16/16	BOC 6/03-6/30/16	
<b>26 A</b>	7/07/16	6/17-6/30/16		
<b>1</b>	7/14/16	7/01-7/07/16	7/01-7/07/16	







# MPS - WIN!

Mesa Public Schools

Wellness  
Involvement Now!

## MPS-WIN! WELLNESS INVOLVEMENT NOW!

Mesa Public Schools cares about the health and well-being of our employees. The district's wellness program, MPS-WIN! Wellness Involvement Now! provides assistance and creates opportunities for employees to lead healthier lifestyles. One of the goals of the MPS-WIN! program is to create a culture of wellness throughout the Mesa community. The wellness program works with healthcare providers, government agencies, district programs and district partners to provide a wide variety of services to employees including:

- **Online Health Risk Assessment:** Receive a personalized report of your current health status and an action plan to reduce your health risks.
- **Wellness Classes:** We can help you coordinate a class at your site, or you may join one of the many classes conducted throughout the district all year. Some of the topics include weight loss, diabetes education, tobacco cessation, stress management, self-care and financial planning.
- **Gym Membership Discounts:** A list of participating gyms, rates and sign-up information is available online.
- **Online Health Tools & Resources:** Find helpful articles, newsletters, assessments and links to many resources.
- **Fitness Challenges:** Participate in exercise competitions throughout the year, in one of the many weekend walk-a-thons or one of our sports teams.
- **Preventive Health:** Free on-site flu shots and various health screenings are offered throughout the district.
- **Stress Management:** Take advantage of the services offered by the Employee Assistance Program. In addition, the MPS-WIN! website offers information on local resources.
- **Annual Health Fair:** Learn about all of the benefit options available to you by speaking directly with representatives from our benefit carriers, and participate in free health screenings and educational programs.

*CHECK THE WEBSITE OFTEN FOR UPDATES ABOUT THE LATEST ACTIVITIES, CONTESTS AND INCENTIVES TO IMPROVE YOUR WELL-BEING.*

[www.mpsaz.org/wellness](http://www.mpsaz.org/wellness)

