

**WINTERS JOINT UNIFIED SCHOOL DISTRICT
BOARD POLICY (BP) & ADMINISTRATIVE REGULATIONS (AR)
Personnel
Section: 4000
TABLE OF CONTENTS**

TITLE	CODE	TYPE
Concepts & Roles	4000	BP
Drug & Alcohol-Free Workplace	4020	BP E
Nondiscrimination in Employment	4030	BP AR
Complaints Concerning Discrimination In Employment	4031	AR
Reasonable Accommodation	4032	AR
Employee Use of Technology	4040	BP AR E
Passwords	4040.1	AR
Certificated Personnel	4100	BP
Recruitment & Selection	4111	BP
Legal Status Requirement	4111.2	BP AR
Certification	4112.2	BP AR
District Interns	4112.21	BP AR
Staff Teaching Students of Limited English Proficiency	4112.22	BP AR
Special Education Staff	4112.23	BP AR
Teacher Qualifications Under the No Child Left Behind Act	4112.24	E
Oath or Affirmation	4112.3	AR E
Health Examinations	4112.4	AR
Drug & Alcohol Testing for School Bus Drivers	4112.42	AR
Criminal Record Check	4112.5	AR
Personnel Records	4112.6	BP AR
Employment References	4112.61	BP AR

Maintenance of Criminal Offender Records	4112.62	AR
		E
Employment of Relatives	4112.8	BP
Employee Notifications	4112.9	AR
		E
Assignment	4113	BP
		AR
Temporary Modified/Light-Duty Assignment	4113.4	BP
		AR
Transfers	4114	BP
Evaluation/Supervision	4115	BP
		AR
Probationary/Permanent Status	4116	BP
		AR
Pre-retirement Part-Time Employment	4117.11	BP
		AR
Retirement Consultancy Contracts	4117.12	BP
		AR
Employment of Retired Teachers	4117.14	AR
Resignation	4117.2	BP
Personnel Reduction	4117.3	BP
Dismissal	4117.4	AR
Termination Agreements	4117.5	AR
Decision not to Rehire	4117.6	AR
Employment Status Reports	4117.7	AR
Suspension/Disciplinary Action	4118	BP
		AR
Civil and Legal Rights	4119.1	BP
Sexual Harassment	4119.11	BP
		AR
Professional Standards	4119.21	BP
		E
Dressing & Grooming	4119.22	BP
Unauthorized Release of Confidential/ Privileged Information	4119.23	BP
Political Activities of Employees	4119.25	BP
		AR
Duties of Personnel	4119.3	BP
Employees with Infectious Disease	4119.41	BP
Exposure Control Plan for Bloodborne Pathogens	4119.42	BP
		AR
		E
Universal Precautions	4119.43	BP
		AR

Temporary/Substitute Personnel	4121	AR
Temporary Athletic Team Coaches	4127	BP
		AR
Shared Teaching Assignments	4128	BP
		AR
Staff Development	4131	BP
		AR
Professional Growth	4131.5	BP
		AR
Professional Development Plan	4131.6	BP
		AR
Publication or Creation of Materials	4132	BP
Meetings	4134	BP
Soliciting & Selling	4135	BP
Non-school Employment	4136	BP
Tutoring	4137	BP
		AR
Bargaining Units	4140	BP
Collective Bargaining Agreement	4141	BP
Concerted Action/Work Stoppage	4141.6	BP
		AR
Negotiations/Consultation	4143	BP
Public Notice – Personnel Negotiations	4143.1	BP
		AR
Complaints	4144	BP
		AR
Employee Compensation	4151	BP
Health & Welfare Benefits	4154	BP
		AR
Awards & Recognition	4156.2	BP
Employee Property Reimbursement	4156.3	BP
Employee Safety	4157	BP
		AR
Work-Related Injuries	4157.1	BP
		AR
Ergonomics	4157.2	AR
Employee Security	4158	BP
		AR
Employee Assistance Programs	4159	BP
Leaves	4161	BP
Personal Illness/Injury Leave	4161.1	AR
Industrial Accident/Illness Leave	4161.11	AR
Personal Leaves	4161.2	AR
Professional Leaves	4161.3	AR
Military Leave	4161.5	AR
Family Care & Medical Leave	4161.8	AR
		E

Recruitment & Selection	4211	AR
Legal Status Requirement	4211.2	BP
		AR
Appointment & Conditions of Employment	4212	AR
Oath or Affirmation	4212.3	AR
		E
Health Examinations	4212.4	BP
		AR
Drug & Alcohol Testing for School Bus Drivers	4212.42	BP
		AR
Criminal Record Check	4212.5	AR
Personnel Files	4212.6	AR
Employment References	4212.61	BP
		AR
Maintenance of Criminal Offender Records	4212.62	AR
		E
Employment of Relatives	4212.8	BP
Employee Notifications	4212.9	AR
		E
Assignment/Classification	4213	BP
		AR
Temporary Modified/Light-Duty Assignment	4213.4	BP
		AR
Employee Reclassification	4213.21	AR
Evaluation/Supervision	4215	BP
Probationary/Permanent Status	4216	BP
Resignation	4217.2	BP
		AR
Layoff/Rehire	4217.3	AR
Termination Agreements	4217.5	AR
Dismissal/Suspension/Disciplinary Action	4218	AR
Sexual Harassment	4219.11	BP
		AR
Professional Standards	4219.21	BP
		E
Unauthorized Release of Confidential Privileged Information	4219.23	BP
Political Activities of Employees	4219.25	BP
		AR
Duties of Personnel	4219.3	BP
Employees with Infectious Disease	4219.41	BP
Exposure Control Plan for Bloodborne Pathogens	4219.42	BP
		AR
		E

Universal Precautions	4219.43	BP
		AR
Teacher Aides/Paraprofessionals	4222	BP
		AR
Temporary Athletic Team Coaches	4227	BP
Staff Development	4231	BP
		AR
Professional Development Plan	4231.6	BP
		AR
Publication or Creation of Materials	4232	BP
Meetings	4234	BP
Soliciting & Selling	4235	BP
Nonschool Employment	4236	BP
Bargaining Units	4240	BP
Collective Bargaining Agreement	4241	BP
Concerted Action/Work Stoppage	4241.6	BP
		AR
Negotiations/Consultation	4243	BP
Public Notice – Personnel Negotiations	4243.1	BP
		AR
Complaints	4244	BP
		AR
Employee Compensation	4251	BP
Overtime Pay/Compensatory Time Off	4253	AR
Health & Welfare Benefits	4254	BP
		AR
Awards & Recognition	4256.2	BP
Employee Property Reimbursement	4256.3	BP
Employee Safety	4257	BP
		AR
Work-Related Injuries	4257.1	BP
		AR
Ergonomics	4257.3	AR
Employee Security	4258	BP
		AR
Leaves	4261	BP
Personal Illness/Injury Leave	4261.1	AR
Industrial Accident/Illness Leave	4261.11	AR
Personal Leaves	4261.2	AR
Professional Leaves	4261.3	AR
Military Leave	4261.5	AR
Family Care & Medical Leave	4261.8	AR
		E

Management, Supervisory & Confidential Employees	4300	BP
		AR
Recruitment & Selection	4311	AR
Legal Status Requirement	4311.2	AR
Contracts	4312.1	BP
		AR
Oath or Affirmation	4312.3	AR
		E
Health Examinations	4312.4	BP
		AR
Drug & Alcohol Testing for School Bus Drivers	4312.42	BP
		AR
Criminal Record Check	4312.5	AR
Personnel Files	4312.6	AR
Employment References	4312.61	BP
		AR
Maintenance of Criminal Offender Records	4312.62	AR
Employment of Relatives	4312.8	BP
Employee Notifications	4312.9	AR
		E
Load/Scheduling/Hours of Employment	4313.1	BP
Promotion/Demotion/Reclassification	4312.2	BP
		AR
Temporary Modified/Light-Duty Assignment	4213.4	BP
		AR
Transfers	4314	BP
		AR
Evaluation/Supervision	4315	BP
		AR
Staff Evaluating Teachers	4315.1	NP
Pre-Retirement Part-Time Employment	4317.11	BP
		AR
Retirement Consultancy Contracts	4317.12	BP
		AR
Employment of Retired Teachers	4317.14	AR
Resignation	4317.2	BP
Personnel Reduction	4317.3	AR
Termination Agreements	4317.5	AR
Sexual Harassment	4319.11	BP
		AR
Professional Standards	4319.21	BP
		E
Unauthorized Release of Confidential/ Privileged Information	4319.23	BP
Political Activities of Employees	4319.23	AR
Duties of Personnel	4319.3	BP
Employees with Infectious Disease	4319.41	BP

Exposure Control Plan for Bloodborne Pathogens	4319.42	BP AR E
Universal Precautions	4319.43	BP AR
Temporary Athletic Team Coaches	4327	BP AR E
Staff Development	4331	BP AR
Professional Development Plan	4331.6	BP AR
Publication or Creation of Materials	4332	BP
Meetings	4334	BP
Soliciting & Selling	4335	BP
Non-School Employment	4336	BP
Complaints	4344	BP AR
Employee Compensation	4351	BP
Health & Welfare Benefits		BP AR
Awards & Recognition	4356.2	BP
Employee Property Reimbursement	4356.3	BP
Employee Safety	4357	BP AR
Work-Related Injuries	4357.1	BP AR
Ergonomics	4357.2	AR
Employee Security	4358	BP AR
Personal Illness & Injury Leave	4361.1	BP
Military Leave	4361.5	AR
Family Care & Medical Leave	4361.8	AR E