

MASTER AGREEMENT

Between

FOREST HILLS PUBLIC SCHOOLS

BOARD OF EDUCATION

and

FOREST HILLS SUPERVISORS

2026-2028



Mr. Ben Kirby, Superintendent
Forest Hills Public Schools
620 Forest Hill Ave. SE
Grand Rapids, MI 49546

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EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

The Forest Hills School District Board does not discriminate on the basis of race, color, national origin, sex (including pregnancy, gender identity, or sexual orientation), religion, age, disability, genetic information, or any other protected status in its employment decision or the provision of services.

PREFACE

This Agreement covers the employment conditions, wages and fringe benefits for the Supervisory positions listed below, excluding employees who have retired through the Michigan Public School Employees Retirement System:

Assistant to Superintendent and Board
Executive Assistant
Accountant
Financial Analyst
Supervisor of Payroll
Payroll Technician
Benefits Supervisor
Human Resources Supervisor/Executive Assistant
Pupil Accountant
Supervisor of Child Care
Technical Theatre Manager
Assessment, Accountability, and Grants Specialist
Adult Program Supervisor
Senior Citizen Program Supervisor
Supervisor of Aquatic Center and Community Services
Youth Program Supervisor
Desktop Services Engineer
Network Administrator
Supervisor of Voice/Data
Systems Administrator

Systems Engineer
Data Integration Support Specialist
Student Management System Coordinator
Web Master
Custodial Supervisor
Transportation Coordinator
Instructional Technology Coordinator
Communications Specialist

ARTICLE I: WAGES

A. Supervisory Salary

Each supervisor will be provided with their contract listing their individual salary prior to the beginning of each fiscal year.

For 2026-2027, a step will be granted and a 5% increase will be paid on the salary schedule. The 2026-2027 salary schedule is listed below.

This contract will be reopened to negotiate wages and insurance benefits only for 2027-2028.

2026/2027 Supervisor Salary Schedule									
Step	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10
1	\$55,459	\$58,380	\$61,295	\$68,375	\$70,637	\$74,873	\$76,825	\$89,612	\$98,573
2	\$56,569	\$59,549	\$62,523	\$ 69,740	\$72,051	\$76,369	\$78,363	\$91,406	\$100,546
3	\$57,700	\$60,737	\$63,774	\$71,131	\$73,495	\$77,897	\$79,932	\$93,232	\$102,556
4	\$58,854	\$61,951	\$65,051	\$72,553	\$74,963	\$79,457	\$81,529	\$95,099	\$104,608
5	\$60,031	\$63,192	\$66,352	\$74,006	\$76,460	\$81,044	\$83,163	\$96,996	\$106,696
6	\$61,233	\$66,385	\$67,680	\$76,862	\$77,993	\$82,668	\$88,178	\$98,940	\$108,834

B. Longevity

If the Supervisor has reached or will reach his/her 5th, 10th, 15th, 20th, or 25th year of continuous service by September 30, he/she will receive the following longevity amounts beginning with the start of that fiscal year:

- An additional \$1,750 per year for 5 years of continuous service.
- An additional \$3,000 per year for 10 years of continuous service.
- An additional \$4,250 per year for 15 years of continuous service.
- An additional \$5,750 per year for 20 years of continuous service.
- An additional \$7,000 per year for 25 years of continuous service.

C. Supervisor's Contract

Supervisor contracts will be issued for a term of one (1) year beginning July 1 and ending June 30 of the same school year. It is understood that there may arise occasions when a position requires a different start and end date.

The Superintendent has the option to not renew a contract with any one or more supervisors prior to June 30 of each fiscal year.

D. Placement on Salary Schedule

The components of the salary structure are based on job description, responsibility factor and experience.

E. Adjustments

It is the obligation of the employee to check their wages and benefits to ensure that they are being compensated appropriately. Any errors that are discovered, whether in favor of the employee or the district, will be corrected within the current fiscal year. Adjustments prior to July 1 of the current fiscal year will not be made.

ARTICLE II: SUPERVISOR'S CALENDAR

A. Length of Work Year

The number of paid days for supervisors may vary slightly from year to year based on the calendar that is adopted by the Board of Education.

B. School Delays or Closings

1. School Delays

On days when school is delayed for students, all employees are expected to report to work at their regularly scheduled starting time or as soon as they can safely do so.

2. School Closings

On days that schools are closed for unscheduled reasons, supervisors may work from home for the first three school closings. After the first three school closings, supervisors are expected to report to work at their regularly scheduled starting time or as soon as they can safely do so.

In the event that the Superintendent deems the weather situation to be severe enough that the entire district is closed and employees are notified to stay home, supervisors will be paid their regularly scheduled hours for the day. These days may be the same as the first three school closing days.

If a supervisor does not feel that it is safe to travel, they may use personal or vacation time to cover the absence. If a supervisor does not want to work from home for the first three school closings, they may use personal or vacation time to cover the absence.

C. Schedule Flexibility

- Supervisors have the option of selecting a regular 5-day, 8-hour regular schedule or a 4.5-day, 9-hour work week with the approval of their immediate supervisor.
- Schedule options may vary throughout the course of the year due to essential needs of the position.
- Supervisors, with the approval of their immediate supervisor, have the option to work from home/remotely for five (5) days.

ARTICLE III: FRINGE BENEFITS

A. Paid Holidays

Supervisors will receive paid holidays each fiscal year as specified below:

Independence Day (July 4)

Labor Day

Thanksgiving Day and Friday following Thanksgiving Day

Christmas Eve and Christmas Day

New Year's Eve and New Year's Day

Good Friday (*if school is not in session*)

Memorial Day

Three (3) floating holidays to be used on a non-instructional day (*will be forfeited if unused by June 30*)

If the holiday falls on a Saturday, the Friday preceding will be the designated holiday. If the holiday falls on a Sunday, the following Monday will be the designated holiday.

B. Paid Leaves

If an employee's active status changes prior to the end of their contract year, all leave banks will be prorated. Any time used that was unearned will be required to be paid back to the district.

C. Paid Vacation Days

1. Number of Vacation Days Granted

Fifty-two (52) week supervisors will receive twenty (20) paid vacation days per year based on current year FTE.

2. Issuance of Vacation Days

Vacation days will be issued at the beginning of each supervisor's contracted year. If an employee leaves prior to the end of their contract year, vacation days issued that year will be prorated based on days worked.

3. Unused Vacation Days

A supervisor may roll over up to three (3) unused vacation days to their sick leave bank after December 31st. Any remaining vacation days from the prior year which remain unused by December 31 of the next year, may not be accumulated. A maximum of 20 days will be paid at retirement or separation from the district.

D. Personal Days

1. Issuance of Personal Days

Full-time, fifty-two (52) week supervisors will receive five (5) personal days per school year. Less than fifty-two (52) week or part-time supervisors will have their personal days prorated. Personal days will be issued at the beginning of each supervisor's contract year. If an

employee leaves prior to the end of their contract year, their personal days issued that year will be prorated based on days worked. Personal leave should be used for business that cannot be conducted outside the normal working hours.

2. Requests for Personal Days

Requests for personal days should be submitted to the immediate supervisor for approval at least three (3) days in advance.

3. Unused Personal Days

Any personal days unused by June 30, will be transferred to the supervisor's sick bank.

E. Sick Leave Days/Family Medical Leave Act

1. Issuance of Sick Days

Full-time, fifty-two (52) week supervisors will receive ten (10) sick days per school year. Less than fifty-two (52) week or part-time supervisors will have their sick days pro-rated. Sick days will be issued at the beginning of each supervisor's contract year. If an employee leaves prior to the end of their contract year, their sick days issued that year will be prorated based on days worked. Unpaid leaves will result in a reduction of current year banks.

a. Sick Leave Use

- 1) Sick leave may be used for the personal illness; doctor appointments that cannot be arranged other than during regularly scheduled work hours; injury or disability of the employee; the serious illness, injury or disability to a member of the immediate family; or the death of a friend, relative or immediate family member. Immediate family is defined as employee's natural child, adopted child or foster child of which you have legal guardianship; spouse, mother, father or immediate family of spouse. Sick leave may also be used for any reason permitted by the Michigan Earned Sick Time Act (ESTA) (board policy #4113).

b. Family Medical Leave Act (FMLA)

- 1) Employees who worked a minimum of 1,250 hours in the prior rolling year and currently take advantage of health benefits provided by the Board, are entitled to twelve (12) weeks insurance coverage under the Family Medical Leave Act.
- 2) Paid leave is granted only if sufficient accumulated sick days are available to cover the duration of the leave. Employees must use accumulated sick leave to substitute for unpaid leave provided under the Family Medical Leave Act. Employees may take advantage of FMLA for the birth or care of a child, the adoption or foster care of a child, the care of a spouse, son, daughter, or parent with a serious health condition or the serious health condition of the employee.
- 3) During any unpaid leave exceeding twelve (12) weeks, sixty (60) work days or more, and not covered by the Family and Medical Leave Act, the supervisor will be

responsible for paying to the Business Office each month the amount sufficient to pay for the insurance premium if the supervisor opts to continue insurance coverage.

c. Unused Accumulated Sick Leave

Unused accumulated sick leave shall be banked year to year for each supervisor. The total amount of each supervisor's accumulation is unlimited.

d. Transferring to Non-Supervisory Position

In the event a supervisor moves to a non-supervisory position, all accumulated sick leave and personal leave days shall be carried over as sick leave.

e. Sick Leave Payoff

If an employee has at least 60 days of accumulated sick leave at the time of retirement, the board will pay the following amounts:

- \$30 per day for having accumulated 60-99 sick leave days
- \$40 per day for having accumulated 100-125 sick leave days
- \$45 per day for having accumulated 126-150 sick leave days
- \$50 per day for having accumulated 151-175 sick leave days
- \$65 per day for having accumulated 176-200 sick leave days
- \$75 per day for having accumulated 201-225 sick leave days
- \$85 per day for having accumulated 226-300 sick leave days

The sick leave payoff will be contributed to a 403(b) plan as soon as administratively feasible following retirement.

ARTICLE IV: INSURANCE BENEFITS

A. Open Enrollment Period and Signing Up for Fringe Benefits

The Open Enrollment period for fringe benefits is the month of November with benefits beginning the month of January, except for new hires, who will need to enroll for fringe benefits in the Human Resources Office upon hire.

Once an employee is enrolled in the benefit plan, they will remain enrolled for the remainder of the plan year ending December 31 unless employment is terminated or there is a change in family circumstances which qualified the employee for a change in benefits.

B. Health Insurance

Full-time supervisors are entitled to full family health coverage with the Western Michigan Health Insurance Pool. Supervisors are responsible for any premium amount above the statutory hard cap; any excess cost above the hard cap will be paid by the supervisor through payroll deduction.

C. Dental Insurance

Full-time supervisors are entitled to full family dental coverage provided by ADN Administrators, Inc. (ADN). The policy will cover a percentage of the charges based on the treatment. Supervisors will be required to contribute 15% of the premium by means of payroll deduction, spread over 24 pays. In addition the employee will be required to pay the full cost of increasing insurance coverage to a \$2,500 annual maximum.

Supervisors who select the cash option in lieu of health insurance are entitled to dental coverage. The supervisor will be required to contribute 15% of the premium through payroll deduction, spread over 24 pays.

D. Vision Insurance

Full-time supervisors are entitled to full family vision insurance coverage provided National Vision Administrators LLC (NVA). The policy will cover a pre-determined amount on services. Supervisors will be required to contribute 15% of the premium by means of payroll deduction, spread over 24 pays.

Supervisors who select the cash option in lieu of health insurance are entitled to vision coverage. The supervisor will be required to contribute 15% of the premium through payroll deduction, spread over 24 pays.

E. Cash Option

In lieu of subscribing to the Board provided health insurance, a full-time supervisor may elect a cash option equal to the dollar amount listed below. Those employed less than full-time may elect a prorated cash option. Cash in lieu will be disbursed over 24 pay periods and will not be paid on the third pay of the month. If 30 employees district-wide change from medical coverage to cash-in-lieu for January 1, 2027, the cash-in-lieu amount increases to \$6,000. If 30 employees district-wide do not change for January 1, 2027, it remains at \$3,500.

F. Part-Time Supervisors

Supervisors who work less than full-time will be eligible for pro-rated health, dental, vision coverage, and/or cash in lieu option with the employee paying pro-rated premiums through payroll deduction.

G. 403(b) and 457 Tax Sheltered Investment Program

Supervisors may opt to invest in a 403(b) and/or a 457 tax sheltered annuity. Income and FICA (social security) taxes will be applied to cash payments while only FICA taxes are applied to 403(b) and 457 contributions. For more information regarding this program, contact Human Resources.

H. Life Insurance

Supervisors are covered by the Forest Hills Public Schools for Term Life Insurance in an amount equal to double the supervisor's annual salary. Included in this insurance is double indemnity

for accidental death. The employee will pay taxes on the premium for any insurance over \$50,000. Tax deductions will be taken the last pay of December of each year.

I. Long-Term Disability

Each qualified supervisor shall receive Long Term Disability that will cover full and partial disability. The policy will cover 66 2/3% of basic monthly earnings, not to exceed the monthly maximum of \$5,500. The policy will start after a ninety (90) day elimination period.

J. Michigan Public School Employees Retirement System (MPERS)

Membership in the Michigan Public School Employees Retirement System (MPERS) is required for all employees. For additional information go to www.michigan.gov/orsschools.

K. Liability Protection

Liability protection to defend, hold harmless and indemnify the supervisor in the event that any claim, legal proceeding, etc. is brought against him/her in his/her capacity as an employee of the District, provided he/she is acting within the scope of his/her employment is provided to supervisors. This protection is limited to the liability policy maintained by the District in the amount of \$1,000,000 subject to carrier requirement and restrictions.

L. Workers' Compensation Insurance

The Board will provide Workers' Compensation insurance.

Employee must report job-related injuries to the Human Resources Office within twenty-four (24) hours through completion and submission of the appropriate form.

In cases where the employee is paid benefits under the Workers' Compensation Act, the employee may request deductions on a pro-rata basis from their sick leave accumulation to ensure no difference between the employee's regular wages to Workers' Compensation benefits and the actual benefits paid under the provisions of the Workers' Compensation benefits, or until such time that the employee's sick leave is exhausted. Employee is responsible for their MIP contribution on reportable Worker's Compensation payments.

ARTICLE V: LEAVES OF ABSENCE

A. Bereavement Leave

B. Employees will be granted four (4) days by the District for immediate family, which is defined as the teacher's spouse or domestic partner, child/step child, or parent/parent-in-law/step parent, sibling/step sibling, or grandparent/grandparent-in-law for bereavement without deduction from sick leave. One (1) additional day of personal illness may be used, upon notification, for the death in the immediate family. Additional days may be authorized by the Assistant Superintendent for Human Resources. Employees may use up to one (1) day of personal illness to attend of unreal for a non-immediate family as identified in the above paragraph.

C. Jury Duty

1. If an employee is called to jury duty, it is his/her responsibility to notify his/her immediate supervisor.
2. The check received for jury duty must be submitted to the Business Office. The mileage pay received should be reported separately and will be refunded to the employee.
3. If the employee is dismissed from jury duty during his/her regular working hours, he/she is expected to report to work.

D. Unpaid Leave of Absence

A request for an unpaid leave of absence for the purposes listed below must be submitted to the Assistant Superintendent for Human Resources in writing a minimum of four (4) weeks prior to the requested date of such leave unless circumstances are such that this is not possible.

1. Child Care - Unpaid leave up to one (1) year.
2. Illness/Accident - Unpaid leave up to one (1) year for a medical emergency requiring a long period of recuperation to be accompanied with a physician's statement.
3. Special Leave – After 5 years of service, the supervisor may request an unpaid leave up to one (1) year. Approval or denial of such special leave requests is solely the discretion of the Board.
4. Return to Employment from Unpaid Leave - Upon completion of leave, the supervisor will return to the same or similar position.

ARTICLE VI: EVALUATION

A. Evaluation Timelines

Written evaluations will be conducted by May 30 of each year by the administrator to whom the supervisor reports. Evaluations may be conducted more frequently if necessary. The employee will receive a copy of the written evaluation and it is to be reviewed in a private conference with him/her. A copy of the evaluation will be sent to the Assistant Superintendent for Human Resources for placement in the employee's personnel file.

B. Supervisor's Signature

Evaluations must be signed by both parties and does not necessarily indicate approval or concurrence with the evaluation by the supervisor.

ARTICLE VII: GRIEVANCE PROCEDURES

If a problem arises between the employee and his/her direct supervisor, or if the employee has complaints or feels that there has been a misinterpretation or misapplication of any condition of employment, the problem is to be resolved in the following manner:

1. The problem is to be discussed with the immediate supervisor.
2. If the problem is not resolved to the employee's satisfaction, he/she may, within ten (10) work days, submit the concerns in writing, to the Assistant Superintendent for Human Resources.
3. Within ten (10) work days of receipt of the letter from the supervisor, the Assistant Superintendent for Human Resources will meet with the employee to discuss the situation.
4. The Assistant Superintendent for Human Resources will respond to such concerns, in writing within ten (10) work days of the meeting, with copies sent to both the employee and immediate supervisor.
5. If an employee still believes that the problem has not be resolved satisfactorily, he/she may submit a written letter to the Superintendent.
6. The Superintendent will meet informally with the employee and with the immediate supervisor and the Assistant Superintendent for Human Resources if deemed necessary, in an attempt to mutually resolve the problem.

ARTICLE VIII: LAYOFF AND RECALL

A. Layoff

When it is necessary to reduce supervisory positions for either economic reasons or declining enrollment, the following steps shall be taken:

1. The supervisor will be given written notification of layoff at the employee's most recent known home mailing address.
2. The supervisor will be offered another available position in the District for which he/she is certified and qualified, with full service credit given for length of service with the District.
3. The supervisor's address, as it appears on the Board's records, shall be conclusive when used in connection with layoffs, recall or other notices to the supervisor. Each supervisor is responsible for keeping the employer advised, in writing, of any change of address and will not be excused for failure to report to work or recall if he/she fails to receive notice because of his/her failure to advise the employer, in writing, of his/her address change.

4. Personal, sick and vacation days will remain intact for 2 years after layoff, if not re-called, unless the employee resigns or retires.

B. Recall

1. The Board shall give written notice of recall from layoff by sending a registered or certified letter to said supervisor at his/her last known home mailing address.
2. If a supervisor fails to respond within thirteen (13) days from the date of mailing of the recall, unless an extension is granted, in writing, by the Board, said supervisor shall be considered to have voluntarily resigned and the supervisor's employment contract and any other employment relationship with the Board shall be deemed terminated.
3. Supervisors will remain on the recall list for a maximum of two years.

ARTICLE IX: MISCELLANEOUS PROVISIONS

A. Mileage Reimbursement

Supervisors may maintain a mileage log and submit requests for monthly reimbursements at the current IRS rate.

B. Tuition Reimbursement

Requests for tuition reimbursement for college courses relevant to the supervisor's position must be submitted in writing to the Assistant Superintendent for Human Resources for approval prior to taking the course(s). It is the sole discretion of Assistant Superintendent for Human Resources to approve or deny such requests.

C. Conditions of Employment

Only the Superintendent or the Assistant Superintendent for Human Resources may issue policies concerning wages, hours, or conditions of employment that are binding on the Board and then only if in writing and signed by the issuer.

D. Provisions for Insurance Liability

Notwithstanding the provision of this Article, the terms of any contract or policy issued by an insurance company shall be controlling as to all matters concerning benefits, eligibility and termination of coverage and other such matters.

The Board, by payment of the premium required to provide the coverage set forth herein, shall be relieved from all liability with respect to benefits provided by the insurance company. Failure by the carrier to provide any of the benefits for which it has contracted, for any reason, shall not result in any liability to the Board, nor shall such failure be considered a breach of any obligation by the Board.

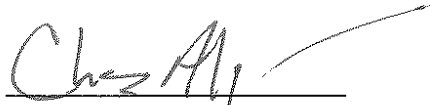
E. Conclusion

Any revisions to this Agreement must be agreed to by the Board of Education and the supervisors represented by this Agreement.

DURATION

This Agreement shall be in effect from July 1, 2026 through June 30, 2028. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the dates indicated.

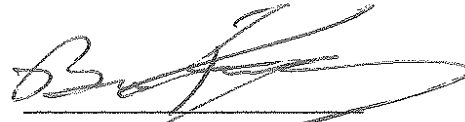
Signed on behalf of the
Supervisory Bargaining Unit



Chris Alger, Co-Chairperson
Supervisor

Date: 6/15/2024

Signed on behalf of the
Board of Education



Ben Kirby
Superintendent

Date:



Paul Baragar, Co-Chairperson
Supervisor

Date: 6-15-2026



Tom Hosford, Chief Negotiator
Asst. Superintendent for Human Resources

Date: 6/15/26



Julie Davis
Asst. Superintendent for Finance and
Operations

Date: 6.15.2026

Adopted by the Board of Education on June 8, 2026.

WORK RULES

Forest Hills Public Schools, in an effort to assure the fair treatment and safety of all employees, reaffirms and establishes the following employee work rules. These regulations of the Forest Hills Board of Education have been designed not to restrict, but rather to define and protect the rights of all. It should be pointed out that the infractions described below are not to be interpreted as all inclusive and do not preclude disciplinary action for other violations of standards of conduct determined by the District to merit discipline. In such a case, the fact that the conduct has not been specifically covered by these Rules and Regulations shall not affect the appropriateness of the District's action.

The Board believes that the great majority of its employees will abide by these rules and all other proper standards of conduct. An employee who fails to maintain proper standards of conduct at all times, or who violates any of the following rules shall subject himself/herself to the disciplinary action below:

A. The following shall be causes for disciplinary action up to and including immediate discharge:

1. Theft of private or school property, including property of a fellow employee.
2. Removing school property, records or other materials from school premises without proper authorization.
3. Falsification of records or reports, including personnel, absence, sickness, accident, injury or work records.
4. Refusal to do job assignment.
5. Failure to follow Board Policy.
6. Deliberate destruction or abuse of school property, tools or equipment.
7. Causing, leading or engaging in a strike, walkout or other work stoppage, slow down or interference with work.
8. Bringing firearms or weapons of any kind onto school property or possessing same on school property.
9. Use, possession, manufacture, distribution, dispensation, transportation or sale of illegal drugs, controlled substances, alcoholic beverages or any other substance which affects or may affect an employee's ability to competently or safely perform, or to report for duty in an unfit condition.
10. Insubordination, including use of profane or threatening language, to a school official, staff member, community member, or student.
11. Fighting on school property or threats of physical violence to others.
12. Operation and/or use of machines, telephones, tools or other Board owned equipment without approval from the employee's supervisor; abuse, misuse or destruction of Board and/or other's property, tools or equipment.
13. Misuse and/or removal of Board property, records or other Board materials without proper written authorization from the immediate supervisor.
14. Threatening, intimidating, coercing or interfering with the work of other employees.
15. False statement knowingly or recklessly made, or violently abusive and personally defamatory statements or slander of another employee, student, parent or Board member

and where such conduct is related to and interferes with the educational process and administration thereof.

16. Distribution of obscene, vulgar or indecent written or printed matter which tends to disrupt the school or school district or results in danger to other persons on school property or interferes with school work or discipline.
17. Unlawful or improper conduct of an employee on and off District property and/or during non-work hours which affects the employee's relationship to his/her job, his/her fellow employees, his/her supervisors, students or Board property, reputation or good will in the community.
18. Improper conduct that is at variance with concepts that are generally accepted and approved in the community, engaging in conduct which is prescribed by the criminal statutes.

B. The following shall be causes for disciplinary action. There are four (4) different levels of discipline which may be imposed. They can be used in any sequence to fit the seriousness of the situation. The four levels are as follows:

- Oral Reprimand
 - Written Reprimand
 - Two (2 Day Disciplinary Layoff Without Pay)
 - Discharge
1. Failure to be at the workstation, ready to work at starting time.
 2. Stopping work before break time, lunch time, or quitting time.
 3. Conducting personal business during work hours or on school district premises or use of district equipment for personal reasons.
 4. Unauthorized or unexcused absence, reporting late to work, leaving work area or building during work hours without authorization.
 5. Irregular work attendance so that the services of employee are of little value to the Board, or intermittent absenteeism amounting to part-time employment.
 6. Inattention to duties, loafing or wasting time during work hours.
 7. Slowdown in performance or causing slowdown in performance.
 8. Any conduct which impedes the productivity of one's self or others.
 9. Vending, soliciting, collecting of funds or distribution of literature in work areas during employee's on-duty time.
 10. Violation of safety rules.
 11. Violation of District, State or Federal safety rules or practices and/or engaging in any conduct which tends to create a safety hazard which endangers self and/or others. Employees must, at all times, wear safety articles and use protective equipment when required and immediately report to their supervisor any injury or accident.
 12. Failure to report injuries or accidents to employee's immediate supervisor.
 13. Violation of common sense health and sanitation rules, including maintenance of personal hygiene.

14. Discourtesy to other employees, supervisors or visitors to the building.
15. Smoking is prohibited on school property during work hours and at any school related event during the day, evening or weekend.
16. Gambling or taking part in any game of chance on Board premises.
17. Dress or grooming that disrupts the school setting.
18. Unsatisfactory work performance.
19. Poor housekeeping, creating or contributing to unhealthy or unsanitary conditions.

In addition, the accumulation of a combination of three (3) written warnings and/or disciplinary layoffs for the violation of the above rules will be cause for discharge.

The foregoing rules are not intended to be all inclusive of the required discipline, proper standards of conduct or obligation of employees. The Board shall, when it deems it appropriate, establish additional rules and building administrators and other supervisors may set up particular rules to govern their employee's conduct as they deem necessary by the nature of their operations.