



**MILWAUKEE
PUBLIC SCHOOLS**

EMPLOYEE HANDBOOK

Effective July 1, 2013

**Dr. Gregory E. Thornton
Superintendent**

**Dr. Karen R. Jackson
Chief Human Capital Officer**

This handbook is periodically updated. You will find the most recent version on the Milwaukee Public Schools website at www.milwaukee.k12.wi.us

Updated 02/06/14

Adopted May 30, 2013



**MILWAUKEE
PUBLIC SCHOOLS**

OFFICE OF HUMAN CAPITAL
Administration Building
5225 West Vliet Street
P.O. Box 2181
Milwaukee, WI 53201-2181

July 1, 2013

Dear District Employee:

The Employee Handbook is written to provide information about important District policies, procedures, and guidelines that directly impact you.

This handbook will provide you a quick reference to practices that are necessary for every employee to know as they pursue a career with the Milwaukee Public Schools. The handbook will not cover all administrative policies and procedures. Information on employee benefits is published in a separate document available on the portal. Work rules are not contained in this document, but rather will be available from the specific Office of the Chiefs for whom the employee works.

The information contained in this handbook updates, replaces, or revises previously existing bargaining agreements per 2011 Wisconsin Act 10. Whereas many policies, practices, and procedures remain unchanged, some changes have occurred with this updated version to include policies and procedures pertaining specifically to PAMPS and MTEA-Teachers. Any changes that have been made are to better meet the operational needs of the District in supporting all of its employees; to establish more effective and efficient operations with consistency across job classes, work groups, and trades; and to reframe the attention of each employee in supporting the schools and all the students of the Milwaukee Public Schools.

Every employee, no matter what your position, must be dedicated to improving student achievement and contributing to excellence in this organization. Everything our District does must converge to result in continually improving our student learning to succeed and prepare them for life after graduation.

Do not hesitate to request clarification on any district policy or procedure references in this handbook. You may direct these questions to **Employment Relations at 475-8280**. Any comments that will improve the handbook are welcome. The handbook will be updated as needed to reflect changes in procedures, legislation, or board policy. You may contact your supervisor or other appropriate administrator on matters of work rules.

The Office of Human Capital has been organized in anticipation of questions from all employees whether or not represented.

Listed below is contact information for key services in anticipation of your questions.

Employee Rights Administration: EEO, ADA Accommodations, Workers' and Unemployment Compensation	773-9876
Pension and Data Systems: Compensation, Wages, Salary	475-8730
Talent Management (formerly Staffing Services): Job Assignment	475-8224
Benefits and Compensation Services	475-8217

Sincerely,

Karen R. Jackson, Ph.D.
Chief Human Capital Officer



**MILWAUKEE
PUBLIC SCHOOLS**

MANDATORY ACKNOWLEDGEMENT AND DISCLAIMER

To be signed and returned to your supervisor.

I acknowledge that I have been provided a copy of the District's Employee Handbook (Handbook) and I am responsible for the provisions contained herein. I understand that the District may modify or eliminate the terms described in this Handbook at any time, with or without prior notice.

I further understand that the Handbook and any provisions contained in it do not constitute a guarantee of employment, a guarantee of any other rights or benefits or a contract of employment, express or implied.

This Handbook and any subsequent updates are available on the Portal at www.milwaukee.k12.wi.us.

Employee Name (Printed)

Employee ID#

Employee Signature

Date

District Copy



**MILWAUKEE
PUBLIC SCHOOLS**

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_____	_____	_____
Employee Name (Printed)	Employee ID#	Employee Signature

Date		

Employee Copy

Milwaukee Board of School Directors

Director Michael Bonds, Board President	District 3
Director Meagan Holman, Board Vice President	District 8
Director Mark Sain	District 1
Director Jeff Spence	District 2
Director Annie Woodward	District 4
Director Larry Miller	District 5
Director Tatiana Joseph	District 6
Director Claire Zautke	District 7
Director Terrence Falk	Member at Large

Gregory E. Thornton, Ed.D., Superintendent

Senior Team

Naomi Gubernick, Chief of Staff

Darrienne Driver, Chief Innovation Officer

Tina Flood, Chief Academic Officer

Karen R. Jackson, Ph.D., Chief Human Capital Officer

Michelle Nate, Chief Operations Officer

Gerald Pace, Esq., Chief Financial Officer

Anita Pietrykowski, Chief School Administration Officer

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INTRODUCTION

DEFINITIONS

This Handbook shall be applicable to the following employee groups of the District:

- A. Classified Employees (non-administrators only)
- B. Administrators and Supervisors
- C. Teachers
- D. Substitute Teachers
- E. Part-Time Recreation Employees (includes seasonal laborers)
- F. Cabinet Level Employees
- G. Office of Board Governance
- H. Office of Accountability and Efficiency
- I. Psychologists
- J. Temporary Employees

These categories are more fully defined below. Throughout this Handbook, each section shall list, by alpha description (i.e., A, B, C, etc.), whether the section is applicable to each alpha group. For example, the section on Jury Duty is applicable to groups A, B, C, E, F, G, H, and I. However, the Grievance Procedure is only applicable to groups A, B, C, and I.

The following definitions shall apply to each below listed employee group:

Group A - Classified Employees: All non-administrator employees of the District who are members of the classified service and subject to the Rules of the Board of the City Civil Service Commissioners for the City of Milwaukee (§ 63.18 to 63.51, Wis. Stats.) www.milwaukee.gov.

Group B - Administrators: This group includes, but is not limited to, principals, assistant principals, special education supervisors, and central services administrators. Employees in this group can be either classified or certificated. Classified employees in this group are members of the classified service and subject to the Rules of the Board of the City Civil Service Commission for the City of Milwaukee (§ 63.18 to 63.51, Wis. Stats.).

Group C - Teachers: All certificated non-administrator personnel, including, but not limited to, teachers, guidance counselors, school social workers, school nurses, librarians, speech pathologists, occupational therapists, and physical therapists.

Group D – Substitute Teachers: Substitute teachers holding the appropriate license issued by the Department of Public Instruction (DPI), who agree to teach in any school on any day in the school year and are not a permanently appointed to a teacher position within the District.

Group E – Part-Time Recreation Employees: Employees who report to the Director of Recreation and work on a part-time, hourly basis.

Group F – Cabinet Level Employees: Under the authority vested by § 119.32, Wis. Stats., and Board Policy 2.04: Superintendent’s Cabinet, as amended. Cabinet Level employees serve at the pleasure of the Superintendent.

Group G – Office of Board Governance: Any employee who reports to the Director of the Office of Board Governance/Board Clerk. Under the authority vested by Board Governance Policy 3.05, all Board staff shall serve at the pleasure of the Board and shall be excluded from classified service under § 63.18-63.53, Wis. Stats., from tenure rights under § 119.42, Wis. Stats., and from any collective bargaining unit.

Group H – Office of Accountability and Efficiency: Any employee who reports to the Chief Accountability and Efficiency Officer.

Group I – Psychologists: School psychologists and psychometric assistants.

Group J – Temporary Employees: Temporary employees, interns, and limited term employees (LTEs). (Does not include part-time recreation employees.)

VISION

The Milwaukee Public Schools (District) will be among the highest-performing urban public school districts in the country, providing rigorous, high-quality learning opportunities for students. Schools will enable lifelong learning among students, families, educators, and other staff focused on continuous improvement. Teaching will be child-centered, based on research-proven methods, and aligned to high academic standards; it will meet the learning needs of individual students. The District, its schools, and its employees will be accountable for measurable gains in student achievement.

Schools will be safe centers of community activity that are welcoming, well maintained, and accessible. Children will be provided maximum educational opportunities to become responsible citizens who make positive contributions to their communities. The District and its schools will strengthen partnerships with families and those in the community who influence and affect students and families.

MISSION

The District educates all students for success in higher education, careers, and responsible citizenship so that the District is the first choice for families.

GOVERNANCE

The District is one of the largest school districts in the nation. Our schools are a mix of traditional, Montessori, charter, alternative, and partnership school models, including early childhood programs and Head Start.

The District is governed by a nine-member elected Board of School Directors. One member is elected at large and eight members are elected from numbered districts (§ 119.08, Wis. Stats.). The Board holds monthly public meetings. Members serve four-year terms.

The District's administrative leadership team is led by the Superintendent of Schools.

CORE BELIEFS

- Children come first
- The classroom is the most important place in the District
- Leadership and accountability are keys to our success
- Central Services supports student achievement
- Families are valuable partners
- Community partnerships add value

CRITICAL TENETS OF THE MILWAUKEE PUBLIC SCHOOLS

- Student Achievement
- Effective and Efficient Operations
- Student and Family Support

PURPOSE OF THE EMPLOYEE HANDBOOK

This Employee Handbook (Handbook) has been prepared to familiarize staff with District policies, procedures, rules, best practices, and regulations; however, it should not be considered all-inclusive. Please read and become familiar with this information. If you have any questions regarding the Handbook or matters which are not covered, please direct them to the Office of Human Capital. Policies that apply to employees are available on the District website and portal.

This Handbook is not intended as a complete description of all policies, procedures, work rules, or best practices. None of the statements, policies, procedures, rules, best practices, or regulations contained herein constitutes a guarantee of any rights or benefits or a contract of employment, expressed or implied. The provisions set forth in this Handbook and any related policies, procedures, work rules, or best practices may be altered, modified, changed, or eliminated at any time by the District with or without notice. This Handbook is subject to administrative policies and procedures and state, federal, and local law, and it is not intended and should not be construed to create rights that exceed or modify terms and conditions as set forth in or mandated by these other sources. In the case of a conflict between this Handbook and the policies or procedures of the District, the Handbook shall control. This Handbook replaces any and all expired written agreements that were collectively bargained and is subject to any future collectively bargained agreements only as permitted by state law.

EQUAL OPPORTUNITY STATEMENT

The District is committed to equal employment opportunity and non-discrimination as required by the law for all individuals in the District workplace regardless of race, color, ancestry,

religion, gender, sex, national origin, disability, age, creed, sexual orientation, marital status, veteran status, or any other legally protected characteristic. The District complies with employment discrimination laws, including the Wisconsin Fair Employment Law; Title VI and Title VII of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; the Age Discrimination in Employment Act of 1967, as amended; Title II of the Genetic Information Nondiscrimination Act of 2008; Title 1 of the Americans with Disabilities Act of 1990, as amended; Section 504 of the Rehabilitation Act of 1973, as amended; and Title 34 C.F.R. § 104.01, et. seq. For additional information, contact the Office of Human Capital, Employee Rights Administration Department, at 414-773-9927.

COMMUNICATION WITH UNION AND ASSOCIATION REPRESENTATIVES

The Milwaukee Public Schools and its employees realize the importance of communication and collaboration to increase the service for students and families. We will work together to solve problems and increase our capacity to give quality service to others. In order to promote and preserve a productive relationship between employee and employer, there will be regular communication between the employee's designated bargaining agent and the appropriate Milwaukee Public Schools Office or Department. To that end, and when deemed appropriate, the District may utilize joint labor/management committees. Once it is determined that a joint labor/management committee is to be established, a meeting between administration and the bargaining agent will be held to discuss the parameters of the committee.

Building Committees

Each school is strongly encouraged to establish a building committee. The committee is empowered to and responsible for, through the District's core values, enriching the school community's environment by continuously improving the workplace morale, safety, general organization, and overall climate for learning and student achievement.

The committee will meet in an organized, representative manner, and engage in building-level, collaborative and respectful problem solving and planning. The school's administration shall recognize the committee and shall meet with the committee and any other persons deemed appropriate by either the committee or school administration.

The building committee should consist of representative members of the bargaining units at the school, if those units wish to participate. All school staff shall have the ability to raise concerns to the committee.

Building committees should meet at least once per month, but no less than twice per semester, with the school's administration or as deemed appropriate by the committee and school administration to jointly problem solve and plan for the improvement of the school. Concerns should be raised with suggested, proportionate solutions. The concerns shall be provided to each party previous to the meeting.

Solving Persistent School Problems

In the event that solutions to matters involving workplace morale, safety, general organization, and overall climate cannot be identified or rectified with the building committee and school administration, the building committee shall work with representatives from their unions and with the regional executive specialists or their designee to resolve the remaining problems. In the event problems are still unable to be resolved, the regional executive specialist and the union staff shall work directly with top level administration to intervene.

RESPONSIBILITIES TO EMPLOYEES

In the exercise of their powers, authority, rights, and responsibilities, neither the Board nor the Administration will act in an arbitrary or capricious manner, or violate any state, federal, or local law.

PART I

REFERENCE TO DISTRICT POLICIES

The employment policies and administrative procedures discussed in this Handbook are not intended to be an exhaustive list of all employment expectations. Please note that all District employees are subject to the rules, policies, and procedures set forth in the District's Administrative Policies and Procedures Manual, which is accessible online from the homepage of the Milwaukee Board of School Directors website under "District's Policy Manual." Some, but not all, of these rules, policies, and procedures are included or referenced in this Handbook. Upon adoption of the Handbook, the Rules and Governance Policies and the Administrative Policies and Procedures of the Milwaukee Board of School Directors shall be reviewed and revised to ensure consistency with provisions contained in this Handbook. If any such rules, governance policies, administrative policies, or administrative procedures remain in conflict with any provision contained in this Handbook, the former shall be controlling.

A. ACCEPTABLE USE POLICY

Reference: Administrative Policy 6.34

Applicable Group(s) A, B, C, D, E, F, G, H, I, J:

The District offers electronic network access for students, teachers, and other staff within the school system for educational and administrative purposes. Employees are expected to follow the rules set forth in the District's Acceptable Use Policy regarding the proper use of the network system and computer resources.

B. BULLYING

Reference: Administrative Policy 8.52

Applicable Group(s) A, B, C, D, E, F, G, H, I, J:

The District is committed to providing a work environment free from any and all types of bullying.

Bullying is deliberate or intentional behavior using words or actions intended to cause fear, humiliation, intimidation, harm, or social exclusion. Bullying may be repeated behavior and involves an imbalance of power.

Bullying behavior by an individual student, a group of students, or an adult is prohibited in all schools, school district buildings, educational environments, and on District property, including any property or vehicle owned, leased, or used by the District. Bullying and harassment of students or school employees is also prohibited when perpetrated through the use of data or computer software that is accessed through a computer, computer system, computer network, or other electronic means of communication.

Staff shall suffer no retaliation for reporting workplace bullying.

To report workplace bullying, contact the District's Equal Employment Opportunity (EEO) Compliance Officer, who can be reached at 414-773-9927 in the Office of Human Capital, Employee Rights Administration Department.

C. CONFLICTS OF INTEREST/NEPOTISM

Reference: Administrative Policy 6.04(9)

Applicable Group(s) A, B, C, D, E, F, G, H, I, J:

No administrator of the District shall employ under his/her direct supervision or contract with any person who is related by blood (whether of whole or half-blood) or who is related by marriage to that administrator or use his/her status as an administrator of the District to influence the employment, appointment, evaluation, transfer, or promotion of any such person to a position of employment within the District which is subordinate to that administrator.

D. CORPORAL PUNISHMENT AND SAFETY

Reference: Administrative Policy 8.29, § 118.31, Wis. Stats.

Applicable Group(s) A, B, C, D, E, F, G, H, I, J:

Employees may only use physical force against a student to prevent a threatened breach of discipline or to stop a continuing breach of discipline; however, such force may only be used when other means of intervention are ineffective. Physical force may not be used by school personnel as punishment against students for any breach of discipline. School personnel

must not use or rely on parental consent to support the use of corporal punishment. The District provides programs to assist employees with student behavior interventions.

No employee shall be required to subject himself/herself to any clear and imminent danger to his/her safety.

E. DRUG, ALCOHOL, AND TOBACCO FREE WORKPLACE

Reference Administrative Policies 6.07, 6.11, and 6.12

Reference Administrative Procedure 6.13

Applicable Group(s) A, B, C, D, E, F, G, H, I, J:

All Milwaukee Public Schools' workplaces and facilities shall be drug-free, safe working environment for all employees. Possession, use or distribution of alcohol, illegal drugs, or other controlled substances is not permitted on School District property or while on duty in the employment of the District. Furthermore, employees are not permitted to report for duty while under the influence of alcohol, illegal drugs, or other controlled substances. Employees failing to adhere strictly to this policy will be subject to disciplinary action, up to and including termination. Report any suspicious activity to your immediate supervisor or Employment Relations.

Employees shall be subject to drug and alcohol testing in accordance with applicable procedures. Refusing and failing to submit to a drug and alcohol test as required is prohibited and subject to disciplinary action, up to and including termination.

The use of tobacco products is prohibited at all times on Board premises.

F. OUTSIDE EMPLOYMENT

Reference: Administrative Policies 6.04(3)

Applicable Group(s) A, B, C, D, E, F, G, H, I:

Outside employment is regarded as employment for compensation that is not within the duties and responsibilities of the employee's regular position with the District and does not overlap with the employee's current position with the District.

Administrative Policy 6.04(3) provides that an employee shall not engage in any employment activity or enterprise for compensation outside of his/her district employment if it is inconsistent or in conflict with his/her duties with the school district.

Administrative Policy 6.04(3) also provides that employees of the District may provide compensated services to other institutions, provided that such activities do not involve District resources. Employees may receive fees and expenses for their services, provided those services are rendered during the employee's own time.

G. POLITICAL ACTIVITY

Reference: Administrative Policy 6.04(7)

Applicable Group(s) A, B, C, D, E, F, G, H, I, J:

Employees may contribute to political candidates, either with financial resources or in donation of services, provided donations do not utilize District equipment, time, or work product. Employees may allow their names to be used on lists of supporters for candidates for public office, but such use of employees' names must not imply District endorsement.

H. RESIDENCY (RESTRICTIONS LIFTED)

Applicable Group(s) A, B, C, D, E, F, G, H, I, J:

Under 2013 Wis. Act 20, which became effective on July 2, 2013, a “local unit of government” (which term is expressly defined in the Act to include school districts) is precluded from requiring, as a condition of employment, that any employee or prospective employee reside within any jurisdictional unit. An effect of this provision of the Act is to preclude any local unit of government from terminating employees for residing outside jurisdictional limits imposed by the unit. The Act also provides that any residency requirement in effect on the effective date of the Act “does not apply and may not be enforced.”

Therefore, MPS employees (whether certificated, classified, or exempt) are allowed as of July 2, 2013, to live outside the City of Milwaukee.

I. STUDENT NON-FRATERNIZATION

Reference: Administrative Policy 6.36

Applicable Group(s) A, B, C, D, E, F, G, H, I, J:

Employees are prohibited from engaging in conduct with students that the District deems inappropriate including, but not limited to, engaging in any romantic or sexual relationships with students; fostering, encouraging, or participating in inappropriate emotionally or socially intimate relationships with students; initiating or continuing communications with students for reasons unrelated to any appropriate purpose; socializing with students outside of class time for reasons unrelated to any appropriate purpose; or providing alcohol (regardless of age) or drugs to students. Employees with information regarding any prohibited relationships have a duty to report such relationship to school administration, the Department of Family Services, or the Office of Human Capital. Violation of this policy may result in disciplinary action, up to and including termination.

J. WHISTLEBLOWER

Reference: Administrative Policy 6.35

Applicable Group(s) A, B, C, D, E, F, G, H, I, J:

The District encourages its employees to share their questions, concerns, suggestions, or complaints with someone who can address them properly. Any District employee may not be retaliated against for disclosing information regarding:

- A violation of any state or federal law or local ordinances
- A violation of the policies of the Milwaukee Board of School Directors or the District
- Alleged mismanagement, criminal activity, or alleged abuse of authority within MPS
- Alleged substantial waste of public funds
- An alleged danger to public health or safety

A District employee may disclose the information to the President of the Milwaukee Board of School Directors, the Chief Accountability and Efficiency Officer, or the Superintendent. If the reporting individual is uncomfortable speaking with or is not satisfied with the response of the foregoing individuals, the information may be reported to the Director of the Office of Board Governance.

No employee who makes a good-faith report under this policy (or who cooperates in inquiries or investigations) shall suffer harassment, retaliation, or adverse employment consequences.

PART II

PROFESSIONAL RESPONSIBILITIES AND EXPECTATIONS

A. ATTENDANCE

Applicable Group(s) A, B, C, D, E, F, G, H, I, J:

Punctual and regular attendance is expected of all District employees. Each department shall establish attendance procedures. Employees who are unable to report to work on a scheduled workday must follow the established reporting procedures. Tardiness, unless excused by the supervisor or other appropriate administrator, is not permitted. The District will monitor attendance, tardiness, and absence patterns. Excessive absenteeism or tardiness may result in disciplinary action, up to and including termination.

Failure to report for work, without authorization, at the time and place designated by the immediate supervisor is considered an unexcused absence that will be designated as an absence without leave (AWOL). Employees absent without approved leave in excess of three consecutive workdays shall be deemed to have committed job abandonment. AWOL absences may result in disciplinary action, up to and including termination.

B. DISCIPLINE

Applicable Group(s) A, B, C, D, E, I:

Generally, discipline is progressive in nature. Disciplinary action may be in any of the following methods: written warning, suspension, demotion, or termination of employment. Specific disciplinary actions will depend on the behavior and frequency of occurrences. Non-probationary employees shall only be disciplined or discharged for just cause, except those employees who otherwise serve at the pleasure of the Board or Superintendent.

The District may discipline an employee when the employee violates a policy or rule. Any particular concern related to an employee's conduct may be settled by informal discussion with the immediate supervisor. The employee may have a representative of his/her own choosing present for the discussion which may lead to discipline. The District may initiate an administrative investigation when an allegation(s) of misconduct is made. Upon completion of the investigation, if evidence substantiates the allegation(s), the District shall specify the allegation(s) against the employee. The District shall then hold a conference at which the District presents evidence substantiating the allegation(s). The employee and/or his or her representative may respond to the allegations at the conference. If the District finds just cause, the District may assess and implement appropriate discipline. All disciplinary actions will undergo administrative review before implementation occurs.

The District reserves the right to place the employee on immediate suspension during the investigation without loss of pay for the first three workdays. If the charges are ultimately dropped, the employee will be compensated in full for all lost salary during the time of suspension, minus any interim earnings or wage loss benefits. The District understands the need to communicate with employees and/or their representatives regarding job expectations and disciplinary action under this section.

C. EMPLOYEE RULES OF CONDUCT

Reference: Administrative Policy 6.07

Applicable Group(s) A, B, C, D, E, F, G, H, I, J:

The primary objectives for each employee are to protect and further the public's trust and confidence and to perform at a high quality level so that our students, parents, citizens, businesses, representatives of other entities, coworkers, and visitors receive high quality services from each employee. In furtherance of those objectives, the Milwaukee Board of School Directors has enacted Administrative Policy 6.07: Employee Rules of Conduct, which sets forth the Board's expectations of conduct for each District employee.

Any employee who violates any District policy, procedure, rule, or regulation, whether written or unwritten, may be subject to disciplinary action, up to and including termination.

The following list of prohibited conduct does not, and is not intended to, constitute the entire list of conduct for which discipline may be imposed.

- Insubordination, including disobedience, failure, or refusal to carry out directions, assignments, or instructions
- Falsification, unauthorized modification, or alteration of any District documents or records, including applications for employment, whether by omission or commission
- Damage, unauthorized use, possession, or removal of Board property or another person's private property
- Possession, use, or sale of any illegal drugs, drug paraphernalia, intoxicants, narcotics, or any other controlled substance on or off Board premises
- Possession, sale, or use of alcoholic beverages during assigned work hours or while on Board premises; reporting to work impaired by illegal drugs, alcoholic beverages, or intoxicants, and/or impaired by the unauthorized consumption of prescription drugs or other legal substance
- Illegal or prohibited possession of firearms or other weapons during assigned work hours or while on Board premises
- Failure, refusal, or negligence in the performance of assigned duties
- Violation of federal, state, and/or local laws/ordinances which are substantially job-related or render the employee unavailable for work due to incarceration
- Unauthorized non-charitable or business-related solicitation(s) for any purpose during assigned work hours or while on Board premises
- Unexcused or excessive absenteeism or tardiness, including failure to follow appropriate reporting procedures
- Loafing, loitering, sleeping, or engaging in unauthorized personal business
- Failure to comply with health, safety, and sanitation requirements, rules, and regulations
- Threatening, harassing, intimidating, interfering with, coercing, injuring, or using abusive language toward students, Board employees, or the public
- Unauthorized accessing, disclosure, or copying of confidential information or records
- Engaging in activity that significantly detracts from the school District's image or reputation

- Failure or refusal to comply with school/departmental work rules, policies, or procedures

D. EMPLOYEE NON-FRATERNIZATION

Applicable Group(s) A, B, C, D, E, F, G, H, I, J:

Employees are cautioned about engaging in intimate relationships with subordinate employees and/or volunteers; as such conduct may subject the District to liability.

E. LICENSURE AND CERTIFICATIONS

Applicable Group(s) A, B, C, D, E, F, G, H, I:

All employees who are subject to licensure or certification requirements for the position in which they are employed shall possess and maintain a valid license or certification throughout their employment in such position. The Office of Human Capital will verify the possession of such license or certification at the time of hire and renewal. Failure to have a valid license or certification shall be grounds for removal from the position and/or termination, as appropriate.

F. POSITION DESCRIPTIONS

Applicable Group(s) A, B, C, D, E, F, G, H, I:

Position descriptions are available for review in the Office of Human Capital. Position descriptions will include the job title, job duties, and the minimum qualifications of the position.

G. PRIVACY

Applicable Group(s) A, B, C, D, E, F, G, H, I, J:

Employees shall have no expectation of privacy with respect to any item or document stored in or on District-owned property in any format (physical or electronic), which includes, but is not limited to, desks, filing cabinets, mailboxes, lockers, tables, shelves, computer, software, and other storage spaces in or out of the classroom. Accordingly, the District may conduct a search of such property, regardless of whether the searched areas or items are locked or unlocked.

Any searches of employees' personal items shall not be conducted without probable cause and in accordance with applicable state and federal law.

H. PROFESSIONAL APPEARANCE

Applicable Group(s) A, B, C, D, E, F, G, H, I, J:

All employees contribute to the reputation of Milwaukee Public Schools in the way they present themselves. All employees are expected to dress in a professional manner. The District recognizes the varied job responsibilities of its employees, and as such, employees are expected to dress in a manner which reflects the responsibilities and duties of the employee's position. Clothing with MPS logos is permitted and encouraged where appropriate for the employee's position and duties. The District has established the following guidelines:

- No wind or track suits, unless job related
- No sleepwear or loungewear
- No halter tops
- No sweatshirts or sweatpants
- No torn, worn, faded, distressed, or ripped clothing
- No inappropriate length clothing (shorts, skirts, midriff shirts)
- No flip-flops

Also note that employees required to wear uniforms must follow the above guidelines.

Offices, departments, and school administrators have discretion to designate "casual" days.

Offices and departments have the discretion to create additional dress code provisions beyond the ones listed.

If an administrator or supervisor observes what he/she considers unprofessional and inappropriate dress as outlined above, the administrator or supervisor will confer with the employee and direct him/her to take steps to dress appropriately.

I. TRAVEL ALLOWANCE

Applicable Group(s) A, B, C, F, G, H, I:

Employees whose duties for the District require them to travel from their official headquarters to other locations shall be reimbursed for travel in their privately owned vehicle at the published Internal Revenue Service (IRS) standard mileage rate for business. Employees must provide a bi-weekly travel report to their supervisor. All travel under this section is subject to administrative approval.

J. WORKDAY AND WORKWEEK

Applicable Group(s) A, B, C, D, E, F, G, H, I:

Generally, the standard workweek for full-time employees shall consist of eight hours in a business day and 40 hours in week. Central Services staff may be required to adjust their work schedule. Such a determination will be made and communicated by the Chief or Executive Officer of each respective office.

The District will establish work schedules for all employees based upon elapsed time (i.e., measurement of time between the start and end time of work), subject to the District's compensation study.

The District reserves the right to assign other work schedules, including part-time and temporary assignments, based upon the needs of the District. The District will provide a minimum of two weeks advance notice of any changes to work schedules. However, once an employee receives his/her assignment for the school year, hours of work will not be reduced for that school year unless the District's budgetary needs dictate such a reduction.

PART III

GENERAL EMPLOYMENT LAWS

A. ACCOMMODATIONS

Applicable Group(s) A, B, C, D, E, F, G, H, I, J:

The District is committed to providing disability-related job accommodations as required by board policy, state law (including the Wisconsin Fair Employment Act), and federal law (including the Americans with Disabilities Act of 1990, as amended; the Rehabilitation Act of 1973, as amended, and Title 34 C.F.R. § 104.01, et. seq.). Individuals who need disability-related job accommodations may submit a request for accommodations to their supervisors or to the Office of Human Capital, Manager, Employee Rights Administration Department at (414) 475-8161.

B. EQUAL EMPLOYMENT OPPORTUNITY

Reference: Administrative Policy 6.02

Applicable Group(s) A, B, C, D, E, F, G, H, I, J:

Statement of Policy: The District is committed to equal employment opportunity and non-discrimination as required by law for all individuals regardless of race, color, ancestry, religion, gender, sex, national origin, disability, age, creed, sexual orientation, marital status, veteran status, or any other legally protected characteristic.

The District has an enduring obligation to consider all qualified applicants from our diverse community. This includes, but is not limited to, all decisions made on recruiting, hiring, compensation, benefits, training, education, promotions, transfers, layoffs, discipline, termination, and other conditions of employment.

C. HARASSMENT FREE WORKPLACE

Reference: Administrative Policy 6.03

Applicable Group(s) A, B, C, D, E, F, G, H, I, J:

It is the policy of the District to maintain and to ensure learning and working environments free of any form of sexual harassment or intimidation toward personnel and students.

The District does not tolerate harassment in any form and will take all necessary and appropriate action to eliminate it, up to and including discipline of offenders. Any violation shall be dealt with in an expeditious and forthright manner.

D. EQUAL EMPLOYMENT OPPORTUNITY/HARASSMENT COMPLAINT PROCEDURE

Applicable Group(s) A, B, C, D, E, F, G, H, I, J:

The District is committed to equal employment opportunity, non-discrimination and non-harassment in accordance with board policy, state law (including the WFEA) and federal law (including Title VI and Title VII of the Civil Rights Act of 1964, as amended; the Age Discrimination in Employment Act of 1967, as amended; Title II of the Genetic Information Nondiscrimination Act of 2008; Title IX of the Education Amendments of 1972; the Americans with Disabilities Act of 1990, as amended; the Rehabilitation Act of 1973, as amended; and Title 34 C.F.R. § 104.01, et. seq.) The steps identified in this process allow for resolution of alleged complaints of discrimination by the District's Equal Employment Compliance Officer or by another designee of the Office of Human Capital, Employee Rights Administration Department. This process is not intended to limit or prevent individuals from seeking resolution or counseling from other sources.

The process begins with a written complaint and initial interview of the complainant. The written complaint may be filed with either the complainant's supervisor or with the District's EEO Compliance Officer, who can be reached at 414-773-9927 in the Office of Human Capital, Employee Rights Administration Department. The complainant's allegations are determined from the complaint form and/or the complaint intake interview. Therefore, it is important that the complainant provide a detailed account of any information surrounding the alleged discrimination or harassment, along with specific dates, names of persons responsible for the alleged violation, names of persons who may have witnessed the alleged violation, and any background information the complainant believes to be relevant. The complainant should indicate whether he or she is a District employee or applicant and the basis (e.g., race, sex, age, etc.) of the alleged discrimination.

If the complainant's allegations are accepted for investigation by the EEO Compliance Officer, an investigation will be undertaken. Witnesses and pertinent management officials may be contacted to discuss the allegations and relevant information. If the evidence leads the EEO Compliance Officer or another Employee Rights Administration designee to conclude that unlawful discrimination has occurred, then the District may take corrective action, including discipline, training, and/or counseling. If the investigation does not disclose any unlawful discrimination, the complainant and respondent will be informed of the decision. It is important that applicants and employees of the District understand that discrimination complaints are taken very seriously.

E. FAIR LABOR STANDARDS ACT (FLSA) - OVERTIME

Applicable Group(s) A, B, C, D, E, F, G, H, I:

The Fair Labor Standards Act (FLSA) is a federal law that sets forth rules for payment of minimum wage and overtime. Certain types of employees are exempt from the minimum wage and overtime pay provisions, including executive, administrative, and professional employees who meet regulatory requirements under the Fair Labor Standards Act (FLSA). Some employees are considered to have non-exempt status and are covered under these provisions. Overtime or comparable compensatory time off will be paid or provided in accordance with the FLSA. Overtime must be approved in advance by the immediate supervisor. Overtime will be administered by each office or department and must be reported in accordance with District procedures for overtime. For questions regarding applicable regulations regarding the FLSA, please contact Employment Relations at 475-8280. Hours physically worked by non-exempt employees in excess of 40 hours per week will be paid at the overtime rate.

F. RECORDS

Applicable Group(s) A, B, C, D, E, F, G, H, I, J:

Employees shall use confidential information appropriately and with respect for the rights of other employees, students, and their families. Confidential information shall not be used for personal gain or to the detriment of the District. In the event it is determined that an employee has used access to confidential information for personal gain or to the detriment of the district, shall be subject to discipline, up to and including, termination.

1. WISCONSIN PUBLIC RECORDS

Reference: Administrative Policy and Procedure 9.02 – Public's Right to Know

Applicable Group(s) A, B, C, D, E, F, G, H, I, J:

As a public entity, District records and other information may be subject to disclosure under Wisconsin's Public Records Law, Wis. Stats. § 19.31 et. seq.

Employees should be aware that all District-related records are subject to Wisconsin Public Records Law and administrative policy and procedure, including all information transmitted by, received from, or stored in electronic mail systems and computer hardware and/or software, whether provided by the District or personal.

2. **STUDENT PRIVACY**

Applicable Group(s) A, B, C, D, E, F, G, H, I, J:

All student records and information are confidential. The Director of Family and Student Services is the record's custodian for student records.

3. **PERSONNEL RECORDS**

Reference: Administrative Policy 6.14

Applicable Group(s) A, B, C, D, E, F, G, H, I, J:

The District shall maintain a personnel file for each employee that may contain such information as application, credentials, transcripts, references, and other pertinent information concerning the employee. Individual personnel records shall be maintained in accordance with state and federal laws and regulations, including Wis. Stats. § 103.13. The Chief Human Capital Officer is the record's custodian for personnel records.

An employee shall have the right, upon request, to inspect any documents contained in the personnel file except those delineated in § 103.13(6), Wis. Stats., in the presence of a designated staff member in the Office of Human Capital. An employee may not review letters of reference or similar correspondence. An employee may also receive copies of personnel documents that he or she may permissibly review. An employee has the right to review his or her personnel file two times per year.

If the request to review personnel records is pursuant to an active grievance filed by that employee, the District will provide copies of the records to the employee and the employee and his or her representative may examine the copies outside of the presence of the designated staff member in the Office of Human Capital.

After reviewing his or her personnel records, the employee has the right to request that records he or she believes to be inaccurate or obsolete be removed from his or her file. If the District denies the request, the employee has the right to file a written rebuttal statement and have that rebuttal attached to the disputed record. If the District intends to release the disputed record to a third party, the District must also release the employee rebuttal statement to the third party, § 103.13(4) Wis. Stats.

For further information, please contact the Office of Human Capital at (414) 475-8224.

G. WORKPLACE VIOLENCE PREVENTION

Reference: Administrative Policy 8.23

Applicable Group(s) A, B, C, D, E, F, G, H, I:

The District values the safety of its students, employees, and visitors.

All District employees are prohibited from threatening, abusing, harassing, or injuring employees, visitors, or students.

Regardless of permits, concealed firearms and dangerous weapons are prohibited in school buildings and other District property. See 2011 Wisconsin Act 35.

Any employee who has reason to believe that a person has or will violate this policy is required to report to the administrator or their supervisor immediately. Failure to report such information may lead to disciplinary action, up to and including termination.

PART IV

CITY SERVICE RULES

Applicable Group(s) A, B – classified employees only:

Pursuant to § 63.53(1), Wis. Stats., District employees who are regularly appointed to a position in the classified service are subject to the Rules of the Board of City Service Commissioners which includes layoffs, recall, probationary period, promotion, reinstatement, and seniority. For more information regarding such rules, please contact the Office of Human Capital, Talent Management Department, at 475-8224.

The District maintains authority over certain recruitment and hiring, including assignment and transfer, pursuant to its authority under § 63.235, Wis. Stats. The District retains its authority for disciplinary matters.

PART V

EMPLOYMENT MATTERS

A. ASSIGNMENT

Applicable Group(s) A, B, C, I:

Employees may be assigned or reassigned to a position within their classification or certification at the District's discretion. The District will consider employees' requests for assignments, reassignments, and seniority when making assignments. If an employee does

not receive an assignment or transfer based upon seniority, he or she may request an explanation. Assignments shall not be made in an arbitrary, capricious, or discriminatory manner.

Applicable Group(s) E:

At the discretion of the District, part-time recreation employees may be assigned or reassigned to any recreation position for which they qualify.

Applicable Group(s) D:

Substitute teachers shall be assigned in accordance with procedures established by the Office of Human Capital. Substitute teachers may be assigned or reassigned at the District's discretion to meet the District's needs.

B. LOSS OF ASSIGNMENT

Applicable Group(s) C, I:

Employees in Group C and I shall be out of assignment under any one of the following conditions:

1. After being absent more than 30 workdays during a school semester.
2. After being absent the first day of the school year without advanced notice to the supervisor and central services giving a satisfactory reason for the absence. Documentation substantiating the reason for the absence may be required from the employee.
3. After being approved for a leave of absence with a definite duration of 30 workdays or more.

This provision shall not apply to FMLA approved leaves of absence. The Office of Human Capital, in its discretion, may override this provision for operational reasons. Disability accommodation requests regarding the retention of an assignment should be submitted, prior to the loss of assignment, to the ADA Administrator at 475-8161.

C. TRANSFER REQUESTS

Applicable Group(s) A, C, I:

Eligible employees, after having been in their current assignment for one year, who desire a change in their assignment, may request a transfer within their current classification or certification. Employees may voluntarily transfer once every two years and not more than twice in seven years. The transfer process will take place annually during the second semester for the upcoming school year (please see Human Capital manual). If necessary,

mid-year transfers will take place at the beginning of the second semester. All requests for mid-year transfers must be submitted in writing and approved by the Office of Human Capital. Employees may only transfer during the school year when there are unique and extenuating circumstances. All vacancies for transfer are posted on Employee Self Service. For any questions regarding this process, contact the Manager of Talent Management at (414) 475-8224.

When considering a request to transfer, the District will review an employee's previous assignments, seniority, and work record. If an employee's transfer request is denied, he or she may request an explanation. The District reserves the right to involuntarily transfer employees based on the needs of the District or safety concerns. Transfers shall not be made in an arbitrary, capricious, or discriminatory manner.

Applicable Group I:

Transfer procedures for psychologists will be determined by the Department of Specialized Services.

Applicable Group(s) B:

The voluntary transfer process is not available to administrators. Administrators must apply for vacant positions as posted. Details on the application process are contained in each job posting.

D. LAYOFF/RECALL

Applicable Group(s) A, B - classified employees only:

When the District determines it is necessary to lay off employees, the following procedures shall be used:

- The District shall determine the positions to be eliminated
- The District shall solicit volunteers
- The District shall then lay off employees in order of inverse seniority, in accordance with Rules X and XII of the Board of City Service Commissioners

The Board shall notify employees of the intent to conduct layoffs by June of each year.

Employees who have been given a notice of layoff shall be recalled in order of seniority to vacant positions for which they are qualified and/or certified, in accordance with Rules X and XII of the Board of City Service Commissioners.

Applicable Group(s) B – certificated employees only, C, I:

When the District determines it is necessary to lay off employees, the following procedures shall be used:

- The District shall determine the positions to be eliminated
- The District shall solicit volunteers
- The District shall then lay off employees in order of inverse seniority based on qualification and/or certification

The Board shall notify employees of the intent to conduct layoffs by June of each year.

Employees who have been given a notice of layoff shall be recalled in order of seniority to vacant positions for which they are qualified and/or certified.

E. COMPENSATION

GENERAL

Reference: Administrative Policy and Procedure 6.21

Applicable Group(s) A, B, C, D, E, F, G, H, I:

Salary and compensation are established annually by the Board of School Directors, except Prevailing Wages (Building Trades Council). Established salary rates will not be subject to change during the fiscal year, with the exception of changes arising out of base-wage negotiations, promotion, reduction in rank, or other disciplinary action. The District will negotiate base wages as required by state law. Salary will be communicated to the prospective or promoted employee in an official offer of employment.

F. CRIMINAL BACKGROUND CHECKS

Reference: Administrative Policy 6.15

Applicable Group(s) A, B, C, D, E, F, G, H, I, J:

The District will conduct a criminal background check on all employees prior to their employment. The District may also conduct a criminal background check on any employee at any time during the course of his/her employment with the district.

G. EMPLOYEE RESIGNATIONS

Applicable Group(s) A, B, C, D, E, F, G, H, I:

1. All employees must give written notice of their intent to resign from their position with the District, including those employees resigning for the purpose of retirement. Such written notice shall include the last day to be worked and the reason for the resignation. The employee must give notice of resignation (excluding resignation for purposes of retirement) at least **14 calendar days** prior to their last workday. Written notice of all resignations must be submitted to the Office of Human Capital.

All employees resigning for the purpose of retirement must give written notice that they will retire from their position with the District. Such written notice shall include the last workday and reason for leaving. The employee must give such notice to the Office of Human Capital at least **30 calendar days** prior to their last workday.

Resignations are irrevocable. In the event of rare and extenuating circumstances, the employee may submit a request to rescind his/her resignation to the Chief Human Capital Officer within 30 days of the effective date of his/her resignation. All requests must be in advance of any official board action.

Eligibility for retirement from the District will be verified by the Office of Human Capital, Benefits and Compensation Services Department. No retroactive resignation or retirement will be granted by the District.

Prior to the end of their last workday, employees must return all keys, uniforms, equipment, ID cards, and any other District property to their supervisor.

2. All teachers, administrators, and certificated staff (including, but not limited to, school psychologists and social workers) who after having signed a contract of employment for the coming school year leave their employment with the District for any reason except retirement, the employee's documented health related reasons (career ending), or documented health care related reasons where the employee is the primary caregiver shall be required to reimburse the Board in accordance with the following schedule of damages:
 - a. \$1,000 when the employee departs in the month of July or August.
 - b. \$2,000 when the employee departs between September 1 and the last day of the current school year.

If an employee resigns before July 1 for the upcoming school year, no liquidated damages will be assessed.

If monies are due to a teacher from the Board as of the last day worked, the liquidated damages amount may be deducted from any remaining paychecks as a payroll deduction(s).

The Office of Human Capital, in the sole exercise of its discretion, may waive the right to pursue collection of liquidated damages from an employee.

H. PERFORMANCE AND EVALUATION

Applicable Group(s) A, B, C, D, E, F, G, H, I:

The District values its employees. As such, the District is responsible for providing a continuous and effective employee evaluation process that focuses on job performance, professional development, effectiveness, and individual growth.

Individual employee performance will be reviewed and when the District determines an employee is struggling to perform at a satisfactory level, it shall assist that employee in improving his/her performance. Such assistance may include mandatory participation in District professional growth activities and/or plan for improvement.

The immediate supervisor will be responsible for evaluating performance.

Employees will have access and an opportunity to respond to their evaluations. If appropriate, the District may issue an unsatisfactory evaluation supported by evidence and efforts made to help the employee improve. An unsatisfactory rating may lead to a recommendation for a performance improvement plan or separation from the District.

For further information, see the Evaluation Manual.

I. POSITION RECLASSIFICATION

Applicable Group(s) A, B, C, G, H, I:

On occasion, job reclassification may be warranted due to significant changes in duties and responsibilities. In such instances, the chief/department head must submit a formal request to the Chief Human Capital Officer for review.

J. SENIORITY

Applicable Group(s) A, B, C, I:

The District shall maintain an employee's work history, which includes dates of hire, length of continuous service in a position, information on leaves, and breaks in service.

For classified employees, seniority determinations will be made in accordance with the Rules of the Board of City Service Commissioners, Rule XII. "Position" under Rule XII of the Rules of the Board of City Service Commissioners, means a position within the bargaining unit. A "position change" occurs when an employee takes a position outside the employee's bargaining unit.

Seniority for certificated staff is based upon employee's length of service. Seniority of certificated employees will be considered by the District, but is understood to not be controlling with regard to assignment, reassignment, or layoff of such personnel.

Employees on authorized leave or layoff shall maintain their original seniority date.

K. PROFESSIONAL DEVELOPMENT

Applicable Group(s) A, B, C, D, E, F, G, H, I:

The District values the professional growth of all employees. As such, the Office of Organizational Development will provide professional development or training to its employees which at times may be mandatory. Opportunities will be posted on the District portal and through Employee Self Service.

L. SUMMER ASSIGNMENT

Applicable Group(s) A, C (excluding all 12-month employees):

The availability and extent of summer school programming is determined by the District annually. As such, by March 1 of each year, the Office of Human Capital will publish summer school staffing procedures that will be applicable for the upcoming summer.

1. **ASSIGNMENT ELIGIBILITY.** In order to be eligible for a summer school assignment, an employee must have received a satisfactory or basic performance evaluation during the previous school year (or the last time he/she was evaluated). Probationary classified staff will not be employed for summer assignment until all permanent classified staff requesting summer assignments have been hired.
2. **PRIORITY OF HIRING.** For classified employees, selection shall be based on district-wide seniority within each job classification. Teachers will be eligible for a summer school assignment once every three years, except where a lack of eligible applicants necessitates such assignment.

Applicable Group(s) I:

Summer school staffing procedures for psychologists will be determined by the Department of Specialized Services.

M. MEDIATION

Applicable Group(s) A, B, C, F, G, H, I, J:

If an employee believes he or she has a dispute with a co-worker or supervisor that involves discrimination, harassment, or bullying, the employee may request mediation by submitting a request to the Employee Rights Administration Department. The Employee Rights Administration Department will decide whether mediation services will be offered. The purpose of mediation is to allow the parties to come to an amicable resolution of their workplace dispute. Key parties to the dispute must agree to the mediation process.

PART VI

GRIEVANCE PROCEDURE

1. PURPOSE

The purpose of the grievance procedure is to provide an efficient and fair method for resolution of disputes related to employee termination, employee discipline, and workplace safety issues.

This procedure is intended to provide an orderly process for a prompt and equitable resolution when a concern has not been resolved. The District intends that whenever feasible, complaints or grievances be resolved at the lowest possible administrative level. Employees are encouraged to discuss problems or concerns with their supervisor or an appropriate administrator at any time.

It is the District's policy to treat all employees fairly and equitably. An employee has the right to bring a grievance to the District's attention without reprisal. Filing a grievance will not adversely affect an employee's employment status.

The District regards workplace safety issues as critical and therefore, will work to immediately resolve these issues at the place where the issue arises. However, if the workplace safety issue is not resolved, the employee may utilize this grievance process.

2. GENERAL PROVISIONS

Only regularly appointed employees who have passed probation and substitute teachers may utilize the grievance procedure, as shown below.

An employee may not file or advance a grievance outside of the designated timeframes, unless the timelines are modified by written agreement of the parties.

In the event that the employee has not received a timely decision at the first step in the procedure, the employee may request review of the grievance by the Superintendent, or his or her designee. This provision does not apply to substitute teachers.

At each stage of this grievance process, an employee may be represented by the employee's union, legal counsel, or any other person of his/her choice. An employee will not be compensated for time spent in processing his/her grievance and shall not initiate a grievance (or engage in grievance related activities) during work hours. Employees may attend grievance hearings scheduled during the employee's workday, provided release for attendance is approved by Office of Human Capital, Employment Relations Department.

A grievance must be submitted on an initiation form. Appeals and reports of disposition shall be processed on the appeals and disposition forms respectively. Designated forms

will be transmitted to the supervisor or principal, the employee, and Employment Relations.

In no event shall any party be entitled to attorneys' fees or other costs associated with any step in this process.

3. DEFINITIONS

The term "grievance" as used in this procedure is a dispute between an employee and the District regarding his or her termination, discipline, or workplace safety, as defined herein.

The term "termination" as used in this procedure means a separation of a non-probationary employee from employment with the District because of unsatisfactory performance or conduct.

The term "Termination" shall not include the following:

- Layoffs
- Voluntary separations from service including, without limitation, quitting or resignation
- Job abandonments
- The end of employment due to disability, lack of qualification or licensure, or other factors that preclude an employee from performing job duties
- Retirements
- Removal of an employee from a position during his/her probationary period.

The term "discipline" as used in this procedure means a suspension without pay because of performance or conduct issues, or a disciplinary demotion of a non-probationary employee.

"Employee discipline" shall not include the following:

- Plans of correction or performance improvement
- Performance evaluations or reviews
- Documentation of employee acts or omissions in an employment file
- Verbal or written reprimands, unless the written reprimand is later used to support a suspension or termination through progressive discipline
- Non-disciplinary wage, benefit, or salary adjustments; or reassignments

The term "workplace safety" as used in this procedure means an alleged violation of any applicable standard established under state or federal laws or regulations relating to workplace safety or any issue that affects the physical health or safety of an employee.

4. **PROCEDURE FOR EMPLOYEE GROUPS A, B, C, G, H, AND I**

Applicable Group(s) A, B, C, G, H, I:

An employee may file a written grievance with the Office of Human Capital, Employment Relations Department, within 15 workdays of his or her termination, or receipt of discipline, or an inability to satisfactorily resolve a workplace safety issue with his or her immediate supervisor.

FIRST STEP - Upon receipt of a written grievance, the Chief Human Capital Officer will designate an appropriate administrator to hear the grievance. The designated administrator shall meet with the parties within 15 workdays of receipt of the grievance or as soon as practicable to discuss the grievance and attempt to resolve it. The designated administrator shall review documentation provided by both parties in support of the employee's position, may allow the parties to present brief overviews of their positions if this is deemed helpful, and may direct pertinent questions to the parties. If the matter is resolved, then the resolution will be reduced to writing and distributed to the parties. If the matter is not resolved, the administrator shall advise the parties in writing of his/her disposition of the grievance within ten workdays after the meeting.

SECOND STEP - Either the employee or the Administration may file an appeal of the designated administrator's disposition to an impartial hearing officer in a matter involving termination, disciplinary demotion, discipline resulting in a suspension in excess of one workday without pay, or workplace safety issues. The appeal must be filed with the Office of Human Capital, Employment Relations Department, within ten workdays after the receipt of the designated administrator's disposition.

- a. **SELECTION OF AN IMPARTIAL HEARING OFFICER (IHO):** The Office of Accountability and Efficiency shall maintain a list of qualified IHO's following consultation with labor unions, which may not include present or former District or union employees. Qualified IHO's may include, but are not limited to, those individuals available to be impartial hearing officers through the Wisconsin Employment Relations Commission or the Wisconsin Association of School Boards. The District will apply any standards developed by the State of Wisconsin for qualifying IHO's. IHO's for appealed matters shall be assigned at random from the list of qualified IHO's by the Chief Accountability and Efficiency Officer.

Within ten calendar days of the receipt of the first step appeal, the Office of Human Capital, Employment Relations Department, shall contact the Office of Accountability and Efficiency to request the selection of an IHO. Employment Relations will copy the employee or the employee's representative in the request for the IHO. Once an IHO has been selected by the Office of Accountability and Efficiency, the employee or the employee's representative and Employment Relations will schedule a date for the hearing.

The IHO shall be compensated at his/her established regular rate for the hearing and time spent composing the decision, if such rate is charged. Any charges will be split evenly between the Administration and the party appealing the termination, disciplinary action, or workplace safety concern.

- b. **MEDIATION:** The IHO shall offer the parties an opportunity to mediate the dispute immediately prior to holding a hearing on the matter. During such mediation, the parties shall present their positions to the IHO, but no evidence shall be taken. If no resolution is achieved, the IHO shall immediately commence the hearing.
- c. **HEARING BEFORE THE IHO:** The IHO shall take testimony and evidence, and be responsible for the fair and orderly conduct of the hearing and preservation of the record. All testimony shall be taken and recorded under the supervision of the IHO.

The parties shall provide all exhibits to each other at least ten workdays in advance of the hearing.

For disciplinary or termination hearings, the Administration shall have the burden of proof to show just cause for the action taken.

For hearings related to workplace safety, the employee has the burden of proof to show the action is necessary. The Administration shall have the burden of proof to justify the reasonableness of the action taken.

The IHO shall sustain, modify, or overturn the determination of the designated administrator based upon his or her review of the facts as presented.

The IHO shall submit a written decision to the Office of Human Capital, Employment Relations Department, within ten workdays of the close of the hearing, including the reasons for the decision. The Office of Human Capital shall communicate the decision to the parties through electronic means or U.S. mail.

THIRD STEP - The employee may appeal the decision of the IHO to the Board. The Administration may appeal the decision of the IHO to the Board only with the concurrence of the appropriate executive officer. The appeal must be filed within ten workdays of receipt of the IHO's decision. An appeal to the Board is permitted only in matters involving an employee termination, disciplinary demotion, a disciplinary suspension in excess of five workdays without pay, or workplace safety issues.

Any appeal to the Board shall be on written record (paper review). The Board procedures governing such reviews, including the circumstances in which a hearing may be conducted, will be located in the Appendices to the Board Rules. The procedures will be developed and brought to the Board for approval in June, 2013. The appealing party shall supply a copy of the written record to the other party without charge.

This entire grievance procedure shall not be construed to create and is not intended to establish or give rise to any contractual rights between the Milwaukee Board of School Directors and any of its employees and is at all times subject to modification or elimination by the Board at its sole discretion.

5. PROCEDURE FOR EMPLOYEE GROUP D (SUBSTITUTE TEACHERS)

Applicable Groups(s) D:

Any substitute teacher may file a written grievance with the Office of Human Capital, Employment Relations Department, within ten workdays of his or her termination, or receipt of discipline, or an inability to satisfactorily resolve a workplace safety issue with his or her immediate supervisor.

Upon receipt of a written grievance, the Chief Human Capital Officer will designate an appropriate designee to hear the grievance. The designee shall meet with the parties within 15 workdays of receipt of the grievance or as soon as practicable to discuss the grievance and attempt to resolve it. The designee shall review documentation provided by both parties in support of the employee's position, may allow the parties to present brief overviews of their positions if this is deemed helpful, and may direct pertinent questions to the parties. If the matter is resolved, then the resolution will be reduced to writing and distributed to the parties. If the matter is not resolved, the designee shall advise the parties in writing of his/her disposition of the grievance within ten workdays after the meeting.

The designee's disposition shall be final and binding.

PART VII

COMPLAINT PROCEDURE

Applicable Group(s) A, B, C, D, E, F, G, H, I:

The purpose of this complaint procedure is to provide a method for prompt and full discussion and consideration of matters of concern that do not fall under the category of harassment, discrimination, or bullying and which cannot be processed through the grievance procedure.

Any employee may file a written complaint with the Office of Human Capital, Employment Relations Department, within ten workdays of his/her inability to resolve the concern with his/her immediate supervisor or the employee has knowledge of the concern.

Upon receipt of a written complaint, the Chief Human Capital Officer will designate an appropriate designee to hear the complaint. The designee shall meet with the employee within 15 workdays of receipt of the complaint or as soon as possible to discuss the complaint. The designee shall review documentation provided in support of the employee's position and will

further investigate the matter. The designee shall advise the employee in writing of his/her disposition of the complaint within ten workdays after the meeting.

The designee's disposition shall be the final resolution of the complaint.

PART VIII

LEAVES AND ABSENCES

A. ADMINISTRATIVE LEAVE

Applicable Group(s) A, B, C, D, E, F, G, H, I:

The District, through the Office of Human Capital, may place an employee on Administrative Leave if the employee is disrupting operations or if the District has reason to believe that the employee may be: 1) potentially injurious to self or others; or 2) medically unfit to perform the core duties of the job, notwithstanding reasonable accommodations. The employee may elect to use accrued sick leave while on Administrative Leave; otherwise, Administrative Leave is unpaid. If an employee is placed on Administrative Leave, the District will within a reasonable period of time provide a process to assess the employee's suitability for returning to work. Placement on Administrative Leave does not preclude disciplinary action based on the same conduct. Placement on Administrative Leave will be confirmed in writing and may be appealed to the Chief Human Capital Officer.

B. FAMILY MEDICAL LEAVE ACT (FMLA)

Applicable Group(s) A, B, C, D, E, F, G, H, I:

The provisions below describe employee rights and obligations under the Federal and State Family and Medical Leave Act (FMLA) and explain the consequences of a failure to meet these obligations.

1. LEAVE ENTITLEMENT

- a. **STATE LEAVE.** The actual amount of time an employee spends on leave under the Wisconsin FMLA will be subtracted from his/her entitlements under Wisconsin law:
 - Two workweeks for the employee's serious health condition
 - Two workweeks for the serious health condition of a child, spouse, domestic partner, or parent(s) (including the employee's parents-in-law or the parents of a domestic partner)
 - Six workweeks for the birth or adoption of a child by the employee.

- b. **FEDERAL LEAVE.** The actual amount of time an employee spends on leave under the Federal FMLA will also be subtracted from his/her entitlement to leave under Federal FMLA for any of the following purposes:

Twelve workweeks of leave in any 12-month period for:

- Birth and care of the employee's child, within one year of birth. If both spouses are employed by the District, they will be entitled to a combined total of 12 workweeks of family leave
- Placement with the employee of a child for adoption or foster care, within one year of the placement. If both spouses are employed by the District, they will be entitled to a combined total of 12 workweeks of family leave
- Care of an immediate family member (spouse, child, parent) who has a serious health condition
- For the employee's own serious health condition that makes the employee unable to perform the essential functions of his or her job
- Any qualifying extenuating circumstances arising out of the fact that the employee's spouse, son, daughter, or parent is on active duty or has been notified of an impending call or order to active duty in the U.S. National Guard or Reserves in support of a contingency operation

Under Federal FMLA the employee has an additional entitlement to 26 workweeks of leave during a single 12-month period to care for a covered service member with a serious injury or illness if the employee is the spouse, son, daughter, parent, or next of kin of the service member (Military Caregiver Leave).

2. **CONCURRENT LEAVES OF ABSENCE**

These leave rights will run concurrently to the extent permissible under law. Wisconsin FMLA leave rights are administered on a calendar year basis; Federal FMLA leave rights are administered on a rolling year basis. To be eligible for leave, the employee must request leave not fewer than 30 calendar days before his/her leave is to begin, unless due to the circumstances, a shorter notice is necessary. However, the notice must be given not later than two workdays after a leave begins. Leave may be taken on an intermittent or reduced leave schedule basis for a serious health condition, after attempting to coordinate the period of absence with the District. In the event of a birth, adoption or foster care placement, intermittent leave will be permitted only during the 16-week period before and after the birth or placement, and the last segment of intermittent leave must begin within 16 weeks of the date of birth or placement.

3. **ELIGIBILITY**

The employee will be eligible for Federal FMLA leave if he/she has worked for at least 1,250 hours in the 12 months prior to the beginning of his/her leave and has been employed with the District for 12 months over the past seven years. For Wisconsin FMLA purposes, the employee must have been employed for 52 consecutive weeks and

been paid for 1,000 hours of work in the 12 months preceding the commencement of his/her leave.

4. MEDICAL CERTIFICATION

If the employee's leave request is based on his/her own serious health condition or the serious health condition of his/her child, spouse, domestic partner or parent, he/she must provide the District with a medical certification prepared by the treating health care provider. The medical certification must be provided to the District within 15 calendar days of notice to the employee of the need to provide such information, unless the District agrees to an extension of time. If the information in the certification is incomplete or insufficient, the District may request a clarification and/or authentication of the certification from the treating health care provider. This document must be completed and returned to the District within seven calendar days unless the District agrees to extend the response time. In the event questions continue to exist, the treating health care provider may be contacted for clarification of the request. If the employee fails to provide a timely certification, his/her leave request or his/her continuation of leave may be denied. If the employee's leave request is denied, his/her absences will be classified under the District's attendance policy. However, the District reserves the right to require the employee to use FMLA leave concurrently with sick leave.

5. ADDITIONAL MEDICAL CERTIFICATION

If the District has any questions about the accuracy of the employee's initial medical certification, he/she must submit to another examination, at the District's expense, by a health care provider selected by the District. If the second opinion differs from the initial certification, a third opinion, from a mutually agreed upon health care provider, may be required. The third opinion is final and binding.

6. MEDICAL RECERTIFICATION

The employee must provide the District, to the extent required by law, with recertification on a periodic basis that his/her serious health condition prevents him/her from performing his/her job functions or that he/she is needed to care for a family member with a serious health condition.

7. RETURN TO WORK

If the employee is on FMLA leave because of his/her own serious health condition, he/she may be required to provide the District with a return-to-work release, signed by his/her treating health care provider, which addresses his/her ability to perform the essential duties of his/her job, before he/she can return to work. If he/she fails to provide the District with a return-to-work release, his/her reinstatement may be denied until the required certification is provided.

8. SUBSTITUTION (FMLA PAY STATUS)

The employee may have the option, depending on his/her situation, of using certain types of paid leave (i.e., sick, vacation, miscellaneous leave, or compensatory time) for unpaid FMLA leave pursuant to this FMLA Policy. When using leave under the Wisconsin FMLA act, the employee has the right to substitute any accrued paid leave for FMLA leave. The employee has similar rights to substitute accrued paid leave under the Federal FMLA; however, under the Federal FMLA, the employee may NOT substitute accrued paid leave unless the employee independently meets the applicable requirements for the use of the accrued leave as specified in other provisions of the Employee Handbook. Under Federal FMLA, the District may require the substitution of any accrued paid leave for periods of unpaid FMLA leave. When accrued paid leave is substituted during the employee's unpaid leave period, the paid leave will not be available to the employee later. These leaves will run concurrently, provided the employee meets the applicable requirements of this leave policy. If the employee does not meet the requirements for taking paid leave, the employee remains entitled to take unpaid FMLA leave. If the employee is injured in the course of employment with the District and receives wage continuation benefits or statutory wage benefits for absences attributable by the District to the work injury, this form of paid leave will be automatically counted against any FMLA entitlement to the extent permitted by law.

9. MAINTENANCE OF HEALTH AND DENTAL INSURANCE COVERAGE AND PAYMENT OF EMPLOYEE CONTRIBUTION

The employee's health/vision and dental coverage will continue in effect during his/her FMLA leave entitlement and he/she will continue to be responsible for paying any required employee health/vision and dental contributions during the employee's leave. In the event of an unpaid FMLA leave, the employee will continue to be responsible for payment of employee contributions that accrue during his/her unpaid leave and such contributions will be deducted in full from his/her first paycheck or billed to him/her in full if he/she does not return to work at the District at the end of his/her unpaid FMLA leave.

10. EMPLOYMENT PROTECTION

Upon returning to work from the employee's FMLA leave, the employee will be reinstated to the position he/she held prior to his/her leave or to an equivalent position with equivalent pay, benefits, and other terms and conditions of employment, unless his/her employment would have otherwise ceased. He/she will have no greater right to employment with the District at the end of his/her leave. If his/her leave extends beyond his/her 12-week FMLA entitlement, the District may fill his/her position.

11. DESIGNATION OF LEAVE

Once the District receives any requested information, the District will inform the employee whether his/her leave will be designated as FMLA leave. If the employee does

not provide the District with the required information within the time specified, the employee's absences will ordinarily be classified as other than FMLA leave and will be subject to the District's attendance policy. However, the District reserves the right to require the employee to use FMLA leave concurrently with sick leave.

Questions regarding FMLA may be directed to the Leave Specialist in the Office of Human Capital, Employee Rights Administration Department at (414) 475-8210.

C. WORKER'S COMPENSATION

Applicable Group(s) A, B, C, F, G, H, I:

An employee who is injured in the course of employment must file an accident report (Form EB-49) and Employee's Statement of Injury form with the employee's immediate supervisor within 24 hours after the occurrence of the injury (or as soon thereafter as possible).

An employee who is absent because of an injury or disease or assault compensable by the District under the Wisconsin Worker's Compensation Act is eligible for up to 40 days wage continuation during his/her active employment for that injury/disease/assault at approximately 2/3 of the pre-injury gross base salary normally received by the employee. Wage continuation for any and all injuries/diseases/assaults shall not exceed 40 days in any fiscal year and is intended only for the healing period. If the absence extends beyond one of the 40-day limits, the employee has the option of electing sick leave accumulation in accordance with District requirements or statutory workers compensation benefits. In order to be eligible for wage continuation or worker's compensation benefits, proper medical verification/documentation is necessary and wage loss replacement for the absence must be found by the City of Milwaukee to be required under the Wisconsin Worker's Compensation Act. (Note: Employees without a standard, regular work schedule are not eligible for wage continuation benefits. No wage continuation benefits are provided for jobs which did not give rise to the injury.)

All employees shall cooperate with the District's light duty and return to work arrangements where medically advisable and feasible. For additional information regarding worker's compensation benefits, please visit the portal at www.milwaukee.k12.wi.us or contact Office of Human Capital Services, Benefits and Compensation Services Department, at (414) 475-8555.

D. HOLIDAYS

Applicable Group(s) A (except Building Trades seasonal laborers), B, C, F, G, H, I:

1. The following days are paid holidays for 12-month employees regularly scheduled to work 30 or more hours per week:

- New Year's Day
- Good Friday

- Memorial Day
 - Fourth of July
 - Labor Day
 - Thanksgiving Day
 - Day after Thanksgiving
 - Christmas Eve Day
 - Christmas Day
 - New Year's Eve Day
2. When a holiday falls on a Sunday, it shall be celebrated on the following workday. When a holiday falls on a Saturday, it shall be celebrated on the preceding workday.
 3. The following days are paid for ten-month employees regularly scheduled to work 30 or more hours per week:
 - Labor Day (only when the work year begins before Labor Day)
 - Thanksgiving
 - Memorial Day (only when the work year ends after Memorial Day)
 4. Employees regularly scheduled for less than 30 hours per week are not afforded paid holidays.
 5. To qualify for and receive holiday pay, an employee must be in paid status both the scheduled workday before and the scheduled workday after the paid holiday.

E. INCLEMENT WEATHER

Applicable Group(s) A, B, C, F, G, H, I:

On occasion, due to weather conditions, closings may occur due to inclement weather.

When schools and the Central Services Offices are closed due to inclement weather, only designated employees are expected to report for work. The designated employees will primarily consist of those employees involved in snow/ice removal activities. Those employees designated to report to work will be notified by their supervisor or department head of such requirement. If a designated employee is unable to work that day, he or she is expected to call in the absence in accordance with departmental work rules. Failure of a designated employee to report the absence will result in the individual not being paid for the day and may result in disciplinary action, up to and including termination. Inclement weather days are non-paid, non-workdays for substitute teachers and hourly employees.

F. JURY DUTY

Applicable Group(s) A, B, C, F, G, H, I:

Full-time employees of the District will be released to fulfill citizenship obligations of jury duty. When an employee is summoned for jury service, he/she must notify the District. Employees shall receive full pay during the period of absence provided he/she remits to the District an amount equal to the compensation paid to him/her for such jury service and attaches the summons.

G. MILITARY LEAVE

Applicable Group(s) A, B, C, D, E, F, G, H, I:

It is the District's policy that employees will be granted all military leave rights available under the Uniformed Services Employment and Re-employment Rights Act (USERRA). Upon notification of the need for military leave, employees shall request leave through the Office of Human Capital and notify their supervisor. For further information regarding rights under USERRA, employees may contact the Office of Human Capital, Leaves Specialist at (414) 475-8210.

H. SICK LEAVE

Applicable Group(s) A, B, C, F, G, H, I:

1. **ACCRUAL.** All employees, except as otherwise provided, are eligible for 0.067 hour for every hour paid, exclusive of overtime or additional hours.
 - a. Twelve-month employees can accrue up to a maximum of 120 hours per fiscal year. No employee working on a 12-month basis may accrue more than 1,200 hours of sick leave at any point in time during their employment with the District at full pay. Thereafter, sick leave accumulation is unlimited at half-pay.
 - b. Ten-month employees can accrue up to a maximum of 100 hours per fiscal year. No employee working on a 10-month basis may accrue more than 1,160 hours of sick leave at any point in time during their employment with the District at full pay. Thereafter, sick leave accumulation is unlimited, at half-pay.

Note: Substitute teachers and part-time recreation employees are **not** eligible to earn sick leave.

2. **USE OF SICK LEAVE (PERSONAL ILLNESS).** Sick leave is a benefit to be used for illness only, unless otherwise provided.

Ordinarily, an employee may be off work for up to three continuous days for personal illness without a need to furnish the employer with medical documentation. All continuous absences in excess of three days for personal illness do require medical documentation substantiating the absence by a health care professional licensed to treat the condition at issue. Medical documentation shall be submitted to the supervisor within ten calendar days of the first day of absence. Such documentation should indicate the duration or expected duration of the restrictions or incapacity. Updated medical reports should be submitted by the employee whenever the employee's work capacity is no longer described or substantiated by medical documentation previously submitted.

The District may require an employee who has been absent due to personal illness to submit medical documentation demonstrating that he or she is fit for duty and/or does not pose a direct threat to the health or safety of him/herself due to the medical condition. Fitness for duty documentation should be submitted routinely for absences in excess of three consecutive workdays, and such documentation may be required for shorter periods if warranted by special circumstances. The employee should be given reasonable advance notice if documentation will be required for shorter periods.

3. **USE OF SICK LEAVE (FAMILY ILLNESS).** Employees may use up to ten days per fiscal year of sick leave for illness of an immediate family member. "Immediate family member" is defined as husband or wife, child, stepchild, brother, sister, half-brother or sister, stepbrother or sister, parent, parent-in-law, stepparent, or domestic partner, wherever they may reside, or other relative living in the same household. All continuous absences in excess of two days for family illness require submission of medical documentation of the reason.
4. **REPORTING OF SICK LEAVE USE.** The employee must notify his/her immediate supervisor before the beginning of the scheduled workday that he/she is going to be off sick in accordance with departmental work rules. Such notice shall be provided to the employee's immediate supervisor in a manner designated in the departmental work rules. Absent emergency circumstances, the failure to provide the required advance notice will result in the absence being considered absent without approved leave (AWOL) under Part II.
5. **MISUSE OR ABUSE OF SICK LEAVE.** Any time the District has reason to believe an employee may be abusing or misusing the sick leave benefit, it may require the employee to submit medical documentation of the reason for the absence. Misuse or abuse of sick leave may result in loss of pay and/or disciplinary action, up to and including termination.

I. MISCELLANEOUS LEAVE

Applicable Group(s) A, B, C, F, G, H, I:

A total of not more than 32 hours per year, prorated based upon the number of hours worked weekly, deductible from sick leave may be taken for any reason. Employees must obtain prior written approval from their supervisor before use of sick leave under this provision.

J. BEREAVEMENT/FUNERAL LEAVE

Applicable Group(s) A, B, C, F, G, H, I:

In addition to miscellaneous leave listed above, funeral leaves listed below shall be permitted without loss in pay or deduction from sick leave:

1. An employee shall be permitted to take three full workdays, used within the calendar week (any consecutive seven days) due to the death of husband or wife, child, stepchild, brother, sister, half-brother or sister, stepbrother or sister, parent, parent-in-law, stepparent, or domestic partner, wherever they may reside, or other relative living in the same household.
2. An employee shall be permitted to take one workday, used within the calendar week (any seven consecutive days), due to the death of a grandparent, grandchild, brother-in-law, sister-in-law, son-in-law, daughter-in-law, uncle, aunt, nephew, niece, or first cousin.

K. SABBATICAL

Applicable Group(s) B (certificated only), C, I:

Upon recommendation of the Superintendent and approval by the Board, employees who have rendered at least seven years of satisfactory service in the District may be granted a leave of absence for study, research, or to work on a thesis or dissertation, for either one semester or one year, subject to the following provisions.

1. Up to 20 sabbatical leaves may be granted as requested each school year.
2. Sabbaticals shall be granted based upon the probable advantage to the District.
3. Those granted a sabbatical under this provision shall be paid at the rate of 50 percent of their current salary as of the date such leave starts. The salary is subject to the fulfillment of the requirements governing study or research leave established by the Superintendent. In the event an employee fails to get an acceptable grade in one of the courses being taken or drops one course being taken, where such course does not exceed three credits, he/she shall be paid a percentage equal to the credits earned with an acceptable grade, divided by the nine semester credits required, multiplied by 50 percent of the current salary. Any employee who voluntarily leaves the District's employment within 36 months of his/her return from or completion of a sabbatical must repay 100 percent of the salary cost of such sabbatical.

Only one sabbatical leave is permitted to be taken by a District employee during the course of their employment by/with the District. This limitation is applicable no matter how many times an individual may be hired by, and work for, the District in any capacity.

L. UNPAID (PERSONAL, NON-FMLA) LEAVE OF ABSENCE

Applicable Group(s) A, B, C, F, G, H, I:

In order for the District to position itself to consider and deal with the long-term absence of an employee, employees who request time off for a personal, unpaid, non-FMLA leave must submit their request to the Chief Human Capital Officer at least 60 days prior to the requested start date of the leave or as soon as they become aware of the need to request leave.

At the Office of Human Capital's discretion, unpaid, personal, non-FMLA leaves of absence may be granted for periods of time not to exceed one calendar year.

Because each leave is considered on its own merits and is dependent to some extent on operations of the District, it must be understood that one leave does not establish a precedent for another.

Employees may continue insurances while on unpaid leave of absence at his/her own expense. If the premium is not received by the first of the month, the employee's insurance coverage shall be terminated. During the unpaid leave of absence, the employee will retain accumulated paid leave, but will not accrue any additional paid leave.

The employee will be required to notify the Chief Human Capital Officer of the employee's intent to return to work by the date as specified in the leave approval. If the employee does not provide such notice, he or she will be deemed to have resigned from his or her position with the District as of the expiration of the leave.

M. DURATION OF LEAVES

Applicable Group(s) A, B, C, F, G, H, I:

An extension of a one calendar year unpaid, personal, non-FMLA leave of absence may be approved at the Office of Human Capital's discretion for extenuating circumstances and for a duration determined to be appropriate. The total time allowed for leaves of absence shall not exceed three years in the aggregate within any seven-year period, except as otherwise required by law.

Each leave is considered on its own merits and is dependent to some extent on operations of the District, it must be understood that one leave does not establish a precedent for another.

Employees may continue insurances while on unpaid leave of absence at their own expense. If the premium is not received by the first of the month, the employee's insurance coverage shall be terminated. For such unpaid leaves of absence other than FMLA leaves, the period

of self-paid health and dental coverage shall count toward fulfillment of the COBRA coverage period. During the unpaid leave of absence, the employee will retain accumulated paid leave, but will not accrue any additional paid leave.

N. VACATION

1. ACCRUAL

Twelve-month employees shall receive an annual vacation on an accrual basis.

Applicable Group(s) A (except for Building Trades), C, and clericals in G and H:

- a. Employees with less than nine years of service shall accrue 0.057693 hours of vacation for each hour paid excluding overtime hours. These employees may accumulate a total vacation balance which may not exceed 240 hours (six weeks) in any pay period.
- b. On the first full pay period following completion of nine years of service and thereafter, the employee shall accrue 0.076924 hours of vacation for each hour paid excluding overtime hours. This employee may accumulate a total vacation balance which may not exceed 320 hours (eight weeks) at the end of any pay period.
- c. On the first full pay period following completion of 19 years of service and thereafter, the employee shall accrue 0.096154 hours of vacation for each hour paid excluding overtime hours. This employee may accumulate a total vacation balance which may not exceed 400 hours (ten weeks) at the end of any pay period.

Applicable Group(s) B, F, and administrative staff in G and H:

- a. Employees with less than 19 years of service shall accrue 0.076924 hours of vacation for each hour paid excluding overtime hours. This employee may accumulate a total vacation balance which may not exceed 320 hours (eight weeks) at the end of any pay period.
- b. On the first full pay period following completion of 19 years of service and thereafter, the employee shall accrue 0.096154 hours of vacation for each hour paid excluding overtime hours. This employee may accumulate a total vacation balance which may not exceed 400 hours (ten weeks) at the end of any pay period.

Applicable Group(s) Building Trades:

- a. Employees with less than ten years of service shall accrue 0.04 hours of vacation for each hour paid excluding overtime hours. These employees may accumulate a total vacation balance which may not exceed 160 hours (four weeks) in any pay period.
- b. On the first full pay period following the completion of ten years of service and thereafter, shall accrue 0.06 hours of vacation for each hour paid excluding overtime

hours. These employees may accumulate a total vacation balance which may not exceed 240 hours (six weeks) in any pay period.

c. On the first full pay period following completion of 20 years of service and thereafter, shall accrue 0.08 hours of vacation for each hour paid excluding overtime hours. This employee may accumulate a total vacation balance which may not exceed 320 hours (eight weeks) at the end of any pay period.

2. **PAY-OUT OF ACCRUED VACATION.** Upon separation of services or transfer into positions not eligible for vacation benefits, accumulated vacation hours will be paid out up to the maximum allowable accumulated hours.

3. **USE OF VACATION.** All vacation shall be taken only with prior approval of the employee's supervisor. Employees should request vacation as far in advance of the time as possible. Supervisors should confirm or deny such vacation requests as soon as possible.

O. UNION LEAVES/RELEASES

Applicable Group(s) A, B, C, D, E, I:

Each bargaining unit may request that its representatives be released with pay to engage in union-related activities for a maximum of ten days per fiscal year. Any union may request additional leave for its representatives, including full release up to one school year, subject to approval by the District. For all approved leaves in excess of ten days per fiscal year, the District will bill the bargaining unit for their salary and benefits of the individual for this time.

Hearings in accordance with Part II-Discipline, Part VI-Grievance Procedure, and Part VII-Complaint Procedure, do not count against the ten days in paragraph 1.

Union representatives shall be released, with pay, to attend negotiations as required by state law. This time does not count against the ten days in paragraph 1.

Union representatives must make every effort not to miss scheduled District work time to engage in union activities.

All requests for union leave or release must be submitted to Employment Relations five days in advance whenever practical.

PART IX

ADDITIONAL ITEMS

A. DIRECT DEPOSIT

Applicable Group(s) A, B, C, D, E, F, G, H, I:

Employees are required to establish and maintain direct deposit for their paychecks. The Office of Finance – Payroll will assist employees in establishing direct deposit.

Employees who are unable to establish, maintain, or change direct deposit information, as required, will be issued a payroll debit card which will be funded through direct deposit in lieu of receiving a paper paycheck.

B. EMPLOYEE ASSISTANCE PROGRAM

Applicable Group(s) A, B, C, D, E, F, G, H, I:

All employees and their families are provided free, confidential counseling and referral service pertaining to personal difficulties related to the following:

- Financial and legal consultation
- Mediation information
- Drug and alcohol abuse
- Childcare search
- Adoption assistance
- School and college planning
- Eldercare assessment

You can call Aurora Employee Assistance Program (EAP) at 1-800-236-3231 to schedule an appointment or work/life services between 8:00 A.M. to 5:00 P.M. or 24/7 to speak with a counselor. For additional information, you can also visit the Portal at www.milwaukee.k12.wi.us.

C. GLASS COVERAGE FOR AUTOMOBILES

Applicable Group(s) A, B, C, D, E, F, G, H, I:

The District will provide insurance to cover damage resulting from vandalism to auto glass (i.e., windows, windshields) on employees' owned or leased vehicles while parked at school during school hours and while on school business. Coverage under this provision excludes theft and any damages resulting from collision. Coverage will not cover any towing, storage, or car rental. Employees shall be responsible for the first \$50 for cost of auto glass repair or replacement in any one incident.

D. PRESCRIPTION SAFETY GLASSES

Applicable Group(s) - some members of A and some members of B:

Prescription safety glasses will be furnished and replaced or repaired if damaged or broken during the course of the employee's work assignment, if requested by the employee who is working on a job which requires safety glasses.

E. TUITION REIMBURSEMENT

Applicable Group(s) A, B, C, F, G, H, I:

The District is committed to promoting the professional growth of its employees. A tuition reimbursement program will be offered to employees subject to limitations including, but not limited to, courses relating to a reasonable promotional opportunity within the District or have direct impact that supports student learning. Employees must submit application for tuition reimbursement to the Office of Human Capital and obtain approval prior to the start date of the coursework or training. The availability of tuition reimbursement is subject to approved District budget. Tuition reimbursement is subject to successful completion of coursework as verified by the District.

Note: Information regarding District benefits, such as employee health, dental, life insurance, pension, and retirement savings plans, etc., can be found on the District portal at www.milwaukee.k12.wi.us – *Employee Benefits News*. This source as well as the District's annual Open Enrollment Packet provides the most up-to-date benefits information.

NOTES