



MCCABE UNION ELEMENTARY SCHOOL DISTRICT

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Employee Notifications

E 4112.9

I. All Employees

Educational Equity	Education Code 231.5
Fair Employment and Housing Act; Discrimination Prohibited	Government Code 12950, 2 CCR 11024
Sexual Harrassment	AR 4119.11/ AR 4219.11/ AR 4319.11
Healthy Schools Act	Education Code 17612
Integrated Pest Management	AR 3514.2
Public hearing; good faith effort to reach agreement with staff	Education Code 37616
Public hearing on year-round implementing year-round program schedule	BP 6117
Consultation staff, parents and community	Education Code 46162
School Day	AR 6112
Pupil Fees	Education Code 49013
Local Educational Agency (LEA) Compliance. Notice	5 CCR 4622
Uniform Complaint Procedures	AR 1312.3
Local Control Accountability Plan (LCAP)	BP 0460
Fees And Charges	BP 3260
Epinephrine Auto-Injectors	Education Code 49414
Administering Medication And Monitoring Health Conditions	AR 5141.21
Opioid Antagonist	Education Code 49414.3
Administering Medication And Monitoring Health Conditions	AR 5141.21
Incompatible Activities; Public Officers and Employees	Government Code 1126
Nonschool Employment	BP 4136/BP 4236/ BP 4336
Disaster Service Workers	Government Code 3102
Oath Or Affirmation	AR 4112.3/4212.3/4312.3
Drug-Free Workplace Act; State Contractors and Grantees	Government Code 8355; 41 USC 8102; 34 CFR 84.205, 84.210
Drug And Alcohol-Free Workplace	BP 4020, BP 4159/4259/4359
Public Employment; Military Service Credit	Government Code 21029
Defibrillator	Health and Safety Code 1797.196
Health Care And Emergencies	BP/AR 5141
Tobacco Use Prevention	Health and Safety Code 104420
Tobacco Use Prevention	BP/AR 3513.3
Chapter 3Acquired Immune Deficiency Syndrome (AIDS) Information	Health and Safety Code 120875
School districts to inform employees	Health and Safety Code120880
Universal Precautions	BP/AR 4119.43/4219.43/4319.43
Paid Sick Days	Labor Code 246
Leaves	BP/AR 4161.1/4261.1/4361.1
Employment Relations; Obligations of Employer	Labor Code 2800.2
Health And Welfare Benefits	BP/AR 4154/4254/4354
Notice given to new employees	Labor Code 3551
Work-Related Injuries	BP 4157.1/4257.1/4357.1
Child Abuse and Neglect Reporting	Penal Code 11165.7
Signed statement regarding child abuse reporting	Penal Code 11166.5
Child Abuse Prevention And Reporting	AR 5141.4
Disability Compensation; Disability Benefits; Education Program	Unemployment Insurance Code 2613
Health And Welfare Benefits	AR 4154/4254/4354
Sexual Harassment Training and Education	2 CCR 11023
Notice	34 CFR 104.8
Dissemination of policy	34 CFR 106.9
Nondiscrimination In District Programs And Activities	BP 0410
Nondiscrimination In Employment	BP 4030
Requests for CFRA Leave Advance Notice; Certification; Employer Response	2 CCR 11091, 11095
Part 825 The Family And Medical Leave Act Of 1993. Subpart C - Employee And Employer Rights And	
Obligations Under The Act. Employer notice requirements.	29 CFR 825.300
Family Care And Medical Leave	BP/AR 4161.8/4261.8/4361.8
General local education agency responsibilities	40 CFR 763.84
Management plans	40 CFR 763.93
Environmental Safety	BP/AR 3514

II. To Certificated Employees

Employer required to provide social security coverage or membership in retirement plan	Education Code 22455.5
Temporary/Substitute Personnel	BP/AR 4121
Requirements When Retaining The Services Of A Retired Member	Education Code 22461
Postretirement Employment	BP/AR 4117.14/4317.14
Evaluation of certificated employees	Education Code 35171
Evaluation/Supervision	BP/AR 4115, BP 4315
Written copy of assessment	Education Code 44663
Evaluation/Supervision	BP/AR 4115
Evaluation Schedule; Consequences for Unsatisfactory Performance	Education Code 44664
Evaluation/Supervision	BP/AR 4115
Notice of intent to remain in service	Education Code 44842
Contracts	AR 4112.1
Classification	Education Code 44916
Contracts/Temporary/Substitute Personnel	AR 4112.1, AR 4121
Permanent status	Education Code 44929.21
Decision Not To Rehire	AR 4117.6
Written Charges; Notice to Employees	Education Code 44934
Charge of Egregious Misconduct	Education Code 44934.1
Notice of Dismissal or Suspension	Education Code 44936
Dismissal/Suspension/Disciplinary Action	BP 4118; AR 4118
Unprofessional conduct; written notice	Education Code 44938
Dismissal/Suspension/Disciplinary Action	BP 4118; AR 4118
Unprofessional conduct; written notice	Education Code 44938
Dismissal/Suspension/Disciplinary Action	BP 4118; AR 4118
Compulsory Leave of Absence Procedures	Education Code 44940.5
Dismissal/Suspension/Disciplinary Action	BP 4118; AR 4118
Dismissal of probationary employees for unsatisfactory performance	Education Code 44948.3
Dismissal/Suspension/Disciplinary Action	BP 4118; AR 4118
Notice; Hearing	Education Code 44949
Reduction of staff due to decline in enrollment	Education Code 44955
Personnel Reduction	BP 4117.3
Release of temporary employees	Education Code 44954
Temporary/Substitute Personnel	BP/AR 4121
Providing information to teacher for students engaged in acts described in 48900	Education Code 49079
Employee Security	AR 4158/4258/4358
General Provisions. Reports of Change in Employment Status	5 CCR 80303
Employment Status Reports	AR 4117.7/4317.7

III. To Classified Employees

Compulsory Leave of Absence Procedures	Education Code 44940.5
Dismissal/Suspension/Disciplinary Action	AR 4218
Disciplinary procedures	Education Code 45113
Dismissal/Suspension/Disciplinary Action	AR 4218
Classified Employees; Notice Of Layoff	Education Code 45117
Layoff/Rehire	AR 4217.3
Notification of salary data, classification, work location and hours	Education Code 45169
Appointment And Conditions Of Employment	AR 4212
Leaves; Industrial Accident or Illness	Education Code 45192
Leave of absence	Education Code 45195
Personal Illness/Injury Leave	AR 4261.1, AR 4261.11
Chapter 6.5. Motor Carrier Safety Article 6. Carrier Requirements Required Records for Motor Carriers	13 CCR 1234
School Bus Drivers	AR 3542
Chapter 10. Mobile Source Operational Controls. Motor Vehicles (Refs & Annos). Airborne Toxic	
Control Measure to Limit School Bus Idling and Idling at Schools	13 CCR 2480
School Bus Drivers	AR 3542
Subpart F--Alcohol Misuse and Controlled Substances Use Information, Training, and Referral.	
Employer obligation to promulgate a policy on the misuse	49 CCR 382.601
Drug And Alcohol Testing For School Bus Drivers	BP 4112.42/4212.42/4312.42

IV. To Administrative/Supervisory Personnel

Term of employment	Education Code 35031
Contracts	BP 4312.1
Transfer of administrative or supervisory personnel to teaching position	Education Code 44896
Demotion/Reassignment	BP/AR 4313.2
Written notification of termination of certificated employees	Education Code 44951
Demotion/Reassignment	BP/AR 4313.2
Information Practices Act of 1977; Accounting of Disclosures	Civil Code 1798.29
District Records	BP 3580
Personnel Files	Education Code 44031
Personnel Files	AR 4112.6/4212.6/4312.6
Epinephrine Auto-Injectors	Education Code 49414
Administering Medication And Monitoring Health Conditions	AR 5141.21
Absences From Employment; military service	Government Code 20997
Military Leave	AR 4161.5/4261.5/4361.5
Brown Act-Open Meeting Laws; Closed Session	Government Code 54957
Closed Session Purposes And Agendas	BB 9321
Closed session; confidential information	Government Code 54963
Unauthorized Release Of Confidential/Privileged Information	BP 4119.23/4219.23/4319.23
Workers Compensation; employee victims	Labor Code 3553
Compensation Proceedings; Limitations of Proceedings	Labor Code 5401
Work-Related Injuries	BP 4157.1/4257.1/4357.1
Criminal History Information	Penal Code 11105
Criminal History Information	Penal Code 11105.2
Criminal Record Check	AR 4112.5/4212.5/4312.5
Chapter 4. Division of Industrial Safety Subchapter 7. General Industry Safety Orders Access to Employee Exposure and Medical Records.	8 CCR 3204
Chapter 4. Division of Industrial Safety Subchapter 7. General Industry Safety Orders Group 16. Control of Hazardous Substances Article 109. Hazardous Substances and Processes Bloodborne Pathogens	8 CCR 5193
Exposure Control Plan For Bloodborne Pathogens	AR 4119.42/4219.42/4319.42
Subchapter 7. General Industry Safety Orders. Group 16. Control of Hazardous Substances. Article 109. Hazardous Substances and Processes. Occupational Exposure to Hazardous Chemicals in Laboratories	8 CCR 5191
Hazardous Substances	AR 3514.1
PENDING	8 CCR 5194
Hazardous Substances	AR 3514.1
Military Leave	Legal Code: 38 USC 4334
Part 825 The Family And Medical Leave Act Of 1993. Subpart C - Employee And Employer Rights And Obligations Under The Act. Employer notice requirements.	AR 4161.5/4261.5/4361.5
Employer Notice to Employees of Rights and Obligations for Reasonable Accommodation, To Transfer and To Take Pregnancy Disability Leave	29 CFR 825.300
Requests for CFRA Leave Advance Notice; Certification; Employer Response	2 CCR 11049
Family Care And Medical Leave	2 CCR 11091
Part 825 The Family And Medical Leave Act Of 1993. Subpart C - Employee And Employer Rights And Obligations Under The Act. Employer notice requirements.	BP/AR 4161.8/4261.8/4361.8
Family Care And Medical Leave	29 CFR 825.300
Family Care And Medical Leave	BP/AR 4161.8/4261.8/4361.8