



American Preparatory Academy

Staff Manual

2021-2022

**** Information in this Manual is deemed accurate, but may be subject to change. ****

Table of Contents

Welcome	7
Purpose	7
The Trust of Public Education	9
American Preparatory Academy Mission Statement	9
Our American Ideals and Freedom of Speech	13
Leadership Structure	14
District Level	14
Secondary Department Chairs.....	14
Elementary District Leads.....	14
Academic Coaching Staff - Elementary.....	15
Academic Coaching Staff - Secondary	15
School Level	15
Governing Board	16
I. APA POLICIES	17
A. Staff Code of Conduct	17
Staff Dress Code.....	19
II. General Communication	20
APA’s Global Communication Policy	20
Personal Communication.....	21
Staff/Student Communication.....	21
Staff/Administrative Communication	24
Mass Emails	24
Student/Parent Communication	24
Third-Party Communication	24
Guidance for Staff with Children at APA	24
Professional Development	25
Pre-Service Training Week	25
Teacher Trainings.....	25
American Prep’s Teacher’s Institute	26
Other Certification.....	26
Trainings for Mid-Year Hires	26
Waivers.....	26
Coaching and Performance Evaluations	27
III. Instruction and Academics	27
Classroom Organization	27
General.....	27
Student Files.....	27
Red Health Files.....	28
Furnishings	28
Teacher Valuables	28
Seating.....	28
Walls.....	28
Bulletin Boards	28
Materials.....	29
Student Organization	29

Dockets	29
Learning Plans.....	29
Student Daily Attendance	30
Introductory Meetings with Parents and Students.....	30
Elementary Teacher Meet and Greet.....	30
Secondary Orientation Day	30
Parent Orientation Night.....	30
Teacher Initial Newsletter to Parents.....	31
Response to Parent Inquiries.....	31
Weekly Grade Updates	32
Secondary Progress Reports	32
Homework Response Forms	32
Grading	32
Report Cards	32
Parent-Teacher Conferences.....	32
Volunteers – Academic Support Teams (AST)	33
Schedules and Transitions	33
Wednesday and Thursday Schedule.....	33
APA Academic Guide.....	33
Daily/Weekly Lesson Plans	34
Culminating Activities.....	34
Major Culminating Activities.....	34
Minor Culminating Activities.....	34
Elementary Year End Culminating Show What You Know	34
Visual Media/Internet Usage	34
Field Trips	35
Driver Certification	35
Transportation Request Forms.....	35
Travel Authorization.....	36
Mileage Reimbursement.....	36
Student Assemblies and Awards.....	36
Elementary Weekly and Monthly Award Assemblies	36
Show What You Know	36
Subject Area Groups	37
Reading University.....	37
Special Education.....	37
Testing	38
Substitute Teachers	38
Commitment to Instruction	38
The Secondary Ambassador Program	39
IV. Behavior & Classroom Management, Student Motivation.....	39
CHAMPs	39
Student Discipline Grades K-6	39
Card Chart.....	39

Student Discipline Grades 7-12	40
Minor and Major Infractions	40
Student Dress Code	41
School Cleanliness and Order	41
Student Supervision	42
General Supervision	42
Playground Supervision	42
Playground Equipment General Rules.....	42
Student Lunchtime Supervision	43
Carpool supervision	43
Supervision of Staff Children Before/After School Hours	44
V. Student Health	45
General Student Health	45
Student Illness/Accident Procedure	45
EpiPen Training	45
Accident reports	45
Child Abuse or Neglect	45
Child Protection Trainings	45
School Safety Violations	45
Student Privacy	46
Student Schoolwork and Grading.....	46
Printing and Transmitting Confidential Student Information	46
Photographs or Videos of Students.....	47
VI. Administrative	47
Ownership of Curricular Materials	47
Employee Compensation	47
Staff Work Schedule	47
Required Attendance Events.....	47
Staff Meetings	48
Staff Mailboxes	49
Expectation of Privacy	49
Technology Usage Policy	49
Copier and School Equipment Usage	49
Purchasing	49
School Property	50
Other Reimbursement	50
Staff Parking	50
Facility usage outside of school hours	50
Classroom Inventory	50
End-of-year checkout	51

VII. HR Policies.....	51
Equal Employment Opportunity (EEO)	51
Immigration and Employment Eligibility.....	51
Americans with Disabilities Act (ADA).....	52
Complaint Procedure/Dispute Resolution	52
Consensual Relationships.....	52
Harassment.....	53
Employee Grievance Form	55
Complaint Procedure/Dispute Resolution	55
Ethical Conduct – APA Ethics Policy.....	56
Administration.....	58
Guidance.....	59
Whistleblowing	59
VIII. GENERAL EMPLOYMENT INFORMATION.....	61
Introductory Period.....	61
New Hire Acknowledgement of Policies	61
Fingerprinting.....	61
CPR Certification/Licensing Requirements.....	61
Rules of Conduct.....	61
Prohibited Conduct.....	62
Employment Categories	62
"At-Will" Employment Statement.....	63
Confidential Information.....	63
Personnel Information and Privacy Policy	64
Reduction in Force	64
Resignation or Job Abandonment	64
Your Wage	64
Equipment, Tools or Uniforms on Loan	64
IX. HEALTH AND SAFETY.....	65
Emergency Response Plan	65
Building Security.....	65
Single Point of Entry	65
Security Cameras and Expectation of Privacy Release	65
Liability Insurance	65
Safety, Injuries, and Return to Work.....	66
Safety Rules.....	66
Injuries and Return to Work	66
Employee Health Alerts.....	66

Drug Free Workplace Policy & Testing Program	67
Standards.....	68
Tests.....	68
Reasonable Cause.....	68
Notice.....	69
Prescription Drugs.....	69
Counseling.....	69
Confidentiality.....	69
Reporting of Arrests.....	70
Hazardous Chemicals	70
X. PAY AND HOURS	70
Work Hours	70
Attendance	70
Time-Keeping	70
Overtime Pay and "Comp. Time".....	71
Payroll Deductions	71
Payday	71
Paid Leave	71
Personal Leave.....	71
Sick Leave.....	72
Jury and Witness Duty.....	73
Bereavement Leave.....	73
Unpaid Leave	73
Family and Medical Leave	74
General Eligibility.....	74
XI. BENEFIT PROGRAMS	76
Liability Insurance	76
Insurance Benefits Summary	76
Medical.....	76
Health Savings Account (HSA).....	76
Dental.....	76
Vision.....	77
Life.....	77
EAP – Employee Assistance Plan (company paid benefit for all employees).....	77
Fidelity Investments – 401(k) plan.....	77
XII. Receipt of Staff Handbook	78
At-Will Employment Statement	78
Expectation of Privacy Statement	78
Acceptance of Policy	78
XIII. Appendix A	79

Welcome

Welcome to American Prep for our 19th amazing year! As you've personally experienced, our American Prep staff members have been through a highly selective process that includes written application, pre-interviews and screenings, school site visits, classroom observations, and for teachers often includes teaching in the classroom before an offer of employment is made. We are confident that members of the American Prep staff are among the best to be found! Thank you for being part of our team!!

We are excited to work together to advance our school mission. We have the utmost confidence that given clear direction, adequate resources and generous support each staff member will become a vital, contributing part of our team. Meaningful contribution in an atmosphere of support and growth combine to create an ideal work setting for our employees. ***Creating such an environment is one of our key objectives!***

The beneficiaries of an outstanding staff team are first and foremost, the students! Our students are fortunate to be in classrooms with highly effective, caring individuals who focus on delivering the highest quality education each day. They are fortunate to have support staff who ensure the environment is positive and motivating. The staff itself benefits from the opportunity to collaborate and work daily with other fine professionals who share their deep commitment to the academic success of each student. This creates an energetic, positive environment in which to work and from which both students and staff greatly benefit!

The administration benefits from a highly qualified, dedicated staff in obvious ways! With staff who are vibrant team members, who understand their contribution to the school's mission and are prepared to work hard, the administration's job is one of collaboration and support. Such harmonious collaboration allows administrators to spend their time finding ways to better support the teaching staff and "clear the way" for them.

Administrators can use their time facilitating communication and procuring resources for teachers, which is a much more effective use of their time as opposed to dealing with staff non-compliance of policy, which may be an administration's primary role in other organizations. **American Prep is fortunate to have dedicated, responsible staff members who are truly contributing team members!**

Purpose

This manual is meant to be a thorough and concise guide for staff members at American Prep. The purpose of this manual is three-fold:

1. To assist the American Prep staff in gaining a clear understanding of their responsibilities as staff members, and to serve as a valuable resource to them
2. To create uniformity at American Prep across classrooms, across grade levels and across schools in areas where uniformity will result in increased efficiency and promotion of the school's mission
3. To articulate successful strategies, policies, and procedures that will allow American Prep to achieve its mission of academic achievement and character development for each student.

The manual is issued to each staff member, and it is intended to be used as a resource and a guide. Nothing contained in this Handbook is intended to create, or can create, any contractual or other legal rights.

Employment by American Prep remains at-will. Any procedure or practice, whether set forth herein, or not, is employed at the discretion of the Governing Board and its designee(s). Either party may terminate employment at any time, with or without cause, warning, or notice. Nothing contained herein creates any expectation of continued employment.

It is intended that all issues relevant to a staff member's employment that are appropriately addressed in a general handbook be addressed in this handbook; in reality, it will not ever be complete but will be added to regularly as policies and procedures are adopted and refined. This manual may be amended at any time. It is incumbent upon each staff member to read and understand the information contained in this handbook and to

take it upon themselves to be responsible to abide by the policies and to put the procedures into practice.

As true team members of our vibrant organization, we invite American Prep staff members to offer feedback regarding policies and procedures on an ongoing basis, and to assist the administration in developing a manual that is relevant, accurate and helpful. ***The purpose of the manual is not to increase the workload of staff members; to the contrary, its purpose is to assist the staff in carrying out their duties.*** With sound policies and procedures, we can potentially attain consistency in the delivery of our education services. It is beneficial to our staff to know what their responsibilities are, and what the responsibilities of their colleagues are, so that a positive working environment can be the daily experience of each staff member. This is our intention and our goal – to develop policies, procedures and practices that our teachers can truly focus on the primary job at hand – that of educating students successfully each day.

Each policy and procedure are written with that intent in mind – to create an organization in which our teachers can do their job in a way that is most effective and enjoyable. Please accept our invitation to be an ongoing contributor to your staff manual. Because the purpose of this manual is to ensure your ability to complete your responsibilities effectively and enjoyably, we need you to let us know if the policies are achieving their purpose, or if there are additions that you believe would make the manual more beneficial.

Thank you for being a member of our American Prep team. Your contributions are valued. We look forward to working with you.

American Preparatory Schools

Carolyn Sharette, Executive Director

Catherine Findlay, Character Executive Director

The Trust of Public Education

American Preparatory Academy

American Prep believes that a public school's central mission is two-fold:

1. To ensure that each student achieves maximum **academic proficiency** and,
2. To ensure that each student develops **virtuous character** and motivation for productive citizenry, that thereby students become effective citizens of a free, self-governing nation, and possess the intelligence, skills and desire to dedicate a portion of their lives to **changing the world for the better**.

The trust of the citizens of our nation, expressed in their hard-earned tax dollars flowing to our public schools, must be maintained through strict accountability to these two objectives, and repaid by students who benefit from that public trust by their diligence, hard work and commitment to community and self-government.

American Preparatory Schools accomplishes this central mission by espousing the following tenets:

Schools achieve maximum academic success and student character development by:

- teaching skills to mastery levels
- imparting valuable knowledge
- transmitting the common culture that binds us as a nation, and
- exposing children to supreme examples of artistic and intellectual achievement.

Mastery of a fundamental core of valuable knowledge is essential to a child's achievement in later grades. Material should be coherent, sequential, content-rich, and challenging, and must be taught to mastery level by the teacher.

Standardized testing is an essential tool for measuring student learning and teacher success, but it need only be summative and minimal to be effective in informing instructional practice and school goals.

The formation of good character goes hand in hand with mental training.

Serious scholarship requires a willing and enthusiastic mind, self-discipline, determination, patience, and humility.

All children can learn, although their pace may differ, and their response to higher standards is improved performance.

The school must be structured to support parents so that they may play an active role in all aspects of their child's education.

About American Preparatory Academy

Mission and Vision

American Preparatory Academy Mission Statement

To provide a classical, liberal arts education through an orderly, safe and nurturing learning environment wherein content-rich, efficient curriculum and research-based instructional methodologies are utilized to ensure that every student achieves academic success and develops good character based on concrete measurements.

American Prep Jr. High Mission Statement

American Preparatory Academy Jr. High assists students in their efforts to become student scholars by providing an academically rigorous classical, liberal arts program that prepares them for advanced study at the high school level.

American Prep High School Mission Statement

American Preparatory Academy High School provides an academically rigorous classical, liberal arts education that prepares students for study at the university level or meaningful employment, thereby developing conscientious, confident citizens who think logically, are skilled at persuasion, and are actively involved in the building of our citizen-governed society.

Each program at American Prep is evaluated through the lens of the mission statement – will it promote academic achievement and virtuous character development? We invite all members of the American Prep community to assist in promoting and supporting the school’s mission. Feedback and input are always welcome as we work to refine our programs to better reflect our mission.

American Preparatory Academy is a classical, liberal arts school model. We believe that the pursuit of truth, beauty, and wisdom are the purpose of education. We adhere to the concept of the Trivium, as interpreted to represent three stages of knowledge acquisition. The Grammar phase is identified with the young child (0-9), who easily memorizes songs, poems and factual knowledge. The Logic phase (9-14) is identified with learners “connecting” their factual knowledge in a logical manner, “making sense” of things. The Rhetorical Phase (14-beyond) is that in which students learn to coherently and persuasively defend their logic in writing and speech. (In medieval times, these three designations were the actual subjects of study preceding the study of arithmetic, geometry, astronomy, and music.)

We recognize that in order to succeed in our mission, American Prep must be a place where positive motivation guides students and staff alike. All members of the staff, students, and parents in the American Prep community work together to “build” our great school. Each person has a responsibility to be a “builder.” To help us firmly plant this ideal into our institution, which will result in a loving, positive atmosphere, we have adopted a “Builders” theme, based upon the following poem:

Builders

I saw them tearing a building down,
A gang of men in a busy town.

With a yo heave ho and a lusty yell,
They swung a beam and the sidewall fell.

I asked the foreman if these men were as skilled
As those he would hire if he were to build.

He laughed and said, “Oh, no indeed,
Common labor is all I need,

For they can wreck in a day or two,
What builders have taken years to do.”

So I asked myself, as I went my way,
Which of these roles am I to play?

Am I the builder, who works with care,
Measuring life by the rule and square;

Or am I the wrecker who walks the town,
Content in the role of tearing down?

I’ve made my decision; I’ll start today,
I’ll be a builder in every way.

-Anonymous and Howard Headlee

Each student and staff member memorizes this poem. It is recited at school events and in classrooms. There is also a Builders Song (K. Woodcox, 2004). We ask all members of the American Prep community, when faced with a decision on how to conduct themselves, to ask – “what would be building behavior?” or “what would be wrecking behavior?” Keeping the standard of behavior as that of a “builder” makes it easy to know how to conduct ourselves and promotes a positive place for learning. Spontaneous, monthly and annual “Builders” awards are given to students (and given annually to staff) to promote the Builders theme.

Monthly Builder Award Themes

	Starts with an EVEN year (ie: 2022-2023)	Starts with an ODD year (ie: 2021-2022)
August	Be a Builder	Be a Builder
September	Build with Enthusiasm	Build with Enthusiasm
October	Demonstrating Integrity	Perfectly Honest
November	Expressing gratitude in word and deed	Expressing gratitude in word and deed
December	Looking for ways to serve others (Kigatsuku)	Looking for ways to serve others (Kigatsuku)
January	Thinking positive thoughts about myself and others	Work diligently
February	Using my words to encourage others	Befriend others
March	Quickly acknowledge mistakes and humbly make amends	Willing to try and believe in my ability to succeed
April	Facing obstacles with determination and positivity	Use kind and courteous words
May	Respecting my body and mind	Utterly reliable
June	Be a Builder	Respecting my body and mind

Foundations

At American Prep, we understand that in order to build an excellent institution, we must have a strong foundation in place. Our foundation is built on the following five principles:

Expectations

High expectations in academics and character reflect the unwavering confidence we have in our students. We believe that our students can and will achieve whatever is set before them. High expectations are the vital first step toward achieving our school mission of academic excellence and virtuous character development for each student. The confidence engendered in our students by the high expectations we hold motivates them toward excellence.

Effort

We believe that properly reinforced effort is the key to achievement. Our students and staff know the value of hard work, and are committed to working hard every day. The fruits of work are real and satisfying, and are won without exception by those willing to engage in work earnestly and consistently. The fruits of work cannot be borrowed or lent.

Enthusiasm

Enthusiasm propels one on to greater effort. Enthusiasm makes work enjoyable and provides encouragement for others to put forth increased effort. It is the responsibility of every member of the American Prep community to bring enthusiasm to their work and to their associations at school.

Encouragement

Expertise in the art of encouragement is a hallmark of American Prep staff. Nearly constant, expertly applied encouragement is required to balance the high level of rigor we require of our staff and our students.

Excellence

Excellence is a self-perpetuating value. When one achieves excellence, motivation is generated that leads to a natural increase in expectations, and encourages one to apply effort and enthusiasm to obtain new, even higher levels of excellence.

Equality, Unity and Inclusion

American Prep values and embodies the American ideals of liberty, equality, democracy, rule of law and patriotism. We reference our nation's Declaration of Independence in that we believe that all students and staff have been endowed with certain, unalienable rights that we respect at school. As a classical school, human flourishing is our aim and we believe it is our duty to teach and demonstrate these ideals in our schools. Included in the important rights of each student is that of being viewed as an individual of great worth to our community. *Every person in our school community is equally viewed as a person of unmeasurable value and potential.*

We carefully work to ensure that:

- The right to fully participate in our school programs is available equally to each student.
- The right to opportunities to develop character traits of diligence, hard work, humility, and scholarship are available to all students equally.
- Each student and staff member are viewed, treated, and respected as a full and equal member of the community.
- All students, regardless of disability, are included in classes and non-academic activities to the maximum extent possible

Non-Discrimination

It is vital to our mission and to our community that we are unified in purpose. We recognize the strength we have in our different cultures, nationalities and religious faiths and we honor the diversity of our students and families. Our strength and unity is built as we acknowledge our diversity while focusing on our shared mission of academic excellence and character development for each student.

American Preparatory Academy employees and students shall not be subjected to discrimination in employment or any district program or activity on the basis of age, color, disability, gender, gender identity, national origin, race, religion, sexual orientation, veteran status, or any other protected class. APA is committed to providing equal access and equal opportunity in its programs, services, and employment, including its policies, complaint processes, program accessibility, district facility use, accommodations, and other Equal Employment Opportunity matters.

APA District Title VI and Title IX Director: Lisa Brunson

Address: 12894 Pony Express Rd

Draper, UT 84020

Phone: 801-797-0089

Email address: lbrunson@apamail.org

Regional Office of Civil Rights for Utah

Denver Office

U.S. Department of Education

Cesar E. Chavez Memorial Building

1244 Speer Boulevard, Suite 310

Denver, CO 80204-3582

Telephone: (303) 844-5695

Email: OCR.Denver@ed.gov

[Full Title IX Complaint/Dispute Resolution Procedure found here.](#)

Our American Ideals and Freedom of Speech

American Preparatory Academy's aim is to engage in efforts that prepare our students to actively participate in preserving our nation's form of government. We believe this is best achieved by our school community coming together in unity around our national ideals including liberty, equality, democracy, rule of law and patriotism - and thus preparing our students to "change the world for the better".

These shared ideals provide a solid foundation on which to discuss and persuade and debate issues. We believe public education must provide a foundation for successful dialogue.

We believe that every individual has the right, the freedom and the responsibility to share ideas and to develop informed opinions, and that this process naturally results in diverse opinions among our students, staff and families. We believe this diversity of opinion is a positive, even vital, aspect of American life. As a classical education school, we teach students the process of respectful dialogue. Our interactions must meet the school's standards for decency and respect, and administrators are responsible for promoting respectful communications as the standard at the school.

We believe that it is often through disagreements that we learn the most and advance our understanding of one another and of important issues. We believe that a healthy environment of diverse opinions and ideas, expressed appropriately, strengthens our students, staff, families and community.

We believe it is in conflict with our school's shared ideals of democracy, equality and freedom to disrespect the thoughts, ideas or opinions of others or take steps to minimize their expression. We believe that ideas and opinions should be appropriately articulated, discussed and debated.

We acknowledge that disagreements will be part of any vibrant democratic community, and we believe when principles of freedom and respect are applied, disagreements will ultimately strengthen us. In reality, it is in large part the appropriate communication regarding our differences that opens the doors to understanding each other and that understanding binds us together as a community.

These principles of freedom and respect apply to all within our community equally. No individual or group has special privileges or unique constraints when it comes to appropriate freedom of expression.

We recognize that opinions and ideas will be shared among students and staff informally as a matter of course in their classes and social interactions. We believe this is a healthy and important aspect of a high-quality educational experience.

We believe that debate, argumentation, and persuasion when conducted upon the foundation of freedom, equality, and respect, will benefit our students and our nation.

We are confident that properly facilitated discussions will result in successful communication of ideas and an ability for students to learn how to agree to disagree, which is a vital skill for a successful and effective community member in our free nation.

Leadership Structure

American Preparatory Academy

District Level

- Carolyn Sharette –Executive Director
- Catherine Findlay – Executive Director—Character Education
- Tim Evancich – Operations Director
- Lisa Brunson – Executive Director - Compliance, Interim Title VI and IX Director
- Casey Crellin - Chief Financial Officer (CFO), Business Manager
- Katy Brown – Human Resource Director
- Jen Walstad – District Academic Director
- Daniel Baker – District Secondary Program Director, Chief Data Analyst
- Joan Ottley-Zeeman –Special Education Coordinator
- Lari Evancich – Purchasing Manager
- Clarke Headlee – Chief Technology Officer (CTO)
- Kate York – Compliance Director
- Lauren Butterfield– Title III
- Lindsey Rees – Enrollment Director, Assessment Director
- Tammy Okelberry – District Counseling Lead, District Crisis Response Lead
- Irene Christenson – Curriculum Manager
- Gina Ortega – Teacher Licensing, District Calendar Lead
- Cindy Lawrence – District Secretary Lead
- Cathie Adamson – District Substitute Coordinator

Secondary Department Chairs

Assist in the direction of secondary programs within academic content areas:

English: Jeffrey Sorensen, William McKelvey

Math: Bridget Sullivan

Science: Nichole Dye

History: Sara Ochs, Ryan Thomas

Latin: Rebecca Allen

PE: Mike Christensen

Health: Craig Hollinger

Music: Band – Katti Marin Orchestra – Kaitlin Findlay General Music/Choir – Miriam Burton

Art: Nancy Patterson

Elementary District Leads

Kindergarten – Admin: Carlene Dastrup

First Grade – Admin: Kami Bodily

Second Grade – Admin: Jessica Barton

Third Grade – Admin: Eryn Woolston

Fourth Grade – Admin: Michelle Mulcahy/Angie Lawrence

Fifth Grade – Admin: Julie Rodriguez

Sixth Grade – Admin: Lindsay Campbell

Teacher: Lori Truman

Teacher: Lynzi Rojas

Teacher: Courtney Allen

Teacher: Ashley Nash

Teacher: Courtney Christiansen

Teacher: Eithne O’Donoghue

Teacher: Catherine Hancock

Academic Coaching Staff - Elementary

- Jen Brakey
- Sharon Lloyd
- Lauren Busted
- Jacquie Chappell
- Erin Short
- Lindsey Campbell
- Michelle Flynn

Academic Coaching Staff - Secondary

- Brittney Kempema

School Level

- School Director and/or Administrative Director - Depending upon the particular campus, some schools have a School Director, and some schools have an Administrative Director, and a campus may have both. The School Director and/or Administrative Director may be assigned as leads on suspensions and/or expulsions, retentions, due process hearings, interactions with social services, exceptions to policy or procedures (such as dress code or participation requirements), or any global issues. He or she will come to the District Executive Director in all matters requiring additional direction.
- Lower Elementary Directors – manage the Elementary Program, grades K-3
- Upper Elementary Directors – manage the Elementary Program, grades 4-6
- Junior High Director – manages the Jr. High Program
- High School Director – manages the High School Program
- Special Education Teacher - manages the special education needs within the campus

Early Learning Center

ELC Director: Carlene Dastrup

Draper 1 Campus

School Director: Michelle Mulcahy

K-3 Elementary Director: Kami Bodily

4-6 Elementary Director: Michelle Mulcahy

Administrative Director: Jodi Johnson

Draper 2 Campus

K-3 Elementary Director: Megan Davis

4-6 Academic Director: Angie Lawrence

Administrative Directors: Emily Peery, Cindy Lawrence

School Support Director: Cathie Adamson

Draper 3

School Director: Brad Sheneman

High School Director: Carole Hollinger

Junior High School Director: Todd Christensen

Athletic Director: Bryan Durst

West Valley 1 Campus

School Director: Laura Leavitt

Administrative Director: MaryCarmen Gamez

K-3 Elementary Director: Mikele Crandall

4-6 Elementary Director: Heidi Franco

West Valley 2 Campus

School and Community Support Director - Lara Marquez
K-3 Elementary Director: Eryn Woolston
4-6 Elementary Director: Julie Rodriguez
Secondary Director: Craig Peterson
High School Director: Matt Hymas
Junior High Director: Jake Winegar
Assistant Junior High Director: Al Ramirez
Director of Support Services: Tammy Okleberry
Athletic Director: Mason Paxman

Salem Campus

School Director: Richard Fillerup
K-3 Elementary Director: Jessica Barton
4-6 Elementary Director: Cody O'Brien
Secondary Director: Richard Fillerup

Governing Board

Governing board members meet monthly in open meetings where they receive administrative, financial, and operations reports from American Preparatory Schools Executive Directors. Governing board members provide governance and oversight, ensuring that school activities align with goals and assurances defined in the Charter Agreements.

Utah Charter Academies Governing Board Members

Dee Henderson - Chair

Thomas Young

Stephanie Henderson

Ted Heap - Vice Chair

Brad Blanchard

Each year one board member serves as the parent advocate. The parent advocate is available for consultation with staff as well as parents. They may be reached at parentadvocate@apamail.org.

I.APA POLICIES

A. Staff Code of Conduct

One of the chief components of American Prep’s mission statement articulates that our students will develop positive character traits based on concrete measurements. Our students will develop good character largely to the extent that they see it modeled daily by the important role models in their lives. Thus, it is vital that the American Prep staff demonstrate good character in word and deed at all times, including in the community and on social media platforms. Staff will impart to students the principles of good citizenship and societal responsibility, both by direct teaching and by personal example.

Staff members should strive to be humble. Humility is the gateway to scholarship. Staff members should also work to be perfectly honest and utterly reliable. Students will develop confidence in the staff as they witness the staff of American Prep treating others with respect, dignity, kindness and fairness. As human nature dictates, we are not perfect and staff will consistently employ humility by acknowledging when they are wrong and quickly making amends. Students will follow this example and their lives will be changed.

Students will learn positive methods of conflict resolution and problem solving as they observe the American Prep staff utilize positive, cooperative, democratic methods to work through every-day challenges. Staff members should strive to live these high standards and when they fall short, should employ humility.

Specifically, staff should refrain from using a raised voice, and the communication model outlined in this manual should be followed.

Staff members should refrain from physical contact with students. Most physical contact is inappropriate for staff members with regard to students. Exceptions are handshakes, high fives, fist bumps and “side” hugs (an arm across a shoulder). Staff should never attempt to restrain or redirect a student utilizing physical force. The only exception is in the case where the safety of the student or of another student(s) is in jeopardy and it is clear to the staff member that an intervention is necessary to prevent injury to the student or others.

Staff members are not to speak to students regarding topics such as human sexuality (with the exception of specified classes and utilizing approved curriculum). If a student approaches a teacher and wishes to discuss topics related to human sexuality, the staff member should include an administrator in the discussion, or refer the student to a school counselor.

Staff members are not to discuss topics that may be considered crude or offensive to students or others. Staff members may not violate generally accepted community standards of decency. Staff members should take care to refrain from using slang that may be offensive to students’ religious beliefs.

Staff should never direct students to keep information from their parents regarding what happens in a classroom, at the school or regarding something the teacher has said. Doing so is justification for immediate removal.

Behavior that does not meet the high standards outlined above will result in an administrative conference, and possible loss of employment.

The reasons for termination or discipline listed in this manual are not all-inclusive. The Board retains the right to terminate employment with or without cause, and to determine whether cause for termination or discipline exists, regardless of whether such cause is included in this list.

At its discretion, the School, operating through its Board of Directors and the Administrators, may establish policies, guidelines, and regulations for the operation of the School. When the School, at its discretion, determines that progressive disciplinary steps or warnings, or evaluations of staff are in its best interest, it will employ those tools. However, no policy, guideline, regulation, or practice relating to the training and discipline of staff shall create any expectation of continued employment or any expectation of any particular process or

disciplinary procedure.

Because all boundaries and/or interactions cannot be addressed in a single policy, it is each staff member's obligation to avoid situations that could prompt suspicion of inappropriate interactions by parents, students, colleagues, or school leaders. Trespassing the boundaries of acceptable professional behavior is deemed an abuse of power and a betrayal of public trust. If you have questions regarding what constitutes "professional behavior" please see your supervisor.

Definitions

Student: A "student" shall refer to a person under the age of 18 or who attends or has attended APA, or who has participated in an APA program.

Indoctrination and Politicizing of the School Environment: American Prep maintains a professional and politically neutral environment, free from indoctrination. Indoctrination in this policy is defined as teaching, expressing or otherwise presenting an uncritical or single point of view, absent a holistic and relevant presentation of a topic prescribed by APA's course curriculum. APA supports appropriate class discussion of curricular topics. Current events are part of the curriculum in certain classes at APA, and teachers should seek confirmation of their understanding of this policy when teaching courses where current events are part of the course curriculum. Discussion of historical topics in appropriate classes is vital to a classical education. Historical topics should be presented utilizing primary sources whenever possible, and multiple viewpoints incorporated into the presentation to promote a politically neutral discussion. Indoctrination may include inappropriate or irrelevant sharing of one's political or religious personal views.

TRESPASS: These interactions trespass acceptable professional boundaries and are NOT allowed:

- Giving gifts to students that are of a personal or intimate nature
- Any type of unnecessary physical contact with a student beyond the APA side-hug, high five, fist bump or handshake
- Inappropriate conversations, jokes, comments, personal stories, etc. (Sexual topics, even innuendo, are inappropriate outside of approved Health curriculum.)
- Discussing personal or intimate issues with a student in an attempt to gain their support and understanding, or for any reason
- Communication with students on social networking sites
- Indoctrination of students (see definition above)
- Electronic communication outside of the acceptable standards detailed in APA's [Staff/Student Electronic Communication Policy](#)

WARNING: The following activities are ONLY acceptable with parent permission and administrative notification. In situations where a staff member's family socializes outside of the school setting with a student's family, such as at a church activity, community activity, or children's play-date, a staff member may

- Engage in a social activity with a student that is not school-sponsored and approved
- Transport a student to/from a non-school related activity

CAUTION: Staff should exercise caution and inform their supervisor of any circumstance if they are aware of the following interactions at the school:

- Being alone with a single student behind a closed door (see [General Supervision Policy](#))
- Giving a student (or students) a ride to/from school or school activities without permission from administrator and written parent permission
- Excessive attention toward or from a particular student
- Social activity with a staff member or "student" who is under the age of 21.

When any employee becomes aware of another staff member interacting outside of these professional

boundaries, it is the duty of the employee to immediately report the interaction to their administrator. All reports will be confidential insofar as this policy allows.

Based on the urgency of the report, it is the duty of the administrator to a) safeguard the student(s), b) investigate the allegation, and c) report the situation to the Executive Director.

Criminal Arrest or Charge of Misconduct

If you are an education license holder from the state of Utah, and if you are arrested or charged with a crime, it is your responsibility to contact your direct supervisor and let them know of the arrest or charges as soon as possible and within 48 hours of the arrest or citation. (see *USBE board rule R277-217*) and see [Policy C-10.2.1 Personal Reporting of Arrests](#).

State License Revocation Notification

The State of Utah requires that we inform licensed staff that the State Board of Education is required to permanently revoke the license of an educator who commits a sexual offense against a minor or engages in sexually explicit conduct with a student.

Staff Dress Code

The student dress code at APA is one that helps to create an environment of respect and dignity. Student dress exemplifies student respect for themselves, their classmates, and for learning. It is not the intent of the American Prep administration to outline a specific uniform for staff members, however, the following guidelines should be considered. We often have visitors to the school and we want to always present a professional appearance.

A well-groomed appearance and good personal hygiene are important and give confidence in your overall effectiveness. Staff should consider the level of formality of the student uniform, and ensure that their dress rises to at least the same level of formality.

- Male staff members (with the exception of Operations, IT, Lunch, PE staff members) must wear a dress shirt and necktie daily.
- Female staff members (with the exception of Operations, IT, Lunch, PE staff members) staff members must wear knee-length skirts, dresses or professional slacks.
- Slacks/skirts must not be tight fitting - You must be able to easily pinch one inch of excess fabric in the front and in the back. Leggings as pants are not appropriate.
- Modesty should be an important consideration when determining appropriate dress for staff members. For women, shirts with sleeves and dresses or skirts at least to the knees are appropriate.
- Professional shoes and footwear should be worn (no casual flip-flops or tennis shoes, et cetera).
- No facial piercings or ornaments should be worn by staff members.
- It is preferred that tattoos are not visible.
- Male staff should maintain well-groomed facial hair, or be clean shaven.
- Hair should be well-groomed and non-distracting.
- Hair colors must be natural.
- Operations/IT/Lunch Staff/PE: Dress must meet “Casual Friday” dress standards as outlined below.
- Designated Casual Fridays: Staff may wear a collared shirt (either button up or polo) with slacks/skirts that are not tight fitting. No tie is required.
- Jeans are NEVER allowed as part of the daily dress code.

II. General Communication

APA's Global Communication Policy

If anyone associated with APA has feedback, a concern or a problem related to American Prep he/she should take it to the person most capable, in his/her estimation, of responding to the feedback or addressing the concern and to no one else. If they are unsure who that person would be, they are to ask one of the School Secretaries or their Supervisor. This is the first line of communication and we believe, is the most effective way of addressing concerns or providing feedback in the most expeditious and successful manner. Professionalism demands that this model be followed so that teachers and staff may enjoy a positive, motivating environment that is free from harassment, pressure or negativity.

*Throughout the Communication section of this manual there will be *Communication Best Practices* that we employ at APA and we encourage all staff members to learn these best practices and apply them consistently. They will be noted by *CBP**

1. **CBP: 4 Step Communication:** If a staff member is involved in a communication with any member of the community (student, colleague, parent) wherein there is evidence of frustration, anger or other intense emotion, the following steps should be followed:
 - Listen carefully to the person's grievance. Validate their feelings. If the conversation is occurring in a public area where others may be disturbed, or where the individual's privacy is difficult to maintain, invite the person into an office with another staff member to listen to the grievance.
 - After listening, validate their feelings again. Repeat what you believe the grievance is.
 - Then ask the person for time so that you can look into the problem/gather more information, **verify facts**, and then get back to them.
 - Follow up with the person and anyone else that needs to be in the communication loop.
2. **CBP: Information and Emotion:** It is often helpful when you have something important to communicate to separate in your mind the "emotion" from the "information" in a communication. Sometimes it is necessary to acknowledge the emotion before moving on to solving a problem. Other times it is important to get good information, which can be difficult when there is a lot of emotion involved. Prefacing your communication with "I am going to share some emotion or how I feel" often helps the listener know what is expected of them. Likewise, "I am going to give you some information, and then I'm going to tell you how I feel about it" may help you express yourself clearly.
3. **CBP: Communication Logs** – a spiral notebook is supplied to all staff members or an electronic log may be kept on the staff member's computer. Staff members are to record telephone communications they have with parents and families regarding school. Incoming calls and messages should be recorded in the communication log. Follow up should also be written - in a different color ink for clarity if using a paper log. Non-telephone communications may also be recorded in this log.
4. **CBP: Professional Tone** – Staff should refrain from using a raised voice at any time, except in the possible case of matters of student safety, which would be rare. "Use your feet, not your voice" should be a familiar staff communication motto.
5. **CBP: Confidentiality** – Ensure that when you send an email that has information about any student that you write "confidential, please do not forward" in the subject line. This helps those receiving emails to be cautious about sharing the information that may violate a student's right to privacy.
6. **CBP: Verification** – A vital step in the communication process when there is an issue or conflict is verification. Be sure that you ALWAYS verify information BEFORE taking any action, making any statements or drawing any conclusions. This will require that you follow the 4-step communication process wherein you listen, restate, ask for time, and follow up (see #1 in this section).

Personal Communication

Staff members should generally refrain from the use of cell phones during class times. Text messaging or talking on the phone during class is considered unprofessional conduct. It is understood that at times it will be less distracting for a teacher to communicate on the phone or via text message quickly rather than leaving the classroom to take care of personal business that is pressing. However, this should be rare and reserved for times when students will be least impacted, such as during independent work time. Generally, however, cell phone usage should not occur during class hours.

Personal, non-business use of the company's communication systems is prohibited. You cannot use company communication systems to transmit, retrieve or store any information, material or communication that is obscene, illegal, discriminatory, rude, intended to harass or defame others or otherwise offensive or inappropriate. Also, strictly prohibited are any transmissions with racial, sexual, religious or other harassing content or that are contrary to American Preparatory Academy's policies or business.

Any messages that might act as the "voice" or position of American Preparatory Academy must be approved by the company. Any identification of the author, including usernames, pictures/logos, or "profile" web pages, should not use logos, trademarks, or other intellectual property of American Preparatory Academy unless approved in advance by American Preparatory Academy. If you are not providing an official message from American Preparatory Academy, an employee who comments on any aspect of the company's business must include a disclaimer in your own "profile" or "bio" that the views are your own and not those of American Preparatory Academy.

A message should not disclose any confidential or proprietary information of American Preparatory Academy. If you are "friends" with customers, clients, or vendors on social networking sites, you should exercise additional discretion before posting personal information or photographs that could potentially be embarrassing to you or American Preparatory Academy. Written messages are, or can become, public: use common sense.

American Preparatory Academy reserves the right to review any employee's electronic files and messages to ensure electronic media and services are being used in compliance with federal and state laws, this policy, and other company policies. Accordingly, employees should not assume that their electronic communications are private.

Staff/Student Communication

Communication between staff and students should be positive, affirming and respectful.

CBP: If a student's behavior is in question, it is best to pull the student aside and speak in tones that will allow confidentiality, always with the aim of respecting student dignity.

CBP: Staff should refrain from using a raised voice at any time, except in the possible case of matters of student safety, which would be rare. "Use your feet, not your voice" should be a familiar staff communication motto.

CBP: When dealing with students involved in a conflict, the following steps should be followed:

- a. Separate – students from each other, or from site of disturbance
- b. Question – allow the student to explain what is happening or has happened
- c. Counsel – seek to assist the student in appropriate self-direction

CBP: If a student is not apparently where they should be, and/or engaged in the appropriate activity, the staff member should ask the student "May I help you?" in a kind manner. "Where are you supposed to be?" or "What are you doing?" are not appropriate ways to communicate with students. A gentle redirection by asking if you can assist the student to get where they need to be is most effective as it allows the student to remain in control of themselves avoiding the false "control" implied by staff demanding answers and giving orders. Appropriate student self-direction is the goal at American Prep.

CBP: If a student needs redirection, it is helpful to remember the adage "be tough on the problem but soft on the person". Following this advice allows staff to set clear expectations and maintain the high standards of

conduct we espouse at American Prep while building positive relationships with our students.

Staff members may not inquire of students, parents or guardians regarding their immigration status. If a teacher is made aware of a student's legal status, they are not to disclose this information to anyone else and are required to keep it confidential.

Electronic Communication – Staff members may use school computers and school email accounts to communicate with students via direct email and/or on school website blogs set up and managed by the teacher. Email correspondence from students to staff members that is not strictly regarding an academic issue must cc admin on the reply.

- Staff members should not communicate with K-12 students on social networking sites or using their personal email addresses during school hours OR outside school hours.
- It is not appropriate for staff members to communicate with students on social networking sites.
- With permission of the administrator, Secondary teachers may set up a blog for students to communicate regarding school and subject-area issues and topics.
- With regard to texting, staff should limit text communications to one-way communications, on topics specific to subject-area or school activity information that is best communicated through texting.
- No social-focused communication (non-academic communication) or dialogues should be initiated, responded to, or maintained by a teacher via texting or emailing.
- If an extenuating circumstance is involved, the employee will notify their supervisor to obtain approval for texting a student.
- Staff may not add students on social media.

Staff/Parent Communication

A hallmark of American Preparatory Academy is its parental satisfaction rate. We have achieved high rates of parental satisfaction by maintaining a high level of service for our “clients”, who are the parents of our students.

Parents choose to bring their children to our school, and in making that choice, become our clients. Parent satisfaction impacts the quality of our programs in many ways; in particular, satisfied parents support our school, its curriculum, its programs, and its staff to a degree that unsatisfied parents do not. Therefore, it is imperative that we achieve a high level of parental satisfaction so that our parents help us in the achievement of our School Mission. The school climate is highly impacted by parental satisfaction. Teachers are direct recipients of the benefits of parental satisfaction as parents work to support the teachers at school and also at home in encouraging their children to participate fully in the American Prep program.

Teachers and other staff members are on the “front line” of parental interaction. Therefore, it is important that each staff member views our parents as clients and seeks to provide a high level of service to each and every parent. This can be accomplished in many ways. Some guidelines follow:

- When emailing a group of parents, address the email to yourself and then place all of the email addresses in the “bcc” area of the email, ensuring that email addresses are not disclosed. This is an important privacy practice. If a staff member is unaware of how to do this, the school secretary or any administrator can assist.
- Answer phone and email messages speedily – within 24 hours or on the next school day
- Follow up on important phone conversations with an email to put conversations in writing and reiterate your interest and concern

CBP: Make 2 positive phone calls and/or send 2 positive emails every school day – keep a log of which students you did this for and make sure you get to all parents on a rotating basis

CBP: Keep a careful communication log (see II-A #3). Record the important aspects of parental conversations, so that you can be accurate about what you say and can follow up appropriately. Parents will be impressed by

how much you remember about their concerns and ideas.

Use your communication log to write down important conversations you have about students with parents in person. Then, mark the conversations with regard to what follow up is needed. Review your communication log DAILY and always follow up in a timely manner.

CBP: “Satisfaction Plus” – after you have resolved an issue with a parent, mark the communication so that several days or a week or so later you can touch base with the parent and confirm their satisfaction. You may also send a note of appreciation for them bringing the concern to you, or working with you to resolve an issue, et cetera.

CBP: We recommend that teachers do their own short parent survey after the first quarter. Take the information and feedback you receive and make improvements and changes in your practice.

- ALWAYS try to use sandwich communication - a positive FIRST, the concern, issue or suggestion next, and END ON A POSITIVE! This is SO important that even if a parent has started talking to you about their student and a problem, the first thing YOU say is still something positive. For example, a parent says, “I am really concerned about Jessie, she is just not following through on her assignments and I am so frustrated.” The teacher's response must begin with something positive about Jessie, such as, “Let me just first say that Jessie is such a positive contributor in class – she always has a relevant comment and shows interest in what we are studying. I really appreciate that about her.” Then address the parent’s concern and brainstorm solutions. End by saying something positive about Jessie again, and reiterating that you enjoy teaching her.
- Elementary Teachers: Make it your goal that EVERY parent hears you say, “I really enjoy teaching (student name)”. Hearing the teacher say this early in the year is very important. Parents bring all different perspectives to the school, and some get the mistaken idea that a teacher “doesn’t like” their student. This happens for different reasons, but can be quite simply overcome by a parent hearing the teacher say, “I really enjoy teaching (student name)”. Sometimes students misinterpret something a teacher has said or done and they go home and tell their parents, “Mrs. (teacher’s name) doesn’t like me.” If the parent has heard the teacher say exactly the opposite, the parent can then say to the student, “Oh, I know that isn’t true. She told me specifically how much she enjoys teaching you.” This proactive approach can create a very positive chain of events and improve the teacher/student and teacher/parent relationship.
- Take it upon yourself to teach your parents the communication model at APA. If a parent comes to you and you feel you have addressed their concerns, but you hear “through the grapevine” they are still unsatisfied, PLEASE conference with them immediately. Be straight with them – “I heard from Mrs. X that you are still unhappy with X”. Listen to their feedback. THEN, be sure and teach them the model – “I am happy to continue to work with you on this, but if you feel you are unable to get what you need from me, you are welcome to take your concern to the next level, which would be “X” (show them the Parent-Student Handbook). Be sure and emphasize that they are to take it to someone who can address it (one of those people) and not to others. This is what they signed they would do on the Acceptance of Policy. If they choose to go to friends and neighbors and “stir things up” let your administrator know.
- Confidentiality – remember when you are speaking with parents that you may not talk about other students. This comes up sometimes in meetings where teachers and parents are brainstorming ideas and a teacher may slip and say “you know, we had a similar situation with X, and we tried X, and it worked” or something similar. It is important to refrain from using names of other students in these cases and to maintain the confidentiality of all students.

Staff/Administrative Communication

The administration will utilize email and staff mailboxes for staff memos. It is important that staff members check their mailboxes daily and respond to staff emails in the time specified when a response is requested.

Staff member can email administrators and expect a response within a reasonable time period - 24 hours on a work day or Monday following a weekend.

Administration will be emailing information as the preferred way to provide guidance and direction. Please make sure that you place these instructional emails in an email folder on your computer. You could label your folder "Policies & Procedures" and then you can refer back to them whenever you need to.

Mass Emails

Only campus Academic Directors can approve emails that will be sent to all staff members. Emails sent to all parents should be approved by both campus Administrative Directors and Academic Directors. Any emails sent to all district staff and/or families must be approved by District leadership - the Executive Director. If you have a mass communication you believe needs to be sent, send it to your campus administrators and they will determine the next step.

Student/Parent Communication

Students are generally not allowed to use the school telephones to call home during the day. In cases of illness or injury, the school secretary will call the parent. Students should not be sent to the office to call home. If teachers instruct a student to call home to report missing work, etc., the teacher or other school employee must supervise the phone call (which should be made from the teacher's or the administrator's office) and the student **MUST** leave a message on the home phone if no one answers the phone. If this protocol isn't followed, parents arrive home, see that American Prep has called, and they call the school asking why. The secretaries don't know where the call originated and cannot help the parents. This happens daily at American Prep (5-6 times a day) and our goal is to eliminate those calls completely.

Third-Party Communication

Teachers are not to communicate with outside parties regarding student progress or any other information relating to a student without the written permission of the Academic Director or his/her designee. This includes surveys from medical doctors or other outside professionals. Teachers may fill out surveys at the request of parents, however, the survey must be given to the School Director or his/her designee for approval before being sent to the third party.

Guidance for Staff with Children at APA

It is viewed as a positive aspect of American Prep that many staff members have their own children enrolled in the school. We appreciate the family culture this creates at our schools. There are a few guidelines we would like to bring to the attention of staff members whose children are enrolled at American Prep:

- Staff children **MUST** be supervised at all times when they are on school property. Please do not leave your students unsupervised in your classroom.
- If available at the campus, we encourage staff to enroll their child in after-school care. Staff who are unable to effectively supervise their children after school may be required to make arrangements for their children after school.
- Staff must never give their school keys to their children.
- Staff children should not be in the teacher break room or work room.
- Staff children should not use school computers with administrative approval, and should not use staff computers.
- If one of your children is receiving a special award at the school, and you would like his/her school-age sibling(s) to observe that recognition, you must use the same procedures for checking your child out of school. No one is ever allowed to go directly to a classroom to pull a child out of class. Siblings may

not be checked-out for grade-level culminating events such as kindergarten graduation.

Additionally, parents are often understandably sensitive and sometimes emotional when it comes to situations involving their children. Therefore, we wish to implement a communication flow that will assist parents in their dual roles as parents and professionals. In order to ensure that staff members are properly respected, the following communication policy is in effect for parents of staff children:

- If there are conflicts between staff children, the issue should be brought to the Elementary Director, Jr. High/Secondary Director, or Administrative Director for resolution.
- If teachers of staff children encounter issues that are not easily resolved through American Prep's communication policy, the teacher should bring the issue to the attention of the Elementary Director, Jr. High/Secondary Director, or Academic Director.
- If parents of staff children are dissatisfied with a teacher or staff member they should bring their concern to the Elementary Director, Jr. High/Secondary Director, or Administrative Director for resolution BEFORE speaking with the teacher. Administration will determine if it is best to have a presence at the meeting where the concern is discussed. This applies to concerns regarding grades, classroom practices, et cetera.

Professional Development

It is the aim of American Prep to make available to our staff quality professional development opportunities that will assist our staff in becoming experts in their field. Our staff training will center on the following objectives:

- Each staff member (full and part-time) will attend all scheduled team meetings and staff meetings
- Each teacher will attend annual training each year of employment, PD days as scheduled throughout the year and Post-Service.
- Elementary level teachers will hold grade level team meetings at least once per month where they review the 180-day plan and share plans for the upcoming month. Grade levels should follow the 180-day plan so that the students are learning the same content at the same time. Secondary teachers meet with their content area teams monthly.

Pre-Service Training Week

Pre-service training occurs at each campus just prior to the start of school. All APA staff members are required to attend the pre-service week. Important topics specific to the campus, the school community, practical application of American Prep's mission and philosophy, and staff policies are covered. Staff photos are taken. Teachers set up classrooms and student orientations are held during Pre-Service week. No PTO will be approved to be taken during Pre- or Post-Service.

The state of Utah has required that all staff receive annual or periodic training in areas essential to student and staff safety. These required trainings occur during pre-service meetings as well as through online modules completed independently by each staff member. Online training modules generally include a PowerPoint presentation followed by a short quiz. Every staff member must demonstrate understanding of the material with a score of 100% in order to be recertified annually on these training modules.

Teacher Trainings

All of the teaching staff at American Prep Academy or any American Prep School is required to be certified each year in the following areas:

1. Classical Education Pedagogy Training, including Direct Instruction programs
2. Spalding Spelling (if assigned)
3. CHAMPS classroom management
4. American Prep Transitions and Procedures
5. Data Collection and Reporting

Classroom teachers must also be certified in other areas, including, but not limited to:

- Core Knowledge subjects (elementary levels)
- American Prep Writing programs
- Shurley English, Saxon Math (as assigned)
- State and National testing ethics
- State required trainings (compliance)

American Prep's Teacher's Institute

Every year, the teaching staff at American Prep Academy or any American Prep school will be invited (at no cost to the employee) to the American Prep Teacher's Institute where certification in the above areas is available.

It is the teacher's responsibility to ensure they are at all training sessions so they can qualify for the appropriate certifications to fulfill their job duties throughout the year.

At the conclusion of the American Prep Teaching Institute week, certifications will be emailed to each participant. Those certifications should be kept by the employee to ensure they have the information available to submit to the state for re-licensure points.

Other Certification

Any teaching employee (teacher or instructor) who is unable to receive a certification for an area they will be teaching during American Prep Teacher's Institute may attend certification trainings held by other organizations. These trainings must be approved by the District Academic Director in advance of attendance. These trainings may include (but are not limited to) the following:

- Direct Instruction training in Eugene, Oregon
- Spalding trainings held at other venues or other charter schools
- Core Knowledge training held at the National or State level
- Shurley English training held by the Shurley English representative
- CHAMPS training held at a national or state level
- Advanced Placement course Institutes

Teaching staff that are unable to attend the certification trainings held at American Prep Academy or at other venues may be placed in a substitute teaching position until their training is complete.

Trainings for Mid-Year Hires

Make-up trainings will be held at different times throughout the school year to provide new employees the opportunity to become oriented to teach at an American Prep School. Employees who are hired after the August training weeks will be responsible for ensuring they complete orientation activities as soon as possible after they are hired. Trainings for new employees will consist of both online modules and on-the-job training and coaching.

Waivers

Teaching staff that have completed the August training weeks in previous years may apply for an attendance waiver if conflicts occur that prohibit them from attending the yearly certification training during the Teacher's Institute in August. All waivers must be approved by the District Academic Director in advance of the Teacher's Institute Training week. It is up to the discretion of the Director whether to grant the waiver for all subjects or to require the staff member to seek training in certain areas before school begins (or at the beginning of the year).

Coaching and Performance Evaluations

Teachers will receive coaching several times throughout the year in their first year, and may receive coaching in subsequent years as well. Coaching includes written and/or verbal feedback from the coach. This may occur at any time during the year with or without notice.

Performance evaluations are conducted for teaching staff annually near the conclusion of the school year. Supervisors will observe teachers in their teaching assignments and will complete a summative evaluation. Performance evaluations serve as one factor in decisions related to employment. Summative evaluations identify specific performance levels as compared to established standards, acknowledge above standard performance and may prescribe the means and methods of correcting performance deficiencies to the required level of performance. Results of performance evaluations may be used to inform Supervisors in their decisions related to training, merit pay increases, job assignments, employee development, promotions and retention.

III. Instruction and Academics

The American Prep mission statement will be posted in each classroom. Teachers will lead students in a discussion regarding the school mission each fall, and will refer to it as appropriate, and frequently enough that students will be well familiarized with the school's purpose and will be able to connect the school mission to daily activities. Most importantly, staff members will model the school mission in their words and actions, demonstrating their commitment to and confidence in each child's potential success in academics and in building good character.

Classroom Organization

General

Classrooms should be free of unnecessary clutter. Bookcases and other storage cupboards should generally not be in the front of the classroom, so that students who need to access them during class will not distract other class members, and so that the front of the classroom is neat and orderly. Only items used in American Prep's instructional programs should be housed in the classrooms or on school property.

Student Files

Elementary: Teachers must follow the Policies and Procedures for Student Files. Please review this document for more information. Teachers must keep a student file for each student. Included in the file:

- "Student Notes" (behavior reports)
- Discipline forms (parent intervention, suspension, etc.)
- Report Cards
- Missing Work Summaries
- Group Change Forms
- A Writing Sample from the first, middle and end of the year

Jr. High/Secondary:

- A student file will be maintained for each Jr. High/Secondary student by the Jr. High/Secondary Secretary. Included in the student file:
- Copies of Student Progress Reports as mailed home
- Copies of Report Cards
- Discipline Records
- Student schedule

Red Health Files

The School Director will give to each teacher a red health file for any of their students who have special health considerations. These red files must be reviewed by the teacher and kept in an easily accessible place for quick reference in the case of a health problem with the student. They should also be quickly and easily transportable in case an emergency building evacuation is required.

Furnishings

Each classroom will contain a teacher desk(s), student desks, filing, storage, bookcases, whiteboards, bulletin boards and shelves. Classroom setup will be determined by the facilities specialist, in consultation with the school director.

Teacher Valuables

Valuable items belonging to teachers or staff members should not be kept at school. American Prep assumes no responsibility for loss or damage to personal items while on school property.

Seating

Classrooms should be set up in rows and columns, with each student facing the front of the classroom. If modifications are necessitated by room-size constraints, students should still face the front of the classroom, but columns may be connected. Any deviation from the above should be undertaken AFTER consultation with the Elementary or Secondary Director or his/her designee.

Students in a small group setting should be seated at the front of the classroom. For example, in breakout rooms with a small class that doesn't fill every seat, students should fill the front seats first, filling seats in each subsequent row until all students are seated. Students should not be allowed to sit in the back of any classroom if there are no students in front of them. Desks should be placed so that teachers can access all parts of the classroom at any time to facilitate constant teacher monitoring.

Walls

Each classroom should post the school's Mission Statement, Builders Poem and Builders Theme for the month and Our American Ideals. Jr. High/Secondary classrooms should have the Jr. High or Sr. High Mission Statement clearly posted.

The focal area of the students is the front of the classroom. Therefore, it is important that the front of the room be clear of clutter and of items that visually distract the students. Important content-related information is appropriate on the front walls of the classroom, in addition to the class schedule and Guidelines for Success and/or Classroom Rules and CHAMPS. Calendars, chore charts, card charts, birthday charts and behavior reminders should not be placed on the front wall of the classroom, but are more appropriately placed on a side or back wall. The front wall should contain a whiteboard and a screen. A daily schedule (elementary) and class agenda (secondary) should be placed in the front of the room so students can easily see it. The schedule should be updated daily.

Other walls should be used primarily for content-related visual aids. Word-strips, outlines, timelines, other information related to current topics of study, or review topics, should be posted on classroom walls. Every available wall space in the classroom needs to be used to visually reinforce content from the class curriculum. This can and should be done in creative ways that will be interesting to the students. Such information also allows for quick teacher-directed review sessions.

Bulletin Boards

Only students' best work should appear on bulletin boards in school hallways and in classrooms. At the very least, best handwriting, proper grammar and neat presentation should be evident in each piece of student work chosen for display on bulletin boards. Students should be required to edit their work to the point that grammatical and handwriting errors are not evident before displaying student work.

Materials

Students must have easy access to materials they will need each day. Teachers are responsible to ensure students have the materials they need, including pencils. Two baskets should be placed in the back of each classroom, one containing sharpened pencils, and one for the students to place pencils in that need sharpening. Students who need a pencil during a lesson should be instructed to quickly place their pencil in the “needs sharpening” basket, and get a sharpened pencil from the other basket. Students should be instructed to insure they have a sharpened pencil before each class begins, so a student leaving their seat during instruction to get a pencil would be a rare occurrence. A student or two should be assigned each week to ensure sharpened pencils are always available in the proper basket, but teachers are responsible to ensure there are always sharpened pencils available to students and that students don’t lose instructional time to sharpen a pencil. Students assigned to pencil duty should sharpen pencils before and after school or during recess times, not during class time.

Jr. High/Secondary students will be given one pencil, one blue or black pen and one red pen each month. Beyond this distribution, students are expected to provide their own replacements if needed.

Student Organization

Dockets

Each elementary student will be issued a Docket in which will be color-coded file folders for each subject as follows:

- Red – Reading
- Yellow– Mathematics
- Green – Science
- Blue – History
- Orange – Spelling
- Purple – Literature
- Manila - Teacher’s Choice
- Gray – Reading University

All papers will be kept in the student’s docket. Teachers will instruct students to place papers in the correct folder at the end of each class or subject. Students who need new dockets may purchase one from the front office. Students in grades K-6 must use a school-issued docket.

American Prep maintains a “no loose papers” policy. This means that student desks, lockers and backpacks should be free of loose papers at all times. This policy will assist students in learning vital organizational skills, will assist parents in keeping abreast of student work, and will allow the teacher to save valuable class time as it will not be necessary to “hunt” for student papers.

Elementary school teachers are responsible to ensure that dockets are taken by their students to groups, and also home each night and back to school each morning. This will enable parents to review student work, and will facilitate homework if a student becomes ill and is absent.

Teachers will also need to take time at the end of each instructional period to explicitly instruct their students to place their papers in the appropriate place in their docket. Teachers will need to monitor student compliance by watching the students as they learn this vital skill. It will be well worth one minute at the end of each class period to train our students in this organizational skill. Secondary teachers should participate in this procedure.

Learning Plans

Elementary Learning plans and Secondary planners have a parent signature place on them. Parents are required to sign the learning plan each day. Signing serves two fundamental purposes – the parents stay abreast of what the student is learning in the classroom and therefore is able to extend the student’s learning at home and the student is not able to fall behind or become disorganized without the parent(s)’ and teacher’s knowledge.

Elementary - The first school day of each week, at the beginning of the day (before groups for grades 1-3) the teacher will distribute a learning plan to each student. Learning plans may differ from grade to grade, and the master can be obtained from school administration. Learning plans will have one column for each day of the week, and a row for each subject. Scheduled class work should be written on the learning plan, and students in grades 3-9 should write homework on the plan. Teachers may prefill homework on learning plans in the younger grades. Learning plans belong in the front of the docket, visible from the outside. This way teachers and parents can easily check to see that the learning plan is in the docket.

Secondary – students are issued a year-long planner. Teachers in each class will have a designated board space where they write the daily classwork and homework for each period. Students are expected to copy this information daily onto their learning plan.

Secondary teachers may designate at least 2 students in EACH class as Teacher Assistants. TAs will be trained in checking the learning plans at the END of class each day and ensuring each student has written the day's information in the Learning Plan. A stamp may be placed on the learning plan in the designated space to indicate to parents that the information written is correct. Secondary students may be placed on mandatory parent signing until scholarly skills are consistent.

Teachers may also train the TAs to work with the teacher in posting the day's class activities and any classwork or homework on the teacher's communication page on the school website.

Secondary students are to keep their belongings in their lockers. Students are not to leave belongings in the hallways or on top of the lockers.

Student Daily Attendance

Elementary - Teachers are responsible for taking attendance each morning by the time determined by the school directors.

Secondary - Teachers in grades 7-12 must enter first period attendance information (fifth period on Thursday) into Skyward during 1st period each day so parents can be contacted regarding absent students. Teachers must take attendance at the beginning of each additional period using their behavior record or by entering the data directly into Skyward. Students are marked Tardy if they are not in their seats when the bell for that period rings.

Introductory Meetings with Parents and Students

Elementary Teacher Meet and Greet

Class lists will be posted about one week prior to the first day of school. On the day they are posted or soon thereafter, Elementary teachers will be required to be at the school for an elementary teacher Meet and Greet wherein the parents and students can come into the school and briefly meet their new teacher.

Secondary Orientation Day

Secondary teachers must attend the Secondary orientation day. Students will come to the school for approximately one hour, by grade. They will receive their schedule, locker assignment and combination, take a school tour, attend an orientation meeting and meet their teachers.

Parent Orientation Night

Elementary and Secondary Staff are required to attend Parent Orientation Night which will run for 2 hours on an evening during the first week of school. A sample schedule follows:

Elementary

6:30-8:30 p.m. at each campus

6:30-7:00 p.m. General Meeting in MP Room

7:00-8:30 p.m. Classroom visits

Session 1: 7:05-7:30 p.m.

Session 2: 7:35-8:00 p.m.

Session 3: 8:05-8:30 p.m.

This will allow a parent to visit three classrooms (if they have three students in the elementary school). Students are not invited to Parent Orientation Night.

Secondary

6:30- 8:30 p.m. at each campus

Parents arrive at 6:30 p.m. Annual Orientation 6:30-7:00 pm.

Topics covered:

- Schedules
- on-time arrivals
- discipline policy
- lunch procedure
- Skyward/Alma
- uniforms
- academic expectations
- electronics policy
- TV turn-off
- carpool procedures

Parents begin student schedules at 7:05 pm. Parents attend each class for 25 minutes with a 5-minute transition. Teachers will introduce themselves, distribute the class disclosure, and answer any questions as time permits.

Teacher Initial Newsletter to Parents

Elementary Teachers will prepare a newsletter and packet, and Secondary Teachers will prepare a disclosure and other pertinent information to be presented at Parent Orientation night (elementary) or go home with the students in the first few days of school – (disclosures in Secondary). The information or disclosure will include:

- Teacher introduction and an outline of classroom policies
- Classroom schedule
- Instructions for P.E. clothing (K-6)
- Overview of the teacher's procedures for enforcement of the uniform policy
- Information regarding homework expectations and procedures
- Ways in which the teacher can be contacted
- Reading Summary and instructions
- A sample Learning Plan and instructions regarding the purpose of the Plan, its use and mandatory signing (K-6, homeroom 7-12)
- Instructions regarding the docket, its use and how it should be used by parents and students (K-6, homeroom 7-12)
- Information about grading information on Alma (K-6) or Skyward (7-12)
- Information about the Academic Support Team and a volunteer sign-up sheet (K-6, homeroom 7-12)
- Information regarding the procedures used for schoolwork corrections, confidentiality, and use of volunteers in correcting student work.

Response to Parent Inquiries

Teachers will respond to phone messages and emails from parents within twenty-four (24) hours or by the end of the next school day. This will require that teachers check their message on their phones AT LEAST daily and within a few hours of a message light coming on.

A phone log will be kept of messages received and follow-up communication. Phone logs are available from the administration.

Weekly Grade Updates

The Alma grading system allows parents to check their students' grades and missing work, daily, online. For families that do not have the ability to check their student's grades online, please talk with the elementary director to request a paper bi-monthly report. Instructors are expected to update their gradebook within 24 hours of receiving work from students. Teachers are expected to update their gradebooks within 48 hours of receiving work from their students.

Secondary Progress Reports

Secondary teachers must record grades in Skyward in a timely manner. All grades must be updated each week on Friday before leaving the campus. Secondary students and their parents all have access to grades in Skyward, affording them day-by-day access to progress reports.

Homework Response Forms

Elementary Teachers will send several Homework Response Forms home with students at the beginning of each year. This form allows parents the opportunity to communicate with the teacher regarding the homework assigned. A master copy of the homework response form is available from administration.

Secondary homework load concerns may be for a particular class or may be due to a combined load for any number of classes. Homework Response Forms are available in secondary offices and Homework Tracking Forms are available at the back of student Planners. Either tool may be utilized by a student or parent, or at the request of a teacher or administrator in response to homework load concerns.

If a teacher receives a Homework Response Form or Homework Tracking Form from a parent, he/she will respond within 24 hours by telephoning or emailing the parent and resolving the concern. A copy of the response form and record of the follow-up will be forwarded to the administration.

Grading

Teachers will follow the Policies and Procedures for Grading.

Report Cards

Teachers will prepare report cards for each student at the end of each term. There will be a date published when reports cards must be completed.

Elementary: Teachers will submit their students' report cards to the Administrator for final approval. Teachers will copy the report card and send it home with the student. Report cards will be sent home according to the school calendar. A copy will be kept in the student file.

Secondary: Teachers will finalize their grades by the end of the day on the date published in the staff calendar. Report cards will be available in Skyward for parents to view.

Parent-Teacher Conferences

In grades K-6, at the beginning of the second and fourth terms, the teacher will meet with parent(s)/guardian(s) of each student in their class in a parent-teacher conference. The outline to use for the conference is the SEP and the PTC Promotion Discussion form, a copy of which is included in the Grade Level Guide. During this conference, goals for student achievement are set with the input of the parent/guardian. In grades 4-6 students may be invited to attend.

In grades 7-12, conferences are held according to the school calendar. Students will be invited to attend these conferences.

In grades K-6, at the end of the 2nd term, teachers will meet with parents who desire to conference with the teacher, or with a parent of any student who is not reaching the benchmarks set for promotion, or with a parent

with whom the teacher feels a conference would benefit the student in some other way. Conferences after 2nd term are to be held on Thursday and Friday, and not on Wednesday, to allow for uninterrupted team meeting schedules.

Upon parental or teacher request, instructors may be invited to attend parent-teacher conferences. However, homeroom teachers are to take the lead in scheduling all conferences and should attend all conferences that involve their homeroom students.

Volunteers – Academic Support Teams (AST)

Teachers are responsible to organize the parents of students in their classrooms into Academic Support Teams (AST) Team Leaders for each need to be identified by the teacher. These volunteers will work with the teacher, in and out of the classroom.

AST members will provide support to the teacher in the following ways:

- Communication – phone tree, organizing parents to volunteer for classroom events
- Transportation – for field trips
- Events – classroom activities, culminating activities
- Academic support – correcting papers, creating visual aids

The Family School Organization (FSO) has an AST Coordinator who will assist in training AST Leaders. AST members who correct student work need to be instructed verbally and in writing that the work is confidential and should not be discussed with anyone but the teacher.

Schedules and Transitions

Adherence to school schedules, such as arrival time to and from classes, lunch, P.E., and recess is important to ensure the smooth flow of each day at American Prep. Efficient transitions between groups (grades 1-6) and classes (grades 7-12) are vital to the academic success of American Prep students. Teachers will ensure that they release their students at the correct time, with all materials including their dockets, so that they can begin the next class on time. Teachers will also instruct their students in the importance of efficient transitions, utilizing reward systems that will encourage students to be prepared for each class on time.

Beginning times of groups and classes will be strictly adhered to. Teachers must not wait for students who are tardy to begin groups or classes. Class must begin on time, and late students should be required to “catch up” with the intent of encouraging them to be on time. To ensure students can achieve on-time arrivals, it is vital that teachers release students on time. Students should not be held after class to talk with teachers or pay consequences for behavior.

Wednesday and Thursday Schedule

Wednesday and Thursday are short days for American Prep students. Students are dismissed one hour earlier than full days, and staff meetings are held in the afternoon. Secondary grades will teach periods 1-4 on Wednesday and periods 5-8 on Thursdays.

APA Academic Guide

American Prep has developed an Academic Guide that outlines the academic program of the school. Teachers participate in the development of the Grade Level Guide (Elementary) or Subject Area Guide (Secondary) for their particular grade level and/or subject. The Academic Guide includes the 180-day plan, Unit Overviews, and Daily Lesson Plans. The DLP are to be housed in binders (elementary) and may be kept electronically (elementary and secondary), one for each subject or unit of study. The AG is the template for instruction for each grade. Teachers will follow the AG, and will also add to it throughout the year, adding materials and references as they are used. The goal is to have a concise and comprehensive guide from which to teach each grade level each year, thus solidifying the American Prep curriculum and providing students with the best, most

consistent education possible.

More detailed instruction on the AG will be presented at pre-service each year.

Daily/Weekly Lesson Plans

Daily/Weekly lesson plans will be created and recorded on the teacher's computer and printed and put in a binder that will be kept on the teacher's desk. The plans will need to be at school each day so that plans are available for substitute teachers. The teachers will develop plans specific enough so that it is easily ascertained what is to be accomplished each day, with references to the appropriate places in the 180-day plan that are to be taught.

Culminating Activities

Major Culminating Activities

Elementary: Each grade (grades K-6) will host a minimum of two major culminating activities per year. These activities will be based upon Core Knowledge curricular subjects. The grade-level teams will determine the scope of the activities. Dates for the activities should be given to school administration by the end of each school year for the following year.

Minor Culminating Activities

Elementary: Core Knowledge Units should end with a minor culminating activity, unless they end with a major activity. Administration should be notified of the date and time of these activities, as should parents via a monthly newsletter and learning plans. Information about culminating activities, including resources, special items, contact information for specialists, etc., should be recorded and included in the Academic Guide.

Elementary Year End Culminating Show What You Know

Each grade (K-6) will conduct a year-end culminating SWYK showcasing the highlights of knowledge for their grade level. This is the ultimate celebration of success. School Administrators will also introduce summer packets stressing the importance of keeping their brains sharp over the summer.

Visual Media/Internet Usage

Use of media in the classroom can be a legitimate educational activity.

Academic Guidelines for media use are as follows:

- Media should be used when the content contained has already been presented to the students, and they are at some level of mastery with the material.
- Media is used as a culminating activity, a review, or an additional presentation of material.

Security Guidelines for media use are as follows:

- All media not listed in a 180-day plan must be pre-approved, specifically:
- If it has any kind of a rating (even if you are just showing a clip) it must be approved by your admin.
- If it is a clip (under five minutes) from YouTube or some other internet site to enhance a lesson it must be approved through your district/department and the link should be on the lesson plan in the google drive folder for your district/department.
- If it is a clip (over five minutes) from YouTube or some other site it must be approved by your Administrator. If it is to enhance a lesson, it must be approved by admin and your district/department.
- Due to the nature of pop-up ads all YouTube videos/clips must be downloaded and embedded into a PowerPoint or Google Form. A teacher may also purchase a Premium (ad free) YouTube account.

For **admin approval**, a teacher will:

- complete a media request form at least one day in advance, submit it to administration for approval-
- include the media information in the 180-day plan and have the plan approved by administration.

Security Guidelines for internet use are as follows:

- Teachers should always prepare anything that they will project before the class begins.
- Teachers should avoid projecting their screen for students to see while doing internet searches of websites that they have not already previewed and ensured standards of decency for the community are met.
- Teachers are responsible for anything shown to student, intentionally or unintentionally. This includes ad pop-ups and/or side bar ads.
- Viewing with a student, or allowing a student to view, pornography or any other sexually explicit or inappropriate images or content, whether video, audio, print, text, or other format is justification for immediate removal.

Field Trips

Students may participate in approximately two field trips per year (some may have more). Field trips must be closely related to the content covered in history, science, or literature. Elementary Teachers will work as a grade-level team to plan and carry out these field trips. Parents may be asked to volunteer as chaperones and drivers.

Driver Certification

At APA we value our students' safety above all else. In order to make sure that our staff and parent volunteers are obeying the safety requirements set forth by APA and Utah State Law, we require anyone driving students in their personal or APA-owned vehicles to undergo a thorough driver certification process. Certification requirements are:

1. Utah State Booster Seat Law (Please review and print for your own records.)
<https://www.utahsafetycouncil.org/assets/pdf/utboosterlaw.pdf>
2. Driver Volunteer Agreement and Acknowledgement (Please complete and submit to an APA secretary or transportation administrator)
<https://docs.google.com/document/d/1U5RjjRsAvqvY0QbTh80L6IqJ1VwrsZJUFJ6tXFplcKw/edit>
3. Email copies of your driver's license and insurance declarations page to transportation@apamail.org. If transporting students in your personal vehicle, you must have Bodily Injury Liability coverage of at least \$150,000 (per occurrence).

After you have completed the steps listed above, please follow up to verify certification has been completed before you transport any students.

Transportation Request Forms

If additional transportation support is needed, staff shall submit requests for buses at least 2 weeks before the date of the event. Requests are submitted via the online transportation request form at:
www.americanprep.org/transportation-request.

To minimize the impact of field trips on academic group instruction (reading, spelling and math groups), grades 1-3 and 4-6 should schedule their field trips on the same days. Teachers should plan and schedule field trips by the end of the prior school year and get dates to school administrators for the school calendar. If possible, field trips should be conducted in the afternoons to avoid group conflicts altogether.

Field trip permission forms and driver release forms can be obtained from administration (make sure full address of destination is listed on the form).

The budget for field trips can be obtained from the Business Manager.

Travel Authorization

If you are traveling on company business you must have authorization from your supervisor prior to making any travel arrangements. When using your personal vehicle on company business you must have a valid driver's license and carry adequate insurance. Reimbursement for travel will be according to the mileage allowance determined by your worksite employer.

Mileage Reimbursement

Staff members who attend training or conferences, or drive their personal vehicles on school business at the request of the APA administration, in addition to their routine travel to and from a campus, may apply for a mileage reimbursement. Forms may be obtained from the main office.

Student Assemblies and Awards

Elementary Weekly and Monthly Award Assemblies

K-6 assemblies will be held each week on either Wednesday and/or Thursday morning at the start of school. Grades 7-12 will have assemblies during the afternoons, and periodically during the Leadership period.

Elementary Awards: Each month, the Elementary teachers will identify a "Builder of the Month" and a Reading University award winner and forward this information via email to the Academic Secretary. Teachers must also notify parents of winners AT LEAST a few days before the assembly (preferably a week before) and invite them to the assembly where the award will be given.

Special assemblies may be held upon approval from the administration. Assemblies will reinforce curriculum, classical education or character development.

If one of your children is receiving a special award at the school, and you would like his/her school-age sibling(s) to observe that recognition, you must use the same procedures for checking your child out of school. No one is ever allowed to go directly to a classroom to pull a child out of class. Siblings may not be checked-out for grade-level culminating events such as Show What You Know.

Show What You Know

Each elementary grade level is expected to "show what they know" at least once or twice every month. There is limited time available during the 1st and 2nd week assemblies due to awards. Classes will be scheduled based on a first come, first ready basis. "Show What You Know" (SWYK) presentations can include, but are not limited to, Songs, Poems, Chants, Jingles, Raps. "Show What You Know" presentations should focus on academic themes and grade level content, showing the other students what that grade has learned. "Show What You Know" presentations should include the entire grade – not individual classes or groups. This is not a talent show intended to highlight one or several students, but an opportunity for that grade to show their knowledge and celebrate their success. We do not have a schedule for each grade, but each grade should plan to "Show What They Know" once every 3 weeks (minimum). Band and Choir should perform at least once per semester so students can have exposure to both programs. All presentations should be no longer than 2 1/2 – 3 minutes.

Teachers will teach their students the expectations for performance. Classes can practice individually, and then should get together with other grade level classes to practice and perfect their performance.

Once a grade has practiced and mastered their presentation, they will notify a member of the administration that they are ready to pass it off. Pass offs can be done in two ways: as a whole group or as individual classes. Assembly performances are always done as a whole group (entire grade), however.

The administrator will come and watch and give any performance tips she/he feels are appropriate. Performances should be quick paced and interesting for the audience. If the students need more practice, the administrator will set up another time to pass off the performance. When the administrator can see that the students are ready to perform at the "Show What You Know" assembly, the grade level teacher emails the school director and school secretary.

It is recommended that the homeroom teacher notify the parents of their students that their class will be performing at the “Show What You Know” assembly (including the date and time).

The students most often perform presentations as they stand in their lines on the floor. If a stage and/or riser are available, it is up to the classroom teachers whose classes will be performing to find out in advance (the day before the assembly) where their class will be performing and have their students on the risers or stage when the assembly begins. There isn't enough time during assemblies to allow for students to move to and from the stage or risers for performances. Follow all guidelines provided in the Policies and Procedures regarding assemblies.

Subject Area Groups

APA's academic program utilizes achievement grouping for the instruction of reading, spelling and math in grades K-6. This is an excellent, efficient method of instruction for our students. This method requires that our students leave their classrooms for possibly three subjects per day. Regardless of who the students' group teachers are, the classroom teacher is the lead teacher for each of the students in his/her homeroom class. Teachers are responsible for their students' academic achievement in every academic area, regardless of who the group teacher is. It is important that teachers know how their students are progressing in each subject area. Weekly staff meetings provide teachers a time to review their students' progress in their group subjects. Lesson Progress Charts or summaries will be reviewed at weekly staff meetings to assist teachers in tracking their students' performance.

Reading University

Reading University is the school-wide elementary reading program. Book lists have been compiled for each grade level at APA and a point system established. Students will receive a grade for their RU participation each term in grades K-6. Teachers should follow the RU guidelines with regard to the number of books required per term. Summaries and book reports are part of the Writing program.

Teachers need to express enthusiasm for the RU program by sharing books they are reading from the grade level list on at least a weekly basis. A place in the classroom must be dedicated to RU so the teacher can easily and frequently reinforce this important program. Teachers should recommend books via the learning plan frequently and students should be asked to share book responses with the class during lunch time or another appropriate time to help other students get excited about books their peers have read and enjoyed. Students will be allowed one reading selection per term that is not on the RU list each school year.

We generally do not give independent reading credit for books that are not on our RU lists, and we do not distribute book order forms from other companies to our students. We do, however, distribute a specially created order form specifically with our RU book list that we offer in conjunction with our November Book Fairs.

Elementary Teachers must identify an RU Winner each month, and submit the name and a short paragraph outlining the student's achievement in RU to the Academic Secretary so awards can be made at the Wednesday assembly.

Special Education

APA has on staff Special Education Teachers, Speech Language Pathologists, Occupational Therapists and Licensed Counselors. Teachers are responsible for closely monitoring their students' progress through the RTI process using the APA Huddle Form. These forms are available from your Academic Director or may be located in your APA Data Binder. If a teacher believes a student would benefit from a special education evaluation, the teacher should meet and discuss the student with the Academic Director who will advise the teacher regarding the referral process.

If a parent makes a request for special education services or evaluation, the teacher should immediately contact the Academic Director (AD) and the Special Education Teacher (SET). This contact should be made thus:

1. Email both the AD and the SET. Include the name of the student, the name of the parent making the request, and the date the request was made;
2. Follow up within 24 hours to confirm receipt of the email by both the SET and the AD.
3. The AD and the SET will discuss the request and follow through with the parent at that point. All questions from the parent on services, evaluations, possible outcomes, etc., should then be referred to the AD and/or the SET.

If a parent of any student requests that the teacher fills out any forms for a student (such as from a physician, counselor, neurologist, etc.), or request that a teacher write any kind of evaluation of a student, the teacher will notify the Academic Director, who will provide direction to the teacher with regard to fulfilling the request. This applies to both Special Education students and non-Special Education students. A completed copy of this kind of communication should be kept on campus in the student file or in the student Special Education file, as applicable.

The Academic Director will review all correspondence, reports, evaluations or other communication regarding a student before it is sent to parents or other health care workers.

Testing

American Prep is a data-driven educational institution. In order to gather accurate data from which to make sound instructional decisions, proper testing procedures must be followed. As a public school we are required to participate in UCAS, and again, it is critical that we follow all testing protocols to ensure compliance and to achieve the desired outcome of reliable assessment data from which to structure our programs and ensure the academic success of each student.

Each instructional staff member receives a booklet entitled “Testing at American Prep.” Current testing procedures, policies and protocols are listed in the booklet.

It is the responsibility of all staff members to read and understand the testing procedures and protocols. Adherence to them will help us ensure accurate data collection from which we will build our academic program. Violation of testing protocols will result in a disciplinary conference with the School Director and appropriate Assistant Directors and the teacher.

Substitute Teachers

Teachers will have their Weekly Plan at their desk or in their Google Drive, accessible to their supervisor. Lesson plans will be specific, and will refer to needed resources, including information on where the resources may be found. Preparations for lessons (including copies, answer sheets) should be prepared at least a day in advance so that should the need for a substitute arise suddenly, the needed materials are prepared and available to the substitute. Elementary teachers will keep all of the daily prep materials in the Daily Bins. Instructors’ data binders and group teaching materials should be kept near the Instructor’s desk so that they are easy to find. Teaching manuals should be kept at the employee’s desk so that they can be found easily.

Commitment to Instruction

Teachers should focus their energy and preparation on delivery of a quality academic program. American Prep’s curricular program is rigorous and requires that classroom time is carefully planned and that delivery of instruction is consistently executed. “Bell to bell teaching” implies that teachers fill the instructional period with content learning. Study halls and extensive independent work periods are not appropriate.

Therefore, it is vital to the success of our program that classroom time is not spent on non-academic activities. Class “parties” and “rest time” are not appropriate. Birthdays should be celebrated at lunchtime. Class activities that are not academically based must be approved in writing by administration (for example, class auctions, videos).

The Secondary Ambassador Program

The Ambassador Program is a major component of our character development program at APA. Each secondary staff member will have an assignment directly related to the Ambassador Program. Training will be provided at Teacher's Institute, Preservice and throughout the year to help secondary staff learn about the program, the curriculum and their involvement in teaching and helping students to achieve excellent, virtuous character and great confidence.

IV. Behavior & Classroom Management, Student Motivation

CHAMPs

“CHAMPs” is the classroom management, school-wide discipline and behavior management model used at American Prep. CHAMPs manuals are available for teachers and instructors. Teachers should familiarize themselves with the CHAMPs program.

A 10-video training course is available for staff and parents to check out from the Curriculum Director. CHAMPs will be introduced at pre-service and ongoing training will occur during the school year during staff development meetings.

The Encyclopedia of Behavior Management by Randall Sprick is a companion to the CHAMPs manual. Staff members should use the Encyclopedia to address specific behavior challenges in the classroom. The Encyclopedia is housed in each Assistant Director's office and the Special Education Director's office. The Encyclopedia may be checked out from any one of these offices.

Student Discipline Grades K-6

Card Chart

Teachers in grades K-6 should use the classroom card chart. Teachers should instruct students and parents on how this chart will be used. Consistent use of the card chart will enable students to learn to control their behavior and facilitate their academic progress.

Students will each have 5 cards – one each of the following colors: green, yellow, blue, red, and purple. The goal is for students to “remain on green”. Students should be instructed to “move a card” when they have neglected to bring completed homework or needed supplies to class, or when they misbehave. Reasons a student may be asked to move a card should be clearly outlined for the students. The card system is not a discipline system as much as it is a “reminder” and “practice” system and should be used as such. Teachers should never say in anger or frustration “PULL A CARD”. They should instead ask the student to PLEASE MOVE a card in a gentle way, including the reason for the card move, confidentially, if appropriate.

The card chart is essentially a self-governance tool. Students should desire to “stay on green”, thus become motivated to come prepared to school each day and to behave appropriately. Teachers should work so that their students, as a whole, are able to “stay on green” most of the time. Classroom rules should be made to provide for the realization of that goal. A well-managed American Prep classroom will have fewer and fewer students moving cards as the year progresses. Teachers are required to keep a log of all student card moves throughout the school year.

When a student is instructed to move a card, the teacher MUST use positive reinforcement of appropriate behaviors at a ratio of 3 reinforcements within 5 minutes of the card move. These reinforcements must be specific (student name, positive behavior stated out loud) and connected with positive emotional tone (enthusiastic, motivating to the student).

An effective way to motivate students is to keep a record of “green days” for each student. As students accrue a predetermined number of “days on green”, rewards may be given. Consecutive green days should not be

required for rewards as this acts as a disincentive for students who have to work diligently to earn green days. Instead, as soon as a student hits the target, for example ten green days, regardless of when this occurs, the student earns the reward thus motivating him/her to more consistent green day conduct.

Most behavior and academic challenges in grades K-6 should be handled utilizing the card chart. Teachers must find time at the end of each day to mark the learning plan with the students' status for the day ("green", "yellow"). It is important that the color is recorded on the learning plan daily so that the parents have a daily communication regarding their students' behavior and performance status. The reason for the move must also be written on the learning plan and can be represented by a numeral (see card chart for explanation of this).

When a student moves one or two cards in a day, this should be recorded on the learning plan so the teacher can be certain the parent is aware of the specific reasons for the card moves (as per their signature on the learning plan). Any time a student moves more than two cards in one day (or goes to "red" status), the student must fill out a behavior form, and it should be attached to the learning plan. If a student moves more than three cards (moves to "purple") parents must be notified by a phone call from the teacher and a phone conference must be held.

Suggested consequences for card move:

- 1st card – "on yellow" – 5 minutes of recess lost
- 2nd card – "on blue" – 10 minutes of recess lost
- 3rd card – "on red" – recess time lost, conference with teacher
- 4th card – "on purple" – recess time lost, behavior form filled out, phone conference with parents and teacher notifying parent that one more card move will require the parent to assist their child for the remainder of the day
- 5th card – "past purple" – student sent home, or parent intervention (that day)

In general, the classroom teacher is the one who instructs their student to move a card. If a teacher or instructor who is not the student's homeroom teacher witnesses behavior that they believe warrants a card move, they should communicate that behavior to the teacher and allow the teacher to determine if a card move is the best option.

Groups teachers should not issue card moves for behavior issues. They should report the behavior to the classroom teacher on the learning plan including a card move for unpreparedness.

Teachers in every grade should be familiar with the student dress code and consistently enforce it in their classrooms. Again, the teacher should be the only one to issue a card move to a student for a uniform infraction. If another staff member notices a uniform infraction, they should mention it to the CLASSROOM TEACHER and allow them to handle it as there may be extenuating circumstances already worked out between the parent and the teacher of which the staff member may not be aware.

Student Discipline Grades 7-12

Minor and Major Infractions

Teachers in grades 7-12 will have a clipboard with a student roster attached. Student attendance and classroom behavior will be recorded on this clipboard. If a student violates the code of conduct, the teacher should manage it within their classroom management plan, and may record it on the student roster. Rosters will be submitted to the Secondary Director or Assistant Director weekly.

If, after implementing the classroom management plan (verbal instruction and warning), the student exhibits behavior that is deemed to need immediate intervention beyond the classroom (such as continual disruption of instruction, defiance, refusal to follow teacher instruction, or any unsafe behavior such as horseplay, throwing items, etc.) the teacher will send the student to the Secondary Secretary to receive a referral form. The Secondary Director or Secretary will fill out the student's name and date. The student will be counseled and

will return to class, placing the form on the teacher's desk so as to not disrupt the class. The teacher must counsel the student at the end of the class period and either fill out the form and return it to the Assistant Director –Secondary or decide otherwise. If the student returns to class and again violates the Code of Conduct, the student should be immediately dismissed from class. The Secondary Director will process the infraction, and the student may be sent home on a suspension.

It is important that all staff enforce school rules equally. All teachers must demand the same level of scholarly comportment in order to achieve a school culture that provides the best learning environment for students. We record all incidents that require administrative action. We report all behavior incidents that are addressed by administration that also result in student mediation, a parent conference, suspension, or expulsion.

The following behaviors are not acceptable at American Prep:

- Horseplay – running, climbing on chairs or desks or other students (piggy back rides), pushing, tripping, poking, bumping – students should keep hands and feet to themselves
- Public Displays of Affection - side hugs only are allowed
- Talking out, students should only speak when called upon unless otherwise instructed
- Interrupting the teacher
- Writing and passing notes
- Using cell phones or other electronic devices such as smartwatches, iPods, etc.
- Verbal teacher disrespect
- Non-verbal teacher disrespect (rolling eyes, sighing, shrugging shoulders)

The following items are not allowed at American Prep:

- Drug paraphernalia, including vape batteries, devices, or accessories.
- Controlled substances
 - narcotics
 - tobacco, cigarettes, e-cigarettes/vapes, and other electronic smoking devices
 - Alcohol
 - prescription medications
- Weapons, including real weapons or look-alike weapons
 - Toy guns (Nerf, Rubber band Shooters, Airsoft, etc.)
 - Any explosive, noxious, or flammable material (including aerosol cans, such as deodorant sprays)
 - Matches or lighters
 - Bullets
 - Knives or other cutting tools (other than school scissors)
- Sexually explicit material – written, pictorial, or electronic including nude depictions of either gender in a sexual content.

Student Dress Code

Teachers in every grade should know all the details of the student dress code as found in the current Student Dress Code brochure. Teachers are expected to know the details of the dress code and consistently enforce the dress code in their classrooms and at other times as well. Teachers should note infractions of students not in their class and bring it to the attention of the teacher or administrator.

School Cleanliness and Order

Teachers are responsible to keep their classrooms tidy and organized. Students should be instructed to pick up litter any time that they drop anything, as well as throughout the day and again at the end of each day. In an effort to help our students be more accountable for the school environment, teachers need to take sufficient time to ensure that their students have time and training in order that the classrooms are kept to a high standard of

cleanliness.

Classrooms and breakout rooms need to remain clean and organized. Students should be encouraged to leave breakout rooms clean and ready for the next class. This may require teachers to take one minute for a clean-up session at the end of their group or class.

Not One Thing, Ever (NOTE) campaign: All American Prep campuses participate annually in the “NOTE” campaign. This refers to the expectation that students are to leave “Not One Thing, Ever” on the floor. Not in the hallway, not near their locker, not in the classroom or breakout room, not in the locker rooms, bathrooms, playing field or playgrounds – not anywhere. One of our emphases in this program is to teach students to be responsible for THEIR OWN things, their own messes, their own papers, pens, pencils, paperclips, scraps, lunch trash, etc. Our goal is to raise the level of awareness of EACH and EVERY student to tend to their own belongings with care. Thus, we are not looking to increase the group “clean ups” in the classrooms or hallways, but instead are aiming to have the specific students who are leaving things behind to clean them up.

Student Supervision

General Supervision

Students should not be left unattended in classrooms, wherever possible. K-6 students should line up in the hall outside the classroom or breakout room and wait to be invited in by the teacher. The classroom door should be closed and locked if the teacher is not or cannot be there.

K-6 teachers need to pick up their students in the multi-purpose room/gym in the mornings 10 minutes before the start of class on non-assembly days.

It is important that whenever possible, staff members are not alone with one student. It is best to have two staff members present in as many settings as possible, for the protection of the staff members. However, as this is not often possible, staff should at least be careful to avoid being alone with one student. If there are less than three students working with a teacher or instructor, they need to be in an open, public area. If this is not possible, doors should remain open. This also applies to after-school events such as tutoring or other extra-curricular activities or clubs.

Staff may not use physical force with students in order to achieve compliance except in matters of personal safety (either the student’s safety or the staff member’s safety). Staff may not utilize corporal punishment defined as a painful, intentionally inflicted physical penalty administered by a person in authority for disciplinary purposes. Doing so is grounds for immediate termination.

Appropriate student/staff physical contact includes the 3 “H”s: High 5’s, Side Hugs and Handshakes. It is not recommended that side hugs be used as staff/student contact in Secondary (7-12) with students of the opposite sex.

Playground Supervision

Staff members who are assigned playground duty should abide by the following safety rules:

- Students may not leave the fenced area. Staff must retrieve balls that go beyond the fence.
- Staff should carry a pack that includes a whistle, Band-Aids, and a red emergency card.
- In case of an emergency, the staff member should give the red emergency card to a student to take to the front office to summon help.
- In the case of lightning and thunder, students should be returned to their classrooms.
- In the case of poor air quality, students may need to remain inside. Check with the front desk for the daily air quality report. All students should remain inside on days where the Air Quality is red or higher; sensitive students should remain inside on orange days or higher.

Playground Equipment General Rules

Students should be instructed on safe equipment use. Instructors and playground supervisors must watch

students carefully and ensure no unsafe behaviors are allowed to occur. Playground supervisors will stop any unsafe behavior immediately and re-teach students. If students do not comply, they will be banned from equipment use for a specified time period. At this point, parents must be notified of the ban and will be asked to speak with their student regarding playground behavior.

Playground supervisors may not use their cell phones during recess. They must be observing students at all times and teaching students appropriate, safe play behavior.

Long lists of playground rules do not replace the use of good judgment on the playground and may actually inhibit it. Activities that are perfectly safe for some students, may be taken to the next level by other students and become suddenly unsafe.

Students should be instructed and supervised in keeping the playground clean. Litter and trash should be picked up and properly disposed of each recess.

Students should not be allowed to play directly outside class windows as this is very distracting to students in the classrooms.

Students should be encouraged to be 'CHAMPs' on the playground, play cooperatively together, to include others, and to be respectful and kind at all times.

Staff may engage in conversation with one another, but must ensure that they are 1) properly supervising students, 2) able to ensure students are not leaving appropriate play areas, 3) close enough to the students to determine what is transpiring at all times, and 4) able to act as needed (including interrupting verbal bullying).

Student Lunchtime Supervision

a) Elementary

Students eat lunch at their desks. Students may have access to microwave ovens* in the classroom. It is very important that there is adequate supervision of the microwave ovens as these create a potential hazard to students. As there is not enough time each day for all students to use the microwave oven, if microwaves are available, a schedule should be created so the students know which day they may bring items that require the microwave oven.

There should be a minimum 5-minute "chew time" at the beginning of lunch during which students should concentrate on eating their lunch and little conversation should occur. During this time, the instructor may wish to read aloud to the students or play a book on tape. After the chew time students should be allowed to converse and finish eating their lunch. Students should be allowed to finish their lunches, and 20 minutes should be scheduled to give them ample time to eat. If a student needs more time, they should be allowed to take their lunch out to recess and finish.

* Not all campuses have microwave ovens available in classrooms.

b) Secondary

Lunch is divided into three periods by grade. Lunch period is generally 20 minutes. Students must go to the lunchroom to eat their lunch. If a teacher wishes to meet with a student during lunchtime, the student must show a pass to one of the lunchtime supervisors. Students may not eat their lunches in the classrooms. After lunch each day, students will have time to go outside (weather permitting) but MAY NOT return to the classroom areas without a pass during lunchtime. Lunchtime supervisors must ensure students leave the lunch and recess areas clear of all trash and wipe down tables and benches prior to the end of the lunch period. *There may be variation between schools

Carpool supervision

All Staff will have an assignment during afternoon carpool hours. Many staff members will have an assignment during morning carpool hours also. Please plan your day accordingly.

Each staff member will receive training and instruction on carpool procedures and expectations specific to their campus. For the purposes of student safety, staff members **MUST** be at their assigned carpool duties on time each day they have an assignment. Failure to do so will result in disciplinary actions.

Student behavior at carpool

- Students are to walk directly to their vehicle.
- No horseplay or running allowed at carpool.
- No swinging of backpacks, lunchboxes, or any other items.
- No yelling, screaming, or speaking in loud voices.
- No groups watching videos or playing games on electronic devices.
- Students are expected to have all belongings when they go out to carpool.
- Students waiting for a carpool are welcome to study at designated locations or in a teacher's classroom. However, students should not be wandering the hallways during carpool.
- The sports field is off limits to students during carpool with the exception of school teams participating in practice or games. Students are not permitted to throw, kick or otherwise use any sport equipment during carpool.

Student arrivals and departures outside of normal carpool times:

- Students arriving late to school, or any other time during the day outside of carpool times, must be accompanied into school by an adult to be signed in.
- If a student needs to leave the school during school hours, the parent/guardian must come into the school and sign the student out. Students will not be sent out to meet parents at the curb outside of regular carpool times.
- Students left at the end of carpool are to report to the office.

Supervision of Staff Children Before/After School Hours

Children of staff members must be supervised by their parents before and after school. Children of staff members should stay in the classroom with their parents until 25 minutes prior to the start of school, at which time they may line up in the designated space (grades K-6). Secondary students of staff members should remain with their parent until 15 minutes prior to the start of school. At 10 minutes prior to the start of school, students in grades K-6 will be led to their classrooms by the classroom teacher.

Children of staff members **MAY NOT** remain in the school unsupervised after school. American Preparatory Academy or its agents, subcontractors or assignees are not responsible for your student's safety or security outside of the regular school day in-session time. Staff, who are unable to formally supervise their children after school, may be required to pay for this service.

V. Student Health

General Student Health

Teachers will be given health files on students with health concerns, chronic illnesses or who take daily medication administered during school hours. Teachers will keep health files on these students readily available to them. If a staff member has a concern regarding a student's health, they should bring the student to the school office immediately.

Student Illness/Accident Procedure

If a student becomes ill during the school day, the teacher should send the student to the school office. The school secretary will attempt to determine the nature and severity of the illness, and may contact the student's parents to come and pick them up. Parents will be called to pick up any student who has an elevated temperature, has vomited, or is in sufficient discomfort to keep them from attending class.

Students are not generally allowed to call home during the school day. School secretaries will call parents in the event of illness or accident.

EpiPen Training

Any teacher or staff member who wishes to be trained to use an EpiPen may request training from Administration. The school has an EpiPen on site for use in emergencies by trained personnel.

Accident reports

Accidents that result in injury to students or staff need to be reported to a school administrator. An Accident Report Form needs to be filled out and submitted to administration.

If a student is injured in an accident or under any circumstances, the staff should bring the student to the school office and explain what happened to cause the injury. The school office personnel will initiate first aid and assess the severity of the injury, and will call the parents of the student, if necessary.

Child Abuse or Neglect

Any staff member who witnesses or suspects child abuse or neglect is responsible to report such abuse or neglect to the proper legal authority. The staff member is encouraged to bring this information to the School Director, who may also make a report. However, regardless of the action or inaction of the school, it is the responsibility of any adult in the state of Utah who witnesses or suspects abuse or neglect to report this information to Law Enforcement and/or the Division of Child and Family Services (DCFS) Hotline, 1-855-323-3237. This is a 24/7 intake line.

Child Protection Trainings

Staff members are trained annually on Suicide Awareness and Prevention, Child Abuse Awareness and Reporting, Head Injury Recognition and Response, and other topics relevant to protecting the physical and emotional safety of students. Some situations require notification to law enforcement or child protective service agencies. If a staff member has a concern related to student safety and is unsure how to respond, he/she is expected to promptly consult a school administrator. Consulting a school administrator alone may not absolve a staff member from legal reporting requirements. Staff are expected to follow the procedures outlined in annual trainings. PowerPoint modules are available for additional review.

School Safety Violations

As a public school, American Prep is required to report all incidents that qualify under the Safe Schools

Violation Report. If a staff member is a witness to a safe school violation, it should be reported immediately to school administration. Included in safety violations: possession of weapon, knife, lighters, controlled substances, razor blades, matches, etc. In addition, physical assault including hitting, kicking, biting are violations. If a student requires medical attention due to an accident, such as stitches, a broken bone, concussion, or anything that requires a doctor's attention, such incidents must also be reported so that it may be recorded and responded to appropriately.

Student Privacy

In order for American Prep to remain compliant with federal and state privacy laws, student records must be treated as confidential. Personal identifiable student data that has not been released by parents as student directory information (as designated in registration materials) may only be shared by and between staff on a need-to-know basis. This includes ensuring that information with student information is not left unattended, such as on hallway printers. Failure to implement these policies will result in employee counseling with administration and a potential warning or other employee discipline. Administrative Directors act as Data Security Stewards in communicating, training, monitoring, and enforcing records security processes.

Student Schoolwork and Grading

With regard to student schoolwork, it is allowable to have volunteers and other students correct student work. Volunteers must be instructed in writing, and verbally by the classroom teacher in the importance of student confidentiality. Students will correct work in class, utilizing the red/blue pen system (students take the tests or work the assignment in pencil, then pencils are put away and red/blue pens are taken out. Errors are circled in red, correct answers are given a checkmark, and corrections are made in blue ink following the correcting session.) Students may exchange papers to correct each other's work or they will correct their own work in different situations.

Printing and Transmitting Confidential Student Information

Any unneeded paperwork that has student names or identifying data on it should be shredded using designated shred bins located in staff workrooms. Paperwork that includes student names or identifying data should NEVER be thrown away in the garbage or recycled in the regular recycling containers.

Always ensure that information with student information is not left unattended, such as on hallway printers or sent using unsecure means.

- (1) All public education employees, aides, and volunteers in public schools shall become familiar with federal, state, and local laws regarding the confidentiality of student performance data and personally identifiable student information.
- (2) All public education employees, aides, and volunteers shall maintain appropriate confidentiality pursuant to federal, state, local laws, and LEA policies created in accordance with this section, with regard to student performance data and personally identifiable student information.
- (3) An employee, aide, or volunteer may not share, disclose, or disseminate passwords for electronic maintenance of:
 - (a) student performance data; or
 - (b) personally identifiable student information.
- (4) A public education employee licensed under Section 53E-6-201 may access or use student information and records if the public education employee accesses the student information or records consistent with R277-515, Utah Educator Standards.
- (5) A public education employee may be disciplined in accordance with licensing discipline procedures if the public education employee violates this R277-487 Public Education Employee and Volunteer Responsibilities (Also see [Policy D-6.4 Student Privacy](#).)

Photographs or Videos of Students

Staff members may NOT post pictures or videos of students participating in school activities on ANY social media accounts (whether personal or professional) without written permission from administration. Staff members may post pictures or videos of their own children.

VI. Administrative

Ownership of Curricular Materials

All materials and works created by the teacher or staff member during their employment shall be the property of American Preparatory Academy. Staff members may use school equipment to generate a copy of lesson plans, schedules, or curricular materials for their personal files; however, the original documents belong to American Prep and are to remain on American Prep premises. This applies to creative works such as illustrations, bulletin board items, vocabulary wordstrips, and any and all work created electronically or otherwise by the teacher or staff member during their employment.

Employee Compensation

Employees will be paid according to the information outlined in their Letter of Understanding (LOU). Paydays are twice a month. Instructors are paid through the last day of school unless they are on an annualized pay system. Teachers are paid year-round. Benefits for full-time, continuing employees extend year-round. Classroom instructors may be paid on an annualized pay scale over a 12-month period and includes 37 weeks of school and 2 weeks of training and Pre-service. The annualized salary will be paid out in 24 equal payments.

Staff Work Schedule

Individual employees may have different hours depending upon their assignment, and this is outlined in their LOUs.

Draper 1, Draper 2, Salem:

- Full-time Instructor hours are 8:00 a.m. to 4:30 p.m. Monday-Friday.
- Part-time Elementary Instructor hours are 8:15 a.m. to 4:15 p.m. Monday, Tuesday, Wednesday and Friday, and 8:15 a.m. to 3:15 p.m. on Thursdays.

Draper 3, West Valley 1, West Valley 2:

- Full-time Instructor hours are 7:45 a.m. to 4:15 a.m. Monday-Friday.
- Part-time Elementary Instructor hours are 8:00 a.m. to 4:00 p.m. Monday, Tuesday, Wednesday and Friday, and 8:00 a.m. to 3:00 p.m. on Thursdays.
- Part-time Secondary Instructor hours are 8:00 a.m. to 4:00 p.m. Monday, Tuesday, Thursdays and Friday, and 8:00 a.m. to 3:00 p.m. on Wednesdays.

Early Learning Center:

- Part-time Instructor hours are 7:45 a.m. to 3:45 p.m. Monday, Tuesday, Wednesday and Friday, and 8:00 a.m. to 3:00 p.m. on Thursday.

Required Attendance Events

In addition, there are occasions when staff members will need to be at school, or involved in school activities outside of regular school hours.

Elementary Teachers – required attendance events

- Parent Orientation Night
- Parent Teacher Conferences
- Any event pertaining to your subject area or grade, such as:

- Music concerts
- Science Fair
- Culminating activities
- Drama performances
- Maturation Night (5th grade)
- IEP meetings upon invitation (required by federal law)
- Teachers may be asked to co-chair one of the following events:
 - Spelling Bee
 - Geography Bee
 - Science Fair
 - Speech Competition
 - Talent Show

Secondary Teachers – required attendance events

- Student Orientation
- Parent Orientation Night
- Parent Teacher Conferences
- Student Progress Conferences (grades 7-8)
- The school musical (tickets are free to staff members and one guest)
- One game or event for each sport the school participates in
- Saturday senior graduation ceremony and banquet afterward (not all teachers)
- Ambassador events as assigned – some are held after school, some in the evenings/weekends
- IEP meetings upon invitation (required by federal law)
- Any event pertaining to your subject area, such as:
 - Music concerts
 - Science Fair
 - Math competitions
 - Drama performances

Optional Activities

- Other Sporting events
- School Community events such as Classic Skating, Carnivals, Fun Runs, etc.

Staff Meetings

Each Wednesday and Thursday school will dismiss one hour early to allow the American Prep staff to meet. Staff should be prepared to attend full staff meetings and team meetings each Wednesday.

Periodically there will be full staff meetings/trainings held on Wednesday afternoons. In the event that a full staff meeting is not held, teachers will be notified of the start time for their team meeting by their team leader. Teachers and Instructors should be prepared to meet each Wednesday.

Staff should arrive at meetings on time and prepared to participate. Cell phones should be silenced. It is unprofessional to be working on other things while a staff meeting is progressing, such as entering grades, grading papers, preparing lessons, etc.

Instructors are expected to attend campus team meetings. Staff of grades K-6 will be reviewing the Lesson Progress Chart Summary (LPCS) each week. Teachers and Instructors of students listed on the LPCS as not achieving mastery should bring data and information that will allow for a fruitful discussion of student progress. Group placement recommendations will be discussed at team meetings.

District Team Meetings (DTM) will be held monthly for each grade level in K-6 and for each subject in Secondary as follows:

- Elementary (K-6) meets the 2nd Wednesday of each month from 2:30-4:30 pm at Draper 1
- Secondary (7-12) meets the 1st Wednesday of each month from 2:30-4:30 pm at Draper 3

Each meeting will be led by an Administrator or Department Chair.

The primary goal of the meetings is to coordinate academics so that best practices are being utilized across all campuses. The focus activity of the meeting is to review academic achievement scores of students' district-wide on accountability elements and determine what practices are resulting in student success and sharing those ideas. Additional things that can be done at this meeting are synchronizing the use of 180-day plans in each grade or subject, replicating materials, sharing bulletin board displays and test prep activities, and SWYKs prep (elementary). The meetings should also include updating Grade Level Guides and subject unit binders in elementary.

Staff Mailboxes

Each staff member has a mailbox in the school office. Mailboxes will be used by administration to communicate with staff members, as well as a place to route employee mail that comes through the postal service system. Mail should be checked daily by all staff to ensure smooth and timely communications.

Anyone other than school administration who desires to distribute communication via staff mailboxes must obtain administrative approval.

Many communications will be done via email. **Staff should check their email several times each day and, on weekdays, respond within 24 hours.**

Expectation of Privacy

Staff Members shall have no expectation of privacy in any School property, including but not limited to vehicles, buildings, lockers, desks, mailboxes, computers, or other furniture, equipment, or fixtures.

In order to increase security for our students and staff and to facilitate staff development activities, security cameras may be present in classrooms throughout the school, recording both audio and video.

Technology Usage Policy

All American Prep staff members must read and sign the technology usage policy and abide by the policy. This signed policy will be a part of the employee file.

Copier and School Equipment Usage

All staff members will be given an access code for the copy machines. Staff members are required to use this code to use the copy machines. Codes should be kept confidential. School equipment should be used for school business only. Staff members may consult with the Business Manager if they have questions about this policy.

Staff are expected to know and obey the law regarding copyrighted materials. American Prep is not responsible for staff abuse or infringement of copyrights. Always ensure that information with student information is not left unattended on hallway printers.

Purchasing

Teachers

Teachers will be provided all needed items such as markers, pens, pencils, paper, folders, tissues, paper towels, etc. Teachers will be allotted a budget of \$250 to be used for the purchase of other items they would like to use in the classroom. We encourage teachers to use these funds for incidental classroom supplies such as stickers, plan book, incentives, bulletin board supplies, et cetera. We also encourage teachers to use some of these funds to purchase items that support the curricular program in the classroom – books, reference books, maps, et

cetera. These funds are paid on a reimbursement basis. Teachers need to complete an Expense Report, attach their receipts and submit them to the Academic Director. The Academic Director will initial the Expense Report and will forward the Expense Report to the Business Manager. This process may be automated on a google drive in which case the teacher will fill out an online form and upload their receipts.

Teachers may wish to discuss with the Academic Director which items they are looking for and would like to purchase so that the administration can assist the teacher in finding the items at the best price possible.

Instructors

Instructors will be allotted a budget of \$100 to be used for the purchase of consumable items for student motivation such as stickers, et cetera. Instructors will fill out an Expense Report form, attach their receipts and submit them to their supervisor.

School Property

Each classroom will be inventoried from time to time to ensure American Prep property remains in the school.

The goal of American Prep is to own all curricular materials needed to provide the highest quality academic program. Therefore, we ask teachers to recommend purchase of curricular items as needed. For example, if a teacher owns a particular resource (book, CD, map, poster, visual aid etc.) that they use to teach a particular unit effectively, the teacher should ensure that American Prep owns a copy of the resource and it is placed into the school inventory.

Other Reimbursement

Teachers and licensed professionals are required to be properly licensed, and are responsible for all costs associated with professional credentialing, with two exceptions:

Praxis exams taken and successfully passed as a result of APA requiring that faculty members teach classes outside of their original licensed area.

Reimbursements up to a maximum of \$3,000 for ARL teachers after their licenses have been successfully earned and only for those who commit to teach at APA for two additional years.

Staff Parking

Each campus has its own staff parking spots set aside. Staff members need to orient themselves to the permitted staff parking and abide by the traffic procedures at their particular campus. Refer to the [Staff Parking Policy](#) for more information.

Facility usage outside of school hours

The American Prep facility is available on a limited basis, for use outside of school hours by staff members upon prior written approval of the Business Manager. This use does not include use for income-generating activities. The Business Manager will make available a form to fill out requesting use of the facility, including the date, time, et cetera and permission will be granted on an as-available basis. Any costs will be communicated in writing by American Prep and an agreement will be signed before usage can occur. The facility cannot be used by staff for income-generating projects.

Classroom Inventory

The Curriculum Specialist (CS) is responsible for maintaining a comprehensive school inventory. Because all school curriculum must be administrator-approved, teachers and instructors who purchase curriculum materials with classroom funds must also have those purchases pre-approved. Administrators must copy or scan Expense Reports that include curriculum items to the Curriculum Specialist before the teacher or instructor may be

reimbursed. This alerts the curriculum specialist that an item needs to be barcoded and included in the comprehensive school inventory.

Teachers will periodically receive an inventory of curriculum supplies that are coded to that particular classroom. Teachers will be responsible for reviewing the inventory and ensuring that those items are, indeed, contained in the classroom. Discrepancies must be reported immediately to the Curriculum Specialist. End-of-year check-outs will include teacher and administrative assurances that all inventory is present and accounted for. Teachers will be held financially responsible for missing items. Compensation may be withheld until missing curriculum is returned or the school is reimbursed.

Students will be issued textbooks and library books, by the curriculum specialist and/or the classroom teacher. Teachers will be responsible for scanning the books they check out to students into APA's library inventory database. Teachers and instructors will ensure students write their name in the front of their textbook, along with the current year. Teachers and Instructors will instruct students that they may not switch books with classmates, and that they will be responsible to turn in the correct book number at the end of the year or unit of study. Teachers should communicate this information to parents at the beginning of the school year as well.

End-of-year checkout

At the end of the school year, the Curriculum Specialist is responsible for maintaining a school-wide inventory and collecting book fees from parents for lost and/or damaged books. All staff will need to fulfill their duties associated with the end-of-year checkout instructions. More details will be distributed each spring from the CS, and these procedures need to be filed in the staff member's binder.

VII. HR Policies

Equal Employment Opportunity (EEO)

American Preparatory Academy believes that all persons are entitled to equal employment opportunities and do not discriminate against their employees or applicants for employment because of race, color, religion, national origin, age, sex, veteran status, pregnancy, childbirth, pregnancy-related conditions, disability or on any other legally protected basis. For those locales with special regulations or ordinances (e.g., Salt Lake City), also prohibited is discrimination based on an employee's or applicant's sexual orientation or gender identity. This policy covers every aspect of the employment process. Decisions on employment and promotion are based solely upon an individual's qualifications, with reference to the skills and abilities needed in the position for which the individual is being considered.

All employees in the organization have the responsibility to follow and carry out the policy according to the spirit and intent of American Preparatory Academy's equal employment commitment. American Preparatory Academy provides and supports a dispute resolution procedure for receiving and resolving complaints alleging discriminatory practices in employment relations. Employees are expected to bring any questions, issues or complaints to the attention of APA and the management of American Preparatory Academy. If you believe you witness or suspect any violation of this policy, you should report the matter immediately to APA and any member of management of American Preparatory Academy. American Preparatory Academy will not retaliate against you for filing a complaint or cooperating in an investigation and will not tolerate or permit retaliation by management, employees or co-workers.

Immigration and Employment Eligibility

In compliance with the Immigration Reform and Control Act of 1986, American Preparatory Academy will hire only those individuals who are authorized to work in the United States. All individuals, upon enrolling with APA, will be required to submit documentary proof of their identity and employment authorization within three

business days of hire. Employees will also be required to complete and sign under oath the U.S. Citizenship and Immigration Services Form I-9. The Form I-9 requires each employee to attest that they are authorized to work in the U.S. and that the documents they submit are genuine. APA will not process an employee for payroll until the required identification has been verified and the Form I-9 is properly completed.

Americans with Disabilities Act (ADA)

The Americans with Disabilities Act (ADA) prohibits discrimination in employment based on disability and requires most employers to extend equal opportunities in all aspects of the employment process, including hiring, advancement, compensation and training, to individuals with disabilities. It also requires employers to provide reasonable accommodations for persons with disabilities who are otherwise qualified for the job. Individuals who can perform the "essential functions" of a job, with or without reasonable accommodation, are considered qualified for the job. If you need additional information about the ADA, please call APA.

Complaint Procedure/Dispute Resolution

American Preparatory Academy believes in an open line of communication with employees and management. An employee who has a work-related problem is strongly encouraged to report that problem to his or her immediate supervisor. There should be no fear of retaliation at any stage of this process. The supervisor or manager should try to reach a solution through a thorough discussion of the problem with the employee.

If there is no solution at that level, the employee should prepare a written statement of the problem using the Employee Grievance Form (found at the end of this section). The HR Department of APA will provide any necessary assistance in preparing the report. APA will share the complaint with management and then personally investigate the problem, discuss the matter with any involved employees or supervisors and prepare a separate report within fourteen days after the Employee Grievance Form was received. The course of action will be discussed with the Work-site Employer's representative.

All parties should make every effort to resolve the problem at the earliest stage and to deal in good faith throughout the process. No record of the proceeding will be placed in the employee's personnel file unless the employee asks that such a record be kept.

This process is intended to provide a forum where complaints can be resolved frankly, consistently and in an atmosphere of open communication. As such, this policy is intended to supplement, not replace, any other company policies that might pertain to the problem.

Please note that the use of the grievance procedure does not alter the "at-will" nature of the employment relationship.

Consensual Relationships

Employee Relationships

In order to minimize the risk of conflicts of interest and promote fairness, American Preparatory Academy maintains the following policy with respect to romance in the workplace:

- Romantic or dating relationships between employees are permitted, but only under the circumstances described by this policy. Married couples do not apply to this policy and will comply with American Preparatory Academy's Nepotism policy, C-10.1.1.
- All employees engaged in a romantic or dating relationship are required to notify their direct supervisor and Human Resources.
- Individuals involved in a relationship covered by this policy will be asked to sign a document acknowledging that their relationship is free from coercion and harassment.

Professionalism

Employees are expected to conduct themselves in a professional manner at all times. Workplace dating or romantic relationships must not interfere with any employee's professionalism, including treating others with respect and refraining from behavior that may make others feel uncomfortable (for example, overt physical displays of affection, or using intimate or sexual language).

Employees who engage in a personal sexual or romantic relationship with a co-worker at American Preparatory Academy, at their campus or any other campus, will notify their supervisor to make them aware of the relationship or potential relationship.

Management personnel are expected to set a high standard of professional conduct both at work and in any social setting at events sponsored by American Preparatory Academy. For this reason, management personnel are prohibited from social interaction with subordinates that is or might be perceived as beyond professional boundaries. For example, flirting, touching, romantic display of affection, extensive time and attention beyond what is required for the professional relationship, or any behavior that may be regarded as sexual harassment.

- A supervisor who has any direct supervisory authority over an employee and is at the same time involved in a sexual or romantic relationship with that employee, even a mutually consenting one, will be considered in violation of this policy and may be subject to disciplinary action, unless corrective measures are taken.
- If a supervisor and an employee who he or she supervises choose to have a consensual relationship, immediate steps must be taken to modify reporting responsibility. Employees in this situation are required to contact their supervisor and the HR office at once in order to ensure reporting modifications are made immediately.
- Anyone who enters into a romantic or sexual relationship where a professional power differential exists (such as between an administrator/supervisor and a subordinate) must realize that if a charge of sexual harassment is subsequently lodged, it will be exceedingly difficult to sustain a defense on grounds of mutual consent. In addition, Utah law may preclude American Preparatory Academy from defending and indemnifying an employee in such circumstances.
- American Preparatory Academy's nepotism policy "C-10.1.1 Nepotism" precludes individuals from evaluating the work performance of others with whom they have intimate familial relations or from making employment, salary, assignment, promotion or discipline decisions. The same principles apply to consensual romantic or sexual relationships in the context of work evaluation.

Anti-Discrimination Statement

American Preparatory Academy retains discretion in its enforcement of this policy. Decisions made under this policy will be made based on operational and business reasons and without regard to sex, race, color, religion, creed, age, national origin, citizenship, physical or mental disability, military service or application, or any other protected characteristic under federal, state or local law.

Employees in violation of this policy may be subject to termination of employment.

Harassment

American Preparatory Academy will not tolerate conduct by any employee that harasses, disrupts or interferes with another's work performance or which creates an intimidating, offensive or hostile environment. We want to maintain a working environment free from all forms of harassment, whether based upon race, color, religion, ancestry, national origin, age, marital or veteran status, physical or mental disabilities, on-the-job injuries, sex or any other legally protected characteristic or status, including sexual orientation and gender identity in locales where protected by law. All such harassment is expressly prohibited.

Behavior such as telling ethnic jokes, making religious slurs, using offensive "slang" or other derogatory terms

denoting a person's race, age, national origin, disability, or mimicking one's speech, accent or disability, are examples of prohibited conduct and will not be tolerated in our organization. Retaliating or harassing individuals by making derogatory comments regarding protected statuses or characteristics and any other words or conduct that might create a hostile or offensive working atmosphere are also prohibited.

While all forms of harassment are prohibited, because of its more common occurrence, it is our policy to emphasize the prohibition of sexual harassment. Actions are considered to be sexual harassment under the following conditions:

- If submission to the conduct is in any way deemed to be a term or condition of employment;
- If submission to, or rejection of, the conduct is used as the basis for any employment-related decisions;
- If the conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment.

Sexual harassment consists of unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Behavior such as sexual or sexist language, jokes or innuendo; nude, profane, or obscene cartoons, drawings, photographs, e-mail messages or text messages; whistling, staring, inappropriate touching is strictly prohibited and will not be tolerated by American Preparatory Academy.

Each manager/supervisor has a responsibility to maintain the workplace free of any form of sexual harassment. No manager/supervisor shall threaten or insinuate, either explicitly or implicitly, that an employee's refusal to submit to sexual advances will adversely affect the employee's employment, evaluation, wages, advancement, assigned duties, shifts, or any other condition of employment or career development. Sexual harassing conduct in the workplace, whether committed by managers/supervisors, non-managerial employees or outside individuals (vendors, customers, etc.) is also prohibited.

This policy covers conduct in the workplace, at social functions sponsored by the organization (such as holiday dinners, picnics, sporting events, etc.) and business functions (such as conventions, trade shows, etc.).

American Preparatory Academy provide and support a dispute resolution procedure for receiving and resolving complaints alleging discriminatory and harassing practices in employment relations. As an employee of American Preparatory Academy, you have the responsibility to immediately report any actions or words by a supervisor, co-worker, vendor or other individual, that you believe to be unwelcome harassment. You should report the incident to your manager/supervisor, or any other manager, or to the next level of management, if the complaint involves your direct supervisor or manager. In addition, the HR Department at APA should always be notified. If you feel that you cannot discuss the matter with the management of American Preparatory Academy, please contact APA so that an investigation may take place. The organization will not retaliate against you for filing a complaint in good faith or cooperating in an investigation and will not tolerate or permit retaliation by management, employees, co-workers or non-employees such as clients, vendors and contractors.

All complaints of harassment will be investigated promptly and in an impartial manner. Discretion will be used during the investigation in order to maintain as much confidentiality as is possible while still being able to effectively complete the investigation. If you are not satisfied with the handling of a complaint or the action taken by management or APA, then you should bring the complaint to the next higher level of authority. In all cases, you will be advised of the findings and conclusion. Retaliation: Any staff member who reports an incident of harassment shall not be penalized for reporting the behavior. American Prep will not tolerate retaliation from those involved in the abuse, and any such incidents will be reported to the appropriate school director.

Any employee or member of management, who is found, after appropriate investigation, to have engaged in harassment of another employee or to have retaliated against an employee for reporting harassment, will be subject to appropriate corrective action, depending on the circumstances, up to and including termination.

Employee Grievance Form

American Preparatory Academy is available to help you resolve grievances. If you have a work-related problem we encourage you to take the problem first to your direct supervisor. If you are unable to get the problem resolved at that level, you should then take it to the campus administrator, then if unresolved to the district level administrator your campus administrator reports to. If you have a grievance that you would like to address through the HR department via APA's formal grievance process, [fill out the form in Appendix A](#) of this document and submit it to American Preparatory Academy Human Resources.

Complaint Procedure/Dispute Resolution

Title IX Coordinator: Lisa Brunson, lbrunson@apamail.org, 12894 S Pony Express Rd, Draper, Utah 84020, (801) 797-0089

Complaint Procedure/Dispute Resolution

Title IX is a federal program that protects our employees and students from any acts of sexual harassment, sexual violence, or gender-based harassment. The definition of sexual harassment by the Office of Civil Rights is listed below.

Sexual harassment is present when it meets one or more of the following descriptions:

1. *Quid Pro Quo* harassment by a school's employee basing an educational benefit or service on an individual's participation in unwelcome sexual conduct;
2. Unwelcome conduct determined by a reasonable individual to be so severe, pervasive, and objectively offensive that it denies a person equal access to a school's educational program or activity;
3. Sexual assault, dating violence, domestic violence, or stalking.

Our school provides confidential, supportive measures to our students and employees who have been victims of sexual assault. Supportive measures are free, individualized services to preserve equal access to education, safety, and to prevent sexual harassment. There does not need to be a formal complaint in order for an individual to receive supportive services. Such services could include counseling, modifications in schedules, increased security or monitoring, etc. The Title IX Coordinator is responsible for implementing supportive measures. The Coordinator's contact information is listed on the school's website, employee handbook, and parent handbook.

Grievance Procedure

The first step of the grievance process begins with the alleged victim of sexual harassment, also known as the complainant. The complainant can file a formal complaint with the Title IX Coordinator. The Coordinator will reach out to the complainant to inform the individual of their rights and access to supportive measures. The victim does not need to begin or continue with the grievance process if not desired. The school cannot force or compel the complainant to continue.

Once the complainant comes forward and files, the Coordinator will gather all pertinent information in a written narrative by the complainant. The narrative and evidence will be objectively evaluated, and the alleged perpetrator, also known as the respondent, will not be presumed as guilty. The school will also ensure that confidentiality is maintained along with informing the involved parties of their rights to privacy and legal protection. The school will remove any conflicts of interest to investigating participants. The Title IX Coordinator is unbiased and has completed significant training throughout the process to ensure that all parties will be treated equitably.

Once the evidence is reviewed and the investigation by the school is complete, the Title IX Coordinator will notify the complainant and respondent in writing within thirty days of the results. The Title IX Coordinator will provide the findings of the investigation along with recommendations to immediately end discriminatory

conduct and ways to resolve the discriminatory effects on the complaining party. The school will also provide their suggested resolutions in order to prevent such a scenario from ever occurring again.

The parties have the right to appeal if not satisfied with the decision by the school. They must submit a written appeal with their reasonings for the disagreement which will be reviewed by the school. The school will then return a written response to the appeal. If still not satisfied, the party can file a complaint with the Office of Civil Rights. Their contact information is listed below:

Regional Office of Civil Rights for Utah

Denver Office

U.S. Department of Education

Cesar E. Chavez Memorial Building

1244 Speer Boulevard, Suite 310

Denver, CO 80204-3582

Telephone: (303) 844-5695

Email: OCR.Denver@ed.gov

Ethical Conduct – APA Ethics Policy

The Utah Charter Academies Governing Board, American Preparatory Schools, and American Preparatory Academy are expected to undertake their responsibilities with diligence and professionalism and to comply with the highest standards of honesty, integrity, and fairness. This includes, but is not limited to, being respectful of the rights of others and forthright in all dealings with members of the school community as well as third parties; protecting the privacy of confidential information; and compliance with all applicable laws, rules, and regulations. Board representatives should not place their personal interests above the best interests of the school; even the appearance of impropriety must be avoided.

Scope

The Ethical Conduct policy applies to all Utah Charter Academies board members, American Preparatory Academy employees, and American Preparatory School employees who are associated with the UCA contract. (collectively, the “Covered Parties”). It is not intended to replace and may be supplemented by specific policies that have been adopted in the past and that may be adopted in the future. This policy may be amended or supplemented from time to time by the Audit Committee of the Board.

Purpose

American Preparatory Academy has upheld and will continue to uphold the highest levels of ethics and integrity in all its affairs. To this end, the Ethical Conduct policy serves:

- (1) to emphasize the school’s commitment to ethical conduct and compliance with the law;
- (2) to set forth basic standards of ethical and legal behavior;
- (3) to provide reporting mechanisms for known or suspected ethical or legal violations; and
- (4) to help prevent and detect wrongdoing.

Given the variety and complexity of ethical questions that may arise in the course of carrying out the school’s business, this policy can serve only as a general guide. Confronted with ethically ambiguous situations, Covered Parties should keep in mind the school’s commitment to the highest ethical standards and seek advice from appropriate sources so as to ensure that this commitment is honored at all times.

Ethical Standards

1. Conflicts of Interest

Utah Charter Academies Board Members, APS employees assigned to the UCA contract and APA employees serve the public trust and are required to fulfill their responsibilities with care and loyalty. All decisions and

actions of the board and the administration are to be made for the sole purpose of advancing the best interests of the institution and the public good. The integrity of the school must be protected at all times, and the fiduciary relationship of trustees, officers, and employees to American Preparatory Academy must be honored in both actuality and appearance. A conflict of interest exists when a school representative's direct or indirect personal interests are inconsistent with or interfere with the best interests of the school. The UCA Governing Board's Conflict of Interest statement sets forth in detail the standards and procedures to be followed when dealing with situations that may present a conflict of interest.

2. Corporate Opportunities

Covered Parties owe a duty to the school to advance its legitimate interests whenever possible, and they are prohibited from taking for themselves opportunities that are discovered through the use of school property, information, or position without the prior written consent of American Prep. No Covered Party may use school property, information, or position for improper personal gain, and no employee may directly or indirectly compete with American Preparatory Academy.

3. Fair Dealing

Whenever they act on the school's behalf, and regardless of whether they are dealing with colleagues or third parties, Covered Parties are required to act honestly, in good faith, and with professionalism. No Covered Party may take unfair advantage of another person through harassment, manipulation, abuse of privileged information, misrepresentation of material facts, or any other unfair practice. Stealing proprietary information, possessing trade secret information that was obtained without the owner's consent, or wrongfully inducing such disclosures by past or present employees of other organizations is prohibited.

4. Confidentiality

Covered Parties must maintain the confidentiality of confidential information entrusted to them, except when disclosure is authorized by an appropriate officer of the school or required by law. Confidential information includes all non-public information that might be of use to competitors or other third parties or harmful to the school or its constituencies if disclosed; it also includes information that third parties have entrusted to the school. The obligation to preserve confidential information continues even after employment ends.

5. Protection and Proper Use of School Assets

Covered Parties should protect the school's assets and ensure their proper and efficient use. Theft, carelessness, and waste have a direct impact on the school's operations. Any suspected incident of fraud or theft should be immediately reported for investigation. School facilities and equipment should not be used for non-school business, although incidental personal use may be permitted.

The obligation of Covered Parties to protect the school's assets includes, but is not limited to, its proprietary information. Proprietary information includes intellectual property such as patents, trademarks, and copyrights, as well as business plans, databases, records, employment information, and any unpublished financial data and reports. Unauthorized use or distribution of this information violates American Preparatory Academy policy and may also be illegal and result in criminal and/or civil liability.

6. Compliance with Laws, Rules, and Regulations

Obeying the law, both in letter and in spirit, is the foundation on which the school's ethical standards are built. In conducting the affairs of American Preparatory Academy, Covered Parties must comply with applicable laws, rules, and regulations at all levels of government in the United States and in any other jurisdiction in which the school does business. Although not all Covered Parties are expected to know the details of these laws, it is important to know enough about applicable federal, state, and local laws to determine when to seek advice from supervisors or other appropriate personnel.

7. Timely and Truthful Public Disclosures

Covered Parties involved in the preparation of financial and other reports and documents (and information included therein) filed with or submitted to federal, state, and local authorities by the school are required to make disclosures that are full, fair, accurate, timely, and understandable. They may not knowingly conceal or falsify information, misrepresent material facts, or omit material facts necessary to avoid misleading the authorities or the school's independent auditors. The same standards apply to other public communications made by American Preparatory Academy.

8. Significant Accounting Deficiencies

The Executive Director, CFO, accounting and executive staff should promptly bring to the attention of the Audit Committee any information he or she may have concerning:

- a. significant deficiencies in the design or operation of internal controls over financial reporting which could adversely affect the school's ability to record, process, summarize, and report financial data; or
- b. any fraud, whether or not material, that involves management or other employees who have a significant role in the school's financial reporting, disclosures, or internal control over financial reporting.

Administration

1. In General

The Ethical Conduct policy has been adopted by the UCA Governing Board and is to be administered by or at the direction of the Audit Committee of the Board. In general, matters arising under this policy related to Board Members are subject to the review of the Audit Committee. Matters involving other Covered Parties are subject to the review by Human Resources, Executive Director, and/or an individual's direct supervisor.

2. Reporting Known or Suspected Violations

UCA Governing Board members are required to report promptly any known or suspected violations of this policy to the Audit Committee. All other Covered Parties should bring any known or suspected violations of this policy or of any law or school policy to the attention of their supervisors, department head, or the director responsible for the area in question. Anyone who is uncertain whether or how to report a concern should contact the Compliance department. Reports may also be made anonymously and confidentially to the [Utah State Board of Education Internal Audit Department](#) at (801) 538-7813 or on their website.

3. Non-Retaliation and Whistleblower Protection

No retaliatory action of any kind will be permitted against anyone for reporting or inquiring in good faith about potential violations of law or school policy, or for seeking guidance with respect to suspected violations. The Compliance department and the school's Audit Committee will strictly enforce this prohibition. Retaliation includes, but is not limited to, adverse action against an employee regarding the terms and conditions of employment (such as termination, demotion, or suspension), as well as related threats of such actions. An employee who has engaged in conduct or performance that warrants disciplinary action or other employment consequences will not be insulated from the consequences of those actions because he or she has made a report of wrongdoing, as long as such disciplinary action is not taken because of the allegation of wrongdoing. Reports that are knowingly false or are made with reckless disregard for or in willful ignorance of facts that would tend to disprove the allegation are not good-faith reports, are prohibited by this policy, and may subject the reporter to disciplinary action.

4. Accountability for Violations

If the Audit Committee or the Compliance department (or a designee) determines that this policy has been violated, including by failure to report a violation or by withholding information relating to a violation, the offending Covered Party may be disciplined, with penalties up to and including removal from the board or termination of employment. Violations of this policy may also constitute violations of law and may result in

criminal and/or civil liability for the offending Covered Party and American Preparatory Academy. All Covered Parties are required to cooperate in internal investigations of possible misconduct.

Guidance

All American Preparatory Academy employees must work together to ensure prompt and consistent enforcement of the Ethical Conduct policy. In some situations, it may be difficult to know if a violation has occurred. Because it is impossible to anticipate every situation that will arise, it is important to be able to approach a new question or problem with confidence. Employees and board members having questions about their obligations under this policy or any other school policy should consult the Audit Committee; all others should consult their supervisors or the Compliance department.

Whistleblowing

This policy provides avenues for an employee of American Preparatory Academy, or its agents, to report misuse of assets, funds or resources, non-compliance with regulations, policies or rules, fraud, waste, abuse, or unethical behavior. A whistleblower as defined by this policy is an employee who reports an activity that he/she considers to be illegal or unethical to one or more of the parties specified in this Policy.

The whistleblower is not responsible for investigating the activity or for determining fault or corrective measures; appropriate management officials are charged with these responsibilities.

An employee may report such things as Civil Rights violations, misuse of assets, funds or resources, non-compliance with regulations, policies or rules, fraud, waste, abuse, or unethical behavior. Examples of illegal or unethical activities are violations of federal, state, or local laws; billing for services not performed or for goods not delivered; and other fraudulent financial reporting.

An employee is encouraged to consider the type and scope of the suspected activity when determining the appropriate reporting entity. The employee must exercise sound judgment to avoid baseless allegations and unless there is a compelling potential conflict, should report to the first person on the lists below.

Personnel and/or Civil Rights Violations:

1. The employee's immediate supervisor;
2. APA's Civil Rights Officer, Lisa Brunson lbrunson@apamail.org
3. APA's Human Resources Director, Katy Brown kbrown@apamail.org
4. APA's Executive Director, Carolyn Sharette csharette@apamail.org
5. A member of APA's governing board on the internal audit committee:
 - a. Thomas Young youngceltic@live.com
 - b. Ted Heap castlegate1001@gmail.com
6. The State Charter School Board (SCSB), Jennifer Lambert Jennifer.Lambert@schools.utah.gov
7. Regional Office of Civil Rights for Utah:
 - a. Denver Office
U.S. Department of Education
Cesar E. Chavez Memorial Building
1244 Speer Boulevard, Suite 310
Denver, CO 80204-3582
Telephone: (303) 844-5695
8. The USBE Internal Audit Department (801) 538-7813

Noncompliance with Regulations, Policies, or Rules:

1. The employee's immediate supervisor
2. APA's Compliance Director, Lisa Brunson lbrunson@apamail.org
3. APA's Executive Director, Carolyn Sharette csharette@apamail.org

4. A member of APA's governing board on the internal audit committee:
 - a. Thomas Young youngceltic@live.com
 - b. Ted Heap castlegate1001@gmail.com
5. The State Charter School Board (SCSB), Jennifer Lambert Jennifer.Lambert@schools.utah.gov
6. The USBE Internal Audit Department (801) 538-7813

Fraud, Waste, or Other Financial Abuse:

1. The employee's immediate supervisor
2. APA's Financial Controller, Casey Crellin ccrellin@apamail.org
3. APA's Executive Director, Carolyn Sharette csharette@apamail.org
4. A member of APA's governing board on the internal audit committee:
 - a. Thomas Young youngceltic@live.com
 - b. Ted Heap castlegate1001@gmail.com
5. The State Charter School Board (SCSB), Jennifer Lambert Jennifer.Lambert@schools.utah.gov
6. The USBE Internal Audit Department (801) 538-7813

Whistleblower Protections

Whistleblower protections are provided in two important areas -- confidentiality and against retaliation.

Confidentiality. Insofar as possible, the confidentiality of the whistleblower will be maintained.

Limitations. Identity may have to be disclosed in order to:

1. conduct a thorough investigation,
2. comply with the law, and/or
3. provide accused individuals their legal rights of defense.

Retaliation. American Preparatory Academy, or their agents, will not retaliate against a whistleblower. This includes, but is not limited to, protection from retaliation in the form of an adverse employment action such as termination, compensation decreases, or poor work assignments and threats of physical harm. Any whistleblower who believes he/she is being retaliated against must contact the Human Resources Director immediately.

Limitations.

The right of a whistleblower for protection against retaliation does not include immunity for any personal wrongdoing that is alleged and investigated.

An employee who intentionally files a false report of wrongdoing will be subject to discipline up to and including termination.

VIII. GENERAL EMPLOYMENT INFORMATION

Introductory Period

Your initial 30 days of employment with American Preparatory Academy will be your introductory period. This gives you an opportunity to get to know the business where you work and introduces you to your responsibilities.

During this introductory period, you and your supervisor will have an opportunity to observe and evaluate each other. You will be evaluated for several important qualities. Some of these qualities are the ability to interact with other people, professional conduct, attendance, willingness to learn, job performance, job skills, etc.

After successful completion of the introductory period, you will normally be placed on regular full-time or part-time status and may be eligible for employee benefits. However, the successful completion of the introductory period does not alter the "at-will" nature of your employment.

New Hire Acknowledgement of Policies

As a condition of employment, you will be required to sign, accept, and acknowledge several workplace policies, including the APA At-Will Employment Statement, Expectation of Privacy Statement, the APA Dress Code, and the School Information Network Acceptable Use Policy.

Fingerprinting

Employees who are not currently certified as teachers are required to provide their fingerprints electronically within two (2) weeks of employment for a criminal background check. The Utah State Office of Education requires a background check for all school employees when they begin employment with the school. Depending on which campus you will be working at, fingerprints are taken at an authorized LiveScan site. The HR Department will give you directions on where you will need to go to complete this.

CPR Certification/Licensing Requirements

Some employees in professional offices are required to maintain certain licenses or a current CPR card as a condition of employment. For instance, in certain work locations, drivers may be required to meet licensing or insurance qualifications. You will be informed if there are any certification or licensing requirements for your job. Failure to qualify or maintain any required license is sufficient cause for termination. All licensing fees are your responsibility unless otherwise agreed upon in writing by your Work-site Employer.

Rules of Conduct

All employees are expected to demonstrate good judgment, ethical personal behavior, and common sense. The following are rules designed to give you guidance in your conduct:

- You are not to conduct personal business during working hours.
- Personal protective equipment must be properly utilized as directed by your supervisor.
- You must report all injuries or accidents to American Preparatory Academy immediately.
- You must not perform sloppy or defective work.
- You must perform all assigned duties and fulfill your responsibilities to APA, with or without reasonable accommodation. Productivity and workmanship must be up to standard.
- You must be available for work as scheduled.
- You are responsible for all property placed in your custody.
- You must not neglect your job duties or responsibilities, nor refuse any work assigned to you.

The foregoing rules are not intended to be all inclusive of the required self-discipline, proper standards of conduct or obligations employees must observe at all times and do not limit the "at-will" status of your employment.

If your conduct as an employee comes into question, American Preparatory Academy will make an effort to resolve the matter fairly. These rules are not intended to limit the proper rights of anyone. They are intended to

protect the rights of everyone. Failure to adhere to the preceding rules will result in disciplinary action up to and including termination.

Prohibited Conduct

The following conduct is prohibited and will result in disciplinary action up to and including termination:

- Engaging in unlawful or improper conduct that affects your work, fellow employees, company products, property, reputation or goodwill in the community.
- Leaving your department or work before the end of the shift without the authorization of your supervisor.
- Using American Preparatory Academy's facilities and time for personal business, or unauthorized possession or use of your Work-site Employer's or APA's keys.
- Soliciting or accepting tips.
- Smoking at work other than in designated areas.
- Making false claims of injury.
- Damaging or destroying your Work-site Employer's or APA's property or wasting of materials. Loitering or sleeping while on duty.
- Being on the job while under the influence of alcohol, drugs or intoxicants of any type.
- Falsifying information on forms, reports, records, employment applications, timecards or attendance forms and production records.
- Acts of insubordination such as refusing to follow supervisor's directions or instructions.
- Bringing firearms or weapons of any kind into the office or onto the work location, unless otherwise permitted by state law.
- Bringing liquors, illegal drugs or other substances into the office or onto the work location.
- Removing or using, without authority, property, records or other materials of the Work-site Employer, APA or other persons.
- Fighting, threatening, intimidating or coercing any visitor or employee.
- Violating safety or health rules or practices, or engaging in conduct that creates a safety hazard to yourself or to others.
- Violation of American Preparatory Academy's Harassment and Equal Employment Opportunity Policy.

The foregoing is not a complete list of actions that may lead to termination and in no way affects the "at-will" status of your employment.

Employment Categories

Exempt vs. Non-Exempt Employees

All employees are classified as exempt or non-exempt as defined by the Federal Fair Labor Standards Act. Non-exempt employees will receive overtime pay of 1½ times their regular hourly rate for work in excess of 40 hours in a workweek. Employees classified as exempt do not receive overtime pay. Your job description will contain your classification.

All employees will also fall under at least one of the following employment categories:

1. Regular Full-Time Employees work at least 38 hours per workweek and have successfully completed the introductory period.
2. Regular Part-Time Employees work less than 38 hours per workweek and have successfully completed the introductory period.
3. On-Call Employees work on an abnormal or sporadic schedule. These employees do not receive paid leaves or group insurance.
4. Temporary Employees work full or part-time for a specific period of time, project or assignment. Employees hired for a specific project or period of time will not experience a change in status simply

- because they remain in employment for a longer period of time than initially indicated. Employees will change from temporary to regular status only if advised of such in writing by the Work-site Employer.
5. Per Diem Employees work for a rate of pay tied to measurable production. These employees are not entitled to any benefits. Employees who transfer from Per Diem to regular employee status will not receive credit for their service in the capacity of Per Diem employees.
 6. Transferred Employees are those who transfer from one of APA's Client Companies to another Client Company. These employees are considered new employees for purposes of seniority and paid leave balances and eligibility. Their paid leave account balances do not transfer. Their health and other insurances continue in force but with possible changes in the premium contribution by the new Client Company.
 7. Reinstated Employees are those that return to employment with American Preparatory Academy within 60 days of the end of the month in which they terminated. Seniority and eligibility for personal leave relate back to the reinstated employee's original hire date. Eligibility for medical and other benefits of reinstated employees is determined in accordance with the governing provisions of the applicable medical or other benefit plan.
 8. Rehired Employees are those rehired after 60 days of their termination date and must complete all required new hire paperwork. Seniority, eligibility for personal leave, and eligibility for benefits begin on the employee's new hire date.

When an employee changes status, APA must be notified as soon as possible. If an employee's status changes to full-time, the employee may be eligible for benefits and must contact APA for a full-time orientation. If an employee's status changes from full-time to another category, the employee will no longer be eligible for benefits.

Remember that all employment, regardless of the category, is "at-will." "At-will" employment means that employment exists at the mutual consent of the employee and American Preparatory Academy and that either the employee or American Preparatory Academy may terminate the employment relationship at any time, with or without cause.

"At-Will" Employment Statement

American Preparatory Academy, like most employers in the United States, is an "At-Will" employer. This simply means that either the employee or employer may terminate the employment relationship at any time, with or without cause.

This handbook is not a contract and all employment with American Preparatory Academy is "At-Will" unless there is a written contract signed by the president or ownership of the respective company specifying other terms of employment. Such an agreement is only binding on the company entering into the agreement. Implied contracts of any kind between American Preparatory Academy and the employee do not exist.

Confidential Information

Information given by a customer or a client may be privileged or confidential information. Such information is to be maintained with strict confidentiality. This may also be true for proprietary information (such as payroll information, client information, inventions or developments and/or trade secrets) within the company. You must exercise good judgment when talking to non-employees so that company confidential information is not compromised.

Employees who have access to sensitive records are only permitted to discuss this information within the course and scope of their duties and not with unauthorized individuals. Violation of this policy may result in discipline, up to and including termination.

Personnel Information and Privacy Policy

Privacy Policy: In collecting, maintaining and disclosing personnel information, APA makes every effort to protect employees' privacy rights and interests and prevent inappropriate or unnecessary disclosures of information from any employee's file. While complying with its governmental reporting and record-keeping requirements, APA strives to ensure that it handles all personal and job-related information about employees in a secure, confidential and appropriate fashion.

Accuracy of Information: You should ensure that your records are always kept current and are responsible to promptly report changes in name, address, phone number, marital status, number of dependents, beneficiary designations and emergency contacts to APA. You can check most of this information by reviewing your paycheck stub. You should notify your supervisor and APA of personal changes that are important for your paycheck and insurance programs, such as changes in address and marital status.

Employees' Access Rights: You can review the information contained in your own personnel file, although American Preparatory Academy reserves the right to remove certain sensitive documents, such as letters of reference, management planning documents and succession or promotion plans. This right is limited to one time per year. The restrictions will be consistent with applicable state laws governing employee access to personnel files. If you are interested in reviewing the contents of your personnel files contact the APA Human Resource Department and provide at least three days' notice of your desire to schedule a mutually convenient time for an appointment.

Reduction in Force

An economic slowdown or financial reversal may make it necessary to reduce your working hours or terminate your employment. American Preparatory Academy will follow a policy of staff reduction or reduction of hours based on the employee's service record and performance evaluations. If an alternative policy is used, those affected will be notified.

Resignation or Job Abandonment

If you find it necessary to resign, you are requested to give advance written notice to your supervisor indicating the last day you will be working. A two-week notice is appreciated. Your final paycheck will be processed with the next regular payroll, unless otherwise required by state law. The check will be mailed to the most recent address on file or held for pick-up at the APA office closest to you.

It is your responsibility to contact your supervisor if you are unable to report to your assigned shift. American Preparatory Academy will assume that you have abandoned your job if you fail to show up for your assigned shift for three days in a row. If you abandon your job, you may not be eligible for unemployment benefits.

Your Wage

Pay increases depend on job responsibilities, ability to get along with other workers, job performance, willingness to cooperate and accept supervision, attendance and other job-related factors.

Equipment, Tools or Uniforms on Loan

You are responsible for the safekeeping of equipment, tools or uniforms furnished to you. If you are issued uniforms, tools or equipment, you will be required to acknowledge receipt of those items in writing. A deposit may be required. When your employment terminates, either voluntarily or involuntarily, you must return uniforms, tools or equipment that were loaned to you before you can pick up your final paycheck. The security deposit, when maintained with APA, will be returned to you in your final paycheck. If items are not returned prior to the time you receive your final paycheck, the amount due the company may be deducted from that check.

You are responsible for equipment used in performing your work. Any damage or failure of this equipment is to

be reported to your supervisor immediately. Equipment or supplies are not to be removed from your work premises without proper authorization. American Preparatory Academy is not responsible for loss or damage to your personal property. Valuable personal items such as purses and all other valuables should not be left in areas where theft might occur.

Please note that damage to company equipment, including any vehicles, that arises outside the normal course of employment and which is determined to be over and above the wear and tear reasonably expected in the normal course of employment, may become the responsibility of the employee. The damaged amount, not to exceed the insurance deductible, if such deductible applies, may be deducted from the employee's pay check or may be paid by the employee directly with a cashier's check to the company within ten days of such occurrence.

IX. HEALTH AND SAFETY

Emergency Response Plan

The APA Emergency Response Plan is available as a quick-access flip-chart and is located at each classroom exit. Each staff member is required to read the Plan annually and be prepared to carry it out.

Building Security

Classrooms should remain locked when they are vacant. The workroom door should remain closed during the day and locked after 3:30 p.m. Due to the dangerous tools in the workroom (such as cutting boards) students are not allowed in the workroom. Teachers and Instructors should carry their keys so they can easily unlock doors when needed and resist leaving doors unlocked.

Single Point of Entry

To ensure the safety of all building occupants **ONLY** the main entry doors should be used for visitor access and all visitors must sign in with the school secretary. All other doors must remain closed and locked at all times. Never leave an unattended door propped open or allow a locked door to be opened for a visitor. Instead, instruct them by redirecting them to the secretary through the main entrance. Visitors are any non-student or staff member. Staff should always carry their key card or classroom keys, allowing them appropriate access through locked doors.

Security Cameras and Expectation of Privacy Release

To increase security for our students, staff, and to facilitate staff development, security cameras are installed at all APA campus classrooms that record both audio and video. There is no expectation of privacy on any APA property, including on APA grounds, in classrooms, and common areas throughout the school.

Staff members will sign an acknowledgement stating their understanding that these cameras are present in their work environment. Altering or disabling a school camera may be grounds for termination.

Liability Insurance

When an employee is hired by Utah Charter Academies (UCA), that employee is covered by general and educational liability insurance that is purchased by UCA on behalf of all its employees. There are no eligibility requirements over and above being hired by UCA. This liability insurance is comparable to any other liability coverage that is commonly available to education institutions throughout the state, with no significant gaps or additions in coverage. The basic nature of the coverage is to protect the rights of UCA employees as they go about doing their basic job duties. It does **NOT** protect an employee against due process of law when an employee intentionally harms another employee, student or any other person. As with any other liability insurance, UCA's general and educational liability insurance does not protect an employee who commits criminal acts or acts of gross negligence or gross sexual misconduct. APA does not participate in the State of Utah's Risk Management Fund.

Safety, Injuries, and Return to Work

APA and American Preparatory Academy are committed to providing a safe and healthy workplace for employees. All employees are required to follow all safety policies and guidelines. Preventing injuries and illnesses is our primary objective and the ultimate responsibility for safety lies with each employee.

Safety Rules

We need each employee's help in promoting safety and the prevention of accidents by observing the following rules:

- Learn your job and how to be safe in the work place.
- Learn the location of fire alarm boxes, extinguishers and your duties in case of fire.
- Promptly report all unsafe or potentially hazardous conditions to your supervisor.
- Do not operate electrical equipment with wet hands.
- Use proper ergonomics, including lifting procedures and get help when needed.
- Wear personal protective equipment when necessary.
- Handle hazardous chemicals with care.

Injuries and Return to Work

If an employee is injured, the return-to-work process will be used to provide the employee assistance. The employee injured on the job will receive immediate, appropriate medical attention and every effort will be made to create opportunities for the employee to return to safe, productive work as soon as medically possible.

The return-to-work program is successful when employees, supervisors, and managers support and participate in the program by observing the following procedures:

- a. An employee who is injured must immediately report the injury or incident to a supervisor or manager.
- b. If medical attention is needed, the injured employee needs to go to the doctor or medical provider. Whenever possible, the supervisor will go with the employee seeking medical treatment and provide the medical facility with the injured employee's job description and essential job elements. The supervisor should also notify the medical provider that a return-to-work program is available for the injured employee.
- c. The injured employee will complete an APA Employee Injury Report and fax it, along with the Physicians First Report of Work Injury, to the Human Resource Director at APA.
- d. If an employee is restricted from work, APA's Human Resource Director and the employee's supervisor will stay in contact with the injured employee and follow up on the employee's restricted status.
- e. When the treating doctor releases the employee to alternative productive work, all attempts will be made to create an alternative assignment that meets the doctor's restrictions. Every effort will be made to develop alternative productive work.
- f. It is the employee's responsibility to accept transitional duty that complies with the doctor's restrictions.
- g. APA's Human Resource Director and the injured employee's supervisor will follow up with the employee on a regular basis after the employee returns to work.

Our ultimate goal is the safety of our employees and the prevention of accidents. However, if an employee is injured, we will work to return him or her to the original job as soon as possible. If an injured employee is unable to perform all the tasks of the original job, every effort will be made to provide transitional alternative productive work that meets the injured employee's capabilities.

Employee Health Alerts

For your safety, if you are taking prescription medication or have a medical condition that may affect your ability to perform the tasks required in your job description, or that may require first aid, please notify your supervisor. Examples of medical conditions that may require first aid could include but are not limited to:

- Asthma
- Allergies (severe – bee/wasp, food, etc.)
- Diabetes
- Taking blood thinners

If your medical condition is treated by prescription aids, such as epinephrine for bee stings, please tell your supervisor where you normally keep your aids in case assistance is needed.

Drug Free Workplace Policy & Testing Program

American Preparatory Academy’s Drug-Free Workplace Policy & Testing Program began September 1, 2003. This policy applies to all employees. If you have questions about the policy statement or the testing program, please contact the APA Human Resource Department.

The problem of drug and alcohol abuse has received recent attention because of its magnitude and its potential for harm to individuals and our society. We strongly believe that our working environment must be free of illegal drugs, alcohol, and the threat of theft for reasons of safety, health, quality service, and productivity.

The cooperation of all employees is required in order for our illegal drug and alcohol policy to be successful. American Preparatory Academy requires that all employees follow these rules:

- Employees are prohibited to illegally use, manufacture, possess, distribute or sell drugs in the workplace.
- Possession or storage of alcohol or illegal drugs in company vehicles or on school premises (including parking lots, and entry roads) is strictly prohibited. An employee will be considered in possession of illegal drugs or alcohol if illegal drugs or alcohol are discovered on the employee’s person, in the employee’s locker, desk, office, toolbox, personal workplace equipment, lunch box, personal vehicle while on school property, or company vehicle or equipment which is in their custody.
- Employees are prohibited from being at work or operating company-provided vehicles or equipment under the influence of drugs or alcohol.
- Violation of this policy may subject an employee to termination.

Definitions

Alcohol	Includes Ethyl Alcohol or Ethanol. Alcohol is not limited to popularly recognized alcoholic beverages such as beer, wine, or liquor.
Illegal Drugs	A controlled substance included in schedule II, as defined by section 802 (6) of title 21 of the United States Code, the possession of which is unlawful under chapter 13 of the title. The term “illegal drugs” does not mean the use of a controlled substance pursuant to a valid prescription or other use authorized by law.
Employee	Any person in the service of APA for compensation of any kind.
Verified Positive Result	Any result above confirmation levels for drugs or alcohol.
Drug Test	Drug Test” means analysis of urine, blood, and/or breath sample for the presence of “illegal drugs”.

The screening and confirmation cutoff levels are listed below:

<u>Screening Thresholds</u>	
<u>Drugs</u>	<u>Cutoff</u>
1. Marijuana	50ng/ml
2. Cocaine	300ng/ml
3. Opiates	300ng/ml
4. Amphetamines	1000ng/ml
5. Phencyclidine	25ng/ml
<u>Confirmation Thresholds</u>	
<u>Drugs/Metabolite</u>	<u>Cutoff</u>
1. Marijuana Metabolite	15ng/ml
2. Cocaine Metabolite	150ng/ml
3. Opiates:	
Codeine	300ng/ml
Morphine	300ng/ml
4. Amphetamines:	
Amphetamine	500ng/ml
Methamphetamine	500ng/ml
5. Phencyclidine	25ng/ml
6. Urine alcohol level	.05%

Standards

American Preparatory Academy has established standards in the following areas.

Tests

1. Reasonable Cause - APA may require testing of any employee during their employment period when there is a reasonable cause (see “Reasonable Cause” below) or other overt reason to believe that the employee is under the influence of drugs or alcohol.
2. Random Testing - APA reserves the right to implement a random testing procedure at any time.
3. Post-Accident – Any accident that occurs on company time or while operating any equipment owned by APA may require that the injured employee submit to a “post-accident” drug test.

Reasonable Cause

Reasonable cause for testing employees includes, but is not limited to, any accident involving an employee who was driving a company-provided vehicle or operating company-provided equipment; any appearance and/or behavior indicating the influence of drugs or alcohol; or anytime employees are injured or violate a safety rule that could lead to significant injury to themselves or others.

If an employee is sent to be tested for drugs or alcohol for “reasonable cause” the employee will be placed on administrative leave until American Preparatory Academy receives the test results. If the results come back negative, the employee will be paid for the time off and be allowed to return to work immediately. If the results come back positive, the employee will not be compensated for the time off and he/she may be subject to termination. In either case, the employee is not to return to American Prep until the Human Resources Director notifies them.

Refusal to take a drug or alcohol test under the conditions of this policy is sufficient grounds for termination.

Inspection Policy

When there is credible reason to believe that an employee is in possession of a controlled substance or alcohol (i.e., first hand or eye witness reports of the violation), American Preparatory Academy reserves the right to request an inspection of any item(s) the employee has brought onto APA premises, including employee vehicles parked on school premises. American Preparatory Academy also reserves the right to search any company-

owned property at any time.

Any employee who refuses to comply with the request for inspection of their personal property or vehicle may be subject to termination.

Notice

1. Each employee will receive a copy of American Preparatory Academy's drug testing policy and procedure prior to the date of implementation or at the time they are hired, whichever occurs first.
2. Each employee must sign an acknowledgement that they have received a copy of American Preparatory Academy's drug and alcohol policy and testing program and agree to comply with the provisions of the policy.
3. A copy of American Preparatory Academy's drug and alcohol policy and testing program will be made available to all prospective employees for their review at the time of application if so requested. Each prospective employee will be informed of the policy and their right to review the policy.

Prescription Drugs

Employees are solely responsible and expected to inform their supervisor of any prescription drugs they are taking which may alter their ability to perform their jobs. Supervisors have the responsibility to deny an employee access to company-provided vehicles and equipment if the effects of prescription drugs will render the employee unsafe in the operation of the vehicle or equipment.

For your safety, if you are taking prescription medication or have a medical condition that may affect your ability to perform the tasks required in your job description or that may require first aid, please notify your supervisor. Examples of medical conditions that may require first aid could include but are not limited to:

- Asthma
- Allergies (severe – bee/wasp, food, etc.)
- Diabetes
- Taking blood thinners
- Chronic or Acute Pain

If your medical condition is treated by prescription aids, such as epinephrine for bee stings, please tell your supervisor where you normally keep your aids in case assistance is needed. Possession or use of prescription medications that are not in the employee's name may subject the employee to discipline.

Counseling

American Preparatory Academy encourages voluntary participation in appropriate counseling and treatment for drug and alcohol-related problems. However, participation will not prevent or lessen the extent of disciplinary action for violation of this and associated policies.

Employee Assistance Plan

The APA Employee Assistance Program provides short-term, confidential counseling for you and anyone living in your household regardless of whether you and/or they are covered under your health insurance plan at no out-of-pocket expense to you.

For information on APA health insurance coverage of counseling and treatment, please see your company-provided benefits documents or contact the Human Resources department.

Confidentiality

APA recognizes the importance of confidentiality of testing information. It will take all reasonable steps to assure the confidentiality of information obtained by APA as a result of this policy. No information will be released to anyone without the employee or applicant's signed authorization, except when necessary to implement the provisions of this and related policies or to comply with legal requirements.

Reporting of Arrests

A licensed or non-licensed educator who is arrested, cited, or charged with an alcohol or drug offense must report the arrest, citation, or charge within 48 hours or as soon as possible to the licensed educator's supervisor and Executive Director. The Executive Director or designee shall report conviction, arrest, or offense information received from a licensed educator to the State Superintendent within 48 hours of receipt of information from the educator.

For more information, see [Policy C-10.2.1 Personal Reporting of Arrests](#).

Hazardous Chemicals

You must comply with all occupational safety and health standards and regulations established by The Occupational Safety and Health Act of 1970 and regulations which have been added to this act in recent years by both state and federal governments. If you believe that you are being exposed to a known or suspected hazard when working with toxic chemicals or substances, you have a right to know about such hazards through Material Safety Data Sheets (MSDS). Ask your supervisor for the location of the MSDS and to review one or two with you. If your supervisor does not have this information available you should contact APA immediately.

New employees who work with or who have contact with hazardous chemicals or substances are to consult with their supervisors in the proper handling of such chemicals in the workplace during orientation and new employee training.

X. PAY AND HOURS

Work Hours

Your work is Monday through Friday from 8:00 a.m. to 4:30 p.m., unless otherwise scheduled by your supervisor. Various factors, such as workloads, operational efficiency, staffing needs and working schedules may require variations in your starting and quitting times. Lunch breaks are scheduled by your supervisor.

For purposes of overtime your workweek is Monday through Sunday. *Punctual and consistent attendance is a condition of employment.*

Attendance

You are expected to be available and ready to work at the established starting time and are expected to remain at work and perform your work assignments during your shift. If you are unable to arrive on time or attend work for a scheduled shift, you are expected to call your supervisor as soon as possible. Failure to comply with this policy will result in disciplinary action up to and including termination of employment. Frequent absences or tardiness will not be tolerated and are subject to disciplinary action up to and including termination of employment.

School employees enjoy days off and vacations according to the school calendar throughout the school year. American Prep Employment Agreements outline the days on which staff need to report to work. If American Prep is to reach its goals and achieve its mission, it is critically important that our staff consistently attend school on all scheduled work days. Vacations and days off for appointments should be scheduled during school breaks. We believe that educators should attend school every day school is in session unless extenuating circumstances prohibit attendance.

Time-Keeping

Your work hours are to be recorded by means of a time clock or time card. You are to report to work no earlier than five minutes before your work schedule begins and leave no later than five minutes after it ends. Clock out

when you go for your scheduled meal period. Clock in when you return to work after your scheduled meal period. If using the online time clock system, a 30-minute lunch will automatically be deducted for you.

You are responsible for making sure your time is recorded accurately. If you find any errors, contact your supervisor immediately. Do not clock in until you are ready to report directly to your workstation. Do not mark or punch the time card of another employee or knowingly allow someone else to mark or punch your time card. You must record your own time. *Any incorrect or incomplete reporting may be subject to disciplinary action, up to and including termination.*

Overtime Pay and "Comp. Time"

Exempt employees are exempt from overtime pay and are not subject to this policy, including timekeeping requirements. Exempt employees are those that meet certain wage and job duty tests, as outlined in the Fair Labor Standards Act, enforced by the federal Department of Labor and state labor agencies (contact the APA HR Department to verify if an employee meets these tests).

Non-exempt employees will be paid time and one half for each hour worked over 40 hours per workweek in accordance with federal law, or as defined by state overtime regulations.

You may work overtime **only at the request and authorization of your supervisor**. Employees who work unauthorized overtime may be disciplined up to and including termination.

Employees shall record all time worked, including time worked over their normal schedule, on the time card at the time it actually occurs. Hours worked means time actually spent on the job. It does not include hours away from work due to vacation, sickness, or holiday even when these days are compensated. Sick leave, personal leave or any other time away from work is not considered in determining overtime. There is no "comp. time" for non-exempt employees.

Payroll Deductions

APA is required to make certain deductions from your earnings on your behalf. Amounts withheld vary according to how much you earn, your marital status, government employment regulations and other factors. These mandatory deductions are made until the maximum amount is reached. Mandated withholdings include Federal Income Tax, State Income Tax, FICA and Medicare.

Other deductions may be made from your paycheck with your permission, including premiums for health, dental, vision and life insurance premiums and contributions to your 401(k) Plan.

Payday

Your payday will be semi-monthly on the 5th and 20th of the month for APS employees; and on the 7th and 22nd for APA employees. American Preparatory Academy does not provide any payroll advances or extend credit to employees.

In case of an error in your paycheck, contact your supervisor immediately to review the possible error. Except in emergencies, adjustments will appear in the next issued paycheck.

If you lose your paycheck, *notify APA IMMEDIATELY. APA will replace the check only after bank authorization.* You will be charged any stop payment fee assessed by the bank.

Paid Leave

Personal Leave

School employees enjoy days off and vacations according to the school calendar throughout the school year. American Prep Employment Agreements outline the days on which staff need to report to work. If American Prep is to reach its goals and achieve its mission, it is critically important that our staff consistently attend

school on all scheduled work days. Vacations and days off for appointments should be scheduled during school breaks. We believe that educators should attend school every day school is in session unless extenuating circumstances prohibit attendance.

Paid leave may be taken for appointments and other personal reasons. For appointments or other personal leave, requests should be made two weeks in advance.

Full-time employees shall receive the number of days specified on their Employment Agreement for sick or personal leave after the successful completion of the introductory period and at the beginning of each school year, on August 16th. Personal leave will be pro-rated in the first year of employment for new employees that are not hired at the beginning of the school year. Personal leave may not be used until after completion of the introductory period, without administrative approval. Personal leave is not a carry forward item from school year to school year. Personal leave is not paid upon termination.

If taking leave during reduced summer hours, 6 hours will be deducted from the paid time off instead of the full 8 hours.

Leave taken in connection with holiday time off, meaning the day(s) just before or just after a school holiday, will nullify the option of using employee paid time off.

If a contracted teacher is ill or must be absent on a student attendance day, it will not impact their contracted pay for days 1-5. Absences in excess of five days will be deducted from the staff member's pay. An administrative conference may be held with the employee to discuss work attendance if a staff member exceeds the allowable 5-day limit. Excessive absenteeism or failure to properly notify school administration in advance of an absence is considered cause for dismissal from American Prep.

To request leave, staff members should fill out a Staff Leave Request form and give it to the School Administrative Director who will process the request. The School Administrator will most likely deny requests made for days off unless they are due to circumstances beyond the employee's control, such as funerals, non-elective surgery, sickness, etc. However, we understand that employees may still choose to request a day off and the form still needs to be filled out if the employee plans to miss work so that suitable arrangements for a substitute may be made.

There will be NO approved scheduled absences during summative assessment weeks, Teacher's Institute, as well as Pre-Service and Post-Service.

Sick Leave

Personal and sick leave time available is determined by what is listed on your annual Employment Agreement. American Prep full-time teachers are allowed 5 total paid days per year, part-time staff members that work more than 30 hours per week are allowed 2 total paid days per year, regardless of the reason for the absence, be it sick leave or personal leave. In the case of illness, staff members should call the following numbers as soon as they recognize they will not be attending school, (preferably the night before) and at least by 6:15 a.m. of the day of absence to report their absence. To protect the dignity and respect of APA staff, it is not necessary that you give details regarding your illness. You may simply leave a message stating the date and that you are ill and will not be attending school. We will assume you will be absent the entire day unless you leave more detailed information (such as – "I'm going to the doctor's at 9:00 and I may be in by noon – I'll call in later").

Salt Lake County Staff: Contact Cathie Adamson – 801-674-7455

Utah County Staff: Jessica Barton -- 801-205-4734

For staff members who are able to stay well and who do not use their Sick Days, and who are still employed the following December, there will be an attendance bonus paid at the rate of \$100 per full day of the unused Sick Days.

Jury and Witness Duty

If you are required to appear for jury duty or are subpoenaed to appear in court as a witness you may take up to five days of time off provided you arrange this with your supervisor in advance. You may use your accrued paid personal leave to serve as a juror and witness. If your jury and witness duty exceeds five days, you will be granted unpaid leave.

Bereavement Leave

After successfully completing the 30-day introductory period, an employee may receive a maximum of three days bereavement leave, per occurrence with pay, at management's discretion, following the death of a member of the employee's immediate family.

The immediate family means relatives of the employee or spouse including in-laws, step-relatives, or equivalent relationship as follows:

- (a) Spouse
- (b) Parents
- (c) Siblings
- (d) Children
- (e) All levels of grandparents; or
- (f) All levels of grandchildren

For items a, b, and d listed above, an employee may receive a maximum of five days bereavement leave, per occurrence with pay, at management's discretion.

Unpaid Leave

Holidays: The school is closed on holidays, as defined by the school calendar.

Voting Time: You are encouraged to vote in local, state and federal elections. If you are scheduled to work an eight-hour shift, you are expected to vote before or after your shift. When hardships make this impractical you may be granted time off, without pay, with prior approval from your supervisor. If you are scheduled to work a shift of more than eight hours, and the polls are not open for at least three of your non-working hours, then you will be granted leave of up to two hours with pay.

Military and The National Guard: As a member of the United States Military Reserve or National Guard, you may be required to take time off to meet annual minimum active training requirements. Time taken for these purposes will be in the form of unpaid leave. When returning from military leave, you will be returned to your former position or one of like status in pay, in accordance with the law.

Medical Appointments for Part-time Employees: Part-time employees should schedule medical and dental appointments around your assigned work schedule. If this is impossible, talk to your supervisor to make special arrangements. You will not be paid for these absences.

Leave of Absence: American Preparatory Academy realizes that leaves of absence due to maternity, prolonged illness, accidents, or other compelling reasons are sometimes necessary. Although leaves of absence are uncommon, a leave of absence from work should be properly arranged through your supervisor.

The granting of a leave of absence, especially an extended one, does not guarantee that there will be a position available to you after the end of your leave (unless the leave was granted under the guidelines of the Family and Medical Leave policy). Factors used to determine whether leaves are granted include: purpose of the leave, duration of the leave requested, seniority, work performance and effect on company workflow.

It is your responsibility to report to work at the end of an approved leave. Failure to do so is considered a

voluntary resignation of employment.

Family and Medical Leave

The purpose of the federal Family and Medical Leave Act is to enable employees to take unpaid, job-protected leave for specified family and medical reasons. The following outlines only federal regulations. Some states may have additional family and medical leave programs. Contact APA's HR Department for details regarding specific state programs.

General Eligibility

Eligible employees are entitled to take up to twelve weeks of family medical leave during a twelve-month period. The twelve-month period runs from the first day that the eligible employee takes leave under this policy. To be eligible for leave under the law, you must have worked for American Preparatory Academy for at least one year; you must have worked for at least 1,250 hours during the prior twelve months; and you must be taking the leave as a result of:

1. **The birth of a child.** Leave to care for a new child must be taken within one year of the birth.
2. **The adoption of a child or placement of a foster child.** Leave to care for a new child must be taken within one year of the placement for adoption or foster care.
3. **To care for a spouse, child or parent with a "serious health condition."** A "serious health condition" is an illness, injury, impairment or physical or mental condition that involves inpatient care in a hospital, hospice or residential medical care facility or continuing treatment by a health care provider which includes any period of incapacity due to:
 - A health condition (including treatment for or recovery from) lasting more than three consecutive days and any subsequent treatment or period of incapacity relating to the same condition that include two visits to a health care provider within thirty days of the incapacity; or
 - Pregnancy or prenatal care (a visit to a health care provider is not necessary for each absence); or
 - A chronic serious health condition that continues over an extended period of time, requires periodic visits to a health care provider (at least two times per year) and may involve occasional episodes of incapacity (i.e., asthma or diabetes); or
 - A permanent or long-term condition for which treatment may not be effective (i.e. a severe stroke or terminal cancer); only supervision by a health care provider is required, rather than active treatment; or
 - Any absences to receive multiple treatments for restorative surgery or for a condition which would likely result in a period of incapacity of more than three days if not treated (i.e. chemotherapy or radiation treatments for cancer).
4. When you are unable to perform essential functions of your job because of a "serious health condition" (see the definition of a "serious health condition" in section 3).
5. Any qualifying exigency arising out of the fact that a spouse, son, daughter or parent is on active duty, or has been notified of an impending call to active-duty status for the National Guard, Reserves and regular military units.

"Exigency" is defined as short-term deployment, military events and related activities, childcare and school activities, financial and legal arrangements, counseling, rest and recuperation, post deployment activities, and additional activities where the employer and the employee agree to the leave.

"Active duty" covers a broad array of military assignments during a war or national emergency.

6. Additionally, eligible employees (as defined above) are entitled to take up to twenty-six weeks of family medical leave during a twelve-month period for "military caregiver leave" if you are the spouse, son, daughter, parent, or next of kin of a member or veteran of the Armed Forces, including a member of the National Guard,

Reserves or regular military unit, who is undergoing medical treatment, recuperation, or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list, for a serious injury or illness sustained in the line of duty on active duty. Coverage extends to those veterans who were members of the Armed Forces at any time during the five years preceding the date of treatment, recuperation or therapy.

The single twelve-month period for purposes of military caregiver leave commences on the date an employee first takes leave to care for a covered service member with a serious injury or illness. This in no way limits the availability of FMLA leave during any other twelve-month period. During the single twelve-month period, an eligible employee shall be entitled to a combined total of twenty-six workweeks of leave for military caregiver leave combined with other qualifying FMLA reason(s).

“Next of kin” is the nearest blood relative of the serviceperson.

“Serious illness or injury” with respect to a serviceperson is an injury or illness sustained in the line of duty that may render the individual medically unfit for to perform the duties the member’s office, grade, rank or rating. This includes an illness or injury that existed before active duty but which was aggravated by active duty service and, for veterans, it includes an injury or illness that manifests itself before or after the individual became a veteran.

General Provisions: Employees must use accrued vacation, sick leave or other paid leave available to them during the medical leave.

Employees who take leave under these provisions are entitled to return to the same position or a position with equivalent benefits and pay within 20 miles of their original workplace.

Your Work-site Employer will continue to pay its share of your insurance benefits during family medical leave. Arrangements will be made for payment of your portion of benefit premiums. Failure to make any required payment for employee or dependent coverage within 30 days of its due date will result in benefit discontinuance. If you have questions about how to pay your premium while you are on unpaid leave contact the Benefits Department at APA.

Family Medical Leave may be taken on a reduced or intermittent schedule if medically necessary or needed for exigency. Details of the proposed reduced or intermittent schedule should be defined on the appropriate certification form.

A husband and wife working for the same employer are jointly entitled to 26 weeks of leave when using FMLA for the military caregiver leave or a combination of military caregiver leave and another qualified FMLA reason. A husband and wife working for the same employer are jointly entitled to 12 weeks of leave when using FMLA in other cases (non-military caregiver leave).

Requests for Family and Medical Leave: In situations where the need for leave is known, employees must give thirty days written notice to take family and medical leave. Please notify APA’s HR Department if you foresee a need for this leave. If the situation requires that leave begin in less than thirty days, you should provide such notice as soon as is practical.

If the need for leave is foreseeable based on planned medical treatment or exigency, you should make a reasonable effort to schedule treatment so as not to unduly disrupt the operations of your Work-site Employer and, at least thirty days before the leave is to begin, give notice that you intend to take leave.

American Preparatory Academy may require medical certification to support a request for leave because of a serious health condition, and may require second or third opinions and a fitness for duty report to return to work.

Return from Leave: When returning to work from a leave of absence of 30 calendar days or more you must confirm your date of return with your manager or supervisor at least two weeks prior to your return.

This is requested in order to facilitate placement. Upon return from FMLA, you will be restored to your original

job or to an equivalent job with equivalent pay, benefits and other terms and conditions of employment. Your use of FMLA cannot result in the loss of any benefit that you earned or were entitled to before using the FMLA, nor be counted against you under a “no fault” attendance policy.

If you fail to return to work after an approved leave, American Preparatory Academy will assume that you resigned effective the date the leave period ended. If you wish to receive an extension of a leave of absence, you must send a written request explaining the reasons to your manager prior to the expiration date of the original leave. Approval will be based on the merits of each individual situation.

XI. BENEFIT PROGRAMS

Liability Insurance

In accordance with Utah state law, American Preparatory Academy purchases insurance. Insurance coverage includes, but is not limited to:

- Workers Compensation insurance to cover you for injuries resulting from the performance of your job duties. Employees are required to report all work-related injuries to their supervisor and the HR Director within 24 hours of the injury.
- General Liability insurance to cover bodily injury and property damage to third parties.
- Professional Liability coverage covering claims against the school and staff for allegations of failure to provide professional services.

To secure coverage:

- You must immediately notify the school administration of any claim or lawsuit.
- You must immediately provide all legal documents served on you.
- You must cooperate with the school and the insurance carrier in the investigation and defense.

What is not covered:

- Fraud
- Impairment due to drugs or alcohol
- False testimony under oath
- Criminal behavior and punitive damages are uninsurable in the state of Utah.
- Coverage is provided for acts or omissions occurring:
 - During the performance of your duties.
 - Within the course and scope of your employment;
 - Or Under the Color of Authority

Insurance Benefits Summary

Medical

APA offers two medical plans through Regence Blue Cross Blue Shield (employees who work 30+ hours)

HDHP \$1500/\$3000

HDHP \$3000/\$6000

Health Savings Account (HSA)

with Health Equity only for employees who are enrolled on a qualified high deductible health plan

Dental

APA offers one dental plan offered through Ameritas (employees who work 20+ hours)

Vision

APA offers one vision plan offered through Ameritas (employees who work 20+ hours)

Life

APA offers four life insurance plans through Lincoln Financial group (employees who work 38+ hours)

Basic Life and AD&D - \$20,000 term life insurance (company paid benefit)

Long Term Disability - replaces 60% of salary up to \$5,000 (monthly payout) (company paid benefit)

Short Term Disability - replaces 60% of salary up to \$1000 (weekly payout for maximum of 12 weeks)
(voluntary coverage – employee paid)

Voluntary Life - employees can elect additional term life insurance for the employee, spouse, and child(ren) (voluntary coverage – employee paid)

EAP – Employee Assistance Plan (company paid benefit for all employees)

Fidelity Investments – 401(k) plan

APA offers both a pre-tax 401(k) plan and a ROTH account to eligible employees

If employee elects 1% contribution of gross paycheck – APA contributes 4%

APA will then match up to another 2% of what an employee contributes.

XII. Receipt of Staff Handbook

At-Will Employment Statement

Employment by American Prep remains At-Will. Any procedure or practice, whether set forth herein, or not, is employed at the discretion of the Governing Board and its designee(s). Either party may terminate employment at any time, with or without cause, warning, or notice. Nothing contained herein creates any expectation of continued employment.

I have read and understand the At-Will Employment statement and have received a copy of the American Prep 2021-22 Staff Manual. I acknowledge that the School retains its status as an At-Will employer at all times. ([At-Will Employment](#))

Expectation of Privacy Statement

I understand that security cameras and audio recording equipment may be present on APA grounds, in classrooms, and common areas throughout the school. I understand there is no expectation of privacy on any APA property, including but not limited to: vehicles, buildings, classrooms, lockers, desks, mailboxes, computers, or other furniture, equipment, or fixtures. I acknowledge that there is no expectation of privacy in these spaces and hereby give my consent for surveillance to be used as described. ([Security Cameras](#))

Acceptance of Policy

By signing below, I acknowledge that I have received, read, and agreed to abide by the American Prep 2021-22 Staff Manual, At-Will Employment Statement, and Expectation of Privacy Statement. I recognize that nothing contained in the Staff Manual is intended to create, or can create, any contractual or other legal rights.

Print Name

Signature

XIII. Appendix A

Employee Grievance Form

American Preparatory Academy is available to help you resolve grievances with your co-workers. If you have a work-related problem that you would like to address through the grievance process, make a copy of the form below and submit it to American Preparatory Academy's HR Department.

Name		Date	
Address			Phone
City	State	Zip	

Work-site Employer _____

Supervisor _____

Description of the Problem

Date Discussed with Supervisor _____

Supervisor's Response _____

Were You Dissatisfied with Your Supervisor's Response? Why?

What Action Would You Like APA to Take?

Are There Witnesses Who Can Confirm Your Statements? Who?

Employee Signature

Date