

## APS Policy Update List

4030	Evaluation of Certificated Employees	12/12/22	Follows state statutes
4031	Evaluation of Probationary Certificated Employees	12/12/22	Follows state statutes
4032	Professional Growth	12/12/22	State statutes and flexibility for district to allow growth for individual activities determined by admin (or board)
4034	Staff Handbook	12/12/22	Handbook has force of board policy
4038	Classified Staff Defined	12/12/22	"employed at will" - differentiated from certified
4039	Employment of Classified Staff	12/12/22	Allows for background checks
4042	Employee Social Security Numbers	12/12/22	Protect SS #s of staff (allows use of last 4 for an ID # if desired)
4044	Staff Election Conduct	12/12/22	Per NE Accountability & Disclosure - limits regarding use of school property of resources for ballot issues
4045	Milk Expression	12/12/22	Up to 1 year after childbirth - other than a bathroom
4046	Internet Searches Regarding Potential Employees	12/12/22	Can do web searches - Cannot require usernames and passwords
4048	Assessment Administration and Security	12/12/22	Standard wording regarding obligations and requirements set by state
4050	Overtime and Compensatory Time	12/12/22	Fed law followed - also allows for compensatory time (1.5 hrs each hour) for overtime worked
4051	Use of Social Media by School District Employees	12/12/22	Allows social media use by staff within limits if connected to school
4052	Job References to Prospective Employers	12/12/22	Boundaries for references by school personnel
4053	Conflict of Interest	12/12/22	Employee guidelines on conflict of interest
4054	Reporting Child Abuse or Neglect	12/12/22	Reporting procedures required by law
4058	Confidentiality in Counseling and Guidance	12/12/22	Counselor must report child abuse as well
4061	Workplace or Non-Workplace Injuries or Illness and Return to Work	12/12/22	Protocols for returning to work after workplace injury or ability to terminate if unable to fulfill duties
4064	Transporting Students in Employee Vehicles	12/12/22	Allowed if follow all other district policy