



Employee Handbook

מדריך לעובד

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INTRODUCTION

Welcome to the Hebrew Public charter network!

ברוכים הבאים לרשת היברו פאבליק

We are thrilled that you are a member of our team, leading a movement of exceptional, diverse public charter schools. Together we will provide a safe, engaging, rigorous, and supportive learning environment for the children we serve.

Introduction to the Employee Handbook

We want all employees of the Hebrew Public charter network to be informed about the benefits and services that we provide and to know and understand our principles, policies, and the expectations that we have of ALL members of our team.

This Handbook serves as a summary of those principles, policies, and expectations. It contains guidelines only and supersedes any prior policies, statements or Handbooks. Employees will be required to sign and date an Acknowledgment of Receipt and Understanding upon receipt of this document. Any questions about the contents herein can be directed to a Human Resources representative.

This Handbook should not be construed as, and does not constitute, a contract of employment, either expressed or implied, or for any specific duration. No representative of the School or any of its affiliated schools other than the Head of School or authorized members of a Board of Trustees has the authority to enter into an agreement to the contrary. In order to be valid, any such agreement must be made in writing and signed by the Head of School.

The School reserves the right to modify, rescind, delete, and/or supplement provisions of this Handbook, or add provisions to this Handbook without advance notice, as required. Therefore, before relying on an item in this Handbook, employees should check with a Human Resources representative as to whether the item is still current. Every effort will be made to keep employees informed of all changes to law, regulation and policy. Human Resources representatives will attempt to provide employees with notification of any significant changes as they occur.

Possession of this Handbook does not make employees eligible for the various benefits described herein. Employees may need to satisfy certain eligibility requirements before obtaining coverage. In some instances, state

or federal laws may impose certain requirements, in addition to those stated as company policy. In any situation where insurance or other benefit plans are concerned, the official plan documents and insurance contracts will always prevail over statements contained in this Handbook.

Flexibility in personnel matters is significant to the School's ability to respond to the changing needs of our organization, employees, network school employees, students, communities and the Law. We, therefore, reserve the right to change, delete, suspend or discontinue any part or parts of the policies in this Handbook at any time or without prior notice. Any such action will apply to existing employees as well as those hired after the change is made.

Hebrew Public Mission

To lead a national movement of exceptional, diverse public charter schools that teach Modern Hebrew to children of all backgrounds and prepare them to be successful global citizens.

אנו מובילים תנועה לאומית של בתי ספר ציבוריים מגוונים ומצוינים, אשר מלמדים תלמידים מכל הרקעים עברית מודרנית, ומכינים אותם להיות אזרחים גלובליים מצליחים.

Hebrew Public

Hebrew Public was created in 2009 to advance the Hebrew language charter school movement. Since then, we have expanded our network from one elementary school in Brooklyn to a growing network of thirteen operating schools serving more than 3,100 students. Our network is growing, with four new schools opening in 2019 and 2020, and our current schools growing.

Today, Hebrew Public is one of the most innovative educational organizations in the United States, pioneering Modern Hebrew and Israel Studies in public schools serving students from diverse backgrounds. Our schools offer an excellent choice for families interested in immersing their children in dual-language programming, innovative teaching methods, and global citizenship. Each school serves a diverse student population, representing varied racial and socio-economic backgrounds.





In addition to exemplary academic instruction, Hebrew Public students also learn music, art, chess, and yoga. They work collaboratively to build responsibility and empathy, and learn what it means to be global citizens.

Each Hebrew Public school serves a diverse student population, representing varied racial and socio-economic backgrounds.

Our 13 schools, located in Brooklyn, Harlem, East Brunswick, NJ, Washington, DC, Minneapolis, San Diego and Los Angeles, educate more than 3,100 pre-K-8th grade students from all backgrounds. In eight years, we aim to educate over 10,000 students across the country.

Hebrew Public Values

We believe that global citizens approach life as lifelong learners, problem-solvers and aware communicators who can make big and small differences through their actions. This is what we value for our students, and for all adults in the organization working to support them. Because of our focus on the world - and each of our roles in improving on it - we have selected OLAM (Hebrew for “World”) as a guiding acronym to share and express our shared values.

 Outstanding Problem Solvers	<p>We are optimistic and solutions-oriented. We believe that constructive disagreement and discourse are fundamental to the teaching and learning process.</p>
 Lifelong Learners	<p>We are raising students to fall in love with learning, so that they may continue on their journey for a lifetime. As adults, we welcome and embrace feedback, and we know that the key to student improvement is our own growth and development.</p>
 Aware Communicators	<p>We know that listening deeply, taking others’ perspectives and learning about multiple languages and cultures are all fundamental characteristics of global citizens.</p>
 Making a Difference	<p>We use our problem solving, learning and communication skills to make big and small differences in the world. From the kindergarten student helping a friend tie his shoelaces, to the teams of adults committed to providing outstanding educational opportunities for our students, each of us plays a role in positively shaping the world we live in.</p>



Parents/Guardians as Partners: Community Outreach

The School recognizes the needs of communities to have an alternative approach and philosophy in the delivery of educating students. Impressions are constantly changed and formed by every contact parents and guardians have with the School and its employees. We recognize and encourage parents and guardians to join as partners in the education of their children. When community members send their children to our schools, they have great expectations. It is up to each employee to fulfill these expectations and build a lasting impression. The mission of the School requires that all staff develop relationships of collegiality. All employees must consider the quality and professionalism in every aspect of what they do and say. Employees are role models at all times to the students, parents and guardians, and the communities we serve and must conduct themselves accordingly.

Charter Schools

Hebrew Public Network Schools are founded and authorized under the provisions of Article 56 of the New York State Education Law, also known as the New York Charter Schools Act of 1998, which establishes charter schools as independent and autonomous public schools. They are bound by all of the provisions contained in the New York State Charter School Act of 1998 and must comply with all applicable constitutional provisions, statutes and regulations, as may be amended from time to time. Charter schools are public schools funded with public money. Charter schools are exempt from many state and local laws governing public or private schools.

Charter schools must comply with the student performance standards adopted by the NYS Board of Regents. As per the Regulation of the Commissioner, in addition to improving student learning and achievement, the purpose of the charter schools law includes:

1. Increasing learning opportunities for all students, particularly those at risk of academic failure
2. Encouraging the use of different and innovative learning methods
3. Creating new professional opportunities for educators
4. Providing parents and students with expanded educational opportunity choices within the public school system
5. Providing schools with a method to change from rule-based to performance-based accountability systems

Employment Policies and Procedures

EMPLOYMENT POLICIES AND PROCEDURES

Employment at Will

An employee's relationship with the School is "at will" and therefore either the employee or employer may terminate the employment relationship under the policies set forth in this document. In the absence of a specific policy, the employment relationship may be terminated by either party at any time without notice, cause or liability.

Employees shall not earn any additional benefits, rights, or privileges beyond the last day worked. This notice applies to all employees regardless of the date of hire. However, no person other than the CEO, Head of School, or a designated member of the Board of Trustees has the authority to enter into any agreement for employment with an employee for any specified period and any such agreement must be in writing.

Equal Opportunity Employer

Non-Discrimination in Hiring or Employment

The School is firmly committed to equal employment opportunity. We do not discriminate in employment opportunities or practices for all qualified persons on the basis of race, color, religion, creed, sex, gender, sexual orientation, ethnicity, national origin, ancestry, age, disability (including HIV/AIDS), marital status, military status, citizenship status, predisposing genetic characteristics, or any other characteristic protected by local, state, or federal law. Employment decisions at the School will be made in a non-discriminatory manner and are based on qualifications, abilities, and merit. This policy governs all aspects of employment including recruitment, hiring, assignments, training, promotion, upgrading, demotion, downgrading, transfer, lay-off and termination, compensation, employee benefits, discipline, and other terms and conditions of employment.

Reporting Discrimination

If employees have any questions or concerns about any type of discrimination, they should bring these issues to the attention of their supervisor or a Human Resources representative as soon as possible. All incidents of discrimination should be promptly reported to Human Resources or the Head of School.

Anyone found to be engaging in any type of discrimination will be subject to disciplinary action, up to and including termination of employment.

Employment Policies and Procedures

Recruitment

The School will make every effort to ensure that both the letter and spirit of the laws prohibiting discrimination are fully implemented in all of our working relationships. We actively seek diversity in our student/parent body, faculty, staff and administration and we are committed to equal employment opportunity. Hebrew Public will take all appropriate steps to verify the information provided on an employment application. These steps may take place before or after the commencement of employment. Any misrepresentations, falsifications or omissions of any information or date on an employment application may result in your exclusion from further consideration for employment and/or termination of employment.

Nepotism and Workplace Relationships

Relatives

While the School may hire and retain relatives of employees, it will not do so if it determines that hiring or retaining a relative may or does create problems of supervision, security, morality, or appearance of or actual conflicts of interest. Relatives of those involved will not be permitted to work in a direct supervisory or reporting relationship. The School will attempt to provide alternative employment within the School for relatives who are affected by the policy stated in this paragraph, but this attempt creates no legal obligation.

For the purposes of this policy, a relative is defined as spouses, partners, parents, children, stepchildren, siblings, in-laws, stepparents, brothers, or sisters, and stepchildren.

No employee shall manage or be managed by a relative.

Personal Relationships

Employees may not manage or be managed by another employee with whom they have a personal relationship. A "personal relationship" is defined as a relationship between individuals who have or have had a relationship of a romantic or intimate nature or who cohabitate. If a personal relationship exists between an employee and another employee, consultant, or candidate for employment, it is the responsibility and obligation of each employee in the relationship to disclose it to Human Resources; once aware of the relationship, Hebrew Public and/or the affiliate school will respect privacy, but work with both parties to resolve any conflict of interest issues on a case-by-case basis.

Employment Policies and Procedures

Fingerprinting/Background Checks

Pursuant to § 2852(4) of The New York State Charter School Act, Charter Schools must fingerprint prospective employees for the purposes of a criminal history background check. The School requires fingerprints of long-term volunteers, prospective employees and contractors who are in direct contact with children. Individuals must comply with any related processing procedures and must provide all required information. Failure to do so may result in termination from interactions with Hebrew Public or its affiliate schools.

Arrest of Employees

Any person employed by the School who has been arrested and charged with a violation, misdemeanor or felony must notify a Human Resources representative or the Head of School immediately. Failure to disclose such charges may result in disciplinary action, up to and including termination. In disclosing the violation, a misdemeanor or a felony, the employee must provide a copy of the criminal court complaint. The employee may be removed from direct contact with children initially. Upon final disposition of the criminal charges, there will be a review with law enforcement and legal agencies. If necessary, the appropriate disciplinary action up to and including termination will be enacted as appropriate.

Employment Categories

The School recognizes multiple classifications of employees. Employee classification, including exempt or non-exempt status, will be communicated upon hire.

The employment categories are as follows:

1. Regular employees are hired to work on a regular basis for an indefinite period. Such employees may be full or part-time, exempt or non-exempt.
2. Full-time employees are not in temporary or introductory status and are regularly scheduled to work 40 or more hours per week. Generally, they are eligible for benefits, subject to the terms, conditions, and limitations of each benefit program.
3. Part time employees are not assigned to a temporary or introductory status and are regularly scheduled for fewer than 28 hours per week. While they do receive all legally mandated benefits (such as Social Security and Workers' Compensation insurance), they are generally

Employment Policies and Procedures

ineligible for other benefit programs, in accordance with the terms, conditions, and limitations of each benefit program.

4. Temporary employees are hired for short-term periods and are not eligible for benefits. The work assignment, work schedule and duration of the temporary employee position will be determined on an individual basis. Summer employees, interns and seasonal employees are also considered temporary employees. A temporary employee does not become a regular employee by virtue of being employed longer than the agreed-upon specified period.
5. School calendar employees are those employees that with the exception of certain limited days before and after the official school year, only work during the School's official calendar. This designation may include instructional and non-instructional employees, as determined by the Head of School or authorized member of the Board of Trustees, as applicable.
6. Full year employees are those employees that work throughout the entire year (e.g. do not follow the school calendar).
7. Instructional Employees are those employees with classroom responsibility as determined by the Head of School or the Board of Trustees (or their designee, as applicable)

Immigration Reform and Control Act

The School only employs individuals who are authorized to work in the United States, either citizens or non-citizens with appropriate authorization. We do not unlawfully discriminate on the basis of citizenship or national origin. In compliance with the Immigration Reform and Control Act of 1986, we are required to verify the identification and employment eligibility of all newly hired individuals through the completion of the Employment Eligibility Verification Form I-9. New hires will be provided this form on their first day of employment and are required to produce the appropriate identification and documentation which will confirm eligibility for employment in the United States. Newly hired employees have three business days to produce identification. Failure to provide required proof of citizenship or work authorization can result in withdrawal of offer or delay in employment.

Former employees who are rehired must also complete the form if they have not completed an I-9 with the Hebrew Public Network within the prior three years, or if their previous I-9 is no longer retained or valid.

Under Federal immigration law, each employee hired must provide certain documentation and complete an I-9 form demonstrating authorization to work in the United States. Failure to provide such documentation in a timely manner may require discharge of the employee.

Employment Policies and Procedures

Should the employee subsequently become unauthorized to work, the law requires that he or she be discharged pending receipt of additional documentation demonstrating an extension of the authorization to work in the United States.

Certification

To the extent required by New York State law, it is the responsibility of all School employees to acquire the necessary teaching or administrative certification as it may pertain to their current position. Unless otherwise agreed upon in writing between the employee and the School, the costs of gaining certification, including the costs of all tests, courses, or application fees, are the responsibility of the individual employee. The School can be a helpful resource in guiding employees through the certification process. It is, however, the individual employee's responsibility to work toward achieving and maintaining his or her certification status.

Resignation

All employees must file a written notice with the School at least thirty (30) days prior to the date of resignation. We believe that a thirty-day written notice is appropriate in order to achieve the appropriate educational and operational transition. Should an employee terminate his or her employment by voluntarily discontinuing work during the academic year, we will cease salary and benefit payments (depending on the carrier's policy) as of the date work was discontinued.

Employees who resign in accordance with the provisions of this section will be fully compensated for unused but earned vacation time at termination, as is described in Section 9. Employees who resign and do not comply with the provisions of this section may have time subtracted

Instructional Employees who have given notice prior to the end of the school year and whose last day of work will occur during the summer months and after the employee has completed all work obligations through the end of the school year will be paid for summer months ("Summer Pay") during which school is not in session. Pay for that period will be on the standard semi-monthly cadence (July 15, July 31, and August 15).

Instructional Employees who either give notice or are terminated prior to the end of the school year and whose last day of work falls prior to the last day of the school year will receive a prorated amount of "Summer Pay". For example, an employee who works 10 out of the 20 pay periods in an academic year has worked 50% of the year and will receive 50% of the normal "Summer Pay".

Employment Policies and Procedures

Return of School Property

Upon separation, termination, or resignation, employees must return all keys, electronics devices, records, files, supplies, or any other School property (including, but not limited to, intellectual property), and shall keep confidential such information to which employee has access during his or her employment that is protected by the Family Educational Rights and Privacy Act or otherwise protected by the Law or School policy. The employee will be responsible for any lost or damaged items. Should a former employee fail to return School property or return the property damaged, the School may take legal action.

Personnel Records and Files

Employee personnel files are maintained by the School. These files are confidential and employee information other than verification of job title and dates of employment is not released outside of the Hebrew Public Network without prior employee authorization, unless required by law. Managers and/or supervisors are only granted access to personnel file information on a need-to-know basis.

Employees have a right to inspect their personnel file in the presence of a Human Resources representative or another designated person. Consistent with the Genetic Information Nondiscrimination Act of 2008 (“GINA”), prohibition on covered employers requesting or requiring genetic information of an individual or family member of the individual (except as specifically allowed by this law), neither employees nor their health care provider should provide any genetic information when responding to any work-related requests for medical information. “Genetic Information” as defined by GINA includes an individual’s family medical history, the results of an individual’s or family member’s genetic tests, the fact that an individual or an individual’s family member sought or received genetic services, and genetic information of a fetus carried by an individual or an individual’s family member or an embryo lawfully held by an individual or family member receiving assistive reproductive services.

As required by law, all written medical information will be kept in medical files separate from employee personnel files.

An employee’s personnel file includes information such as his or her job application, résumé, offer letter, contracts, benefit forms, work history, salaries, vacations, sick days, performance evaluations, and correspondence concerning discipline. In accordance with the Americans with Disabilities Act, the School keeps medical records in a file separate from personnel files.

Employment Policies and Procedures

Personnel and medical files are the property of the School and access to the information is restricted. In addition to the employee to whom the personnel file applies, the only persons allowed to review personnel files are supervisors that may have a legitimate reason to do so. If an employee wishes to review his or her own personnel or medical file, the employee should contact the Director of Operations. With reasonable advance notice, an employee may review his or her own personnel or medical file in the School offices and in the presence of an individual appointed by the Head of School to maintain the files. Employees have the right to copy information and to submit written statements to their personnel files.

It is an employee's responsibility to immediately notify the Director of Operations, in writing, of any changes in personnel data such as:

1. Legal Name
2. Number of dependents
3. Change in marital status
4. Change in alien status
5. Cell phone number
6. Name/Numbers of emergency contacts
7. Change of beneficiary
8. Military status
9. Professional certificates or licenses

Failure to report the correct information may adversely affect the benefits to which an employee is entitled. All employees are required to complete all applicable federal and state tax withholding forms. Failure to file such documentation with the School will result in the employee not being paid. Providing false information may result in disciplinary action, including termination of employment.

All reference checks or inquiries from other employers should be directed to the Director of Operations. No one in the School other than the Head of School is authorized to respond either verbally or in writing to personnel inquiries of any type about current or prior employees of the School. The School will not release any information about its current and prior employees to external sources other than dates of employment and job title, except where such release is required or authorized by law or otherwise authorized by employees. Employees who wish to have the Director of Operations provide information to any particular company or individual must provide a written release.

Employment Policies and Procedures

Post-Employment Requests

All reference checks or inquiries from other employers directed to the School or Network should be referred to Human Resources. No one other than a Human Resources representative or the Head of School is authorized to respond on behalf of the School or Network either verbally or in writing to personnel inquiries of any type about current or prior employees. The School or Network will not release any information about its current and prior employees to external sources other than dates of employment and job title, except where such release is required or authorized by law or otherwise authorized by employees. Employees who wish to have Human Resources provide information to any particular company or individual must provide a written release. Any individual employee that is approached directly may provide a reference, but is acting independently and not on behalf of the school.

EMPLOYEE BENEFITS

Anniversary Date

The first day you report to work is your official anniversary date. Your anniversary date is used to compute various conditions and benefits described in this handbook if not otherwise calculated using the School's fiscal year as set forth in this Manual.

School Calendar and Holiday Leave

Each year the School will establish a School Calendar that complies with the New York State Education Law relating to compulsory attendance. The School has discretion with regard to the dates of attendance; the School will be closed on all legal holidays; however, the calendar days of observance are subject to change. The School Calendar should be consulted for these and other dates when the School is closed. Copies of the School calendar are available in the Main Office at all times.

School Calendar employees are entitled to paid holidays as defined by the School's Academic Calendar for the year. Full Year Employees are entitled to paid holidays as defined by the Hebrew Public Office Closure Calendar. Full Year Employees are not necessarily eligible for all Academic Calendar holidays.

The School administration will define a set of days during which all staff are required to attend and should not request personal time off (Blackout Days). These days may include, but are not limited to school-wide testing days and professional development days. A list of Blackout Days will be shared with all staff at the beginning of the school year. Any employee that has an unchangeable conflict with a Blackout Day must notify their supervisor immediately.

Weather Days and Other Closings

The School may be closed due to inclement weather or other situations. In the case of building closure, instruction may be canceled for the day or shift online for a day of remote school. Public media outlets, staff and parents will be advised through an orderly process for notification. At the discretion of the Hebrew Public Network administration, any classroom days lost to closure due to inclement weather or other reasons may be made up by adding an equal number of days to what was scheduled to be the end of the school year.

Work Days, Work Week and Work Year

Standard work hours for most school-based School Calendar employees are 7:30 a.m. to 3:45 p.m. or until dismissal duties have been completed, Monday through Friday. Standard work hours for most school-based Full Year employees will generally cover the same hours as School Calendar employees but may require additional time or somewhat modified schedules depending on the needs of the School. School or Network leadership reserves the right to change the standard schedule at any time if needed for any reason. Schedule exceptions can be made only with the approval of a direct supervisor or Head of School.

Additionally, classroom instructional staff are expected to work such hours that ensure the timely start of the school day, an orderly process for ending the school day, and sufficient interaction with other instructional staff and administrators to help support the educational mission of the School.

Work years for some employees last twelve months (Full Year Employees), while other employees (School Calendar Employees, e.g. instructional staff) may have a shorter work year. Employees must consult their supervisors to determine the length of the work year appropriate to their positions.

Time Recording

All employees are required to sign in and out each day using the School's approved time tracking system. Employees are not permitted to log-in/out or sign-in/out for one another.

Accurately recording time worked is the responsibility of every non-exempt employee. Non-exempt employees are required to record their work hours daily at the time they begin and end their work. It is essential that all non-exempt employees actually record their hours of work to include, as applicable, the beginning and ending of the workday, each meal period, any split shift; time out of the building for personal reasons; time off for sick/personal leave and time off for vacations and holidays.

Failing to record time, providing inaccurate time records, altering, falsifying, tampering with time records, or recording time on another employee's time record may result in disciplinary action, up to and including termination of employment. Such action may also result in charges of civil or even criminal theft or fraud.

Staff Attendance

School culture is a collective responsibility, and we realize that having an external substitute will affect the entire community. Staff attendance (instructional and non-instructional) is significant to the quality of the delivery of instruction and school operations. It is expected that staff attendance is exemplary. Given that we hold our students to high attendance standards, it is critical that our staff members are here every day. We ask teachers to try to schedule doctor appointments and other appointments on days that school is not in session or after school hours. When a teacher or administrator is out, it creates inconsistencies and stress for students and colleagues. The School will do its best to try to accommodate your needs. Staff must adhere to School call-in procedures to facilitate the coordination of a recorded absence and substitute coverage as appropriate. Excessive absenteeism, unexcused absences on Blackout Days, or unauthorized poor attendance will lead to disciplinary action, up to and including loss of pay and/or termination of employment.

Employees With Disabilities

In 1990, Congress passed a civil rights law prohibiting discrimination on the basis of disability in the private and public sectors. The Americans with Disabilities Act (<http://www.ada.gov/pubs/ada.htm>) provides civil rights protection to individuals with disabilities similar to those provided to individuals on the basis of race, color, sex, national origin, age, and religion. It guarantees equal opportunity for individuals with disabilities in public accommodations, employment, transportation, State and local government services, and telecommunications.

Subject to applicable law, the School will comply with the requirement to provide a reasonable accommodation(s) to any qualified employee or applicant with a known disability, where his or her disability affects the performance of his or her essential job functions, except where doing so would be unduly disruptive or would result in undue hardship.

Individuals who believe they need an accommodation to perform the essential functions of their jobs should submit a written request to the Director of Operations/Head of School with appropriate medical documentation to support their request, describing the activities that can and cannot be performed. Consideration of a request for accommodation may be delayed or denied if the appropriate documentation is not provided in a timely manner. Employees requesting an accommodation may be required to provide medical certification from the employee's health care provider that

includes: (1) identification of the health care provider; (2) the health care provider's diagnosis of the disabling condition; (3) specific limitations and/or suggested restrictions and their relation to the disability; and (4) suggested accommodations.

Nursing Accommodations

Employees who need to express breast milk may, for up to three (3) years following the birth of their nursing child, use any paid rest break or meal period time each day to express breast milk. Nursing mothers will be accommodated up to thirty minutes each break at least once every three hours. Employees are expected to take such breaks at a time that does not interfere with their duties. To the extent needed, the School also will provide reasonable unpaid break time for employees to express breast milk; however, if employees perform work during such times, they will be paid.

The School will make reasonable efforts to provide a room or location where an employee can express breast milk in privacy. Employees should contact their manager to learn where this location is within their workplace. Employees who anticipate the need to make such arrangements should notify their supervisor as far as possible in advance of their return to work so that appropriate arrangements can be made. The School prohibits discrimination against any employee for expressing breast milk in the workplace.

Unauthorized Absence

An employee is deemed to be on unauthorized leave at such times and on such occasions as the employee may absent himself or herself from required duties. This would cover nonperformance, unauthorized use of leave, unauthorized use of other leave benefits, nonattendance at required meetings and failure to perform supervisory functions at School-sponsored activities.

An employee who is absent for a period of at least three (3) days without notifying the Head of School or the Head of School's designee will be considered to have resigned effective on the initial date of absence. The Head of School or the Head of School's designee will make the determination of unauthorized absence.

Verification of Absence

The Head of School or the Head of School's designee shall require a physician's note or other verification as to an employee's claimed reason for

absence in any situation in which the Head of School deems such verification to be necessary. Such verification shall be made within five working days of absence.

Employees who are absent on a defined Blackout Day without prior approval will be required to fill out an Employee Verification Regarding Authorized Use of Earned Safe and Sick Leave. Employees who are absent for more than three consecutive days that include at least one Blackout Day, will be required to provide medical documentation from a licensed health care provider. Failure to do so will result in the day being unpaid.

Pay Periods

Hebrew Public employees are paid on a semi-monthly basis, with paydays on the 15th and last day of each month, covering time worked since the previous payday. If a payday falls on a holiday, checks and direct deposit transfers will be distributed a day earlier. The Director of Finance or his or her designee will notify employees of the specific pay dates.

Incentive Pay

Employees may be eligible to earn additional compensation in the form of stipends by participating in certain school committees or other stipend positions, payable in accordance with the terms established for such committees as may be set forth in this Handbook or written notices, as may be amended from time to time.

Final Pay

The School will pay employees through their last day of employment. Departing employees will be provided with compensation for services rendered, plus payment for any accrued, unused vacation time through their last day of employment. The School will not provide payment for any unused sick time. Departing employees will receive their final pay according to normal payroll processing cycle, or in accordance with applicable wage laws, unless otherwise agreed in writing.

Instructional Employees who depart voluntarily prior to the end of the school year and whose last day of work will occur during the summer months will be paid for summer months during which school is not in session, provided the employee has completed all work obligations through the end of the school year. Pay for that period will be included in a final payroll on June 30 (covering the July 1-15, July 16-31, and August 1-15 pay periods).

Employee Benefits

Instructional Employees who either give notice or are terminated prior to the end of the school year and whose last day of work falls prior to the last day of the school year will receive a prorated amount of “Summer Pay”. For example, an employee who works 10 out of the 20 pay periods in an academic year has worked 50% of the year and will receive 50% of the normal “Summer Pay”.

Paid Deductions and Garnishments

The only deductions from an employee’s paycheck are those required by law or authorized in writing by the employee. The check stub identifies each deduction and should be kept as a permanent record. If an employee’s wages are garnished, the School and the Network will comply with the notice of garnishment and will immediately notify the employee. The Director of Operations will notify employees of garnishments that must be (or have been) deducted from their paychecks.

Overtime

From time to time, employees may be required to work more than 40 hours in a work week. In such a case, the following overtime rules apply:

Exempt Employees

Employees employed in a bona fide *executive, administrative, or professional* capacities (including but not limited to teachers) are commonly exempt from federal and state minimum wage and overtime requirements and are referred to as “exempt” employees.

Non-exempt Employees

Employees who are not exempt employees (and are therefore referred to as “non-exempt” employees) are eligible for overtime for all hours worked over 40 hours per week and will be paid overtime at the rates required by federal, state and local law, usually time and a half for each hour of overtime worked.

Although overtime work is an infrequent occurrence at the School, the nature of overtime is that it sometimes is required with little or no advance notice. Accordingly, employees must maintain flexibility in order to be available for overtime assignments (any employee who is required to participate in an overnight trip will be given notice well in advance of the trip.) Employees may not work overtime without the prior approval by the Head of School or the Head of School’s designee. Overtime must be reported on employee time sheets and a signature must be obtained from the appropriate supervisor. Failure to comply with this policy may lead to disciplinary action.

Personal Leave – School Calendar Employees

Unless otherwise provided for, or as approved by the Head of School, personal leave (PTO) is to be used by all full-time School Calendar Employees in accordance with the following provisions:

1. PTO is to be used for planned and unplanned leave, including but not limited to vacation, time off, emergencies, and sick time off.
2. Requests for planned personal leave must be made to the Head of School by email at least two (2) weeks in advance of the requested leave. Leave requests should not be considered approved until the employee receives written approval from the Head of School.
3. Notice of unplanned leave (i.e. sickness) should be provided to the Head of School or designee by 6:00 A.M on the day of the leave, if possible, or as soon thereafter as is reasonable, allowing reasonably enough time for the Head of School or designee to find a suitable replacement for the day.
4. Employees absent for three (3) or more days due to illness or injury must provide a physician's statement verifying the condition and its beginning and expected end dates
5. Except in unusual circumstances, planned leave will not be approved during Blackout Days.
6. Instructional employees shall make every reasonable attempt to use paid time off only when the use of such leave would not conflict with classroom instruction time.
7. Paid time off may be used in increments of one-quarter workday.
8. Compensatory time (i.e., time off in lieu of overtime) is not permitted under New York Law and is not available to employees of the School.
9. No paid time off may be scheduled for a day immediately preceding school vacation or for a day immediately following school vacation.

Unless otherwise provided for or as approved by the Head of School or authorized member of the Board of Trustees, Full Time School Calendar Employees who begin on the first day of the school year, scheduled on or around August 15, shall accrue one (1) day of PTO on a monthly basis, totaling ten (10) days of PTO for the school year. School Calendar Employees whose first day falls after the school year begins shall earn one (1) day of PTO for every month worked, beginning on the first day of the month following hire.

In exceptional cases, employees may be allowed to take PTO that they have not yet accrued. Employees will require approval from their Head of School to do so, and will be limited to a balance of -5 days at any time, provided they will

accrue enough to bring their balance back to zero or higher by the end of the School Year.

Unused personal leave *cannot* be carried forward to the next School calendar year. In the event that any School Calendar Employees' accrued personal days are unused by the end of the school or fiscal year, employees will be paid for up to five (5) unused days at a rate of \$200 per day (\$1,000 limit). This amount will be subject to normal withholding in the same manner as other income from the School. Personal days will not accrue during any FMLA or Disability leave period. Personal days may not be used during any leave. Employees will not be paid for any personal days during a leave.

Personal Leave – Full Year Employees

Unless otherwise provided for, or as approved by the Head of School, personal leave (PTO) is to be used by all full-time Full Year Employees in accordance with the following provisions:

1. PTO is to be used for planned and unplanned leave, including but not limited to vacation, time off, and emergencies.
2. Requests for planned leave should be made to the Head of School by email at least two (2) weeks in advance of the requested leave. Leave requests should not be considered approved until the employee receives written approval from the Head of School.
3. Except in unusual circumstances, planned leave will not be approved during Blackout Days.
4. Paid time off may be used in increments of one-quarter workday.
5. Compensatory time (i.e., time off in lieu of overtime) is not permitted under New York Law and is not available to employees of the School.
6. No paid time off may be scheduled for a day immediately preceding school vacation or for a day immediately following school vacation.

Unless otherwise provided for or as approved by the Head of School or authorized a member of the Board of Trustees, Full Year Employees that are employed by the School on a twelve-month basis are entitled to ten (10) days of PTO per fiscal year (July 1 – June 30) accrued on a monthly basis. For the avoidance of doubt, any PTO days taken during the traditional school breaks that are not included on the 12 month vacation calendar, shall be counted against the ten (10) days granted per year.

In exceptional cases, employees may be allowed to take PTO that they have not yet accrued. Employees will require approval from their Head of School to do so, and will be limited to a balance of -5 days at any time, provided they will accrue enough to bring their balance back to zero or higher by the end of the School Year.

Employees who have any unused PTO days at the end of the School Year will have an option to rollover, receive payout at \$200/day, or a combination of the two for up to 10 days of unused PTO.

Personal days will not accrue during any FMLA or Disability leave period.

Time Off to Vote

The School encourages employees to fulfill their civic responsibilities by voting. If employees do not have sufficient time either before or after work to vote, the School will grant such employees time off to vote in accordance with state or local law. Employees should request time off to vote from their supervisors in writing at least ten (10) working days prior to the Election Day with evidence as to why they cannot vote prior or after the workday. The School reserves the right to designate whether employees can take time off at the beginning or end of their shifts.

Military Duty

Members of the United States Army, Navy, Air Force, Marines, Coast Guard, National Guard, Active Reserves or Public Health Service will be granted an unpaid leave of absence for military service, training or related obligations in accordance with the Unified Services Employment and Re-employment Act of 1995 (USERRA) and New York State law. Advance written notice of military service is required, unless military necessity prevents such notice. PTO does not accrue during any period of military leave of absence. Employees returning from a military leave of absence will be reinstated in their jobs in accordance with Federal and State law. The School will not discriminate against employees because they are subject to federal military duty.

Jury and Witness Duty

Upon receipt of a proposed jury summons, juror questionnaire or subpoena to testify, an employee should notify his/her direct supervisor immediately. Note that New York State automatically grants one request for postponement of jury duty. Therefore, if a teacher or member of the administrative staff is called to jury duty for the first time during a School year, he or she is urged to reschedule jury duty for a School vacation or for the summer. Employees may not volunteer for jury duty. Employees presenting proof of court appearance will be paid the employee's full regular salary. Employees shall remit to the School any jury duty or witness pay received while on paid jury duty or witness leave. Employees must submit copies of subpoenas or other court notices to the Director of Operations for verification purposes. Employees are required to report to work whenever the court schedule permits. Upon

completion of jury duty service, the employee must provide a copy of the “Completion of Jury Duty” to the Director of Operations for inclusion in the employee’s personnel file. Employees will continue to earn all benefits and vacation, if applicable, during jury duty leave. It is the policy of the School not to penalize, threaten, or coerce an employee with respect to his or her employment because the employee is required to attend court for jury service.

Early Dismissal for Religious Observance

Employees who require alternate scheduling to accommodate religious observance may make arrangements with the approval of the Head of School. Such arrangements may require balancing time with additional hours of work in order to make up missing hours. All such arrangements require approval by the Head of School.

Notwithstanding the foregoing, if an employee departs between two (2) and four (4) hours prior to the regularly-scheduled end of the school day for the purposes of religious observance, the employee must use one-half ($\frac{1}{2}$) of a personal day, and if the employee departs any earlier than four (4) hours before the regularly-scheduled end of the school day, the employee must use a full personal day.

Overview of Insurance Benefits Provided

Eligible employees at the School are offered a range of benefits. Benefits eligibility is dependent upon a variety of factors, including employee classification. Employees should contact an administrator for help understanding eligibility.

Information on elective benefits programs – including retirement accounts, medical, dental, and vision insurance, – will be provided to eligible employees upon hire and during open enrollment. This information is also available year round by request.

Some programs (such as Social Security, workers’ compensation, state disability, and unemployment insurance) cover all employees in the manner prescribed by law. Detailed information concerning the terms, conditions, and limitations of these programs can be found in official plan documents, which are controlling. Consequently, if there is any actual or apparent conflict between the brief summaries contained in this Handbook or the information in the official plan documents, the provisions of the official plan documents, as interpreted in the sole discretion of the plan administrator, will control.

Reservation of Rights

The School reserves the right to alter the benefits package made available to employees at any time, consistent with all applicable laws. Each employee will be notified of any alteration in the benefits package.

Declination of Insurance Benefits

Any employee who wishes to not accept any of the insurance benefits offered by the School is required to submit such a request in writing to the Head of School and the Director of Operations.

Workers' Compensation

The School, in accordance with New York State Law, will provide Workers' Compensation to its employees in case of injury or illness arising out of and in the course of employment. Employees who sustain work-related injuries or illnesses should inform their supervisors as soon as is practicable after the injury.

Short-Term Disability Insurance

In accordance with state and local law, all employees who have worked more than 4 weeks are eligible for New York State short-term disability insurance after the 8th consecutive day of absence due to a disability. Short-term disability insurance allows payment in the event of certain injuries, illnesses, or other disabilities occurring outside of the workplace that result in the employee's inability to perform the regular duties of his or her employment, including disability caused by pregnancy. Any employee wishing to claim disability pay must file appropriate reports and forms with the Head of School or the Head of School's designee. Employees are also responsible for filing any other necessary forms, applications, or other information as required by applicable government policies.

Long-Term Disability Insurance

The School provides all eligible full-time employees with long-term disability insurance. Any employee wishing to claim disability pay must file appropriate reports and forms with the Head of School or the Head of School's designee. Employees are also responsible for filing any other necessary forms, applications, or other information as required by applicable government policies.

Unemployment Compensation

The School contributes to the Unemployment Compensation plan administered by the State of New York. Employees who leave the School's employ may be eligible to receive unemployment benefits. The terms of such benefits will be governed by the rules governing the Unemployment Compensation plan. Detailed information is available from the New York State Department of Labor.

Benefits Continuation - COBRA

The Federal Consolidated Omnibus Reconciliation Act (COBRA) provides employees and their qualified beneficiaries the opportunity to continue health insurance coverage under the School's health plan for at least 18 months (under certain circumstances up to 29 months) when a "qualifying event" would normally result in the loss of eligibility. Some common qualifying events are resignation, termination of employment, or death of an employee; a reduction in an employee's hours or a leave of absence; an employee's divorce or legal separation; and a dependent child no longer meeting eligibility requirements.

Under COBRA, the employee or beneficiary pays the full cost of coverage at the School's group rates plus an administration fee, and this amount must normally be paid on the first business day of each month to avoid termination of coverage. The School provides each eligible employee with a written notice describing rights granted under COBRA when the employee becomes eligible for coverage under the School's health insurance plan. The notice contains information about the employee's rights and obligations.

Travel and Employee Business Expenses

The School will reimburse employees for pre-approved out-of-town travel following the federally mandated per diem rates for lodging and meals and incidentals. The rates are specific to the city of destination. Reimbursement for mileage will be at current IRS allowed rates (<https://www.irs.gov/tax-professionals/standard-mileage-rates>). All other expenses will be reimbursed at actual cost unless otherwise limited by contractual/grant agreement where applicable.

Reasonable travel and business expenses incurred by employees will be reimbursed upon submission of receipts. The School is exempt from state and federal tax, and therefore does not reimburse employees for tax. Employees can obtain a copy of the Tax Exempt Certificate from the Director of Operations.

Receipts

Receipts substantiating reimbursable expenses shall be obtained whenever practical, but are required for all amounts in excess of \$25, as required by the Internal Revenue Service.

The School may reimburse properly authorized employees for pre-approved School-related travel. The School does not reimburse employees for automobile trips (for professional development or other reasons) of less than 50 round-trip miles (venues within 25 miles of the school). For trips greater than 50 round-trip miles, the School will reimburse drivers authorized to take such trips at the current IRS mileage reimbursement rate for every mile upon submission of appropriate documentation such as a mileage reimbursement form.

Employees who seek reimbursement for trips requiring train or air transportation must obtain advance approval of the Head of School. If approved, the School will pay the costs of these trips. It is our expectation that trips are booked through the Director of Operations with enough advanced notice to get low-cost fares. School employees will fly/ride in coach, and, if available, they will stay at the lowest-cost national chain convenient to the applicable event. The School will make a determination whether renting a car or using taxis will be a more economical option, and, upon appropriate authorization, the School will reimburse employees for such authorized expenses upon submission of appropriate documentation.

It is the expectation that School employees will stay two to a room (in two separate beds) with other the School employees of the same sex. For trips that involve an overnight stay, the School recognizes that some additional food expenses will be incurred because of travel, so the School will reimburse (upon submission of appropriate receipts) up to \$40/day for meals. The School employees must keep all receipts for travel reimbursement. Employees will not be reimbursed without receipts.

Parking and Moving Violation Fines

The School will not pay parking or other moving violation tickets (i.e. speeding tickets, etc.) for any staff member, volunteer or other person conducting School business. Staff members, volunteers, and others engaged in School business are expected to park legally, and all such persons are expected to abide by all driving and parking laws, especially when transporting children.

Other Reimbursements

Please contact the Director of Operations in advance if you require reimbursement for other School-related expenses. Such reimbursement shall be granted at the sole discretion of the Director of Operations and Head of School and only upon submission of appropriate documentation.

LEAVE

Family Leave

It is the policy of the School to encourage employees to balance their work and family life by taking reasonable unpaid leave for certain circumstances that affect the family. These matters are covered by regulations issued by the United States Department of Labor regarding the Family Medical Leave Act (FMLA) and the New York State Paid Family Leave Act.

Eligibility

Employees who have worked for a total of at least 12 months (not necessarily consecutive) and have worked at least 1,250 hours over the immediately preceding 12 months may be eligible for Family and Medical Leave.

Employees in New York State who have worked 26 consecutive weeks as a full-time employee, or 175 days as a part-time employee may be eligible for *paid* Family Leave.

Employees in New York City who have worked 20 or more hours a week for at least 26 weeks may be eligible for *paid* Family Leave as described below.

Eligible employees may take Family Leave:

- to bond with a newly-born, adopted or foster child;
- to care for a close relative with a serious health condition, or
- to assist when a family member is deployed abroad on active military service.

Types of Family Leave

The School offers two options for Family Leave: one under the U.S. Family and Medical Leave Act (FMLA), and the other under the New York State Paid Family Leave Act.

FMLA Family Leave: The School will normally grant an eligible employee up to twelve (12) weeks *unpaid* FMLA Family leave during any 12-month period (measured backward from the date a Family Leave commences) for one or more qualifying reasons. See below for specific information regarding Parental Leave.

NYS Family Leave: Eligible employees in New York State are guaranteed up to ten (10) weeks of *paid* NYS Family Leave, which will go up to 12 weeks in 2021. New York City employees will normally receive 50% of their average weekly wage while on NYS Family Leave, going up to 67% in 2021. Employees may

take any accrued and unused PTO in order to earn a full salary while on NYS Family Leave. While an employee is out on NYS Family Leave, the Employer can deduct up to 0.126% more of the Employee's paycheck to cover health insurance during NYS Family Leave. As a condition of receiving NYS Family Leave, the Employee must file with the New York State Workers Compensation Board, who will make payments to the Employee. and Employer may also seek reimbursement of any amounts paid to the Employee under the FMLA Family Leave described above.

Medical Leave

Employees who have worked for the School for at least 6 months and who have a "serious health condition" that prevents them from performing the functions of their job are eligible for *unpaid* Medical Leave.

A "serious health condition" means an illness, injury, impairment or mental condition which makes the employee unable to perform the essential functions of the job and which in all situations involves either:

- A period of incapacity and treatment in connection with, or consequent to, inpatient care (i.e., an overnight stay) in a hospital, hospice, or residential medical care facility;
- A period of incapacity requiring absence from work, school or other regular daily activities of more than three (3) calendar days, which also involves continuing treatment by (or under the supervision of) a health care provider; or
- The continuing treatment by a health care provider for:
 - a) a period of incapacity due to pregnancy or prenatal care;
 - b) a period of incapacity or treatment for such incapacity due to a chronic serious health condition;
 - c) a period of incapacity which is permanent or long-term due to a condition for which treatment may not be effective; or
 - d) a period of absence to receive multiple treatments by a health care provider either for restorative surgery after an accident or for a condition that would likely result in a period of incapacity of more than three (3) consecutive calendar days.

Although medical leave is unpaid, employees may be eligible to receive certain disability, federal, or workers' compensation benefits during their medical leave. However, even though the employee may qualify for these benefits, they are still required to follow the procedures under this policy in order to be on approved medical leave for purposes of employment. The School reserves the right to deny a request for leave where permitted by law,

particularly in the event that such leave would cause a substantial or serious economic injury to operations.

Sick Leave

Unless otherwise provided for or as approved by the Head of School, or authorized by a member of the Board of Trustees, Full Year Employees that are employed by the School on a twelve-month basis are entitled to ten (10) paid sick days per fiscal year (July 1 – June 30). These employees shall accrue sick days in equal monthly increments. Unless otherwise provided for or as approved by the Head of School, sick leave is to be used by employees full-time Full Year Employees in accordance with the following provisions:

- Sick leave is to be used only in the event of illness of the employee, or of the employee's immediate family, Sick leave can also be used to seek medical diagnosis or medical treatment. Such leave should be taken in situations where reporting to work is not feasible, or where it would jeopardize the well-being of the employee or their colleagues or students.
- Misuse of sick leave is cause for termination of employment.
- For the purposes of this section, "immediate family" is defined as a spouse, domestic partner, parent, child, sibling, grandparent, any other relative permanently residing with the employee, or any other person as defined by the Head of School.
- Notice of unplanned leave (i.e. sickness) should be provided to the Head of School or designee by 6:00 A.M on the day of the leave, if possible, or as soon thereafter as is reasonable, allowing reasonably enough time for the Head of School or designee to find a suitable replacement for the day.
- Employees absent for three (3) or more days must sign Employee Verification Regarding Authorized Use of Earned Safe & Sick Leave form upon return to work
- When possible, such as in the event of foreseeable extended illnesses and planned medical procedures, advance notice of the use of Sick Leave should be given to the employee's supervisor at least five (5) days in advance.
- Notice of total Sick Leave used should be provided to the Director of Operations or Head of School upon an employee's return to work.
- Sick Leave shall be used in increments of one-half workday.
- Up to five (5) unused sick days per fiscal year may be carried over and used in the following year.

Parental Leave

Regular, full-time employees who have been employed with the School for at least 1 year and who are Primary Caregivers (as defined below) may take up to six (6) weeks of *paid* FMLA Family Leave upon the birth of their child, adoption by them of a child or placement with them of a foster child. Any such leave shall run concurrently with any applicable disability leave.

Regular, full-time employees who have been employed with the Company for at least 1 year but who are not a Primary Caregiver may take up to three (3) weeks of *paid* FMLA Family Leave upon the birth of their child, adoption by them of a child or placement with them of a foster child. Any such leave shall run concurrently with any applicable disability leave.

Regular, full-time employees who have been employed with the School for less than 1 year and who are Primary Caregivers (as defined below) may take up to three (3) weeks *paid* Parental Leave and nine (9) weeks unpaid leave upon the birth of their child, adoption by them of a child or placement with them of a foster child. Regular, full-time employees who have been employed with the Company for less than 1 year but who are not a Primary Caregiver may take up to one (1) week of paid leave upon the birth of their child, adoption by them of a child or placement with them of a foster child. Any such leave shall run concurrently with any applicable disability leave.

“Primary Caregiver” is generally defined as an individual who has exclusive care responsibility for the child for a significant fraction of the day during the regular workweek, but the definition will vary across family situations, as determined by the School.

Paid parental leave must be used within 3 months following the birth, adoption or placement. Paid parental leave is provided to employees who are expected to return to work. The Company may request a reasonable assurance of return from paid parental leave and may deny such leave when such assurances are not provided.

Failure to return from maternity leave after the three (3) month leave time will be considered abandonment and can result in automatic termination of employment.

Disability Leave

Under the terms of the School’s disability policies, an employee will be considered disabled if, due to sickness or injury; they are unable to perform any of the material and substantial duties of their regular job responsibilities. During a period of disability, the Employee will be granted Disability Leave of up to 12 weeks within a 12-month period, measured forward from the date that the employee’s first disability leave begins. Disability Leave counts towards the 12 weeks overall limit on all leave permitted for each employee during a twelve-month period. During Disability Leave, the employee will receive the benefits provided by the applicable short or long term insurance policy.

An employee returning from Disability leave will be guaranteed the same approximate duties/responsibilities and salary as the employee had just

preceded the period of Disability Leave. If the Disability Leave period exceeds 12 weeks, the School may need to modify the Employee's duties/responsibilities.

Employees should refer to the summary plan description or the other governing plan document for a complete description of the disability benefits offered. The plan documents are available from the disability insurance provider and school administration.

Bereavement Leave

An active, full-time employee who suffers the loss of a family member and wishes to take time off will be granted a paid bereavement leave according to the following schedule:

- Up to five (5) consecutive days off from regularly scheduled duty with regular pay in the event of the death of the employee's immediate family member, defined as: spouse or domestic partner, natural/step/foster child, son- or daughter-in-law, natural/step/foster/in-law parent, son-in-law, daughter-in-law, natural/step/foster sibling, an adult who stood in loco parentis to the employee during childhood, or any relative residing in the same household
- One (1) day off from regular scheduled duty with regular pay in the event of death of the employee's extended family member, defined as: brother-in-law, sister-in-law, aunt, uncle, cousin, grandparent, grandchild or spouse's grandparent

The employee may use any earned, unused personal days for additional time off. The Head of School may also grant additional unpaid time off on a case-by-case basis as needed.

Employees under discipline for attendance issues may be required to provide documentation with regard to their bereavement leave.

Blood Donation Leave

Employees who work at least 20 hours per week may take up to three hours of unpaid leave in any 12-month period to donate blood. The School asks that employees attempt to schedule such leave time during non-working hours. Employees should give no fewer than three days' notice prior to taking blood donation leave. Retaliatory actions against an employee for requesting or obtaining leave pursuant to this policy are prohibited.

Bone Marrow Donation Leave

Employees who work at least 20 hours per week may take up to 24 hours of unpaid leave to undergo a medical procedure to donate bone marrow and/or

recover from such donations. The leave is not to exceed 24 work hours unless agreed to by the School. The School asks that employees attempt to schedule such leave time during non-working hours. Retaliatory actions against an employee for requesting or obtaining leave pursuant to this policy are prohibited.

Leaves With or Without Pay

The Head of School, with permission from the Board of Trustees has the authority to provide leave with or without pay to any employee providing that it is in the best interest of the School and/or the Hebrew Public Network.

Limitations on Leave

Employees are limited to a total of 12 weeks of combined Family or Medical Leave during any 12 month period. FMLA Family Leave and NYS Family Leave run concurrently. In no event may an employee take more than 12 weeks of Family or Medical leave during a single year, and employees are not permitted to extend their total leave by combining different types of leave. The time limits specified for each type of leave is an annual limit, not calculated per occurrence, and each time any leave is taken counts towards the annual limit. Therefore, each time an employee takes Family Leave, the amount of leave is subtracted from their then-current leave balance. Personal days will not accrue while on leave.

Benefits Continuation While on Leave

Your current group insurance plan benefits will continue while on Family or Medical Leave on the same basis as if you had been continuously employed during your period of leave, including any applicable employee contribution to the cost of those benefits. To the extent that your leave is paid, your portion of health insurance premiums, if any, will be deducted from your salary. While on unpaid leave, if you fall more than thirty (30) days in arrears for any required employee contributions (i.e. those contributions that would otherwise be deducted from your pay), coverage will be canceled retroactive to the beginning of the month in which the delinquency occurred. The School will give you notice prior to discontinuing your health insurance coverage. You will not accrue vacation or seniority during Family or Medical Leave. Family or Medical Leave time will count toward eligibility and vesting service under the School Retirement Plan.

Requests for Leave

To request Family or Medical Leave, the employee must give the School written notice by completing the Employer's Request for Leave form and submitting it to the Director of Operations. The Employer's Request for Leave form is available from the Director of Operations. When the need for leave is reasonably foreseeable, employees must give written notice to the School at least thirty (30) days in advance of the need for leave. If an employee fails to give advance written notice for foreseeable leave, the leave may be denied until at least thirty (30) days after the date of the notice is provided. If the leave must begin in less than thirty (30) days, employees must give their supervisor as much advance notice as is practicable.

If leave is necessary for planned medical treatment, employees must attempt to schedule treatment so as not to disrupt the operations of the School. Employees should consult with their supervisors prior to the scheduling of the treatment.

Required Documentation

In the case of Medical Leave, the employee must provide a completed medical certification by a health care provider as to: (a) the date the condition commenced; (b) its probable duration; (c) appropriate medical facts regarding the condition, and a statement that the employee is unable to perform the functions of the employee's position.

In the case of Family Leave, the Employee must provide a statement that the employee is needed to care for a family member and the expected duration of such need. If an employee requests intermittent leave or a reduced work schedule, the School also will require certification that such type of leave is medically necessary and verification as to the dates and duration of treatment and of the expected duration of the leave.

Employees must submit the required certifications within fifteen (15) days of requesting Family or Medical Leave in connection with a serious health condition. Failure to provide adequate certification in a timely manner may result in a delay of leave. If the School has reason to doubt an employee's or an employee's family member's initial certification, the School may: (i) with the employee's permission, have a designated health care provider contact the employee's or employee's family member's health care provider in an effort to clarify or authenticate the initial certification; and/or (ii) require the employee or the employee's family member to obtain a second opinion by an independent, designated provider at the expense of the School. If the initial

and second certifications differ, the School may, at its expense, require the employee or employee's family member to obtain a third, final and binding certification from a jointly selected health care provider.

Intermittent or Reduced-Schedule Leave

When medically necessary, an employee may take Family or Medical Leave on an intermittent or reduced schedule to care for a sick family member or because of the employee's own serious health condition. Leave taken intermittently is still limited to a total of 12 weeks in a 12-month period.

During an intermittent or reduced-schedule leave, the School may require an individual to transfer temporarily to an alternative position with equivalent pay and benefits.

Employee Status during Leave

Employees will not accrue PTO during the Family or Medical Leave period. During the leave, employees on leave for their own serious health condition or the serious health condition of a close family member may be asked to submit medical re-certifications from time to time during the leave. During the leave, the School may require employees to provide written notification on their intent to return to work. If the anticipated return to work date changes and it becomes necessary to take more or less leave than originally anticipated, the employee must provide the School with reasonable notice (i.e., within two (2) business days) of the changed circumstances and new return to work date. If the employee gives the School notice of his or her intent not to return to work, the employee will be considered to have voluntarily resigned. Employees are not permitted to engage in other employment while they are absent from the School under this policy, without prior approval of the School. Violation of this policy may lead to disciplinary action, up to and including termination of employment.

Employee Status after Leave

Employees on leave should provide the School with at least one-week's written notice of their intent to return to work. In the case of Family, Medical, or Disability Leave, included in this notice should be a doctor's certification confirming the Employee's medical ability to return to work. The School reserves the right to require a medical examination by a physician of the School's choosing prior to an employee's resumption of duties.

The School will make a reasonable effort to return an employee coming off Medical Leave to the same job or a similar job as they held prior to the Leave, subject to staffing needs and School needs that may exist. If an employee has

a continued absence from work after the period of the Leave granted, and has not made other arrangements approved by the Head of School, the Employee will be deemed to have voluntarily resigned from employment. The School may choose to exempt certain highly compensated employees from this requirement. Any employee who fraudulently obtains family and medical leave will be subject to immediate discipline, up to and including termination.

Subject to limitations specified below, upon return from Family or Medical Leave, the School will attempt to reinstate the Employee in the same position they held before the leave or an equivalent position with equivalent pay, benefits and other employment terms. If, during the leave period, the employee's position is eliminated or restructured, reasonable efforts will be made to restore the individual to a comparable position. However, employees who have taken Family or Medical Leave have no greater right to job restoration than if they had been continuously employed.

Failure to Return to Work Following Family, Medical or Disability Leave

Failure to return to work following the conclusion of Family, Medical, or Disability Leave will be considered a voluntary resignation. Unless an employee's failure to return to work is caused by the Employee or Employee's family member's serious health condition or another circumstance beyond the Employee's control, the School may recover health insurance premiums that the School paid on the Employee's behalf. If an employee's failure to return to work is caused by the Employee's or Employee's family member's serious health condition, the School may require the employee to provide medical certification of the employee's or employee's family member's serious health condition.

An employee who is absent for a period following Family, Medical, or Disability leave of at least three (3) days without notifying the Head of School or the Head of School's designee will be considered to have resigned effective on the initial date of absence. The Head of School or the Head of School's designee will make the determination of unauthorized absence.

Additional Information

For further information or clarification about Family or Medical Leave, please contact Human Resources.

PROFESSIONAL CONDUCT OF EMPLOYEES

Code of Ethics and Standards of Conduct

The successful operation and reputation of the School are built upon principles of ethical conduct of our employees. The School's reputation for integrity and excellence requires careful observance of all applicable laws and regulations, as well as a scrupulous regard for the highest standards of conduct and personal integrity. The School will comply with all applicable laws and regulations and expects all employees to conduct their work in accordance with all relevant laws and to refrain from any illegal, dishonest, or unethical conduct.

Confidentiality

Employees of the school shall not, in any way, release any information about this School, its activities, or its personnel except: (1) as required by their duties; (2) with the express consent of the Head of School and (3) in conformity with the requirements of applicable Freedom of Information Laws, the Family Educational Rights and Privacy Act, the Health Insurance Portability and Accountability Act, and any other applicable federal, state, or local law or regulation, or published School policy.

No employee shall publish, disclose, use, or authorize anyone else to publish, disclose, use, or in any way cause to be published, disclosed, or used any private or proprietary information which such employee may in any way acquire, learn, develop, or created by reason of employment with this School, unless otherwise directed by the Head of School. Any employee with any concern or issue relating to the proper sharing of Confidential Information should consult with their supervisor or the Head of School before sharing any such information with anyone. Employees in possession of documents or other material containing confidential or personal information about the School, its personnel, or its activities is required to return such information to the Head of School upon termination or resignation.

This policy reiterates our need for confidentiality in all aspects of employment. While employed at the School, employees may learn or work with and be entrusted with confidential and/or privileged information about fellow employees, administrators, School parents, students or applicants. Employees must exercise the highest degree of care not to disclose any such information, even inadvertently, to any unauthorized person inside or outside of the School. Employees may not disclose any confidential or privileged information except to persons specifically designated in advance and in writing by the Head of School.

Professional Conduct of Employees

Confidential information includes, but is not limited to, the following examples:

1. Student records
2. Financial information
3. Personnel records
4. Payroll records
5. Computer programs, codes, processes and passwords
6. Business processes and practices
7. Marketing information
8. Legal information
9. Vendor and supplier lists
10. Personnel lists and organizational charts
11. Personal information regarding School parents and students

If an employee believes confidential information must be disclosed to a third party, he or she should consult with the Head of School prior to the disclosure. Failure to follow this policy will result in disciplinary action, up to and including termination of employment.

An employee's obligations under this policy continue after his or her termination of employment. Upon termination of employment, all confidential information in the employee's possession must be returned to the School.

Copyrights/Work for Hire

Employees acknowledge that the entire right, title, and interest of any and all writings, works of authorship, and other creations that they prepare, create, write, initiate or otherwise develop in the course of their employment by the School, shall be the sole property of the School. This includes, but is not limited to, any development of a curriculum or other educational material or process. These works are "works for hire" and shall be the School's sole and exclusive property, whether in copyright, patent or trademark. For items covered by this paragraph, employees hereby assign and transfers to the School all rights, title and interests in all such works or items, including without limitation, all patent, trademark and copyright rights that now exist or may exist in the future. Employees further agree that at any reasonable time upon request, and without further compensation or limitation, they will execute and deliver any and all papers or instruments including assignments, declarations, applications, powers of attorney and other documents, that in the School's opinion may be necessary or desirable to secure the School's full enjoyment of all right, title, interest and properties herein assigned.

Professional Conduct of Employees

Employees agree to not charge the School for use of their copyrighted, trademarked and patented materials.

Conflict of Interest

It is imperative that the School, both in reality and in perception, be deemed to operate solely in the best interests of the students it serves. Any taint to its reputation will significantly affect the mission of the School. Employees of the School must be ever mindful of the need to conduct themselves both in and outside of the School in a manner that will not bring criticism to themselves or to the School.

Employees have an obligation to conduct their affairs within guidelines that prohibit actual or potential conflicts of interest. An actual or potential conflict of interest occurs when an employee is in a position to influence a decision that may result in a personal gain for him or her, for a relative or for anyone else who has a close personal relationship with the employee because of the School business dealings. For the purpose of this policy, a relative or a person with a close personal relationship is any person who is related by blood or marriage, or whose relationship with the employee is similar to that of persons who are related by blood or marriage.

No “presumption of guilt” is created by the mere existence of a relationship with an outside firm or vendor. However, if an employee has any influence on transactions involving purchases, contracts, or supplies it is imperative that he or she disclose that relationship to the Head of School immediately so that safeguards can be established to protect all parties.

Common conflicts, which employees should avoid, include, but are not limited to:

1. Using proprietary or confidential information for personal gain or to the School’s detriment;
2. Directly or indirectly accepting gifts, loans, services, entertainment, etc. of more than the minimal value from a vendor or someone seeking to do business with the School (as noted elsewhere);
3. Using the School’s assets or labor for personal use; and
4. Instances where an employee or an employee’s relative or someone with a close personal relationship has significant ownership in the vendor or firm with which the School does business.

If the School finds that any employee has engaged in any conduct, which presents a conflict of interest with the School, such an employee is subject to discipline, up to and including termination of employment.

Professional Conduct of Employees

Ban On Acceptance of Gifts

In accordance with the Conflict of Interest Provision contained in this Handbook, no employee of the School is permitted to accept gifts of any kind of a value exceeding fifty dollars (\$50.00) – including but not limited to money, goods, food, entertainment, or services – directly or indirectly from:

1. Individuals, parents, schools, partner organizations, or companies serving as vendors or potential vendors for this School;
2. Elected officials or their representatives;
3. Candidates for public office or their representatives; or
4. Political party officials or their representatives.

The Head of School and the Board of Trustees may make exceptions, including in instances where such gifts intended for and will be used by the School. Offers of such gifts in excess of \$50.00, even when refused, must be communicated immediately by the employee receiving such an offer to the Head of School.

Independent Fundraising

Any fundraising efforts organized by an Employee on behalf of the School, to benefit the School, or that use the School name, must be approved by the Head of School and the Network External Relations Department.

No Solicitation

In the interest of efficiency and security, the School's general policy is to restrict solicitations or distributions by employees to non-work areas during non-work time. Employees and non-employees are prohibited from soliciting or distributing literature in work areas or during work time.

Personal Appearance/Dress Code

All employees are expected to present themselves professionally and appropriately at all times during working hours. Everyone should be clean, neat and well-groomed and avoid extremes in dress including, but not limited to, ripped clothes, shorts or overly revealing clothing. Employees should feel free to seek clarification from their supervisors or from the Head of School regarding the appropriateness of workplace attire.

Co-Teaching

The School promotes the collegiality of its employees in the co-teaching model. It is expected that employees adhere to professional conduct and teamwork as adult learners in the best interest of the quality delivery of instruction to our children.

Professional Conduct of Employees

Performance/Job Requirements and Evaluations

Job performance of all employees will be reviewed by the employee's supervisor on a regular basis. Employees will generally receive performance evaluations at a frequency determined by the School. These evaluations provide both the employee and their supervisor the opportunity to discuss job tasks, identify and correct weaknesses, encourage and recognize strengths, and discuss purposeful approaches for meeting goals.

Each evaluation will be in writing and employees will be asked to sign their evaluation forms to acknowledge having reviewed them. Employees should feel free to comment on any statement they do not understand or with which they disagree, verbally or in writing. The evaluation, together with any written comments, becomes a part of each employee's personnel file and may have a bearing on any personnel decisions involving the employee.

The administration and Board of Trustees of the School are committed to maximizing the educational experience of its pedagogical staff. To that end, observations, reviews and evaluations will, in the first instance, be made with the objective of enhancing the experience and ability of the teacher. The frequency of observations both formal and informal is determined by the administration.

At the School, instructional staff will be engaged in ongoing activities related to improving the delivery of instruction in the classroom. The frequency and location of activities for adult learners at the School will be determined. Instructional staff is expected to engage in the practice of improving the craft of teaching through individual, group, school-based, and off-site activities coordinated by the School.

The Board of Trustees of the School, its administrators and faculty understand and appreciate that employment is directly associated with the budget process and enrollment. There is no expectation of employment from one School year to the next. Position descriptions will be reviewed annually for accuracy at the time of the performance evaluation, and will be updated if necessary. The Board of Trustees approves position descriptions and titles.

Separation of Church and State

The School is a public school and public schools may not instruct students in any religion, although teaching about religion from a purely secular, academic viewpoint is permitted. Each employee will participate in professional development to ensure that proper guidelines are followed at all times with no exception. If a staff member willingly and knowingly teaches about religion in an improper way as a public-school employee of the School,

Professional Conduct of Employees

such an employee is subject to discipline, up to and including termination of employment. Staff members are also not permitted to supervise or otherwise participate in non-instructional religious clubs or activities taking place on campus, except in a purely custodial capacity.

Problem/Conflict Resolutions

In the event of a problem or dispute with other personnel or adults, the employee is encouraged to make good faith effort to work with the adversarial party to the dispute to resolve the conflict. It is expected that employees at the School will conduct themselves as mature adults and human beings who model conflict resolution techniques at all times. This effort will consist of problem identification, possible solutions, selection of resolution, the process for implementation of the resolution and a follow-up. In the case, that the conflict is not resolved after a good faith attempt as outlined above the employee may submit the grievance to the School supervisor for resolution.

Outside Employment

Employees are requested to disclose in writing any other employment, self-employment, consulting, volunteer or board membership activities in which they are engaged while an employee of the School. If said activities were not mentioned at the time of hire, they must be reported to the Head of School prior to commencing work. If said activities are “new” activities during the time of employment they must be disclosed immediately. Where a conflict of interest exists, the employee will be notified and may be required to cease such activity or refrain from initiating the activity.

Student, Parent and Guardian Communication

Employee interactions with students in our schools must be reasonable, professional, and appropriate at all times. With the exception of additional work activity that has been specifically approved by an employee’s supervisor, or approved off-hour field trips or similar activities, no employee may communicate directly (including through text, email or social media) with students outside of school hours. Staff are not allowed to visit with students outside of school property without explicit written permission from their Head of School. Staff who violate this policy will be subject to disciplinary action. When communication is necessary, it should be channeled through parents/guardians or occur when parents/guardians are present. In addition, teachers should make every effort to communicate regularly with parents/guardians about their children’s progress and make themselves available to answer questions when needed. Communication should be

Professional Conduct of Employees

professional and courteous at all times. All teachers are expected to respond to parent inquiries within one business day of receipt.

Colleague Communication

Just as with parents, employees are expected to communicate in a timely and professional manner with other members of our team. Any emails, texts, voicemails, or other electronic communication from a coworker that seeks a response should be responded to within one business day.

Publicity

From time to time, the school may secure photograph(s), video(s), or audio recording(s) of employees engaging in various work and non-work activities and the school may want to publicize for commercial reasons the photograph(s), video(s), or audio recording(s) in various media such as but not limited to brochures, school's website, social media sites (e.g., Facebook, etc.), training material, etc. As such if an employee does not want his/her persona, which includes but is not limited to name, voice, signature, photograph, image, likeness, distinctive appearance, etc. to be used by the school, the employee is responsible for notifying the Executive Director or designee in writing of his/her intentions to be excluded from such publicity.

Unacceptable Behaviors

It is not possible to list all forms of behavior that are considered unacceptable in the workplace. Such conduct may result in disciplinary action, up to and including termination of employment. Examples of unacceptable conduct include but are not limited to:

- a. Theft or inappropriate removal or possession of School property
- b. Falsification of timekeeping records
- c. Working under the influence of alcohol or illegal drugs
- d. Possession, distribution, sale, transfer, or use of alcohol or illegal drugs in the workplace, while on duty, or while operating employer-owned vehicles or equipment
- e. Fighting or threatening violence in the workplace
- f. Boisterous or disruptive activity in the workplace
- g. Negligence or improper conduct leading to harm to others or to damage of employer-owned property
- h. Insubordination or other disrespectful conduct (including refusal to follow your supervisor's lawful directives)
- i. Violation of safety or health rules

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- j. Smoking in prohibited areas
- k. Sexual or other unlawful or unwelcome harassment
- l. Possession of dangerous or unauthorized materials, such as explosives or firearms, in the workplace or while at work outside the workplace
- m. Excessive absenteeism or any absence without notice
- n. Unauthorized use of telephones, mail system, or other employer-owned equipment
- o. Unauthorized disclosure of confidential information
- p. Violation of personnel policies
- q. Unsatisfactory performance or conduct

Some of the unacceptable forms of behavior are separately discussed in more detail elsewhere in this Handbook. Other misconduct will be evaluated based on the specific facts and circumstances. Therefore, the School employees are expected to conduct themselves in a manner consistent with accepted behavior in workplaces and schools.

Sexual Misconduct and Abuse

Hebrew Public and its schools provide students with a safe and supportive learning environment and protect students from sexual misconduct and abuse. The responsibility to protect students from sexual misconduct and abuse is shared by network staff, Heads of School, Administrators, Teachers, and other School employees and volunteers.

Hebrew Public encourages healthy relationships between students and adults that promote student achievement and success. At the same time, clear and reasonable boundaries for interactions between students and adults are necessary to protect students from sexual misconduct and abuse and to protect adults from misunderstandings and false accusations.

This policy applies to School employees, School volunteers, and vendors providing instructional services to students. In this policy, these individuals will be referred to as “adults”.

Employees are also subject to provisions in the Hebrew Public’s Employee Handbook, and this policy supplements but does not supplant the provisions of that Handbook.

Employees of Hebrew Public and its schools are also subject to rules regarding conduct and behavior set forth in their respective Employee Handbooks, and this policy supplements but does not supplant those Handbooks or their applicability.

Professional Conduct of Employees

Sexual Misconduct and Abuse Prohibited

Adults are prohibited from engaging in sexual misconduct and abuse of students, which includes dating; making sexual advances; seeking romantic or sexual relationships; having conversations of a sexual nature not related to the adult's professional responsibilities; and sexual contact.

In-Person Communication

Personal contact between adults and students must be nonsexual, appropriate to the circumstances and unambiguous in meaning. Adults should avoid the appearance of impropriety in their interactions with students. Behaviors that can create an appearance of impropriety include, but are not limited to:

- Conducting ongoing, private conversations with individual students that are unrelated to academics, school activities or the well-being of students and that take place in locations inaccessible to others;
- Inviting a student or students for home visits without informing parents;
- Visiting the homes of students without the knowledge of parents;
- Inviting students for social contact off school grounds without the permission or knowledge of parents; and
- Transporting students in personal vehicles without the knowledge of parents or supervisors.

Electronic Communication

Digital technology and social networking provide multiple means for educators and other School employees and volunteers to communicate appropriately with students and personalize learning. Such communication between adults and students must be transparent, accessible to supervisors and parents, nonsexual, appropriate to the circumstances, and unambiguous in meaning.

Adults must restrict one-on-one, electronic communications with individual students to accounts, systems and platforms that are provided by and accessible to the School's administration and leadership.

If an adult does not have access to a School approved communication device and there is a time sensitive, school-related matter that must be communicated to students, the adult may use a personal communication device or personal social media to communicate this information. The adult must note the date, time and nature of the contact and make this information available to a supervisor upon request.

Reporting of Violations

All School personnel are required to report any case of suspected sexual misconduct or abuse to the Head of School and/or a Human Resources

Professional Conduct of Employees

representative and to the State Central Register of Child Abuse and Maltreatment (“SCR”) pursuant to §413 of the Social Services Law.

In addition, School personnel are required to report suspected incidents of violations of this policy regarding in-person and electronic communications with students to the Head of School and/or a Human Resources representative. School employees who are not based in a school are to immediately report suspected incidents of violations of this policy to their department head or designee.

Investigation and Consequences for Violations

The Head of School with Human Resources and/or representatives from the network or designee shall investigate reports of suspected violations of this policy. Schools employees are subject to disciplinary procedures for violation of this policy up to and including termination. In the case of termination of employment for sexual misconduct or abuse, the School will notify the appropriate regulatory agency.

Employees of Hebrew Public and its schools are also subject to rules regarding conduct and behavior set forth in their respective Employee Handbooks, and this policy supplements but does not supplant those Handbooks or their applicability.

Drug- and Alcohol-Free Workplace/Drug Screening

It is the policy of the School to create a drug-free workplace in keeping with the spirit and intent of the Drug-Free Workplace Act of 1988. The unlawful manufacture distribution, dispensation, possession, sale or use of a controlled substance in the workplace or while engaged in business off premises, such as at a parent’s home, is strictly prohibited.

Drug and/or alcohol testing may be required if the School has a reasonable suspicion that an employee is under the influence of alcohol or drugs in violation of this guideline. The results of any test conducted under this guideline will be treated in a confidential manner.

Employees, agents and contractors shall not engage in the use, possession or sale of alcohol or illegal drugs during work hours within our school property or in a school vehicle or any time when conducting school business. Nor shall they report to work under the influence of such substances or display evidence of having used such substances. Further as role models for our students and as representatives of the school, employees, agents and contractors shall not engage in the unlawful use, possession or sale of controlled substances during their off duty hours.

Professional Conduct of Employees

Employees who violate any aspect of this policy may be subject to disciplinary action, up to and including termination of employment. At its discretion, the School may require employees who violate this policy to successfully complete a drug abuse assistance or rehabilitation program as a condition of continued employment.

Policy Against Violence or Harassment in the Workplace

POLICY AGAINST VIOLENCE OR HARASSMENT IN THE WORKPLACE

Violence Not Permitted

The School is committed to preventing workplace violence. The School has adopted the following guidelines to deal with intimidation, harassment, or other threats of (or actual) violence that may occur during business hours or on its premises.

All employees should be treated with courtesy and respect at all times. Employees are expected to refrain from fighting, rowdy behavior, or other conduct that may be dangerous to others. Employees may not bring firearms, weapons, or other dangerous or hazardous devices or substances onto the premises of the School.

The School will not tolerate conduct that threatens, intimidates, or coerces another employee, a student, parent, visitor, guest, or candidate for employment. This prohibition includes all acts of harassment, including harassment that is based on an individual's race, color, religion, creed, sex, gender, sexual orientation, ethnicity, national origin, ancestry, age, disability (including AIDS), marital status, military status, citizenship status, predisposing genetic characteristics, or any other characteristic protected by local, state, or federal law.

Immediately report violence or threats of violence, both direct and indirect, to a supervisor. This includes threats by employees, students, or visitors. Reports should be as specific and detailed as possible.

The School will promptly and thoroughly investigate all reports of violence or threats of violence and of suspicious individuals or activities. The identity of the individual making a report will be protected as much as is practical. In order to maintain workplace safety and the integrity of its investigation, the School may suspend employees, either with or without pay, pending investigation.

Anyone determined to be responsible for acts or threats of violence or other conduct in violation of these guidelines will be subject to disciplinary action, up to and including termination of employment, and may face criminal charges.

The School encourages employees to bring their disputes or differences with other employees to the attention of their supervisors.

Policy Against Violence or Harassment in the Workplace

Harassment Not Permitted

The School is committed to providing a work environment that is free from harassment and where everyone is treated with dignity and respect. All employees share the responsibility to create and maintain a safe, respectful, and positive work environment and are therefore required to abide by this policy.

As such, all types of harassment are prohibited at all times and will not be tolerated. Each individual has the right to work in a professional atmosphere that prohibits discriminatory practices, including sexual harassment and harassment based on race, color, religion, national origin, sexual orientation, age, handicap, disability, or any other category protected by law. The purposes of this policy against harassment are to educate all of our employees about what may constitute harassment, to notify everyone who works here that the School will not condone or tolerate harassment, and to establish a procedure which encourages anyone who feels they have been subjected to harassment to report such conduct to representatives of the School, who will investigate and respond to any report. This prohibition applies in employees' relationships with all other employees, students, parents and guardians, visitors, guests, independent contractors and consultants. All employees are required to abide by this policy.

Definition of Harassment

Harassment is verbal or physical conduct that denigrates or shows hostility or aversion towards an individual because of race, color, religion, sex, national origin, sexual orientation, age, handicap or disability, or that of persons with whom the individual associates. For example, racial harassment includes harassment based on an immutable characteristic associated with race (e.g., skin color or facial features). Religious harassment may include demands that an employee alters or renounce some religious belief in exchange for job benefits; and sexual harassment is defined more specifically below. The School's policy is to prohibit behavior based on a person's race, color, religion, sex, national origin, sexual orientation, age, handicap or disability that: (1) has the purpose or effect of creating an intimidating, hostile or offensive work environment; (2) has the purpose or effect of unreasonably interfering with an individual's work performance; or (3) otherwise adversely affects an individual's employment opportunities.

Regardless of whether any single instance of improper behavior described below rises to the level of harassment prohibited by law, it is the School's policy that such behavior is inappropriate and offensive, and it will not be

Policy Against Violence or Harassment in the Workplace

tolerated. Examples of behavior that violate this policy and may constitute harassing conduct include, but are not limited to:

- epithets, slurs, quips, or negative stereotyping that relate to race, color, religion, sex, national origin, sexual orientation, age, handicap, disability, or any other category protected by law;
- threatening, intimidating or hostile acts that relate to race, color, religion, sex, national origin, sexual orientation, age, handicap or disability;
- written or graphic material (including graffiti) that denigrates or shows hostility or aversion toward an individual or group because of race, color, religion, sex, national origin, sexual orientation, age, handicap or disability and that is placed on walls, bulletin boards, or elsewhere on the School's premises, or circulated or displayed in the workplace; or
- "jokes," "pranks" or other forms of "humor" that is demeaning or hostile with regard to race, color, religion, sex, national origin, sexual orientation, age, handicap or disability.

Confidentiality

Confidentiality will be maintained to the extent practical and appropriate under the circumstances. The School will maintain confidential records of all complaints and how each was investigated and resolved.

Responsive Action

The School will take whatever corrective action is deemed necessary, including disciplining any individual who is believed to have violated these prohibitions against harassment and retaliation. Responsive action may include, for example, mandatory training or referral to counseling and disciplinary action such as warnings, reprimands, withholding of a promotion or pay increase, reassignment of the offender, temporary suspension without pay, termination of employment, or other measures as the School believes will be effective in ending the misconduct and correcting the effects of the harassment.

False and Malicious Accusations

False and malicious accusations of sexual or other harassment, as opposed to complaints, which, even if erroneous, are made in good faith, may be the subject of appropriate disciplinary action, up to and including termination of employment.

Policy Against Violence or Harassment in the Workplace

Summary of Responsibilities

Employees (this includes all employees of the School) must:

- a) Refrain from all conduct which might be considered discrimination or harassment.
- b) Report complaints to a supervisor or the Head of School, who will treat such information with sensitivity to its confidential nature.
- c) Cooperate reasonably in any investigation conducted by the School or its agent.

Supervisors (this includes all employees to whom other staff members report) must:

- a) Maintain a workplace free of discrimination, harassment, and intimidation.
- b) Inform employees of the School's policy prohibiting discrimination and harassment and of their right to bring complaints of this nature, confidentially, to the Head of School.
- c) Report all complaints of discrimination and harassment to the Head of School.
- d) Investigate promptly each complaint and, where the investigation confirms the allegation, to take appropriate corrective action, up to and including termination of employment.
- e) Be sensitive to the confidential nature of these matters and to the privacy of all parties involved in such complaints.
- f) Refrain from any retaliation against any employee for bringing a good faith complaint.

Administration (this includes the School Leader(s) must:)

- a) Educate and train employees at each level.
- b) Ensure that all Supervisors and employees are apprised of the School's policy against discrimination and harassment and of their responsibilities hereunder.
- c) Meet with employees during orientation upon their hire to review the Policy and the types of conduct prohibited.
- d) Assist supervisors in their investigation of complaints, including training all investigators on proper investigative procedures and safeguards. Where complaints are lodged directly with the Administration, it shall investigate promptly and report findings to the appropriate supervisor or level of management with recommendations concerning corrective action where appropriate.

The Board of Trustees must:

- a) Listen to each complaint.
- b) Ensure availability and access if the complaint concerns the Head of School. To ensure action is taken if the complaint concerns the Head of School.

Policy Against Violence or Harassment in the Workplace

Policy Against Sexual Harassment

Hebrew Public and the School is committed to maintaining a workplace free from sexual harassment. Sexual harassment is a form of workplace discrimination. Hebrew Public has a zero-tolerance policy for any form of sexual harassment, and all employees are required to work in a manner that prevents sexual harassment in the workplace. This Policy is one component of Hebrew Public's commitment to a discrimination-free work environment. Sexual harassment is against the law. All employees have a legal right to a workplace free from sexual harassment, and employees can enforce this right by filing a complaint internally with Hebrew Public, or with a government agency or in court under federal, state or local antidiscrimination laws.

Policy

1. This Policy applies to all employees, applicants for employment, interns, whether paid or unpaid, contractors and persons conducting business with Hebrew Public.
2. Sexual harassment will not be tolerated. Any employee or individual covered by this policy who engages in sexual harassment or retaliation will be subject to remedial and/or disciplinary action, up to and including termination.
3. Retaliation Prohibition: No person covered by this Policy shall be subject to adverse employment action including being discharged, disciplined, discriminated against, or otherwise subject to adverse employment action because the employee reports an incident of sexual harassment, provides information, or otherwise assists in any investigation of a sexual harassment complaint. Hebrew Public has a zero-tolerance policy for such retaliation against anyone who, in good faith complains or provides information about suspected sexual harassment. Any employee of Hebrew Public who retaliates against anyone involved in a sexual harassment investigation will be subjected to disciplinary action, up to and including termination. Any employee, paid or unpaid intern, or non-employee¹ working in the workplace who believes they have been subject to such retaliation should inform a supervisor, manager, or the Chief Talent Officer. Any employee, paid or unpaid intern or non-employee who believes they have been a victim of such retaliation may also seek compensation in other available forums, as explained below in the section on Legal Protections.

¹ A non-employee is someone who is (or is employed by) a contractor, subcontractor, vendor, consultant, or anyone providing services in the workplace. Protected non-employees include persons commonly referred to as independent contractors, "gig" workers and temporary workers. Also included are persons providing equipment repair, cleaning services or any other services provided pursuant to a contract with the employee.

Policy Against Violence or Harassment in the Workplace

4. Sexual harassment is offensive, is a violation of our policies, is unlawful, and subjects Hebrew Public to liability for harm to victims of sexual harassment. Harassers may also be individually subject to liability. Employees of every level who engage in sexual harassment, including managers and supervisors who engage in sexual harassment or who knowingly allow such behavior to continue, will be penalized for such misconduct.
5. Hebrew Public will conduct a prompt, thorough and confidential investigation that ensures due process for all parties, whenever management receives a complaint about sexual harassment, or otherwise knows of possible sexual harassment occurring. Effective corrective action will be taken whenever sexual harassment is found to have occurred. All employees, including managers and supervisors, are required to cooperate with any internal investigation of sexual harassment.
6. All employees are encouraged to report any harassment or behaviors that violate this policy. Hebrew Public will provide all employees with a complaint form for employees to report harassment and file complaints.
7. Managers and supervisors are required to report any complaint that they receive or any harassment that they observe to the Chief Talent Officer.
8. This policy applies to all employees, paid or unpaid interns, and non-employees and all must follow and uphold this policy. This policy must be posted prominently in all work locations and be provided to employees upon hiring.

What is “Sexual Harassment”?

Sexual harassment is a form of sex discrimination and is unlawful under federal, state, and (where applicable) local law. Sexual harassment includes harassment on the basis of sex, sexual orientation, gender identity and the status of being transgender.

Sexual harassment includes unwelcome conduct which is either of a sexual nature, or which is directed at an individual because of that individual's sex when:

- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment, even if the complaining individual is not the intended target of the sexual harassment;
- Such conduct is made either explicitly or implicitly a term or condition of employment; or

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- Submission to or rejection of such conduct is used as the basis for employment decisions affecting an individual's employment.

A sexually harassing hostile work environment consists of words, signs, jokes, pranks, intimidation or physical violence which are of a sexual nature, or which are directed at an individual because of that individual's sex. Sexual harassment also consists of any unwanted verbal or physical advances, sexually explicit derogatory statements or sexually discriminatory remarks made by someone which are offensive or objectionable to the recipient, which cause the recipient discomfort or humiliation, which interfere with the recipient's job performance.

Sexual harassment also occurs when a person in authority tries to trade job benefits for sexual favors. This can include hiring, promotion, continued employment or any other terms, conditions or privileges of employment. This is also called "quid pro quo" harassment.

Any employee who feels harassed should complain so that any violation of this policy can be corrected promptly. Any harassing conduct, even a single incident, can be addressed under this policy.

Examples of Sexual Harassment

The following describes some of the types of acts that may be unlawful sexual harassment and that are strictly prohibited:

- Physical assaults of a sexual nature, such as:
 - Touching, pinching, patting, grabbing, brushing against another employee's body or poking another employees' body;
 - Rape, sexual battery, molestation or attempts to commit these assaults.
- Unwanted sexual advances or propositions, such as:
 - Requests for sexual favors accompanied by implied or overt threats concerning the victim's job performance evaluation, a promotion or other job benefits or detriments;
 - Subtle or obvious pressure for unwelcome sexual activities.
- Sexually oriented gestures, noises, remarks, jokes or comments about a person's sexuality or sexual experience, which create a hostile work environment.
- Sexual or discriminatory displays or publications anywhere in the workplace, such as:
 - Displaying pictures, posters, calendars, graffiti, objects, promotional material, reading materials or other materials that are sexually demeaning or pornographic. This includes such sexual displays on workplace computers or cell phones and sharing such displays while in the workplace.

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- Hostile actions taken against an individual because of that individual's sex, sexual orientation, gender identity and the status of being transgender, such as:
 - Interfering with, destroying or damaging a person's workstation, tools or equipment, or otherwise interfering with the individual's ability to perform the job;
 - Sabotaging an individual's work;
 - Bullying, yelling, name-calling. Who can be a target of sexual harassment? Sexual harassment can occur between any individuals, regardless of their sex or gender.

Who can be a target of sexual harassment?

New York Law protects employees, paid or unpaid interns, and non-employees, including independent contractors, and those employed by companies contracting to provide services in the workplace. A perpetrator of sexual harassment can be a superior, a subordinate, a coworker or anyone in the workplace including an independent contractor, contract worker, vendor, client, customer or visitor.

Where can sexual harassment occur?

Unlawful sexual harassment is not limited to the physical workplace itself. It can occur while employees are traveling for business or at employer sponsored events or parties. Calls, texts, emails, and social media usage by employees can constitute unlawful workplace harassment, even if they occur away from the workplace premises or not during work hours.

What is "Retaliation"?

Unlawful retaliation can be any action that would keep a worker from coming forward to make or support a sexual harassment claim. Adverse action need not be job-related or occur in the workplace to constitute unlawful retaliation. Such retaliation is unlawful under federal, state, and (where applicable) local law. The New York State Human Rights Law protects any individual who has engaged in "protected activity." Protected activity occurs when a person has:

- filed a complaint of sexual harassment, either internally or with any anti-discrimination agency;
- testified or assisted in a proceeding involving sexual harassment under the Human Rights Law or other anti-discrimination law;
- opposed sexual harassment by making a verbal or informal complaint to management, or by simply informing a supervisor or manager of harassment;
- complained that another employee has been sexually harassed; or
- encouraged a fellow employee to report harassment.

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Reporting Sexual Harassment Preventing sexual harassment is everyone's responsibility. Hebrew Public cannot prevent or remedy sexual harassment unless it knows about it. Any employee, paid or unpaid intern or non-employee who has been subjected to behavior that may constitute sexual harassment is encouraged to report such behavior to a supervisor, manager or Chief Talent Officer. Anyone who witnesses or becomes aware of potential instances of sexual harassment should report such behavior to a supervisor, manager or Chief Talent Officer.

Reports of sexual harassment may be made verbally or in writing. A form for submission of a written complaint is available from the Chief Talent Officer and all employees are encouraged to use this complaint form. Employees who are reporting sexual harassment on behalf of other employees should use the complaint form and note that it is on another employee's behalf. Employees, paid or unpaid interns or non-employees who believe they have been a victim of sexual harassment may also seek assistance in other available forums, as explained below in the section on Legal Protections.

Supervisory Responsibilities

All supervisors and managers who receive a complaint or information about suspected sexual harassment, observe what may be sexually harassing behavior or for any reason suspect that sexual harassment is occurring, are required to report such suspected sexual harassment to Chief Talent Officer.

In addition to being subject to discipline if they engaged in sexually harassing conduct themselves, supervisors and managers will be subject to discipline for failing to report suspected sexual harassment or otherwise knowingly allowing sexual harassment to continue.

Supervisors and managers will also be subject to discipline for engaging in any retaliation.

Complaint and Investigation of Sexual Harassment

All complaints or information about suspected sexual harassment will be investigated, whether that information was reported in verbal or written form. Investigations will be conducted in a timely manner, and will be confidential to the extent possible.

An investigation of any complaint, information or knowledge of suspected sexual harassment will be prompt and thorough, and should be completed within 30 days. The investigation will be confidential to the extent possible. All persons involved, including complainants, witnesses and alleged perpetrators

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will be accorded due process to protect their rights to a fair and impartial investigation.

Any employee may be required to cooperate as needed in an investigation of suspected sexual harassment. Employees who participate in any investigation will not be retaliated against.

Investigations will be done in accordance with the following steps:

- Upon receipt of complaint, Chief Talent Officer will conduct an immediate review of the allegations, and take any interim actions, as appropriate. If the complaint is oral, encourage the individual to complete the “Complaint Form” in writing. If he or she refuses, prepare a Complaint Form based on the oral reporting.
- If documents, emails or phone records are relevant to the allegations, take steps to obtain and preserve them.
- Request and review all relevant documents, including all electronic communications.
- Interview all parties involved, including any relevant witnesses;
- Create a written documentation of the investigation (such as a letter, memo or email), which contains the following:
 - A list of all documents reviewed, along with a detailed summary of relevant documents;
 - A list of names of those interviewed, along with a detailed summary of their statements; • A timeline of events;
 - A summary of prior relevant incidents, reported or unreported; and
 - The final resolution of the complaint, together with any corrective actions action(s).
- Keep the written documentation and associated documents in the employer’s records.
- Promptly notify the individual who complained and the individual(s) who responded of the final determination and implement any corrective actions identified in the written document.
- Inform the individual who complained of their right to file a complaint or charge externally as outlined below.

Legal Protections and External Remedies

Sexual harassment is not only prohibited by the Chief Talent Officer but is also prohibited by state, federal, and, where applicable, local law.

Aside from the internal process at Chief Talent Officer, employees may also choose to pursue legal remedies with the following governmental entities at any time.

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New York State Division of Human Rights (DHR)

The Human Rights Law (HRL), codified as N.Y. Executive Law, art. 15, § 290 et seq., applies to employers in New York State with regard to sexual harassment, and protects employees, paid or unpaid interns and non-employees regardless of immigration status. A complaint alleging a violation of the Human Rights Law may be filed either with DHR or in New York State Supreme Court.

Complaints with DHR may be filed any time within one year of the harassment. If an individual did not file at DHR, they can sue directly in state court under the HRL, within three years of the alleged discrimination. An individual may not file with DHR if they have already filed an HRL complaint in state court.

Complaining internally to the Chief Talent Officer does not extend your time to file with DHR or in court. The one year or three years is counted from the date of the most recent incident of harassment.

You do not need an attorney to file a complaint with DHR, and there is no cost to file with DHR.

DHR will investigate your complaint and determine whether there is probable cause to believe that discrimination has occurred. Probable cause cases are forwarded to a public hearing before an administrative law judge. If discrimination is found after a hearing, DHR has the power to award relief, which varies but may include requiring your employer to take action to stop the harassment, or redress the damage caused, including paying monetary damages, attorney's fees and civil fines.

DHR's main office contact information is: NYS Division of Human Rights, One Fordham Plaza, Fourth Floor, Bronx, New York 10458, (718) 741-8400 or by going to, <http://www.dhr.ny.gov/>.

Contact DHR at (888) 392-3644 or visit dhr.ny.gov/complaint for more information about filing a complaint. The website has a complaint form that can be downloaded, filled out, notarized and mailed to DHR. The website also contains contact information for DHR's regional offices across New York State.

United States Equal Employment Opportunity Commission (EEOC)

The EEOC enforces federal anti-discrimination laws, including Title VII of the 1964 federal Civil Rights Act (codified as 42 U.S.C. § 2000e et seq.). An individual can file a complaint with the EEOC anytime within 300 days from the harassment. There is no cost to file a complaint with the EEOC. The EEOC

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will investigate the complaint, and determine whether there is reasonable cause to believe that discrimination has occurred, at which point the EEOC will issue a Right to Sue letter permitting the individual to file a complaint in federal court.

The EEOC does not hold hearings or award relief, but may take other actions including pursuing cases in federal court on behalf of complaining parties. Federal courts may award remedies if discrimination is found to have occurred.

If an employee believes that he/she has been discriminated against at work, he/she can file a "Charge of Discrimination." The EEOC has district, area, and field offices where complaints can be filed. Contact the EEOC by calling 1-800-669-4000 (1-800-669-6820 (TTY)), visiting their website at www.eeoc.gov or via email at info@eeoc.gov

If an individual filed an administrative complaint with DHR, DHR will file a complaint with the EEOC to preserve the right to proceed in federal court.

Local Protections

Many localities enforce laws protecting individuals from sexual harassment and discrimination. An individual should contact the county, city or town in which they live to find out if such a law exists. For example, employees who work in New York City may file complaints of sexual harassment with the New York City Commission on Human Rights. Contact their main office at Law Enforcement Bureau of the NYC Commission on Human Rights, 40 Rector Street, 10th Floor, New York, New York; call 311 or (212) 306-7450; or visit www.nyc.gov/html/cchr/html/home/home.shtml

Contact the Local Police Department

If the harassment involves physical touching, coerced physical confinement or coerced sex acts, the conduct may constitute a crime. Contact the local police department.

SAFETY

Student Accidents or Medical Emergencies

In the event of a medical emergency, immediately notify the Head of School or the designee and call 911. The Head of School or the designee will go to the scene of the emergency.

Police Involvement with Students

In the absence of parental consent, the police may not question a student suspected of committing a crime nor may they question a student victim or witnesses unless there is a continued threat of imminent danger. In investigations of child abuse, the school must permit the NYPD to interview the child without parental notification or consent if the suspect is the parent, custodian or guardian. If the NYPD interview a student, children under the age of 18 may not be interviewed without the presence of a parent or the Head of School/designee. Except in cases of health or safety emergencies or child abuse investigations, a student's home address, phone number and other student record information may not be provided without a lawfully authorized subpoena or parental consent.

Safety Plan

The School will have an annual school safety plan in place in conjunction with the NYCDOE and the NYPD. The Safety Plan will include information on operations, schedules, staff, offices, chain of command, yard duty assignments, hall duty assignments, arrival/dismissal information, AED information and additional school activities. In addition, the information will be provided regarding safety evacuation procedures and medical emergency response information. It is the expectation that each employee will adhere to the guidelines in the safety plan. Each school will be evaluated on its readiness to execute its safety plan, evacuation procedures and medical emergency procedures.

CPR and Defibrillation

The School has access to an Automatic External Defibrillators ("AED") for emergency purposes. An AED is a portable, lightweight, automatic external defibrillator that is used to shock the heart of a person who is undergoing sudden cardiac arrest. The use of this piece of equipment requires training and is an essential part of administering emergency first aid immediately to a heart attack victim. The AED enables a trained individual to provide potentially lifesaving assistance in an emergency. Since sudden cardiac arrest

can strike anyone at any time, it is vital to know what to do and who to call to perform CPR and defibrillation.

Fire Drill / Evacuation Procedures

The School conducts fire and other emergency drills in accordance with applicable state and local laws. All employees are expected to participate in such drills, as building and safety personnel require.

Media

The School's employees must refrain from responding to any media requests for information or comment on behalf of the School.

In the event that an employee receives an inquiry from the news media (including, but not limited to, newspapers, magazines, television stations, radio stations, websites, or blogs) he or she should not answer any questions or respond with "no comment". Employees in this situation should ask for the person's name, media outlet, contact information, subject he or she would like to discuss, and the deadline for response, and immediately forward the message to the Head of School.

Media are not permitted on school premises.

Visitors in the Workplace

To maintain safety and security, only authorized visitors are allowed in the School. No visitors (children, parents, spouse, partners, or friends) may come to the School without official prior approval from the Head of School or the Head of School's designee. All visitors must sign in at the main desk and show a legal identification. All visitors must enter the Main Office and express the purpose of their visit for approval by the Head of School or the Head of School's designee. Unless staff has planned visits in their schedules, the presence of visitors may negatively reflect on classroom activities causing unwarranted disruption and possibly diminish productivity.

Security in the Schools

The maintenance of safety and good order is the collective responsibility of all school staff, parents, students and agencies such as the NYPD/NYCDOE Division of Safety. Employees are expected to cooperatively consult and work with the Head of School and School Safety Agents on all matters related to safety. It is expected that they notify each other promptly of incidents that occur on school property. Therefore, employees shall notify the Head of School or the Head of School's designee of any school related crime, sexual

misconduct, medical emergency or child abuse allegation or incident. It is expected that employees cooperate in completing any incident reports in order to provide a sufficient, detailed factual description of the incident.

Building Security

- External doors should never be propped open; especially during evenings, weekends, and holidays.
- Make sure that external doors are locked when you leave the School.
- When possible, lock classroom doors when you are the last one leaving.
- Make sure that all valuables and computers are properly locked.
- Students and teachers should never "let in" strangers. Follow appropriate visitor's policies.
- All visitors must check with security and go directly to the main office prior to meeting with a staff member.
- All visitors must wear a visitor's tag.

Personal Belongings

The School is not responsible or liable for personal property that is lost, stolen, or damaged while on School premises. In the interest of safety and security, the School reserves the right to search all bags and containers brought onto the School premises, at any time.

School-Wide Health

It is the responsibility of the Employee to comply with all health related safety policies as they are implemented by the School. These policies may change and it is essential that each Employee remains up to date on their role in School health measures. If at any point the Employee is unclear about their responsibilities, they must seek clarification from the Head of School.

School Nurse

A school nurse is available at posted hours. These hours are typically posted on the school nurse's office door (or are available from the director of school operations). If a student is injured, the faculty member in charge must bring him or her to the school nurse. In a medical emergency in school, the School Nurse should be notified immediately.

Only the school nurse may determine if a child must go home for medical reasons. In the event that a school nurse is not present, the school must receive permission from a child's parent or legal guardian to allow the child to go home for medical reasons.

Medication Administration

Except as expressly permitted by the School, School employees, including faculty, are not to administer medication of any kind (including Tylenol and cough medicine) to students. Only registered nurses and doctors who have proper authorization are permitted to do so, except in the event of a true emergency. Students may not have prescription or non-prescription medication in their possession without the express written consent of the school nurse.

In the absence of a school nurse, only a Head of School, dean, teacher, coach, physical therapist, or occupational therapist, who is authorized and has received training in safely administering medications from a school nurse or licensed physician, may administer oral, topical, inhalant, or injectable medications. No medication (prescription or non-prescription), however, should be administered to any student without the written order of a licensed physician, licensed dentist, advanced practice registered nurse or physician assistant, and the written authorization of a parent or guardian.

The administration of medications as prescribed shall be recorded on the Individual Student Medication Form. As each form is completed, the school nurse will file it in the student's cumulative health record.

Child Abuse or Maltreatment Pursuant to §411 et seq. of the Social Services Law

Pursuant to §413 of the Social Services Law, all School personnel are required to report instances of suspected child abuse or maltreatment to the State Central Register of Child Abuse and Maltreatment ("SCR"). A hotline has been established for reporting by mandated reporters, which include School officials. The hotline is 1-800-635-1522 or 311.

Child "abuse" occurs when a parent or other person legally responsible for the child inflicts serious physical injury upon the child, creates a substantial risk of serious physical injury, or commits a sex offense against the child. In addition, the definition includes instances where the parent (or person legally responsible) knowingly allowed another to inflict such harm.

Child "maltreatment" (which includes neglect) occurs when a child's physical, mental, or emotional condition has been impaired, or is in imminent danger of impairment, by the parent's (or other person legally responsible for the child) failure to exercise a minimum degree of care by (1) failing to provide sufficient food, clothing, shelter or education; (2) failing to provide proper supervision, guardianship, or medical care; or (3) inflicting excessive corporal

punishment, abandoning the child, or misusing alcohol or other drugs and, in doing so, causing the child to be placed in imminent danger.

As mandated reporters, School officials are required to report suspected child abuse or maltreatment when they have reasonable cause to suspect either has occurred. “Reasonable cause” to suspect child abuse or maltreatment means that, based on a School official’s rational observations, professional training, and experience, the official suspects that the parent or other person legally responsible for the child has harmed the child or placed the child in imminent danger of harm.

The law guides the mandated reporter to make an oral report to the State Central Register directly. The following procedures should be followed in reporting instances of child abuse and maltreatment.

- If a School employee learns of or suspects a situation of abuse or maltreatment of a student by his or her parent or person legally responsible for the student’s care, the employee must report the situation to the building Head of School immediately in order to coordinate the employee’s ability to make a call to the State Register.
- The mandated reporter should ask the SCR representative his or her name and the “Call I.D.”
- Within 48 hours of the oral report to the SCR hotline, he or she must complete and submit to the SCR mandated reporter a form “LDSS-2221A”. A form LDSS-2221A may be obtained from the New York State Office of Children and Family Services website at: www.ocfs.state.ny.us/main/forms or by calling (518) 472-0971.
- If a School official is uncertain about whether a situation rises to the level of abuse or maltreatment, the official should contact the hotline to discuss the matter with a trained SCR specialist.
- All information relating to reports of child abuse or maltreatment shall be strictly confidential.

Annually, the School shall provide training to all employees at the School regarding the New York State law and guidelines for child abuse and reporting.

Corporal Punishment

The Regulation of the Commissioner 100.2 defines corporal punishment as any act of physical force upon a pupil for the purpose of punishing that pupil. Corporal punishment is prohibited. Any allegation of corporal punishment must be reported to the administration immediately. Upon investigation and the findings, disciplinary actions will be followed up to and including termination.

Verbal Abuse

Verbal abuse is prohibited. Any allegation of verbal abuse must be reported to the administration immediately. Upon investigation and the findings, disciplinary actions will be followed up to and including termination.

Right to Know

The New York State Right-to-Know law gives employees the right to find out which toxic substances are present in their workplace – in this case the School. This law covers New York State public sector employees, including former employees who were employed after December 1980.

By law, the School is obligated to inform all employees of all substances known to be present in any compound or mixture, if they comprise 1% or more by weight of the compound or mixture hazardous. Upon written request, the School will provide any information regarding any substances used, within a 3-day period.

OSHA

Consistent with federal Occupational Safety and Health Act (OSHA) (see <http://www.osha.gov/comp-links.html>) requirements and to protect the well-being of employees, the School recognizes a need to limit the potential harmful effects of occupational exposure to blood and other potentially infectious bodily fluids where exposure to these materials (primarily hepatitis B and human immunodeficiency virus (HIV/AIDS)) could result in infection, illness or death of employees. The Health Safety policy covers all the School employees but particularly those who may reasonably anticipate coming into contact with these materials because of their job duties. If an employee's job duties may put him or her into this category, the School will provide that employee with appropriate information.

Whistleblower

The New York State Whistleblower Statute protects employees who disclose to their supervisors or an appropriate authority that the School is in violation of a law or regulation that presents a substantial and specific danger to public health or safety. The Whistleblower Statute prohibits the School from taking retaliatory action against any employees who make disclosures as described above.

FACILITIES AND TECHNOLOGY

Damage to Property

The School is a public school. Damage to school property is not acceptable. It will be determined based on a thorough investigation if the employee will be liable for any damage to school property. This includes damage to school owned technology.

Keys as Property

The keys and/or key cards you are issued are the property of the School. Each employee will submit the keys and/or key cards at the end of the school year. In the case of termination, they must be returned to the School.

Phone, Copiers and Mail Systems

The School's phones are provided for business use. Personal calls to and from the School are to be held to a minimum. Any personal phone calls that incur costs above and beyond the provided phone plan will be charged to the employee.

Employees may not use photocopiers for personal purposes and may not photocopy copyrighted materials without prior authorization. Employees should not receive personal mail at the School.

Personal Use of School Property

Employees may be allowed to borrow certain equipment for their own personal use while on our premises. If school equipment is borrowed for use off school premises, it is only with the approval of the Head of School and the completion of a form with the serial number of any tools or equipment. The employee is responsible for returning the equipment or tools in good condition. The employee must pay for any damages that occur while using the equipment or tools for personal projects.

Computer, Electronic and Voice Mail

This policy establishes rules governing employee use of the School's computer network, and options for electronic mail ("-mail") and telephone message handling ("voicemail") services and Internet access. The School has developed these rules to ensure that everyone understands how these options function and the limits that properly apply.

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All the School equipment, including desks, computers and computer systems, computer software, data storage devices, e-mail, voicemail and other physical and electronic items are for business use only, provided that you may receive necessary and appropriate personal messages on your office voicemail and/or through office e-mail. All communications and information transmitted by, received from, or stored in these systems are School records and property of the School. You have no right of personal privacy in any matter stored in, created, received, or sent over the School computer, email, internet, or voicemail system.

The School at all times retains the right, without notice, to search all directories, indices, data storage devices, files, databases, e-mail messages, voicemail messages, internet access logs and any other electronic transmissions contained in or used in conjunction with the School's computer, e-mail, voicemail and Internet access systems and equipment.

Deleted or erased computer, e-mail and voicemail messages may remain stored in the School computer server or telephone system. By placing information on the School's computer system, employees give the School the right to edit, delete, copy, republish and distribute such information.

The School Harassment Prevention Policy and the School Policy with respect to Confidential Information apply to all forms of communication including written, e-mail and voicemail.

All School systems require users to identify themselves with a user ID and password to obtain network access. Unauthorized use of systems without making this identification or bypassing this process is a violation of the School policy. Employees should make every effort to safeguard their passwords.

Sharing your network access with other users is strictly prohibited.

If the School provides access to an Internet service such as web browsing, such access is only for business use. This restriction includes any Internet service that is accessed on or from the School premises using the School's computer equipment or via the School-paid access methods and/or used in a manner that identifies you with the School. Very limited or incidental use of Internet services for personal, non-business purposes is acceptable. However, personal use must be infrequent and must not:

- a) Involve any prohibited activity (see Prohibited Activities);
- b) Interfere with your productivity or the productivity of your co-workers;
- c) Consume system resources or storage capacity on an ongoing basis; or

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- d) Involve large file transfers or otherwise deplete system resources available for business purposes.

Note: Employees must take the necessary anti-virus precautions before downloading or copying any file. If you become aware of any potential virus, notify your supervisor immediately.

The following guidelines have been established to help ensure responsible and productive Internet usage and you are strictly prohibited from using the School-provided computer, e-mail, voice-mail and Internet access services in a manner contrary to the following (“Prohibited Activities”):

- a) All Internet data composed, transmitted, or received is subject to disclosure to law enforcement or third parties. Therefore, all information must be accurate, appropriate, ethical and lawful.
- b) Data composed, transmitted, accessed, or received must not contain content that could be considered discriminatory, offensive, pornographic, obscene, threatening, harassing, intimidating, or disruptive to any employee or other person. Examples of unacceptable content may include, but are not limited to, sexual comments or images, racial slurs, gender-specific comments, or any other comments or images that could reasonably offend someone on the basis of race, color, religion, creed, sex, gender, sexual orientation, ethnicity, national origin, ancestry, age, disability (including AIDS), marital status, military status, citizenship status, predisposing genetic characteristics, or any other characteristic protected by law. Sending uninvited e-mail of a personal nature is also prohibited.
- c) The unauthorized use, installation, copying, receipt or distribution of copyrighted, trademarked, or patented material is prohibited.
- d) The deliberate alteration of system files or accessing any restricted files of the School is prohibited, as is the use of the School’s computer resources to create or propagate computer viruses, cause damage to the School computer files or to disrupt computer services.

The School purchases and licenses the use of various computer software for business purposes only and does not own the copyright to this software or its related documentation and therefore the School does not have the right to reproduce such software for use except as expressly provided in the license or purchase agreement. The School expressly prohibits the illegal duplication of software and its related documentation.

Employees who violate this policy will be subject to discipline, up to and including termination of employment. Employees who use the School

computer system for defamatory, illegal or fraudulent purposes may also be subject to civil liability and criminal prosecution.

Social Media

The School respects the right of employees to use social media and networking sites, as well as personal websites and blogs, but it is important that employees' personal use of these sites does not damage the School's reputation, its employees, or its students or their families. Employees should exercise care in setting appropriate boundaries between their personal and public online behavior, understanding that what is private in the digital world often has the possibility of becoming public, even without their knowledge or consent. The School strongly encourages all employees to carefully review the privacy settings on any social media and networking sites they use and exercise care and good judgment when posting content and information on such sites.

When using a personal social media site, an employee should not include current students as "friends," "followers," or any other similar terminology used by various sites. If an employee maintains or participates in a School sponsored online community that extends to persons who are students, parents, alums, or other constituents, s/he must exercise good judgment about any content that is shared on the site. Additionally, employees should adhere to the following guidelines, which are consistent with the School's workplace standards on harassment, student relationships, conduct, professional communication, and confidentiality:

- Employees should not engage in personal use of social media while on work time other than lunch breaks or other personal time;
- Any personal social media activity should be kept distinct from official the School social media activity and employees should not indicate or otherwise suggest that they are communicating on behalf of the School without prior approval from the Head of School.
- Employees should not make statements that would violate any of the School's policies, including its policies concerning discrimination or harassment;
- Employees must uphold the School's value of respect for the individual and avoid making defamatory statements about the School, its employees, its students, or their families;
- Employees may not disclose any confidential information of any type obtained during the course of employment with the School, including but not limited to:
 - the School's Confidential Information as defined in the "Confidentiality" section of this document;

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- o any non-public information about the School's students or families including any personally identifiable information.
- o any personally identifiable information about any School employees without prior consent.

If the School believes that an employee's activity on a social networking site, social media site, blog, or personal website may violate the School's policies, the School may request that the employee cease such activity. Depending on the severity of the incident, the employee may be subject to disciplinary action.