

## **Employee Notifications**

The following regulations lists employee notifications that are required by law. Employee acknowledgment of items #1 - #6 is also required by law. The district may expand this regulation so as to reflect any other acknowledgments which it requires of its employees.

The district shall provide employees with the following notifications and shall obtain signed acknowledgments that the notifications were received when so required by law or by district policy or regulations.

1. Legal obligation to report known or suspected instances of child abuse.

(cf. 5141.4 - Child Abuse Reporting Procedures)

2. Oath or affirmation of allegiance required of public employees.

(cf. 4112.3 - Oath or Affirmation)

3. Hepatitis B vaccine declination.

(cf. 4119.42 - Exposure Control Plan for Bloodborne Pathogens)

4. The district's school bus driver drug and alcohol testing policy, regulations, and related information.

(cf. 4112.42 - Drug and Alcohol Testing for School Bus Drivers)

5. Notice of release from position requiring an administrative or supervisory credential.

(cf. 4313.2 - Promotion/Demotion/Reclassification)

6. The classified employee's class specification, salary data, assignment or work location, duty hours, and prescribed work week.

(cf. 4212 - Appointment and Conditions of Employment)

7. The district's drug and alcohol-free work place.

(cf. 4020 - Drug and Alcohol-Free Work Place)

8. Prohibition of sexual harassment.

(cf. 4119.11 - Sexual Harassment)

9. The certificated employee's employment status and salary.

(cf. 4112.1 - Contracts)

10. State disability insurance rights and benefits.

(cf. 4154 - Health and Welfare Benefits)

11. Students whose actions could constitute grounds for suspension or expulsion, except for possession or use of tobacco.

(cf. 4158 - Employee Security)

12. Certificated employee evaluations.

(cf. 4115 - Evaluation/Supervision)

(cf. 4315 - Evaluation/Supervision)

13. Family Medical Leave Act.

(cf. 4161.8 - Family Care and Medical Leave)

14. Bloodborne pathogens.

(cf. 4119.43 - Universal Precautions)

15. Employees with Infectious Disease.

(cf. 4119.41(a) - Employees with Infectious Disease)

16. Confidentiality Statement.

Legal Reference:

EDUCATION CODE

231.5 Sexual harassment policy

44663 Evaluation and assessment; copy to certificated employee

44916 Written statement of employment status

44951 Continuation in position unless notified

45169 Employee salary data

49079 Notification to teacher

GOVERNMENT CODE

3100-3109 Oath or affirmation of allegiance

8355 - Certification of drug-free work place, including notification

PENAL CODE

11166.5 Employment; statement of knowledge of duty to report

UNEMPLOYMENT INSURANCE CODE

2613 Notice of rights and benefits

CODE OF REGULATIONS, TITLE 8

5193 California bloodborne pathogens standard

CODE OF FEDERAL REGULATIONS, TITLE 49

382.601 Controlled substance and alcohol use and testing notifications

Policy FRESNO UNIFIED SCHOOL DISTRICT

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