

Santa Barbara Unified School District

Board Policy

All Personnel

BP 4112.9

4212.9

EMPLOYEE NOTIFICATIONS

4312.9

The Governing Board believes that providing clear communications to staff is essential to establishing a professional, positive work environment and enhancing their job performance. The Superintendent or designee shall provide district employees all notifications required by law and any other notifications he/she believes will promote staff knowledge of the district's policies, programs, activities, and operations.

When required by law, Board policy, or administrative regulation, district employees shall be asked to sign an acknowledgment indicating receipt of the notification. Such acknowledgments shall be retained in each employee's personnel file.

(cf. 3580 - District Records)

(cf. 4112.6/4212.6/4312.6 - Personnel Files)

Legal Reference:

EDUCATION CODE

231.5	<i>Sexual harassment policy</i>
17612	<i>Notification of pesticide use</i>
22455.5	<i>STRS information to potential members</i>
22461	<i>Postretirement compensation limitation</i>
35031	<i>Nonreelection of superintendent, assistant superintendent, or manager of classified services</i>
35171	<i>Notice of regulations pertaining to certificated employee evaluations</i>
37616	<i>Notice of public hearing on year-round schedule</i>
44031	<i>Personnel file contents, inspection</i>
44663-44664	<i>Evaluation of certificated employees</i>
44842	<i>Reemployment notices, certificated employees</i>
44896	<i>Transfer of administrator or supervisor to teaching position</i>
44916	<i>Written statement of employment status</i>
44929.21	<i>Reelection or nonreelection of probationary employee after second year</i>
44934	<i>Notice of disciplinary action for cause</i>
44938	<i>Notice of unprofessional conduct and opportunity to correct</i>
44940.5-44941	<i>Notification of suspension and intent to dismiss</i>
44948.3-44948.5	<i>Dismissal of probationary employees</i>
44949	<i>Cause, notice and right to hearing</i>
44951	<i>Continuation in position unless notified, administrative or supervisory personnel</i>
44954	<i>Nonreelection of temporary employees</i>
44955	<i>Reduction in number of employees</i>
45113	<i>Notification of charges, classified employees</i>
45117	<i>Notice of layoff, classified employees</i>
45169	<i>Employee salary data, classified employees</i>
45192	<i>Industrial and accident leave</i>
45195	<i>Additional leave</i>

46162 Notice of public hearing on block schedule
49079 Notification to teacher; student who has engaged in acts re: grounds suspension or expulsion

GOVERNMENT CODE

1126 Incompatible activities of employees
3100-3109 Oath or affirmation of allegiance
8355 Certification of drug-free workplace, including notification
12950 Sexual harassment
54957 Complaints against employees; right to open session
54963 Unauthorized disclosure of confidential information

HEALTH AND SAFETY CODE

104420 Tobacco-free schools
120875 Information on AIDS, AIDS-related conditions, and hepatitis B
120880 Notification to employees re AIDS, AIDS-related conditions, and hepatitis B

LABOR CODE

2800.2 Notification of availability of continuation health coverage
3550-3553 Notifications re: workers' compensation benefits
5401 Workers' compensation; claim form and notice of potential eligibility

PENAL CODE

11165.7 Child Abuse and Neglect Reporting Act; notification requirement
11166.5 Employment; statement of knowledge of duty to report child abuse or neglect

UNEMPLOYMENT INSURANCE CODE

2613 Disability insurance; notice of rights and benefits

CODE OF REGULATIONS, TITLE 2

7288.0 Sexual harassment training, provision of district policy

CODE OF REGULATIONS, TITLE 5

4622 Uniform complaint procedures
80303 Reports of change in employment status, alleged misconduct

CODE OF REGULATIONS, TITLE 8

3204 Employees exposed to bloodborne pathogens, access to exposure and medical records
5193 California bloodborne pathogens standard

UNITED STATES CODE, TITLE 38

4344 Uniformed Services Employment and Reemployment Rights Act, notice requirement

UNITED STATES CODE, TITLE 41

8101-8106 Drug-Free Workplace Act

CODE OF FEDERAL REGULATIONS, TITLE 29

825.300 Family and Medical Leave Act; notice requirement

CODE OF FEDERAL REGULATIONS, TITLE 34

104.8 Nondiscrimination

106.9 Dissemination of policy, nondiscrimination on basis of sex

CODE OF FEDERAL REGULATIONS, TITLE 40

763.84 Asbestos inspections, response actions and post-response actions

763.93 Asbestos management plans

CODE OF FEDERAL REGULATIONS, TITLE 49

382.601 Controlled substance and alcohol use and testing notifications

SANTA BARBARA UNIFIED SCHOOL DISTRICT
Santa Barbara, California June 23, 2015