

SECTION H – NEGOTIATIONS

Section H contains policies, regulations and exhibits on the process of negotiating with bargaining units recognized by the school board and authorized under state law.

HP Employee Job Actions

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In the event of a state of emergency declared due to personnel problems, the Board of Education may take the following actions against any employee or group of employees refusing to perform any or all of their duties to the district.

1. Cancel or modify all leaves extended to employees including but not limited to sick leave, personal leave, sabbatical leave and maternity leave.
2. Refuse to pay any salary for days on which duties are not fully performed including reduction of any salary to be paid during summer months but earned during the school year.
3. Suspend payment on all insurance benefits including PERA or, in the alternative to the extent that such moneys are lawfully owed to such employee including credit earned toward summer salary payments.
4. Deem the act of failing to perform assigned duties to be a resignation from employment in the district.
5. Enforce the district's rights to collect or withhold damages for abandonment or breach of contract or other refusal to perform services for the district, pursuant to contract or law.
6. Report any disruption in service of any such employee and the reasons therefor to PERA, the Department of Education or any other appropriate governmental entity.
7. Terminate the employment of any such employee or initiate such proceedings as are necessary to cause the termination of such employee.
8. Initiate proceedings to cause the loss of nonprobationary status of any non-probationary employee.
9. Deem any employee's absence from regular duties to be unexcused unless suitable excuse is provided by the employee. The Board may require any employee claiming such excuse to provide such documentation as it deems appropriate under the circumstances.

Adopted: September 17, 1980

LEGAL REF.: C.R.S. 18-9-109

Plateau Valley School District 50, Collbran, Colorado