



Oregon Episcopal School

EMPLOYEE HANDBOOK

February 2016

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PREFACE

Welcome. We're glad you are a part of OES.

This handbook articulates many of the current policies and procedures of Oregon Episcopal School (referred to in this handbook as "OES" or the "School"). **This handbook is not intended to and does not constitute a contract or a binding promise.** Rather, it is only intended to be a general outline of our current policies, practices and benefits.

This handbook replaces all prior handbooks and supersedes all prior communications related to our personnel policies, both written and verbal. OES reserves the right to modify, revoke or suspend any or all of this handbook's policies or procedures, in whole or in part, at any time, with or without notice at its sole and absolute discretion.

All employees of OES are employed "at will," meaning either the employee or OES may end the employment relationship at any time, with or without cause or prior notice. No employee at OES is guaranteed employment for any length of time. Nothing in this handbook or in any document or statement shall limit the right to terminate employment at-will. Only the Head of School may modify the at-will nature of the employment relationship, and can do so only in a written agreement that is signed by the employee, Head of School and Board President.

The policies in this handbook are intended to meet the requirements of all applicable local, state and federal laws. It is possible that a provision or policy may inadvertently be inconsistent with applicable legal requirements. In that situation, the provisions of applicable law will govern. All employees are encouraged to bring any questions about legal requirements or possible policy inconsistencies to the attention of the Head of School or Director of Human Resources.

OES strives to comply with all applicable laws regarding equal employment opportunity and provides a workplace free from unlawful harassment. Employees should bring any questions or concerns regarding equal employment opportunities or harassment to their supervisors, any division or administrative department head, or the Head of School.

In this handbook, OES has tried to describe important information about the School's policies, practices and benefits. Employees will be provided electronic access to this handbook as part of the new hire and orientation process, and are expected to read, understand and abide by our policies. If employees have any questions that are not answered by this handbook, they should consult their supervisors or a member of the Human Resources staff.

OES is committed to a work environment in which relationships are characterized by dignity, honesty, courtesy, respect and equitable treatment. OES seeks to provide opportunities for participation, challenge, broadening experience and advancement where possible. The organization also strives to provide a work environment in which employees receive support and recognition for jobs well done. We are glad you have decided to join us.

1. INTRODUCTION

1.1 *Message from the Head of School*

Welcome to Oregon Episcopal School. OES is a community of teachers, administrators and staff all dedicated to the mission of preparing students to realize their power for good. We function as a close and committed community of students, families, faculty and staff and use this handbook to set expectations for behavior in that community for all employees. We value our employees' dedication to our mission and commitment to hard work, and we encourage open, direct, and respectful communication. It is in this spirit that this Employee Handbook has been assembled. Working together, we strive to create an exceptional educational experience for our students and a rewarding and invigorating environment for employees.

Our families entrust their most precious assets – their children – to us. We take this trust seriously and strive to meet and then exceed our community's high expectations. The Mission and Vision of OES are at the heart of everything we do. No matter what the employee's role at the school, their work is essential to achieving our high goals, and to providing the exceptional experience for students of our school that families expect.

Please take the time to become familiar with the contents of the Employee Handbook. Great care has been taken to clearly articulate our policies and procedures. Though we have tried to consider all aspects of the employee experience at the School, please know that if at any point you have questions or concerns regarding the policies that follow or anything else in your role as an employee, we encourage you to ask your supervisor or the School's human resources staff for guidance or assistance.

We are incredibly lucky to have the professional employees we do. Thank you for being part of our work with children and families – and for helping to make this a great school and a wonderful working environment.

Warmly,



Mo Copeland
Head of School

1.2 Mission and Vision Statements

Mission: Why We Exist

Oregon Episcopal School prepares students for higher education and lifelong learning by inspiring intellectual, physical, social, emotional, artistic, and spiritual growth so that they may realize their power for good as citizens of local and world communities.

Vision: Where We Are Going

Oregon Episcopal School connects people, ideas, and cultures to advance knowledge, create solutions, and enhance meaning.

1.3 Identity Statement

Our Oregon Home Matters: Perched on the Pacific Rim, nestled between the ocean and mountains, bordered by both natural wetlands and urban development, we nurture intrinsic curiosity about complex environments and people of diverse backgrounds, creating intentional connections and collaborative, sustainable solutions.

Our Episcopal Tradition Matters: Rooted in a rhythm of gathering and reflection, we educate toward a larger purpose – toward inclusion and respect, understanding and compassion, service and social justice, toward meaning and commitment beyond ourselves.

Our School Philosophy Matters: Grounded in the belief that the advancement of knowledge flows from open and rigorous inquiry, we cultivate the life of the mind and the whole person by connecting questions with exploration and discovery, theories with scrutiny, expression with art, and self with subject.

1.4 Accreditation and Memberships

OES is accredited by the Northwest Association of Independent Schools (NWAIS) (PK-12), and the Northwest Accreditation Commission (NWAC) (9-12). Both accreditations are voluntary and require periodic self-evaluations, the meeting of rigorous standards, and evaluation by visiting teams of peers and colleagues.

OES faculty and staff are encouraged to seek and profit from membership in appropriate regional and national professional associations. Area and departmental budgets will normally cover the costs of such membership, with the prior approval of various budget administrators.

2. EQUAL EMPLOYMENT OPPORTUNITY POLICIES

2.1 *OES Community Statement*

Drafted by a committee of students, parents, faculty, staff, and administrators in 2013 and approved by the OES Board of Trustees in May 2014, OES articulates the following commitment to diversity and inclusive community:

Awareness: Human differences matter. Recognizing and engaging the range of human thought, experience, and identity are essential to this school community.

Dialogue: The extent to which the school commits to ongoing dialogue and effort towards inclusion will determine our ability to wholly fulfill the school's Mission and realize its Vision.

Courage: OES recognizes that conversations about inclusive community require courage. Mistakes and times of discomfort are a part of the learning process.

Commitment: The OES Board of Trustees recognizes its leadership role in creating an engaged community that:

Embraces and celebrates a diversity of people, voices, and perspectives;

Develops intercultural communication skills for local and global understanding and citizenship;

Understands historical privilege and power inequities, and challenges norms and systems that perpetuate exclusion; and

Regularly evaluates and strengthens the school's practices of equity and inclusion.

2.2 *Nondiscrimination Statement*

Oregon Episcopal School does not discriminate in its hiring or employment practices on the basis of race, color, creed, religion, sex (including gender identity or expression), disability, national or ethnic origin, age, sexual orientation, marital status, genetic information, uniformed service or veteran status, or other legally protected characteristic or status.

2.3 *Equal Employment Opportunity Workplace*

OES provides equal employment opportunity to all qualified individuals in accordance with applicable state and federal laws. OES prohibits discrimination or harassment based on race, color, creed, national origin, citizenship, religion, age, disability, sex, sexual orientation, gender identity or expression, marital status, uniformed service or veteran status, family relationships, genetic information, or other status protected under state, federal, or local law in all personnel actions, including hiring, tenure, and conditions of employment. We expect all employees to conform to both the letter and the spirit of all state, federal, and local laws and regulations governing nondiscrimination and equal employment opportunity. This policy applies to all personnel actions, including recruitment, hiring, training, transfer, promotion and demotion, compensation and benefits, evaluation, discipline, and termination.

2.4 Discrimination and Harassment-Free Workplace

OES is committed to providing and maintaining an environment where all individuals are treated with dignity and are free from illegal discrimination or harassment of any kind and will not tolerate conduct by any employee that harasses, disrupts, or interferes with another's work performance or which creates an intimidating, offensive, or hostile work environment. Harassment based on any criteria named in the previous paragraph 2.3 or any other status protected by applicable law is unacceptable. This policy covers conduct in the workplace, at OES social functions, and at OES business functions.

Examples of Harassment:

Sexual Harassment: While *all* forms of illegal harassment are prohibited at OES, sexual harassment is specifically prohibited. Sexual harassment refers to unwelcome conduct such as sexual advances, requests for sexual favors, offensive touching, or other verbal or physical conduct of a sexual nature. Sexual harassment may include incidents between employees, volunteers, board members, vendors, contractors, consultants, customers, visitors, or agents of the school. Harassment may occur in hierarchical relationships, such as between a manager and employee, or between peers; it may occur between persons of the same or opposite gender.

Examples of conduct that could constitute sexual harassment include:

- Excessive, one-sided romantic attention in the form of repeated unwelcome requests for dates, love letters, telephone calls, e-mails or gifts;
- Offering or conditioning an employment benefit, like a raise, a promotion, or a special job assignment, in exchange for sexual favors;
- Treating an employee differently after he or she has turned down a romantic or sexual advance;
- Visual or physical conduct, like leering, making sexual gestures, or displaying sexually suggestive objects, picture, cartoons, calendars or posters in the workplace;
- Verbal conduct, like making or using derogatory words or comments, epithets, slurs, teasing and jokes of a sexual nature;
- Graphic sexual written or verbal comments about an individual's sex life or body, asking questions about a person's sex life or experiences, or engaging in gossip regarding a person's sex life, body, sexual activities, deficiencies or prowess;
- The use of sexually degrading words or sexually patronizing terms to describe an individual;
- Sexually explicit or suggestive texts, e-mails or voice mail messages;
- Unwelcome physical contact, including pats, hugs, brushes, touches, shoulder rubs, assaults, or impeding or blocking movements; or
- Sexual assault.

Other Illegal Harassment: harassment also includes racial slurs; ethnic jokes; epithets, slurs, vulgarities, obscenities, stories concerning a protected group or other derogatory comments, or non-verbal conduct such as eye-rolling, grunts, groans, silent treatments, bullying or other similar offensive gestures or intolerant acts that could reasonably be perceived as threatening, insulting, intimidating or discriminatory toward an employee because of that employee's race, national origin, ethnicity, age, religion, disability, sexual orientation, gender identity or expression, or any other legally-protected characteristic such that the conduct creates a hostile or offensive work environment.

For any harassment, whether or not the offending employee meant to give offense is not significant. The policy is violated when other employees, recipients or mere observers, are in fact offended by comments or conduct which is sexual or harassing in nature.

Reporting Complaints:

Employees who believe they are being harassed or who witness an incident of harassment should immediately contact one of the following: 1) the supervisor, 2) any division or administrative department head, 3) the Director of Human Resources, or 4) the Head of School. Employees should report any concerns about harassing behavior as soon as possible. We strive for a respectful, positive, and productive working environment at OES, but we cannot ensure such an environment unless concerns are brought to our attention so we can take action.

Response to Complaints:

Each report of harassment will be promptly and impartially investigated. This may include an investigation by the Head of School or his or her designee. OES will try to keep the complaint and the investigation as confidential as possible under the individual circumstances.

No employee may retaliate against any person for making a good-faith complaint of harassment or for participating in any investigation. "Retaliation" is broadly construed and includes conduct such as giving an employee the cold shoulder, changing his or her job duties, treating an employee rudely, etc. Employees should bring complaints of retaliation to the attention of the supervisor, any division or administrative department head, the Director of Human Resources or the Head of School.

Employees who engage in harassment in violation of this policy or retaliate against complainants or participants in any investigation under this policy will be subject to disciplinary action, up to and including termination of employment.

2.5 Criminal Convictions

School employees have the right to a safe, respectful, and harassment-free workplace in which everyone can contribute fully. Consistent with the law, the School does not hire or retain employees or volunteers who have been convicted of a crime of violence (e.g., assault, rape, murder or manslaughter), drug dealing (including the possession of controlled substances with intent to sell), child abuse/endangerment or any other crime directly related to the performance of their job. An employee or volunteer who has been convicted of such a crime, or knows of an OES employee or volunteer who has been convicted of such a crime, is obligated to report the conviction to his or her supervisor, the Director of Human Resources or the Head of School within 24 hours.

2.6 Accommodating Persons with Disabilities

OES is committed to complying with state and federal disability anti-discrimination laws, including the Americans with Disabilities Act (ADA) and the amendments thereto. This commitment extends not only to prohibiting discrimination against disabled applicants and employees, but also to complying with reasonable accommodation obligations.

Employees who need job accommodation due to a disability must advise their supervisors and/or the Director of Human Resources of that need. The supervisor and the Director of Human Resources will discuss the request for accommodation and options with the employee. Consistent with this policy and applicable law, OES will attempt to make reasonable accommodation for the employee who is unable to perform his or her job without an accommodation due to a physical or mental disability. Depending on the circumstances, reasonable accommodation may include restructuring non-essential job duties and functions, reassigning qualified employees to vacant positions, providing reasonable assistance in performing job duties, and granting finite leaves of absence. Based on the particular facts of each case, we will determine whether an accommodation can be granted without creating an undue hardship to OES (if an accommodation would impose an undue hardship, it will not be granted).

If at any time an employee believes that this policy has been violated, he or she must immediately notify the supervisor, department or division head, the Director of Human Resources or the Head of School.

2.7 Religious Accommodation

OES is committed to complying fully with state and federal religious discrimination and accommodation laws. The School will make reasonable efforts to accommodate the religious beliefs and practices of employees. If an employee needs job accommodation due to religious beliefs or practices, he or she must advise the supervisor or the Director of Human Resources of that need. The supervisor and Director of Human Resources will discuss the request for accommodation and options with the employee. OES will determine whether a requested accommodation would create an undue hardship based on the particular facts of each case (if the requested accommodation would impose an undue hardship, it will not be granted).

If at any time an employee believes that this policy has been violated, he or she must immediately notify the supervisor, department or division head, the Director of Human Resources, or the Head of School.

2.8 Accommodation for Victims of Domestic Violence, Sexual Assault or Stalking

We are committed to complying fully with Oregon law to provide reasonable safety accommodations to employees who are victims of domestic violence, sexual assault or stalking (DVSAS). We do not discriminate against an individual in hiring or any other employment decision because the individual is a victim of DVSAS. An employee who is a victim of DVSAS may request a reasonable safety accommodation to allow the employee to more safely continue to work. Employees who need reasonable accommodations are expected to request them from their supervisor. Based on the particular facts of each case, we will determine whether a requested accommodation can be granted without creating an undue hardship (if the requested accommodation would impose an undue hardship, it will not be granted).

If at any time an employee believes that this policy has been violated, he or she must promptly contact the supervisor, department or division head, the Director of Human Resources, or the Head of School.

2.9 *Employment of Relatives, Spouses or Domestic Partners*

OES does not discriminate against any applicant or employee based on his or her marital or registered domestic partnership status. However, OES will not allow an employee to have the authority or practical power to appoint, supervise, evaluate, audit, discipline or remove another employee with whom he or she has a marital relationship, registered domestic partnership or family relationship. Consistent with this policy, OES does not permit an employee to report to a person with whom he or she has a marital relationship, registered domestic partnership, or family relationship. OES also do not allow an employee to have any position in which it is reasonably foreseeable that the interests of OES and those of the employee may conflict as a result of his or her marital relationship, registered domestic partnership, or family relationship.

This policy applies to relationships involving a spouse, domestic partner, sibling (including in-law and step), parent (including in-law and step), grandparent (including in-law and step), child (including step), grandchild (including step), niece or nephew (including step), and people living in the same household in a relationship substantially comparable to any of the above.

If two employees who work in the same division or department or who are in a situation in which one of them supervises the other become related (typically by marriage or a relationship substantially similar) or involved in a romantic relationship, one of them may be transferred to another position to avoid a violation or potential violation of this policy. If such a position is not available, one of the two of them may be asked to seek other employment.

3. WORKPLACE POLICIES AND PRACTICES

3.1 *At-Will Employment Relationship*

Employment at OES is “at-will.” This means that both the School and Employee have the right to end the employment relationship at any time for any reason or no reason at all, either with or without notice. Please note: this includes all employees who receive wage increase letters and/or faculty contracts (although certain faculty contracts expressly provide for severance in the event the contract is canceled without cause). No one at OES other than the Head of School has the authority to change the at-will nature of any employee’s employment.

3.2 *Employment Classifications*

OES uses the following classifications for purposes of its payroll and benefits.

1. Employees are either full-time or part time:

FULL-TIME: A full-time employee is one who works in a position that is normally scheduled for 40 or more hours per week. Full-time employees are expected to work the days of the week and hours of the day as scheduled by their supervisors or as needed by OES. Regular full-time employees are eligible for many OES benefits. An employee’s full-time hire date is generally used in determining his or her eligibility for these employee benefits.

PART-TIME: A part-time employee is an employee who works less than full time. A regular part-time employee typically works a schedule of less than 40 hours per week. Due to business operating requirements, a minimum or maximum number of scheduled hours cannot be guaranteed to part-time employees. Part-time employees who are regularly scheduled to work at least 1,000 hours during the calendar year (or in the case of faculty, who work at least 20 hours per week during the academic year) are generally eligible for certain employee benefits as described elsewhere in this handbook (see Section 8). (Note that certain benefits have different eligibility requirements, as described elsewhere in this handbook, and that eligibility for some benefits is on a prorated basis based on the number of regularly scheduled work hours.) Part-time employees who are regularly scheduled to work fewer than 20 hours per week will receive all legally mandated benefits such as workers’ compensation insurance and Social Security benefits, but generally are ineligible for all other benefit programs.

2. Employees are known as Faculty, Administrators or Staff, and some staff are referred to as Academic Year Based Staff:

FACULTY: Employees whose primary duty is teaching students. Faculty may receive teaching contracts, but they remain employed at-will at all times.

ADMINISTRATOR: Employees who head (or assist in heading) the academic divisions and administrative departments, including the assistant to the Head of School.

STAFF: Employees who are not Faculty or Administrators. Staff typically have a primary duty other than teaching students and support others in administrating departments or divisions.

ACADEMIC YEAR BASED STAFF: Staff (as defined above) who are in nonteaching positions and who are employed based on the 10-month academic year calendar.

3. Employees are classified as regular, on-call, seasonal, or temporary:

REGULAR EMPLOYEE: Employees hired to work on an on-going, indefinite basis. Regular employees are eligible to receive all legally mandated benefits (such as workers' compensation insurance and Social Security benefits, etc.), and may be eligible for other benefits based upon the number of hours worked for OES and other criteria.

ON-CALL EMPLOYEE: Employees who work as relief for others, or on an as-needed basis. The category includes substitute teachers. On-call employees will receive all legally mandated benefits (such as workers' compensation insurance and Social Security benefits), but generally are ineligible for all other benefit programs.

SEASONAL EMPLOYEE: Seasonal employees work during specific parts of the year. Examples include summer program teachers, athletic coaches, and student trip leaders. Seasonal employees are eligible to receive all legally mandated benefits (such as workers' compensation insurance and Social Security benefits), but generally are ineligible for all other benefit programs.

TEMPORARY EMPLOYEE: Employees hired to work on a temporary basis or on assignments of limited duration (for example, employees hired to fill in during sabbaticals or parental leaves). Temporary employees will receive all legally mandated benefits (such as workers' compensation insurance and Social Security benefits), but generally are ineligible for all other benefit programs, unless hired into a "temp-to-regular" position as designated at the time of hire.

4. Employees are classified under federal and state law as either exempt or nonexempt:

EXEMPT: Employees generally paid a given salary, regardless of the number of hours worked in a particular week. They are not entitled to compensation for overtime under the wage and hour laws. Generally, executives, professional employees, and certain employees in administrative and IT computer services positions are exempt.

NONEXEMPT: Employees who are entitled to compensation for overtime and lunch and rest breaks under the wage and hour laws and are generally, but not always, paid on an hourly basis.

3.3 New Hires and Rehires

New hires are informed, verbally or in writing, of their specific terms of employment, such as title, position, schedule, compensation, and benefits. For some positions, OES may provide this information in a letter or contract. Employees are subject to other policies adopted by OES, such as those contained in this handbook or in specific benefit plan documents. All employment at OES is "at will," meaning either the employee or OES may end the employment relationship at any time and for any or no reason without notice.

OES requires all prospective and new employees to undergo background checks to the extent permitted and/or required by law. OES determines which checks are appropriate for each job category within the school. That may include but is not limited to screening for criminal records, driving records, credit history and educational credentials. Job offers are conditional upon the successful completion of these background checks; consequently, a job offer may

be withdrawn or employment may be terminated based on information learned through the background check.

All prospective employees, following a conditional offer of employment, must pass a drug test, with the exception of OES student employees and employees under the age of 16. Any prospective employee whose pre-employment drug test yields a positive result will have his or her offer of employment immediately withdrawn. Such employee will not be eligible to reapply for employment to OES for a minimum of six (6) months and will again be subject to the same pre-employment background check process and drug testing. Employees whose jobs have a physical component will be subject to a physical exam after a conditional offer of employment.

OES only employs individuals who are lawfully authorized for employment in the United States. New hires are required to complete the Employment Eligibility Verification Form (I-9) before starting work. Employees who fail to provide necessary documents will be placed on leave without pay until such documents are provided. Any employee who cannot provide the necessary documentation after a reasonable time will be terminated.

Rehire Policy: Former employees rehired within six months will retain their accrued sick leave balance (if any) that remained at termination. Former employees rehired within one year may keep their original seniority date for purposes of accruing paid leave benefits. Former employees rehired after one year or more do not retain their original seniority date. All other benefits are effective on the first day of the month following rehire, unless the terms of a particular plan require otherwise. Background checks and drug testing are required for rehired former employees.

3.4 *Introductory Period*

All newly hired, regular employees serve a three-month introductory period. The manager will conduct a performance evaluation at or prior to the completion of the three-month introductory period in order to provide the employee with feedback and to establish the next period performance objectives. Promotion, demotion or transfer to a new job function will result in a new introductory period for a current employee.

On occasion, the introductory period may be extended for up to an additional three months. This would occur only after consultation with and approval by the department manager and Director of Human Resources. Such actions may arise for a variety of reasons, including the manager's determination that the three-month period was inadequate to appropriately assess the employee's job performance. In no case should the completion of the introductory period be understood as a guarantee of permanent or continued employment with the School, as all employees here are employed at-will at all times. Please see the At-Will Employment Policy (Section 3.1) for more details.

3.5 *Personnel Records*

Personnel files are records maintained by the school for the purpose of keeping information regarding an employee's work performance and other related matters. Personnel files are the property of OES and access to the information contained therein is restricted to the employee and to those employees on a need-to-know basis.

Changes of address, tax withholding status, emergency contact, or telephone number should be reported in writing to Human Resources. The school will attempt to annually update emergency contact, telephone, and address information.

Any employee who wants to review his or her own personnel file, should make a written request to the Director of Human Resources. OES will provide any current employee the opportunity to review his or her file, generally within three (3) business days of the written request. The review of the personnel file must take place in the Human Resources Office.

Medical records, if any, will be maintained in a separate confidential file and will not be disclosed without the employee's authorization or as otherwise required by law.

3.6 Performance Evaluations

Every employee's performance will be periodically evaluated, both formally and informally. OES believes that periodic evaluation provides the School with an opportunity to discuss and recognize the employee's contributions, areas for continued growth, and skills that need improvement. Written reviews are a way of ensuring that good work is being acknowledged and any concerns about the quality of an employee's work are being identified and communicated. The written review(s) should include an assessment of strengths as well as performance areas needing improvement and suggestions for improving performance.

Employees should feel free to ask their supervisors for more information about the evaluation process.

3.7 School Closure Due to Inclement Weather

From time to time, OES closes school due to weather conditions that make transportation of students and/or faculty and staff to school hazardous. We use Instant Alert, a communication tool to which employees must opt in, to communicate with faculty and staff about conditions on route to campus and on campus so each employee can make an informed decision as to whether it is safe to travel to school.

If classes are cancelled, we encourage all faculty and staff to come to school only if need be and to continue to work at home if possible. Any employee who is able to perform work from home is expected to do so. If an employee who is able to work from home chooses not to do so, he or she will be treated as having taken day off work for personal reasons. The employee may elect to use paid leave, if available, to cover this time off. Please confer with your supervisor as to your working or nonworking status on any day when school is closed and you are not able to travel to work.

There are, however, certain employees considered essential to the school's operations under such conditions who are expected to report if they can do so safely. These individuals will be notified in advance by their supervisors and should report on hours/days of school closure as promptly as possible, assuming there is a safe method for them to get to school. Essential hourly employees are defined as individuals deemed necessary to report to work by the Director of Facilities or the Head of School.

All employees will be paid for their regularly scheduled hours/day(s) OES elects to close the school, up to a maximum of five days per year, with the exception of those individuals who can work from home and who choose not to do so, as noted above. If the school is closed for

more than 5 days in a single year, the Head of School has the option of extending this provision.

If the opening of school is delayed, employees are expected to report promptly at the later hour of opening. If school is closed because of poor road conditions in the morning, but it is feasible to travel in later, faculty and staff are expected to do so, at the direction of their supervisor. We expect employees who do not come in to school to continue with any work that can be done during the day remotely.

If OES does not cancel school on a day with snow or other inclement weather conditions and an employee does not report to work due to the weather conditions, this day will not be paid to the employee and will be recorded as day off work for the employee. The employee may elect to use paid leave, if available, to cover this time off.

3.8 Head's Advisory Committee (HAC)

The Head of School's Advisory Committee (HAC) is charged with the responsibility of meeting to review matters of general employee celebrations and concerns, to advise the Head of School on general policy matters, to serve as a sounding board for the Head of School, and to work collaboratively with the Head of School to create a positive, all-school environment. HAC may initiate matters of discussion that deserve attention. As representatives of employees, the members will seek consensus on such matters brought to the committee. The Head of School, Associate Head of School, and Human Resources Director will attend these meetings.

HAC is made up of 9 members, elected in the spring: two faculty members from Lower School; two faculty members from Middle School; two faculty members from Upper School, one faculty member from Residential Life, and two employees from non-teaching staff, including one 12 month employee. Membership is for three years. The Chair will serve a two-year term, which may lengthen the Chair's term on HAC. At the end of his/her term, the Chair along with the Head of School will present a candidate to HAC for approval.

Shared Goals:

- Create a positive work environment
- Give employees a voice in a safe environment
- Allow all constituents of the community to come together to share successes, concerns, and ideas
- Foster two-way communication and information sharing
- Keep the Head of School informed
- Promote a cohesive workplace culture

Committee meetings:

- HAC meets the third Wednesday of the month during the school year from 3:30 to 4:30 PM
- Members solicit items for celebration and items of concern from constituents
- Agenda items are submitted by members to Committee Chair
- Committee Chair and Head of School review submitted items and develop the agenda
 - Some items may not be discussed at HAC because they can be addressed elsewhere more efficiently and effectively
 - Redirection will be reported back to the member raising the issue

- The HAC member will follow-up with the employee who raised the issue for resolution and rationale
- Meeting notes, action items, and next steps will be recorded by voluntary note takers
- Notes will be reviewed by the Chair and the Head of School
- Finalized record of minutes will be sent by the Chair to all employees
- Standing agenda items to include:
 - Approval of minutes
 - Request for input from Head of School
 - Report on action items/next steps
 - Celebrations
 - Issues
- Committee charter will be reviewed annually with new members at the last meeting of the school year

3.9 *Personal Property on School Campus*

The School will not be responsible or liable for any personal property that is lost, stolen or damaged. The School's insurance will not cover theft, damage or loss to property not owned by the School. The responsibility for safeguarding, replacing, or repairing personal property lost, stolen, or damaged while on School premises, conducting School business, or in a School owned vehicle is that of the employee. Consequently, employees are encouraged to not bring valuable personal property to work. Employees are expected to take care to secure personal belongings that they do bring onto the campus.

4. WORK DAY AND COMPENSATION

4.1 Attendance

We depend on the regular and prompt attendance of all of our employees. Employees are expected to be at work on time and to know and understand OES's attendance expectations as set forth in the all-school calendar, division calendars, other publications, and supervisor communications.

The academic day is defined as 7:45 am to 3:45 pm. All full-time faculty are expected to be on campus during these hours. Staff work schedules vary and are assigned by the department supervisor.

The employee should alert the supervisor and divisional office staff, as applicable, as soon as possible if he or she must be away from work, but no later than 12 hours prior to his or her scheduled reporting time. If the reason is for unforeseeable sick leave, the employee should provide notice before the start of the employee's work day or as soon as is practicable.

Lack of communication or too many unexcused absences and/or late arrivals will lead to discipline and could lead to termination.

In the event an employee does not call-in sick or report for work as scheduled for three (3) consecutive work days, this behavior will be considered job abandonment by OES and the employee will be treated as having voluntarily resigned.

4.2 Workweek, Pay Periods, and Paychecks

The OES workweek is 40 hours. For purposes of overtime calculation, the workweek begins on Sunday morning at 12:00 a.m. and ends on Saturday night at 11:59 pm. Actual work schedules vary by employee. The academic day is defined as 7:45 am to 3:45 pm.

There are typically 12 pay periods in a calendar year. Payday is the first day of each month. If the first day of the month falls on a weekend or holiday, payday will be the prior working day. The exception is January 1, when payday is the next business day.

OES recommends that all employees setup direct deposit of their monthly paycheck and also enroll in electronic access to their paystubs to reduce paper use and postage expense. Employees who have not arranged for direct deposit will have their checks delivered to their OES mailboxes during the school year and mailed to their homes during the summer break. Employees without OES mailboxes will receive their paychecks by mail or may pick them up in person.

Employees should notify the HR Office as soon as possible of any error in pay or change in mailing address. Employees are responsible for maintaining a current mailing address with OES. OES is not responsible for delayed US Postal Service when mailing paychecks to employees.

4.3 Time Records

We want to be sure employees are paid for all the work they perform. To accomplish this, we must have an accurate record of time worked. With the exception of exempt employees, all employees are required to accurately and fully report hours worked. Nonexempt employees

are required to submit a monthly time record. Exempt employees are required to report all paid leave taken (sick, vacation, holidays, personal days, etc.).

The School does not allow non-exempt employees to do any work "off the clock." Nonexempt employees should record all of their work time and have their supervisors sign their monthly time records. Those nonexempt employees who are salaried should take special care to record unexpected hours worked in the time sheet's "extra hours" column.

Nonexempt employees are expected not to check their emails and voicemails outside of normal work hours, unless specifically directed by their supervisor (in which case they should record the time worked).

4.4 Overtime

Nonexempt employees will be paid overtime at the rate of time and one-half of their regular rate of pay for those hours worked in excess of 40 in one workweek. Holidays, sick leave, paid personal days, floating holidays and vacation are not counted as hours worked for the purposes of calculating overtime. Except in rare cases of emergency, nonexempt staff must obtain approval in advance from their supervisors before working overtime. Exempt employees are not eligible for overtime.

4.5 Payroll Deduction

OES makes payroll deductions as required by law, including FICA (Social Security), Medicare, federal income tax withholding, and required state taxes. The federal income tax withholding is based on the Withholding Exemption Certificate ("W-4 Form") each employee files with us. If there is a change in the number of dependents an employee is entitled to claim, the employee should submit a new W-4 Form with the appropriate revisions. We may also make deductions for garnishments as required by law. Employees are responsible for correcting inaccurate levies.

4.6 Payroll Advances

Only one payroll advance per month will be allowed. Advances in pay will be paid on the 15th of the month only and must be previously authorized by the employee's supervisor. The employee may request up to one half of his or her estimated regular monthly net compensation in the payroll advance request. All deductions including taxes and benefit deductions (insurance, 403b contributions, etc.) will be withheld from the paycheck that the employee receives on the first of the month.

Process for payroll advance:

- 1) Completely fill out, sign, and date a Payroll Advance form.
- 2) Have your supervisor sign the Payroll Advance form.
- 3) Deliver the Payroll Advance form to Accounts Payable no later than 10:00 a.m. on the 10th of the month to ensure time to process your request. If the 10th is on a weekend, please deliver the completed Payroll Advance form to Accounts Payable by the Friday before.

4.7 Meal Breaks, Rest Breaks, and Lactation Accommodation

Rest Breaks (Paid):

All nonexempt employees receive a 10-minute paid rest break for each four hours of work time or major portion thereof. Employees should take a rest break near the middle of each four-hour work segment. Break periods may not be used or skipped to extend a lunch period, work overtime, arrive late or leave early.

Meal Breaks (Unpaid):

All nonexempt employees working six continuous hours or more in a day are required to take a 30-minute unpaid meal period, preferably in the middle of the shift. Meal periods may not be used or skipped to extend a work overtime, arrive late, leave early, or make-up for missed work time. Ordinarily, employees are required to be relieved of all duties during the meal period. In limited exceptional circumstances where an employee might perform duties during a meal period, the employee will be paid for the whole meal period. If an employee must work during the meal period, he or she must have supervisor approval and record the time as work time on the monthly time sheet. Working during a meal period should be a very rare exception.

Nonexempt employees are required to take meal and rest breaks as described above. Failure to do so can lead to discipline. If you are a nonexempt employee and believe you are not receiving your meal or rest breaks, you should contact your supervisor or Human Resources.

Lactation Accommodation (Unpaid):

Upon request, the School will provide reasonable rest breaks and/or private locations as required by law to accommodate lactation in the workplace. The employee should consult with Human Resources for further assistance with this accommodation. Refrigerators are available for the storage of breast milk. The milk must be clearly labeled with the employee's name and the date that the milk was expressed. Any nonconforming products stored in the refrigerator may be disposed of.

4.8 Pay Practices

Pay practices, including pay increases, promotions, and changes in status, may change from time to time. Although circumstances sometimes don't allow for advance notice, we will try to provide advance notice of any changes in employee's employment status and our pay practices.

Compensation for Administrators and Staff:

Individual compensation for Administrators and Staff is approved by the Head of School. Increases are discretionary and depend on the employee's performance, as well as the School's annual budget, student enrollment, the labor market, changes in the cost of living, and other relevant factors. Administrators and Staff are evaluated annually for pay increases by their supervisors. Pay increases are typically announced in wage increase letters. An increase in wages is never guaranteed for any employee.

Compensation for Faculty:

Faculty salaries are generally based on education and teaching experience. The Head of School and Division Head will determine placement of a new teacher on the salary scale based on education (as evidenced by official transcripts), years of teaching experience, and the needs of the school.

Academic Credits for Faculty: Faculty must submit an official transcript or other evidence of coursework completion to the appropriate Division Head by September 1 in order to obtain credit for that school year for the academic course work completed. Credits accepted for advancement on the salary scale include college course credits; continuing education credits that would be accepted as certification/recertification credits by the State of Oregon; and credits granted by a recognized professional certifying, accrediting, or licensing organization. Not all professional development units (PDUs) will count toward advancement on the salary scale. To count as academic credits, they must first be approved by the relevant division head and, if approved, will be valued at a rate of 30 PDUs to one semester credit hour. If the number of credits accepted is in question, it will be determined using the same criteria as used for determining college credit. The OES faculty salary scale is based on semester credit hours.

4.9 12-Month Compensation for Salaried Faculty and Academic Year Based Staff

Faculty and Academic Year Based Staff at OES generally work during the 10-month academic year and take the summer off. Regardless, annual compensation for salaried Faculty and Academic Year Based Staff is computed and paid out equally over a 12-month period, with the first paycheck of the academic year on October 1st.

4.10 Business Expense Reimbursement

OES will reimburse employees for reasonable pre-approved expenses incurred in the course of conducting OES business. The employee should seek approval from his or her supervisor in advance of incurring the expense. In order to request reimbursement, the employee should fill out a check request, attach all receipts, and submit it to the department/Division Head for approval before turning it in to the Business Office. Check requests submitted by Wednesday will ordinarily be processed by Friday. Expense requests and receipts must be submitted for reimbursement within 60 days of the date the expense is incurred.

To be eligible for reimbursement, the expense must be reasonable and clearly related to OES school business (such as classroom instructional materials or a consultant lecturer's fees). The School will also reimburse fees for the employee's professional position (such as certification renewals or professional association memberships). Personal expenses will not be reimbursed.

4.11 Travel Expense Reimbursement Policy and Procedure

OES will reimburse employees for reasonable expenses incurred in the course of preapproved travel on school business, in accordance with the School's Travel Expense Reimbursement Policy and Procedure. Before you travel, please refer to the full policy: http://www.oes.edu/uploaded/Forms/HR/OES_Travel_Policy.pdf.

4.12 Business Credit Cards

OES will issue credit cards to certain employees whose jobs require them to regularly make purchases or travel on the School's behalf. Cardholders are required to review their statements on a monthly basis and return them to Accounts Payable with all receipts attached and charges identified as to purpose. Failure to do so in a timely manner will result in the loss of card privileges. Likewise, charging personal expenses on the School credit card is unacceptable and will result in requests for restitution, removal of card privileges, and possible disciplinary or criminal action.

5. PERFORMANCE EXPECTATIONS

5.1 Basic Standards of Conduct

The OES Mission and Vision Statements (Section 1.2) set forth the basic standards of conduct for OES employees. The Identity Statement (Section 1.3) and OES Community Statement (Section 2.1), both policies of the Board of Trustees, further define these basic standards of conduct. OES employees are required to act in accordance with the letter and the spirit of these policies.

All employees are expected both to remain competent in their particular fields of work and to pursue personal and professional development. All employees are expected to set positive examples for students in conduct, dress/attire, and performance.

All employees are required to obey all laws. This includes but is not limited to laws regarding contributing to the delinquency of a minor and child abuse, including those statutes requiring personnel to report cases of suspected abuse. Information on these laws, as well as OES policies on child abuse and harassment, are on file in the Head of School's Office, the Division Offices, and the Counselors' Offices. OES will provide training to all faculty and staff on harassment, discrimination and mandatory reporting obligations, as well as any other related topics determined necessary by the Head of School. All OES employees are required to attend these trainings and to practice appropriate, professional behavior in all interactions with students and co-workers. Please refer to our policies on Mandatory Reporting of Child Abuse (Section 6.2) and Discrimination and Harassment-Free Workplace (Section 2.4) for more details.

5.2 Corrective Action and/or Performance Improvement Plans

At times, issues may arise in the workplace that require counseling, discipline, and, in some cases, termination. In most circumstances, we will choose to use a progressive discipline process that gives the employee notice of substandard work performance and/or conduct and an opportunity to correct the problem. Although in many instances OES will decide to follow this procedure, please remember that we are not obligated to follow the steps below. In our experience, progressive discipline is not warranted in all circumstances. For example, the offense may be serious enough to call for immediate termination; progressive discipline may have a very small chance of being successful; immediate termination may better meet business needs; or relationships may have deteriorated to the point where it is in the School's interest that an immediate employment separation occur.

Progressive discipline is often the chosen process. In those circumstances, we may follow some or all of these steps before the ultimate discipline of termination. Our progressive discipline options are some or all of the following:

Verbal Warning: We will talk to the employee concerning the problem and the need for improvement. Verbal warnings will be documented in writing by the employee's supervisor and delivered to Human Resources for inclusion in the employee's personnel file.

Written Warning: We will give the employee a written warning, generally citing the objectionable action and warning of the possible consequences for continued objectionable conduct. The signed written warning will be delivered to Human Resources for inclusion in the employee's personnel file.

Performance Improvement Plan (PIP): We will work with the supervisor to document the specific action(s) and work standard(s) that are in need of improvement or below performance expectations. The supervisor will also outline the timeline for job improvement and the follow up evaluation period(s) for the PIP. He or she, in consultation with the Director of Human Resources and division or department head, will determine the timelines for the PIP and any follow up periods. There is no "required" number of steps in this process beyond the initial PIP document. Timelines will be determined based on circumstances in each situation.

Termination: We will terminate the employee's employment for failure to correct the workplace performance or conduct.

Nothing in this policy modifies the at-will nature of the employment relationship or requires OES to use progressive discipline in any particular circumstance.

Employees will be asked to acknowledge in writing any written warning or performance improvement plan received. Acknowledgement of the warning does not constitute agreement with the details of the warning. The employee will be provided with the opportunity to provide his or her perspective on any action/situation cited in the warning.

5.3 Confidentiality

Confidentiality is essential to the sound relationship with our students; it is also a legal and ethical matter of the utmost importance. Employees are expected to respect and maintain the confidential nature all of confidential and proprietary information concerning OES. Confidential information includes all information that is not generally available to the public. This information must not be disclosed to anyone outside OES, either during employment or after termination.

Nothing in this policy is intended to prohibit activities protected by law such as engaging in protected concerted activity (such as discussing terms and conditions of employment with coworkers or nonemployees) or whistleblower acts (such as reporting safety concerns or illegal conduct to outside agencies, or participating in a government investigation).

Confidential information includes OES's school records, business or operating plans, finances and financial information, legal affairs, personnel files, donor information, marketing strategy, or any other information or confidences relating to the school and our students.

Employees are expected to show the highest regard for the privacy of each member of the OES community whether a student or family member, employee, volunteer, or donor. In addition, employees must strictly observe the confidentiality of records and other information associated with students, employees, and the School. Employees should exercise caution when discussing any confidential information and do so only when necessary and appropriate in the context of school operations. Care should be taken to prevent discussions from being overheard by others not directly involved. Calls, letters, or other forms of communication from legal counsel should immediately be directed to the Head of School, or, in his or her absence, to the Chief Financial Officer. Employees may not disclose confidential information or use confidential information to further their personal interest or that of any person or entity other than OES. Use or disclosure of these records or other confidential information in violation of this policy could be cause for immediate termination.

5.4 Conflict of Interest

OES has high standards concerning our relationships with employees, parents, students, donors and the general public. To avoid any actual or potential conflict of interest, employees must avoid all conflicts or apparent conflicts between their individual interests and the interests of OES. To avoid a conflict, the employee, a member of the employee's household, a close friend, or a family member must not obtain a personal or financial interest in any contract, subcontract, agreement, or other business relationship that could be interpreted by OES or the Board of Trustees as creating a conflict of interest. OES asks that employees take seriously this fundamental duty of loyalty to the employer. Administrators, and any other employees designated by the Head of School, are required to sign a conflict of interest agreement as a requirement of their position with OES. Violation of this policy may be grounds for disciplinary action up to and including termination of employment.

If an employee has any questions regarding a possible conflict of interest that may arise, the question should be discussed immediately with the employee's supervisor or the appropriate department or division head.

5.5 Contact with Media, Law Enforcement, Government Agencies, and Other Third Parties

OES strives to ensure that official contact with the media, law enforcement agencies, government agencies and other organizations and persons outside the OES community are accurate, well informed, helpful, and consistent. Therefore, the office of the Head of School will act as the clearinghouse for all inquiries regarding OES, its operations, students, and employees, or regarding events that might be of public concern.

Nothing in this policy is intended to prohibit activities protected by law such as engaging in protected concerted activity (such as discussing terms and conditions of employment with coworkers or nonemployees) or whistleblower acts (such as reporting safety concerns or illegal conduct to outside agencies, or participating in a government investigation). We encourage, but do not require, employees to notify the Head of School of any such concerns before notifying an outside agency.

Employees are not authorized to respond on OES's behalf or in a representative capacity to outside inquiries, or to otherwise provide information on OES's behalf regarding OES to the media, law enforcement agencies, government agencies or other organizations and persons outside the OES community without the permission and approval of the Head of School, unless required by law.

This policy does not apply to information that is routinely provided to persons outside the OES community in the course of an OES employee's job, such as information provided to prospective students by the Admissions Office, the comments of an athletic coach regarding OES's performance in a sporting event or a teacher commenting on the success of a student project that is of interest to the community.

If any employee has any questions about whether to provide information to an outside source, please seek guidance from the Head of School.

5.6 Other Employment

Employees are expected to devote their best efforts to the interest of OES and the conduct of its affairs. OES recognizes the employee's right to engage in activities outside of OES employment that are of a private nature and unrelated to our school, and OES encourages outside activities that may enhance the employee's professional contribution. However, employees may not engage in outside work that will interfere with the duties of their primary job with OES or have a negative impact on its reputation. Any questions regarding a possible conflict with outside employment should be discussed immediately with the employee's supervisor.

5.7 Computer Use

The following guidelines should be followed by any employee who uses an OES computer:

1. The OES network, computers, printers, services, and internet access are provided for academic and staff work – that is to say, our electronic equipment is only for business use. OES equipment and services should not be used for entertainment purposes or personal business.
2. Employees should not have any expectation of privacy using the OES network and voice mail systems. Authorized employees of OES may inspect the contents of computers, servers, laptops, and voice mail or electronic mail as necessary to locate needed information or to assure compliance with this or any other policy. Therefore, personal files, information, or materials should not be on school computers.
3. Unless you are authorized to access electronic information as part of your job, permission must be obtained before accessing or using the files or materials of other faculty, staff, or students. Inappropriate access, use, alteration, or deletion of others' files may lead to discipline.
4. OES cannot guarantee the absolute protection and preservation of employee files and materials. OES does not accept responsibility for the loss of materials (for example, due to system failures, viruses, accidents or other problems) and the resulting loss of work or time incurred by employees.
5. All software on school computers must be licensed by the school. Employee-owned software (including game, entertainment, and financial software) should not be installed on school computers. If an employee intends to install any software not provided by OES on an OES computer, even if used for OES business, this must be discussed with and approved by the Director of IT prior to installation.
6. Permission or licensing is required for the use of copyrighted material from the internet. Illegally distributed music, video, and software should not be accessed, stored, or used on school equipment or through school services.
7. The presence of inappropriate materials on school computers or using the school's network to create, access, send or receive inappropriate materials may lead to disciplinary procedures, including dismissal in some cases. Electronic mail and voice system is not to be used to create, send, or receive any defamatory, harassing, or threatening messages. Among the communications that are considered offensive or inappropriate are messages that contain sexual implications, racial slurs, gender-biased comments, or any other

comments that offensively address someone's race, age, sex, sexual orientation, gender identity or expression, religious or political beliefs, veteran status, national origin, or disability.

8. School laptops are for employee use. School laptops are not intended as a replacement for home computers. At home, OES or school laptops should be used by the employee, and not by the employee's spouse or children.
9. Computers that are the property of OES must be returned promptly upon separation of employment from OES.
10. Employees are prohibited from any unauthorized access to OES's stored data (for example, medical, financial and enrollment records). If there is a question about whether access is authorized, employees must seek advance supervisor approval. Improper access could result in termination and, where appropriate, the School will report suspected criminal violations.

5.8 Data Breach

OES stores protected and sensitive information electronically and in hard-copy. The School takes its duty to safeguard data very seriously. Every employee is accountable for understanding the data security rules and laws relating to his/her position and diligently enforcing these rules. Employees are expected to affirmatively seek out the help needed to fully understand how to protect data stored by the School. The IT Department can assist you if you have any questions about electronic data. Employees must immediately report any security concerns and suspected data breaches to the Human Resources Director and the CFO.

5.9 Copyright Issues

It is the legal and ethical responsibility of the OES community (students and employees alike) to respect the intellectual property of others, whether that property is available in printed or electronic form. Accordingly, employees must follow the following guidelines:

- All printed and electronic material, including material available on the Internet, should be assumed copyright protected. It is not necessary for material to bear a copyright notice or the copyright symbol to carry copyright protection.
- If there is any doubt as to whether the material in question falls within the public domain, permission should be sought from the owner.
- Only a portion of copyrighted material may be used, as established by the Agreement of Guidelines for Classroom Copying in Not-for-Profit Educational Institutions with Respect to Books and Periodicals. While it is lawful to use small portions of a volume of copyrighted material, using a significant portion may be a violation of copyright law.
- Copying or otherwise duplicating material from textbooks, workbooks, periodicals, music recordings, computer software, or other copyrighted material instead of purchasing the material is strictly prohibited. In other words, while duplicating copyrighted material for educational purposes is legal, duplicating it for the purpose of avoiding purchase is not.

- Do not copy, distribute, or use protected material without including the notice of copyright present in the original work. The following is a satisfactory notice: NOTICE: THIS MATERIAL MAY BE PROTECTED BY COPYRIGHT LAW.
- Materials obtained from the Internet or other electronic sources may not be duplicated or disseminated without the express written consent of the owner. For specific guidelines concerning electronically available material or posting material on the Internet, consult the school's AUP (Acceptable Use Policy). This policy can be obtained from the Director of IT or the employee's department or Division Head.
- For specific guidelines concerning the educational fair use of copyrighted material, see Copyright.gov at: www.loc.gov/teachers/usingprimarysources/copyright.html.

In addition to the general policies stated above, the following guidelines can also help guide the employee in relation to copyrighted material:

- Copyrighted material may not be posted on the school's website or otherwise be disseminated over the Internet without the owner's express written consent.
- Electronic images should not be copied and posted on the school's website or otherwise be disseminated over the Internet without the owner's express written consent.
- Substantial portions of copyrighted material available on the Internet should not be downloaded for personal or class use, unless such use conforms to the fair use factors set forth in the Copyright Act.
- Access to and use of the school's electronic resources, including access to the Internet, is contingent on compliance with copyright law. Any violation of copyright law will result in the loss of access to such resources.

5.10 Personal Cell Phone, Smart Phone, and Tablet Computer Use

OES recognizes that employees may occasionally need to attend to personal business using their personal cell phone, smart phone, tablet computer, or similar digital device. Personal calls and texting should be kept to a minimum and must not interfere with the employee's job performance. Personal phones should not be used during class or in public places except in an emergency.

OES assumes no responsibility for lost, damaged, or stolen cell phones, smart phones, tablets or any other personal property of employees.

If an employee elects to use a personal cell phone, smart phone, or tablet for OES work purposes, only those charges that can be documented (through receipts or detailed monthly invoices) as associated with OES business will be reimbursed. Any reimbursement arrangement regarding use of personal digital devices must be approved in advance and in writing by the Head of School.

5.11 Social Media

While the School respects the right of employees to use social media and networking sites, personal websites, and blogs, personal use of these sites should never harm OES's employees, students, or families. All of OES's policies, including but not limited to its policies regarding discrimination, harassment, retaliation, bullying, student relationships, professional communication, confidentiality, prevention of workplace violence, and mandatory child abuse reporting all extend to employees' communication online and/or with students at all times. All communications to students, including but not limited to communication via social media, should be related to school activities and not be personal in nature. If a student reaches out to you for emotional support, you should immediately refer the student to the appropriate division counselor.

Employees are responsible for protecting access to the School's intellectual content, confidential data, and electronic property. You are expected to hold confidential information to which you are privy in the truest confidence, as required by law. This includes digital resources, software and supporting documentation, technological improvement plans, strategic plans, financial information, and employee information including but not limited to personal information about co-workers and their families. Unauthorized disclosure, copying, or misuse of confidential information is a violation of our policies and will lead to discipline.

In accordance with Oregon's social media laws, the School will not (1) require an applicant or employee to provide personal password(s) to access the applicant's or employee's personal social media account(s); (2) force an applicant or employee to allow OES to view their accounts; (3) force an applicant or employee to "friend" OES; (4) require an applicant or employee to establish or maintain a personal social media account; or (5) require an applicant or employee to allow OES to advertise on his or her personal social media account. OES will not retaliate against or take any adverse employment action against any applicant or employee who refuses to comply with any of these requests. However, OES does retain the right to conduct a legitimate employment investigation and access personal social media sites available to the general public as part of such a work-related investigation into any compliance with applicable laws, regulations or work-related employee misconduct.

When communicating via social media, employees are expected to follow OES's Digital Community Norms Policy:
http://www.oes.edu/uploaded/Forms/HR/OES_DigiComm_Norms.pdf.

5.12 Use of Personal Vehicles for OES Business

School vehicles should be used for the transport of groups larger than one carload. OES faculty may use their personal vehicles to transport small groups of students, subject to the following rules:

Personal vehicles may be used when school vehicles are not available or when school vehicle use is not convenient or practical.

- Any employee transporting students in a personal vehicle for a school function must have a valid driver's license and proof of current insurance.
- Personal vehicles should not generally be used to augment transportation provided by school vehicles.

- Vehicles must be in safe operating condition, equipped (including traction devices as required) and operated in compliance with all applicable laws and regulations, including any required DEQ inspections.
- Vehicles must not be loaded beyond their capacity.
- Safety belts must be properly worn by the driver and all passengers.
- Smoking and/or consumption of alcoholic beverages is not allowed at any time in any vehicle transporting students. Drivers may not use a cell phone at any time while driving.
- The vehicle owner's insurance policy provides primary coverage for any liability.

Employees may not use an OES-owned vehicle for personal purposes, including commuting to/from OES.

5.13 Drug and Alcohol Free Workplace

OES has a continuing commitment to provide you with a safe, healthy, and productive work environment free from the effects of alcohol, drugs, and controlled substance abuse. Such abuse affects job performance as well as employee and student safety. OES is committed to deterring such abuse.

We do not allow the use, sale, transfer, or purchase of alcoholic beverages, drugs that are illegal under federal or state law, or other intoxicants at any time while you are at work. Employees may not (1) report to work under the influence of any amount of alcohol, or drugs that are illegal under federal or state law or other intoxicants, (2) become under the influence once on the job, or (3) have alcohol or illegal drugs in the employee's possession when on the job.

The employee's use of prescription drugs or over-the-counter medicine can pose a significant risk to the employee's own safety and the safety of others. Employees who are medically authorized to use drugs or other substances which may impair job performances are responsible to determine from the prescribing health care provider whether or not the substance can impair job performance. If the substance may impair performance, an employee must report the use of the substance to his or her immediate supervisor and provide proper written medical authorization from the prescribing health care provider to safely work while using such authorized drug.

When OES has information about an employee's conduct that would cause a reasonable person to believe the employee has used or may be impaired by alcohol or drugs, that employee may be required to submit to alcohol or controlled substance testing and/or evaluation by a substance abuse professional along with the employee's authorization to release the testing results and/or evaluation report to the School. Reasonable suspicion includes specific observations concerning such circumstances as the work performance, appearance (including, for example, noticeable odor of an alcoholic beverage), behavior, or speech of the employee, or being in an accident on school premises which results in physical injury or property damage.

Abiding by the terms of this policy is a condition of employment at OES. Any employee who violates this policy is subject to discipline, up to and including termination. At its discretion, the School may require an employee who violates this policy to participate in and successfully

complete a substance abuse assistance or rehabilitation program and agree in writing to special conditions for continued employment. Nothing in this policy modifies the at-will nature of our employment relationship or requires OES to continue to employ an employee in any particular circumstance.

Questions on this policy or issues related to drug or alcohol use in the workplace may be directed to your supervisor or the Director of Human Resources without fear of reprisal.

Bus Drivers: All bus drivers are subject to random drug and alcohol testing. The random drug and alcohol testing will be administered in compliance with the Department of Transportation's rules.

Exception for School Functions: There may be some adult school functions where beer or wine may be served (social events, banquets). Consumption of alcohol may be approved by the Head of School in these situations. Notwithstanding the consumption of alcohol, all employees are expected to act in a professionally appropriate manner at all times (for example, employees are expected to abide by our Discrimination and Harassment-Free Workplace Policy, Section 2.4). Employee chaperones at OES events may not consume any alcohol before or during their chaperoning responsibilities.

***Voluntary Assistance:** If you have a drug or alcohol problem that has not resulted in, and is not the immediate subject of, disciplinary action, you may request approval to take unpaid time off to participate in a rehabilitation or treatment program. OES will not take any disciplinary action against you for making such a request for help if you come to us **before** your drug or alcohol use has a negative effect on your work performance or the OES community at large. We will work with you to find an appropriate treatment program and to identify benefits that may be available to help deal with the problem; these benefits may include the Employee Assistance Program, a personal leave of absence, using accrued unused sick pay, and health insurance. Any request for assistance and any treatment program will be kept as confidential as possible under the circumstances.*

5.14 Tobacco-Free Environment

We are committed to providing a safe and healthy environment for our students, faculty, staff, and visitors. In keeping with this philosophy, we maintain a tobacco-free work and living environment. For faculty and staff members, this applies both on OES property and when off campus as part of Oregon Episcopal School's trip or travel program or participating in other OES business. This policy of maintaining a tobacco-free environment also applies to any visitors or contractors on OES property.

Smoking, vaping (e-cigarettes) or other use of tobacco is not permitted anywhere on OES property at any time. The definition of OES property for the purpose of this policy includes all land, buildings, structures, parking lots and means of transportation owned by or leased to the School. Smoking, vaping (e-cigarettes) or other use of tobacco is also prohibited during work time off campus on public property adjoining or approaching OES property, where a faculty or staff member may be visible to students and/or their family members. Failure to comply with this policy may lead to disciplinary action up to, and including, termination.

5.15 Student Volunteers and Performers at OES Events

OES values and encourages student volunteers and performers at OES events where adults

are the primary audience. The policy below sets out best practices for the safe and appropriate involvement of students in such events.

In the case where students will be volunteering at OES events where adults are the primary audience:

- Students must have an OES faculty or staff member whose primary responsibility is to chaperone the students throughout the event.
 - The chaperone is expected to actively organize, monitor, and respond to the students.
 - Chaperoning should be the faculty or staff member's only responsibility at the event.
 - In the case of chaperoning volunteers, the ratio of students to adults should be no more than 10:1.
 - In the case of a performance, the ratio of students to adults should be no more than 20:1.
- For off-campus events, students must have written permission from parents. Permission forms should include all details of the event and be specific about the parent's and student's responsibilities.
- Upper School students may earn on- or off-campus service learning credits.

OES students are not invited as guests to events where alcohol is served. OES adults supervising students at events where alcohol is present are responsible for the experience of their students. In particular, supervising adults must appropriately restrict student access to alcohol and should manage a student's exposure to any event guests who may be intoxicated. Additionally, OES adults supervising students at OES events may not consume alcohol before or during chaperoning responsibilities.

5.16 Use of School Property and Equipment

Any personal use of school-owned vehicles is not allowed. Any request for personal use of other OES facilities and/or equipment must be submitted to the Facilities Department and the request will be reviewed. Personal use of OES facilities and/or equipment is allowed under very limited conditions and generally only for school-related business activities.

6. REPORTING RIGHTS AND RESPONSIBILITIES

6.1 Resolving and Reporting Work-Related Complaints and Conflicts

OES strives to provide a respectful and productive work environment. Employees are expected to exhibit high standards of personal and professional integrity and treat each other with respect and dignity. When issues arise, it is important that each of us act in good faith, with fairness and mutual respect to reach a solution.

There are appropriate channels available to deal with conflicts and complaints:

- When possible, coworkers and colleagues should attempt to resolve differences with each other directly. The Cascade Employee Assistance Program (EAP) can assist by helping clarify the issues and offering tips and guidance on conflict resolution. Often this will mean finding a mutually convenient time to sit down and resolve the issue privately and respectfully.
- When employees have concerns, their supervisors should be given an opportunity to address them. Questions or concerns about job duties, work hours, compensation, departmental policies or procedures should be discussed with the employee's immediate supervisor.
- Faculty unable to resolve conflicts should consult the Division Head.
- Complaints involving a Division Head should be brought to the attention of the Head of School.
- Staff unable to resolve conflicts involving a supervisor should bring the concern to their Division Head or the Head of School.
- Complaints involving violation of policies and/or discriminatory practices involving the Head of School should be brought to the attention of the Chair of the Audit Committee. The Audit Committee is a subcommittee of the Board of Trustees. The Chair's contact information is available in the school directory and on the OES website.

If the employee's complaint is not resolved to his or her satisfaction at the first level, the employee may take it to the next level of authority. OES will attempt to address and rectify complaints promptly.

Any employee who believes that he or she is being discriminated against or harassed, or witnesses an incident of discrimination or harassment, should immediately contact his or her supervisor, any division or administrative department head, the Director of Human Resources, Chief Financial Officer, or Head of School to report the concerns. (Please see the Discrimination and Harassment-Free Workplace Policy in Section 2 of this handbook for more information.)

6.2 Mandatory Reporting of Child Abuse

OES is subject to Oregon's mandatory child abuse reporting laws, which require that any employee having reasonable cause to believe that a child with whom he or she comes into contact has suffered abuse, or that any person with whom the employee comes into contact

has abused a child, must report or cause a report to be made. Oregon laws define six categories of abuse:

Physical abuse: deliberate, non-accidental physical injury.

Psychological abuse (mental injury): extreme and/or repeated conduct which is isolating, frightening, intimidating, and undermining self-worth.

Sexual abuse: sexual contact/involvement between a child or teen younger than 18 years and an adult who has greater knowledge, authority, power, and resources.

Physical neglect: extreme and/or repeated failure on the part of the caretaker to meet the child's physical needs, to such a degree that a child's health and safety are endangered, including the need for adequate supervision.

Threat of harm: subjecting a child to a substantial risk of harm to the child's health or welfare.

Child selling: buying, selling, or trading for legal or physical custody of a child.

All employees of OES are mandatory reporters and are required by law to report child abuse. As such, **any** school employee who suspects any abuse of any kind **must** report it to a Department of Human Services Office or a law enforcement agency. Additionally, OES encourages employees to notify their Division Heads and/or division counselors. The division counselor can assist the employee with proper documentation of the abuse report, and help make the report to the Oregon Department of Human Services (Child Protective Services). The Head of School will be notified of all reports made. Copies of the current pertinent laws, addresses and telephone numbers of DHS (CPS) and other law enforcement agencies are on file in the Office of the Head, all Division Heads, all supervisors, all nurses and all counselors. OES will provide training on mandatory reporting to all OES faculty and staff on an annual basis to ensure employee understanding and responsibility for Oregon law and this requirement.

6.3 Whistleblower Policy: Reporting Suspected Misconduct, Dishonesty or Fraud

OES strives to uphold the highest possible standards of ethical, moral and legal conduct. The School is committed to maintaining a workplace where employees, officers and trustees are free to raise concerns in good faith regarding our governance practices. Consistent with this commitment, this policy provides an avenue for employees, officers and trustees to report concerns about suspected misconduct, dishonesty, noncompliance with laws, or fraud without fear of retaliation. This policy and reporting procedure is not intended for reporting of day-to-day matters, such as student disciplinary issues, employment issues, general complaints or other matters that are regularly handled through other policies and procedures.

Scope:

The reporting procedure outlined in this policy should be used to report suspected misconduct, dishonesty, legal noncompliance, conflict of interest or fraud in the operation of the organization (collectively referred to as "Suspected Violations"), including but not limited to:

- Theft or other misappropriation of OES assets;
- Deliberate misstatements, falsification or other irregularities in OES financial reports or records;
- Noncompliance with state or federal laws;

- Misuse of OES resources;
- Illegal activities;
- Forgery or alteration of documents;
- Violations of state or federal laws; or
- Any other form of fraud or malfeasance.

Procedure:

Reporting Suspected Violations: Employees, officers and trustees may report Suspected Violations to the Head of School or to the Chair of the Audit Committee (the "Chair") verbally or in writing. The Chair's contact information is available in the school directory and on the OES website.

Anonymous Reporting: Employees, officers, and trustees are encouraged to disclose their identity when reporting Suspected Violations because appropriate follow-up questions and investigation may not be possible unless the source of the information is identified. However, anonymous reports of Suspected Violations will be treated in the same manner as any other reports. The employee, officer or trustee may make the anonymous report to the Head of School or to the Chair of the Audit Committee verbally or in writing. The Chair's contact information is available in the school directory and on the OES website.

Timing: The earlier a Suspected Violation is reported, the easier it is to take effective action. Employees, officers, and trustees are therefore encouraged to make a report as soon as they become aware of a Suspected Violation.

Investigating a Suspected Violation:

Once a Suspected Violation is reported to the Head of School or to the Chair, the Head of School and Chair will initially assess the matter and recommend further action to the Audit Committee, if appropriate, which may include further investigation, corrective action, disciplinary action, reporting the matter to the proper authorities or other appropriate action. The Audit Committee may enlist Committee members, employees of the school and/or outside legal, accounting or other advisors, as appropriate, to conduct the investigation. Investigations will be handled with sensitivity, discretion and confidentiality to the fullest extent practicable under the circumstances, but complete confidentiality cannot be guaranteed, particularly if it will inhibit a thorough investigation.

If the investigation reveals that wrongdoing has taken place, prompt and effective remedial action will be taken. This may include disciplinary action, termination, legal action or other corrective measures to prevent further violations.

Safeguards:

No Retaliation: No employee, officer, or trustee who reports a Suspected Violation in good faith shall suffer any harassment, retaliation, or adverse employment consequences for making the report. Any person who participates in the investigation of a Suspected Violation shall not suffer any harassment, retaliation or adverse employment consequences. Any harassment, retaliation, or adverse employment consequences should be reported to the Chair. An employee, officer, or trustee who retaliates against a person for reporting a Suspected Violation in good faith or for participating in the investigation of a Suspected Violation shall be subject to disciplinary action, up to and including termination of employment or other authorized sanction. This policy is intended to encourage and enable employees,

officers and trustees to report Suspected Violations within the organization prior to seeking resolution outside the organization.

Furthermore, no employee, officer, or trustee shall be adversely affected because he or she refuses to carry out a directive which, in fact, constitutes misconduct, dishonesty or fraud, or which violates state or federal law.

Acting in Good Faith: Anyone reporting a Suspected Violation should be acting in good faith and have reasonable grounds for believing the information disclosed indicates misconduct, dishonesty, violation of a state or federal law, or fraud. Making allegations that prove not to be substantiated and that were made maliciously or with the knowledge that they were false will be viewed as a serious offense and will lead to disciplinary action up to and including termination.

7. SAFETY POLICIES

7.1 General Workplace Safety

OES strives to provide a safe campus for employees, students, parents, and visitors. All employees are responsible for protecting their own safety as well as the safety of others. There may be safety rules designed and adopted for specific jobs, divisions, and departments. Employees should maintain safe work practices at all times and obey all applicable safety rules. Any employee who is unsure of safety rules, should ask his or her supervisor, the Safety Coordinator, a Safety Committee representative, or the Director of Human Resources. Any employee that observes unsafe conditions, practices, or equipment, should report them immediately to the supervisor, Safety Coordinator, Safety Committee representative or the Director of Human Resources.

All employees should familiarize themselves with the school evacuation plan in case of an emergency. This flipchart of safety information is located in each building on the OES campus. Depending upon an employee's job assignment, he or she may be required to take a First Aid and CPR class and to keep the certification current. First Aid and CPR responders are available in all campus buildings and classroom and student areas.

7.2 Work-Related Accidents

An employee who is injured on the job should report the injury to the School Nurse, Safety Coordinator, or Director of Human Resources as soon as possible, and in any case, no later than 24 hours following the incident. Injured employees are required to complete certain injury reporting forms, and may be asked to participate in an investigation.

An injured employee may see his or her own physician or, for immediate treatment, may go to any Providence Occupational Health Clinic. OES may provide transportation via car, taxi, or ambulance, if necessary. It is the employee's responsibility to keep the supervisor informed of his or her medical status and availability for work. The employee must make sure that the employee's health care provider completes the appropriate work release forms and forwards them to the School. When possible, OES will attempt to return injured employees to modified work or temporary light duty tasks until released by a physician for full duty. Please inform the attending physician that a light duty/modified work program is available. This program is administered by the Director of Human Resources in collaboration with the Safety Coordinator. If the employee has any questions about the light duty/modified work program, or any question concerning worker's compensation insurance or claims, he or she should contact either of these OES individuals for assistance.

7.3 Safety Committee

The Safety Committee consists of key decision makers, appointed supervisors, and employees representing every major work area. The Safety Committee conducts regular inspections and safety walk-throughs of work areas, investigates and discusses accidents and injuries, and makes suggestions to the administration to improve safety and/or safety awareness. Please become familiar with the Safety Committee representatives as these employees are resources for all. All employees are encouraged to volunteer to serve on the Safety Committee.

7.4 Campus Security: Keys and Key Cards

Employees are responsible for helping to maintain a safe and secure environment on our campus. This responsibility includes maintaining close control over one's keys, monitoring others who are using school buildings, and taking care to see that rooms and buildings are secured. All employees are expected to follow these guidelines:

1. When using buildings during off-hours (e.g., evenings and weekends), an employee who unlocks a building entrance door should lock it after they pass through. Be sure that all areas are locked before leaving. Any doors found open should be locked.
2. Supervision policies for students and guests:
 - a. If students or guests ask an employee for access to a locked room and the employee determines the request is reasonable and appropriate, the employee should normally unlock the room him or herself. If, in unusual circumstances, it is appropriate to loan a key to a student, the employee must require that the key be returned immediately.
 - b. An employee who unlocks a room for a student or guest should remain with the person and lock the door upon exit. The employee may let someone stay in a room unattended if the employee will be within hearing distance of the room while it is being used.
3. Key checkout policies and procedures:
 - a. Certain keys are issued only with the approval of the appropriate program or building supervisor.
 - b. Keys may be obtained from the Buildings & Grounds (B&G) office only.
 - c. A \$50 fee is charged for the replacement of lost key sets.
 - d. Keys issued by B&G office may not be copied except with prior permission of the B&G office.
 - e. Keys must be returned to the B&G office upon termination of employment with OES. Seasonal employees must return keys at the end of the season.

7.5 Communicable Diseases

OES asks that employees stay home when they are sick, especially if they have a fever. If an employee starts to feel sick at work or believes that her or she has contracted a communicable disease, the employee should either go home or immediately report to the School Nurse. For this purpose, a communicable disease includes such conditions as conjunctivitis (pink-eye), influenza, pneumonia, hepatitis, tuberculosis, measles, meningitis, chicken pox, pertussis (whooping cough) and any other communicable disease which could pose a threat to other employees and students. OES asks that employees err on the side of reporting to or calling the School Nurse or the employee's own physician when in doubt whether he or she has a communicable disease.

If the School Nurse determines that an employee may have a communicable disease that could pose a risk to the health of other employees or students, then at OES's sole discretion, the employee may be sent home (or otherwise assigned duties to minimize the risk of contagion). The employee may be placed on leave until a medical release is obtained or until OES has a reasonable basis to believe that the employee does not pose a risk to others. Employees on leave pursuant to this policy must generally use accrued sick leave first; then accrued vacation time; and finally extended sick leave, if available. While an employee is absent from work, the employee's functions may be reassigned.

7.6 Prevention of Workplace Violence

In the interest of preserving a safe and secure workplace environment, the following conduct is absolutely prohibited:

- Intentional acts causing or likely to cause physical injury to another;
- Threats to engage in acts causing or likely to cause physical injury to another (whether serious or made in jest but perceived to be serious);
- Intimidation, harassment, verbal abuse or physical abuse of an employee, student, or other member of the OES community; and
- Possession of explosives, firearms, or other weapons on the premises.

Violations of this policy will lead to disciplinary action up to and including termination. Where appropriate, we will pursue all available avenues of legal recourse including, but not limited to, the filing of criminal charges.

7.7 Bullying in the Workplace

OES does not tolerate bullying or violent behavior by any employee, including managers and other employees in a position of authority. Employees found in violation of this policy will be disciplined, up to and including termination.

OES considers the following types of behavior examples of bullying or unacceptable violent behavior:

- Verbal Bullying: slandering, ridiculing or maligning a person or his or her family; persistent name calling which is hurtful, insulting or humiliating; using a person as butt of jokes; abusive and offensive remarks.
- Physical Bullying: pushing; shoving; kicking; poking; tripping; assault, or threat of physical assault; damage to a person's work area or property.
- Gesture Bullying: non-verbal threatening gestures.
- Exclusion: socially or physically excluding or disregarding a person in work-related activities.

Any employee who experiences or observes any behavior that is felt to be bullying, violent or potentially violent should report these behaviors immediately to his or her division or department head, and to Human Resources.

8. BENEFITS

8.1 Eligibility for Benefits

OES makes payments to workers' compensation and unemployment insurance for all employees as required by law.

OES also offers various types of insurance benefits (for example, medical, dental and vision insurance) to our regular employees who are scheduled to work 1,000 hours or more during a calendar year (or in the case of Faculty, employees who work 20 hours or more per week during the academic year). Depending on the benefit, regular part-time employees may be eligible to receive prorated benefits based upon the hours worked or FTE determined.

Certain other benefits have different eligibility requirements (for example, tuition remission). Eligibility requirements appear at the beginning of each policy below.

Information concerning our current insurance policies (including eligibility requirements, waiting periods, and coverage) can be obtained from Human Resources. While we have established these benefits with the intent that we will maintain them for an indefinite period of time, we have the right to change premium values, change employee costs, and to make any other changes in our insurance benefits, including discontinuing them altogether.

For more information about any of the benefits listed below, please contact Human Resources or visit the OES benefit website.

8.2 Workers' Compensation Insurance

Eligibility: All employees.

All OES employees are covered by workers' compensation insurance. Any employee who suffers a work-related injury or occupational illness that requires medical treatment and prevents the employee from working, will likely be eligible for a leave of absence related to the injury or illness. Workers' compensation benefits pay a portion of the employee's regular earnings during his or her leave of absence.

8.3 Employee Assistance Program

Eligibility: All regular employees.

Coverage begins on the first day of the month following the employee's date of hire. If the employee is hired on the first of the month, the insurance benefits will be effective that day.

OES provides free, confidential counseling and referral and other personal assistance services through the Employee Assistance Program. This benefit is available to employees and their immediate family members, including children up to age 26. Please check with Human Resources or any school counselor for information about the program.

8.4 Health Insurance

Eligibility: All regular employees who work 1000 or more hours during a calendar year (or in the case of faculty, employees who are scheduled to work 20 hours or more per week on a regular basis during the academic year).

Coverage begins on the first day of the month following the employee's date of hire. If the employee is hired on the first of the month, the insurance benefits will be effective that day.

Cost: Employees share the premium cost with OES. The amount contributed by the employee is based on the employee's FTE. For purposes of allocating the premium cost, eligible employees fall into two categories: three quarter to full-time (.75 – 1.0 FTE) and half to three quarter time (.50 – .74 FTE).

Changes in coverage can be made as follows:

- Personal coverage or dependent coverage may be dropped within 30 days of a qualifying event or at open enrollment, which typically occurs in December with an effective date of January 1 each year.
- Coverage for a new child must be arranged within 30 days of his or her birth or adoption;
- A dependent may be enrolled on the plan within 30 days of a qualifying event (for example, within 30 days of marriage, birth, or dependent's loss of other coverage);
- Other enrollment changes can be made only at open enrollment.

8.5 Life and AD&D Insurance

Eligibility: All regular employees who are scheduled to work 1000 hours or more during a calendar year on a regular basis (or in the case of faculty, employees who are scheduled to work 20 hours or more per week on a regular basis during the academic year).

Coverage begins on the first day of the month following the employee's date of hire. If the employee is hired on the first of the month, the insurance benefits will be effective that day.

OES pays the premium for group term life insurance and AD&D (accidental death and dismemberment) insurance for eligible employees. The amount of coverage is 1 times the employee's annual salary, up to \$200,000. Employees may pay for supplemental group life insurance or supplemental AD&D insurance for themselves or their dependents. The insurance carrier determines coverage limits and a medical questionnaire may be required.

8.6 Long-Term Disability Insurance

Eligibility: All regular employees who are scheduled to work 1000 hours or more during a calendar year on a regular basis (or in the case of faculty, employees who are scheduled to work 20 hours or more per week on a regular basis during the academic year).

Coverage begins on the first day of the month following the employee's date of hire. If the employee is hired on the first of the month, the insurance benefits will be effective that day.

We have a long-term disability benefits plan to help eligible employees cope with an illness or injury that results in a long-term absence from employment. Benefits are payable after a 180-day waiting period and pay 60 percent of the employee's monthly wage. Eligible employees are required to purchase long-term disability insurance under OES's group long-term disability plan; employees pay this premium in order to have any benefits paid under the policy be tax-free to the recipient. Monthly premiums for this coverage are deducted from salary.

8.7 Section 125 Flexible Spending Account

Eligibility: All regular employees who are scheduled to work 1000 hours or more during a calendar year on a regular basis (or in the case of faculty, employees who are scheduled to work 20 hours or more per week on a regular basis during the academic year).

Coverage begins on the first day of the month following the employee’s date of hire. If the employee is hired on the first of the month, the insurance benefits will be effective that day.

Eligible employees may participate in OES’s flexible spending account. The account allows employees to pay with pretax dollars for certain health insurance premiums, certain non-covered medical, dental and vision care expenses, child care expenses, and work-related transportation expenses. Participating employees must provide written authorization for deduction of pretax dollars from their paychecks. This benefit must be elected each year during open enrollment if the employee desires to participate in this benefit option. The specific plan details are contained in the Employee Benefit Handbook which all employees receive when first eligible for benefits and annually thereafter.

8.8 403(b) Retirement Plan

Eligibility: Employees who have completed one hour of service; and work at least 1000 hours per calendar year.

OES offers 403(b) retirement plans through Teachers Insurance and Annuity Association and/or College Retirement Equities Fund (TIAA/CREF) and Fidelity Investments. Employer contributions will be made for participants who are making the required monthly contribution listed below.

Participant contribution 2.5 percent = Employer Contribution 4 percent

Participant contribution 5 percent = Employer Contribution 7.5 percent

Plan contributions, including employer contributions and participant plan contributions, are fully vested immediately. Contributions to the retirement plan may begin or be modified at the start of any pay period once eligibility is satisfied. Please see Human Resources for information or for a copy of the full plan document.

8.9 Bus Transportation for OES Employees and their Children

Eligibility: All employees.

Children of OES employees may ride OES buses to or from school up to eight (8) times per school year, and employees may ride OES buses at any time, at no cost, subject to the following conditions:

- Space must be available on the bus. Employees must check with and obtain permission from the Transportation Administrative Assistant at least one day prior to the intended use; and
- Employees and their children must be picked up or let off at regularly scheduled stops.

8.10 Extended Care Program for Children of Employees

Eligibility: All regular employees.

All regular OES employees with children enrolled in the Lower School and Middle School may use the Extended Care Services for their children as follows: The first eight (8) hours of extended care per month per child are available at no charge. Such use will require 24 hours' notice to the Extended Care Director. Hours will not be banked from month to month; this is a monthly "use it or lose it" benefit for OES employees whose child(ren) is enrolled in the Lower School or Middle School. These free hours apply only to months of the academic year, i.e., September through the end of graduation week in June.

Additional use of extended care is charged at 50 percent of the normal rate. This benefit applies either to year-long subscriptions or to hourly or daily subscriptions. This rate is available anytime these programs are open.

In the case of two spouses working at OES, this benefit is per family (in other words, only one employee will receive the benefit).

For additional details, contact the Extended Care Director.

8.11 Meal Program

Eligibility: All employees.

When the kitchen is in operation during the academic year, OES provides one meal per day to every employee who works at OES. Food should be consumed in the dining area.

Additional meals are available (at a charge) with 24-hours' notice to the food service manager. If proper notice is not received, employees must wait until all dorm students have been served to determine whether enough food is available. Employees must pay for any additional meal or charge the meal to a specific budget account. Parents and guests are also expected to pay for their meals or, when appropriate, charge a budget account.

All meals or food or drink items available in the dining hall beyond one meal per day must be paid for by the employee. This includes beverages and all food items.

Employees involved in the dorm program and their spouses and children are entitled to eat all their meals free of charge during the academic year when the kitchen is in operation. In some cases, these meals may be recognized as compensation to the employee.

OES expects exempt employees to act in a supervisory role while eating in the dining hall in order to ensure the safety and appropriate conduct of OES students. Nonexempt employees do not have this responsibility.

8.12 Professional Growth and Development Opportunities

Eligibility: All employees.

Professional growth and development refers to the on-going enhancement of one's professional abilities, attitudes, and performance, which may include some attention to facets

of personal growth, and/or any endeavor that enhances one's ability to contribute to our community.

All OES employees are encouraged to engage in opportunities for professional growth and development. Applications for approval for time off and/or funding should be submitted to the employee's supervisor. Sources of available funds include a summer stipend; tuition reimbursement; the Mary Stephenson Award; and other annual budget items.

Summer Stipends:

Projects will be considered on the basis of their appropriateness in serving the mission of OES; priorities set by divisions and/or OES as a whole; the probable extent of their effect within the OES educational community; their promise for faculty/staff personal and professional growth and development; equity in stipend and grant disbursement; and the amount of funds available. Sometimes we may be able to fund requests only partially. OES especially encourages collaborative projects involving two or more colleagues. Request forms are normally distributed prior to spring break and are due back following the break. Decisions are generally made by mid-April unless it is necessary to know earlier because of registration requirements. Those receiving summer stipends are expected to: (1) remain at OES for at least a year thereafter; (2) present a written summary of the project or activity to the appropriate Division Head.

Tuition Reimbursement for Credit Courses:

Grant for Graduate Studies for Faculty

Faculty: A faculty member who wishes to pursue any graduate program leading to an advanced degree, may receive 50 percent of tuition costs, up to a program cap of \$10,000 subject to the limitations described below. The faculty member must have completed two years of teaching at OES and be in good standing before applying for graduate program funding. The faculty member must sign an agreement to return to and remain at OES for two years upon completion of the program. If this two-year commitment is not fulfilled, the faculty member will be obligated to repay the funding he or she received when he or she leaves. These requests will be decided individually by the Head of School and Division Heads and are subject to availability of funds. Only one faculty member may begin this program in any given year.

The Mary Stephenson Award:

Leigh D. Stephenson-Kuhn, former parent, trustee and Board president, established the Mary G. Stephenson Memorial Endowment Fund (the "Fund") in 1996 in memory of his wife. The Fund endows an annual award to the OES faculty member or members who has or have excelled in challenging and inspiring students to question, to think, to speak out, and to care. The recipient may be any one or more faculty at any grade level, preschool through high school. Faculty may apply on their own behalf or may nominate a colleague. Decisions will be made by the Division Heads and the Head of School, and will be based on the value of the proposal and on the teacher's excellence.

Other Growth & Development Opportunities:

Faculty, administrators, and staff may submit requests for funds to attend conferences, workshops, or classes, or to renew teaching credentials, etc. The employee's division or department head or supervisor has the authority to approve requests, subject to any budget

limitations. These grants may cover registration, supplies, and reasonable travel, lodging, and meal expenses. Depending on OES's investment in the growth and development opportunity, employees receiving funds may be expected to present a written summary to the appropriate division or department head, and remain at OES for at least one year thereafter or be required to reimburse OES for the expenses incurred by the School.

8.13 OES Tuition Remission for Children of Employees – POLICY CHANGE EFFECTIVE 2016-2017 SCHOOL YEAR

Eligibility: Regular employees working at least .75 FTE.

All regular employees working at least .75 FTE are entitled to 50 percent tuition remission for up to two children attending OES, assuming the children meet admission standards and continue to meet the minimum standards for re-enrollment. The total cost of the program is capped annually at 3.5 percent of gross tuition. In years in which the cap would be exceeded, tuition remission is allocated pro rata to all qualifying children of eligible employees.

Any employee eligible for tuition remission who demonstrates a need for financial aid in excess of the remission amount may apply for financial aid through the standard application process. Employee parents who do not qualify for tuition remission may similarly apply for financial aid through the standard application process available to all OES families.

8.14 Facilities and Equipment Use

With preapproval, OES allows employees to use its facilities and equipment for very limited personal use. Use of OES computers is described in the Computer Use Policy (Section 5.7). There is a charge for the personal use of campus facilities, spaces, property and equipment (i.e. private tutoring, classes, music lessons/sessions, sports camps, etc.) for which the employee may or may not charge a fee to their students.

All use of equipment must be preapproved to ensure there are no conflicts with availability.

8.15 Years of Service Recognition Policy

All employees, regardless of FTE, are recognized for their years of service every five years. The manner of recognition will be approved annually by the Administrative Team. The anniversary date is determined by the academic year in which a person began employment.

- If an employee leaves and returns to OES in or within one year, that gap year is not included in the calculation of total years of employment.
- If an employee returns to employment after a period of more than one year, their years of service are "zeroed out" and accrue starting with the year they return.

9. TIME OFF: PAID LEAVES OF ABSENCE

9.1 *Holidays*

Eligibility: All regular employees.

In most years, OES recognizes 13 holidays and holiday periods. Regular employees will be paid at their regular rate of pay for an observed holiday, provided they are normally scheduled to work on that day. Eligible employees will be paid for the number of hours they would ordinarily be scheduled to work.

New Year's Day (2 days)	Memorial Day
Martin Luther King Day	Independence Day
President's Day	Thanksgiving Break (3 days)
Good Friday	Christmas Break (2 days)
Labor Day	

The holiday schedule is published each year. The schedule is subject to change based on the needs of the school. Employees who wish to celebrate a holiday not listed on the schedule may use a personal day, vacation day, or request an unpaid day.

If an employee is asked to work on an OES observed holiday, he or she will be paid straight time for the hours worked. Subject to supervisor approval, the employee may elect to take another day off as the holiday. An employee who works a schedule that includes Saturday and/or Sunday may take off another day as approved by his or her supervisor when the holiday falls on a regularly scheduled day off.

Floating holidays: year-round staff have an additional two floating holidays they may use by requesting these days of their supervisors. This is a "use it or lose it" benefit awarded on July 1. Unused floating holidays are never cashed out; in other words, employees are not entitled to compensation for unused floating holidays at any time, including upon termination of employment.

9.2 *Paid Sick Leave*

Eligibility: All employees.

Our paid sick leave policy tracks the requirements of the Oregon sick leave law.

Accrual

Employees begin accruing sick time on the first day of employment and earn one (1) hour of sick time for approximately every 22 hours worked. Employees may accrue up to a maximum of 60 days of sick leave. When the employee reaches the 60-day maximum, he or she may not accrue additional sick leave until the sick leave balance falls below 60 days.

Use

Employees may use sick time as it is accrued. Sick leave may be used in increments of one hour. Sick leave must be used if an employee is absent for a qualifying reason and the employee has accrued unused sick leave.

Employees are entitled to use sick time for the following purposes:

- For an employee's or family member's mental or physical illness, injury or health condition or need for medical diagnosis of these conditions or need for preventive medical care. "Family member" means a spouse or domestic partner, grandparent or grandchild, parent-in-law, or biological, adoptive, or foster parent or child.
- To care for an infant or newly adopted child under 18, or for a newly placed foster child under 18, or for a child over 18 if the child is incapable of self-care because of mental or physical disability.
- To care for a family member with a serious health condition.
- To recover from or seek treatment for a serious health condition that renders the employee unable to perform at least one of the essential functions of the employee's job.
- To care for a child of the employee who is suffering from a non-serious illness, injury or condition.
- To deal with the death of a family member by attending the funeral or alternative, making arrangements necessitated by the death of a family member, or grieving the death of a family member.
- To seek legal or law enforcement assistance or remedies to ensure the health and safety of the employee or the employee's minor child or dependent for proceedings related to domestic violence, harassment, sexual assault, or stalking.
- To seek medical treatment, recover from injuries, or obtain services related to domestic violence, sexual assault, harassment or stalking incidents to the employee or employee's minor child or dependent.
- To donate sick time to another employee for qualifying purposes if the employer has a policy allowing such donations.
- For certain public health emergencies.

Notices and Verification By the Employee:

If the need for sick time is foreseeable, the employee needs to provide as much advance notice as possible of the need to use sick time. The employee should try to make every effort to schedule the leave so it does not unduly disrupt our operations. If the need for sick time is unforeseeable, the employee should provide notice to their supervisor as soon as possible.

We also require employees to provide notices, verifications and certifications for using sick time under certain circumstances. For example, OES may request a medical note (confirming the valid need for sick leave and/or the employee's ability to return to work) when an employee is sick for more than three consecutive days.

Any sick leave used must be reported on the employee's time sheet. He or she will be paid only for the regularly scheduled hours that were missed. When an employee is off work due to illness or on FMLA/OFLA leave, he or she must exhaust all accrued sick leave before taking leave without pay. If an employee will be using sick leave for a serious medical condition for themselves or a family member, they should notify Human Resources so the time off can be tracked if appropriate as FMLA and/or OFLA protected leave.

Notices and Verification by OES:

In addition to providing a written notice to employees of the requirements of the law (posted with our notices of other employment laws), we will provide at least quarterly notifications to employees of the amounts of accrued and unused sick time.

Pay

Sick leave is paid at the employee's regular rate of pay.

If an employee is sick for a day, he or she will be paid only for the regularly scheduled hours that were missed. For example, an employee who was scheduled to work a six-hour day but misses work will use up and be paid for six hours of sick leave.

Accrued unused sick leave is never cashed out; in other words, employees are not entitled to compensation for unused sick days at any time, including upon termination of employment.

9.3 Extended Sick Coverage

Eligibility: All regular employees who have been employed at OES for at least one year.

Extended sick coverage is intended to help cover an employee's compensation when he or she has used all accrued sick leave and/or accrued vacation time and is personally suffering from a non-work-related, long-term illness or injury that would qualify the employee for long-term disability insurance, but the employee has not yet fulfilled the waiting period for long-term disability insurance benefits. The employee must be totally unable to perform the essential functions of the job and awaiting long term disability insurance, as certified by an appropriate health care provider.

Extended sick coverage provides the employee with one-half the usual salary or wage until the first of the following occurs: (a) the employee is released to work (whereupon a temporary modified job may be available and at the School's discretion, may be offered in lieu of extended sick coverage), (b) the employee is eligible for long-term disability, or (c) the employee has been on extended sick coverage for six months. Under no circumstances will extended sick coverage be available for more than a total of six months (a) in any twelve-month period, or (b) for any additional absences related to the same illness, disease, injury, or condition.

9.4 Personal Days

Eligibility: All regular employees.

Accrual: All employees accrue two days (16 hours) per year at the beginning of the fiscal year on July 1. Personal days will be prorated for employees who begin employment after July 1 or those who work less than full time. Example: a regular part-time employee (.50 FTE) would accrue 8 hours.

Usage: Personal days are to be used for personal business or unforeseen circumstances such as inclement weather, and not for illness or vacation. The employee should provide as much advance notice as possible to his or her supervisor if he or she needs to use a personal day.

Personal days may be taken in two-hour increments. Personal days may not be combined with paid vacation days and may not be taken on the last week of school or work, or immediately before or after a school vacation or paid holiday, or combined with parental leave, except with advance written permission from the employee's supervisor.

Unused personal days may not be carried over from year to year and are not cashed out at any time, including upon termination of employment. This is a use-it-or-lose-it benefit.

9.5 Vacation (Staff)

Eligibility: Staff who are scheduled to work year-round.

Accrual: Vacation leave is accrued incrementally on a monthly basis. Vacation accrual rates are based on the employee's benefit effective date, which is typically the first of the month following hire. Vacation is accrued as follows:

- Full-time Staff with less than five years of employment at OES accrue 10 vacation days (80 hours) per year.
- Full-time Staff with five or more years of employment at OES accrue 15 vacation days (120 hours) per year.
- Full-time Staff with ten or more years of employment at OES accrue 20 vacation days (160 hours) per year.
- Part-time year-round Staff scheduled to work at least 20 hours per week accrue prorated vacation. Example: a part-time employee at .50 FTE with less than five years of employment would accrue 40 hours per year.

Usage: Vacation may be used in two-hour increments. Vacations should be scheduled as far in advance as possible and must be coordinated and pre-approved by the employee's supervisor.

With the supervisor's approval, employees may use up to 10 days of vacation before it is accrued.

Maximum accrual: Maximum accrual is 30 days, at which point employees will stop accruing vacation. Accrual will restart when the balance falls below 30 days.

Payment upon Termination: Staff will be paid all their accrued unused vacation up to 30 days in their final paycheck.

For returning regular staff who left prior OES employment in good standing and are reemployed with the School within five years of the separation date, the level of vacation accruals will be based upon total years of employment in regular positions (not temporary, less than half-time, or seasonal).

9.6 Vacation (Administrators)

Eligibility: Administrators.

Accrual: Full-time administrators are front-loaded 25 days (200 hours) of vacation on July 1.

Usage: Vacation may be used in two-hour increments. Vacation is designed to be used primarily when school is not in session over holidays and during the summer for most positions; however, with the approval of the Head of School it may be used at other times.

Carryover maximum: Administrators may carry over a maximum of 10 days of unused vacation from one fiscal year (July 1 – June 30) to the next.

No Payment upon Termination: Unused vacation will not be cashed out in an Administrator's final paycheck. This is a use it or lose it benefit.

9.7 Clarification re: Vacation for Faculty & Academic Year Based Staff

Faculty and staff who work the academic year do not accrue paid vacation, per se. OES expects its faculty and academic year staff to work from mid-August to mid-June and to take time off only when school is not in session, such as over the winter and summer breaks.

9.8 Jury Duty or Witness Subpoena Leave

Eligibility: All employees.

Many employees will be required to fulfill their duties as citizens by completing jury duty. In addition, employees may be required to respond to witness subpoenas. Consistent with applicable law, all employees will be granted paid leave at their regular rate of pay for the period of time that they are required to serve on jury duty or respond to a witness subpoena up to a maximum of 10 days per calendar year. Non-exempt employees will be granted additional unpaid time off to fulfill jury duty, if necessary; however, exempt employees will be paid for all time off to fulfill jury duty, as required by law. Employees who are paid their regular wages while they serve on a jury are required under Oregon law to waive the daily juror fee they would normally be paid by the state.

If an employee's absence will create undue hardship or extreme inconvenience, OES may ask him or her to request to be excused from duty or to have it postponed.

Employees should advise their supervisors immediately if they are called for jury duty or subpoenaed to be witnesses. When not required to report to court on a given day or dismissed after reporting, the employee must return to work unless travel time or distance makes this impractical. Employees should notify their supervisors as soon as they know they will be able to return for a half a day or more.

9.9 Parental Leave

Eligibility: All employees.

OES offers parental leave to support our employees – both women and men – as they strive to balance their work with the wonderful role of becoming parents or growing their family. An employee who takes parental leave under this policy will receive two (2) weeks' paid leave at his or her regular rate of pay.

Many employees taking parental leave under this policy are eligible for additional unpaid leave under our Family and Medical Leave Policy (Section 10.1). Please see that policy for more information about leave under OFLA and FMLA, two laws that provide legal rights and

responsibilities for eligible employees. Our Parental Leave Policy is intended to overlap with, not contravene, our Family and Medical Leave Policy.

An employee who is either (1) not eligible for Family and Medical Leave and wants to take additional leave beyond the two weeks of leave granted by this policy; or (2) eligible for Family and Medical Leave and wants to take additional leave beyond the amount s/he is entitled to take off under that policy, should speak to their department or division head about taking additional time off. At the discretion of the department or division head, OES may provide a finite unpaid parental leave to the employee.

No benefits are accrued, earned or paid for by OES during the unpaid leave of absence, except as required by law. This means an employee on parental leave does not receive holiday pay and does not accrue sick leave or vacation while out on leave. Similarly, faculty do not earn teaching experience credit during the leave. For employees eligible for family leave under our Family and Medical Leave Policy, we continue your health care coverage under our group plan on the same terms as if you had continued to work during the time you are covered under OFLA/FMLA. In accordance with applicable law and the terms of our health care coverage plans, eligible employees may choose to prepay their group medical insurance coverage during approved unpaid leaves of absence. When an employee has been out on leave for over twelve weeks, the employee is no longer considered an "active employee" for purposes of our health care coverage, and the employee will need to elect coverage under COBRA to stay on our group health plan. Please also note that if you fail to return to work after parental leave, unless it is related to medical or other reasons not within your control, we may seek reimbursement of insurance premiums we paid during your leave.

Employees who work 10 months out of the calendar year but who are paid on a 12-month basis should be aware that an unpaid leave taken during the school year may affect their monthly compensation. Feel free to contact Human Resources for assistance in understanding the impact on your compensation.

9.10 Bereavement Leave

Eligibility: All employees.

Employees will be given five paid days off for bereavement leave at the regular rate of pay the employee would normally receive during this five-day absence to travel to and/or attend the funeral or memorial service of an immediate family member (defined as an employee's spouse; same sex domestic partner; biological, adoptive, stepchild, foster child (and any person with whom the employee has a loco parentis, i.e., in place of parents, relationship); parent (biological parent or an individual who stands or stood in loco parentis); parent-in-law; grandparent; and grandchild.

We provide additional unpaid time off for bereavement leave in accordance with the Oregon Family Leave Act (OFLA). Please refer to our Family and Medical Leave Policy (Section 10.1) for details if you need to take additional time off for bereavement leave. Employees who are not eligible under OFLA should speak to their supervisor about taking additional time off.

9.11 *Sabbatical Leave*

Eligibility: Faculty who have worked 15 years at OES.

In order to promote the professional growth of experienced Faculty, OES offers a paid leave from the beginning of spring break through the end of each school year. This extended period of personal or professional development is available to one faculty member from each division every year. Faculty may apply for sabbatical leave after working for 15 years at OES. Faculty are eligible if they work at least 80 percent time (.8 FTE) and have spent more than 50 percent of their time with students in the classroom throughout the 15 year tenure. Sabbatical leave is not an earned benefit and may not be used unless approved. Sabbaticals are awarded one time only. Faculty who leave the school for a year or more for any reason must start over on the 15 year tenure requirement. Faculty who are eligible for a sabbatical in a particular year may postpone it to another year within the next three years. It is the School's expectation that Faculty taking sabbaticals will return for at least one year. If the one-year commitment is not fulfilled, Faculty will be obligated to repay the compensation they received while on leave and costs of benefits paid on their behalf.

10. TIME OFF: UNPAID LEAVES OF ABSENCE

Employees may request an unpaid leave of absence for many different reasons, including caring for themselves or a sick family member; spending time with a newborn or newly adopted or fostered child; serving in the military; or for other personal reasons. Some leaves of absence are governed by state or federal laws, while others are granted solely at OES's discretion. If employees have questions about unpaid leave, they should contact Human Resources.

10.1 Family and Medical Leave

There are two laws – one federal, one state – under which we provide eligible employees up to 12 weeks of unpaid job-protected leave (and in certain limited circumstances, more than 12 weeks of leave) during a 12-month period in certain qualifying situations. Although the laws are similar and overlap in many ways, there are some differences between them. In some cases, you may be eligible under one law but not the other by virtue of the number of hours you work and the time period you have been employed with us. In other cases, the type of leave taken may be covered under one law but not the other. More commonly, both laws will apply to your leave and the leave taken under both laws will run concurrently during your time off.

OFLA: If you have been employed at least one hundred eighty (180) days immediately preceding the date your leave would begin and you have worked an average of twenty-five (25) hours per week during that time period, you may be eligible for family and medical leave under the Oregon Family Leave Act ("OFLA").

FMLA: If you have been employed for at least 12 total months (not necessarily consecutive) without a break in service of seven or more years and have worked at least 1,250 hours during the 12-month period before your leave commences (about 24 hours per week), you may be eligible for family and medical leave under the Family and Medical Leave Act ("FMLA").

Reasons for Taking Leave: OFLA and/or FMLA leave may be taken for the following reasons:

- Due to your own serious health condition that makes you unable to perform your job ("**Medical Leave**").
- Due to your incapacity due to pregnancy, prenatal medical care or child birth ("**Medical Leave**").
- To care for your family member who has a serious health condition ("**Medical Leave**").

a) FMLA only: For the purpose of FMLA leave, "family member" means an employee's spouse, parent, and children.

b) OFLA only: For the purpose of OFLA leave, "family member" includes an employee's spouse; same sex domestic partner; biological, adoptive, stepchild, foster child (and any person with whom the employee has a loco parentis, i.e., in place of parents, relationship); parent (biological parent or an individual who stands or stood in loco parentis); parent-in-law; grandparent; and grandchild.

- To care for a newborn, adopted or foster child ("**Family Leave**"). Family leave must be used within the first 12 months from the birth, adoption or foster placement, unless we agree to postpone it.
- OFLA only: To care for your child if that child is suffering from an illness, injury or condition that is not a serious health condition, but requires that you be caring for the child ("**Sick Child Leave**"). We may consider the availability of another family member to provide home care for the child when determining whether you are eligible for this leave.
- OFLA only: To attend a family member's funeral or alternative to a funeral, to make arrangements necessitated by the death of a family member, or to grieve the death of a family member ("**Bereavement Leave**"). Employees who want to take this leave must provide notice and take the time off within 60 days of the date on which the employee receives notice of the death, and may only take up to 2 weeks off.

Military Family Leave Entitlements under FMLA:

- Eligible employees whose spouse, son daughter or parent is on covered active duty or has been called to covered active duty in the Armed Forces may use their 12-week leave entitlement under FMLA only to address certain qualifying exigencies ("**Qualifying Exigency Leave**"). Qualified exigencies may include attending certain military events, arranging for alternative child care or dependent parent care, addressing certain financial and legal arrangements, attending certain counseling sessions and attending post-deployment re-integration briefings.
- FMLA also includes a special leave entitlement that permits eligible employees to take up to 26 weeks of leave to care for a covered military service member who has a serious illness or injury if you are the service member's spouse, son, daughter, parent, or next of kin ("**Military Caregiver Leave**"). This leave extends to current members of the Armed Forces, including a member of the National Guard or Reserves, who is undergoing medical treatment, recuperation or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list, for a serious injury or illness (as defined by FMLA, distinct from the definition of "serious health condition"); or a veteran who was discharged and released under conditions other than dishonorable at any time during the 5-year period prior to the first date the eligible employee takes FMLA leave to care for the covered veteran, and who is undergoing medical treatment, recuperation, or therapy for a serious injury or illness.

Definition of Serious Health Condition: For purposes of Medical Leave, a "**serious health condition**" is defined as any illness, injury, impairment or physical or mental condition that involves either an overnight stay in a medical care facility, or continuing treatment by a health care provider for a condition that either prevents you from performing the functions of your job or prevents the qualified family member from participating in school or other daily activities. Subject to certain conditions, the continuing treatment requirement may be met by a period of incapacity of more than 3 consecutive calendar days combined with at least 2 visits to a health care provider or one visit and a regimen of continuing treatment, or incapacity due to pregnancy, or incapacity due to a chronic condition. Other conditions may meet the definition of continuing treatment under FMLA and OFLA.

Details of Leave:

Twelve-Month Period: The School's leave year begins on September 1 and ends on August 31 for all leave except Military Caregiver Leave. For Military Caregiver Leave, the 12-month leave usage period begins on the date Military Caregiver Leave is first taken.

Duration of Leave: Medical, Family Leave or Qualifying Exigency Leave may be taken for a total of 12 weeks in every 12-month period. Military Caregiver Leave may be taken for up to 26 weeks in a 12-month period that commences from the date the leave is first taken; provided, however, that any leave taken within the 12-month period for Family, Medical or Qualifying Exigency Leave shall count against the total 26 week allotment of Military Caregiver Leave.

Additional Leave under State Law: Under OFLA, an eligible female employee may take an additional 12 weeks off within any year for any other purpose listed above if she took leave because her pregnancy or childbirth disabled her from performing any available job offered to her by the OES. Also, any eligible employee (male or female) who takes 12 weeks of OFLA Family Leave may take up to an additional 12 weeks of Sick Child Leave within the 12-month period to provide home care to an ill or injured child.

Notice: Employees must give notice of the intent to use leave under this policy. Employees must provide notice as soon as possible after learning of the need for leave.

When you know of your need for leave in advance: except in unusual circumstances, we expect reasonable advance notice of your need for leave. If your need to take leave is foreseeable more than 30 days before the leave is expected to begin, we request notice as soon as possible, but in no case less than 30 days before your leave is expected to begin.

If your need to take leave is unforeseeable: you (or your representative, if you are unable to give notice) must provide notice as soon as possible, generally on the day you learn of your need for leave or the next business day. Your delay in providing notice may delay our ability to approve the leave and may result in a postponement or denial of your leave. You generally must comply with our normal call-in policy.

If you are already approved to take OFLA and/or FMLA leave for an OFLA/FMLA-qualifying reason and need to request additional leave for the same reason (for example, you have already been approved for intermittent OFLA/FMLA leave and intend to take time off for that purpose), then to provide sufficient notice, each time you request leave for an OFLA/FMLA-qualifying reason, you must either mention the OFLA/FMLA-qualifying reason or request "OFLA/FMLA" leave. Simply "calling in sick" is not sufficient notice of the need for OFLA/FMLA leave and will not be considered OFLA/FMLA leave. You must also follow the regular reporting methods that are approved in our policy. This means you must notify us prior to the beginning of your normal workday about an absence or late arrival or you will be in violation of the leave requirements and your absence will not be considered a part of approved OFLA/FMLA leave.

Certification: Before we can formally approve Medical Leave or Military Caregiver Leave, you must provide medical certification of your serious health condition, the serious health condition of your family member, or the serious injury or illness of a covered service member. Human Resources will supply a form for you to use. In certain cases, we may provisionally approve your leave while you are waiting for the appropriate written certification normally from a health care provider. Except in unusual circumstances we will expect you to return a completed medical certification to us within 15 days of our request. In some circumstances we may request an additional medical opinion at our expense.

Medical verification will not be required to substantiate your need to be absent to provide Sick Child Leave unless you are absent for this purpose more than 3 workdays in a 12-month period.

Your failure to provide a timely complete and sufficient medical certification, or to cooperate with inquiries to clarify, authenticate or verify a medical certification, may result in a postponement or denial of your leave.

We may require periodic re-certifications of a serious health condition.

Before we can formally approve Qualifying Exigency Leave, you must provide a copy of the service member's active duty orders or other military documents. You must also provide a certification documenting the qualifying exigency and leave requested. Human Resources will supply a form for you to use. We may provisionally approve your leave while you are waiting for the orders and written certification. Except in unusual circumstances, we will expect you to return the orders and completed certification to us within 15 days of our request.

Intermittent Leave: Your doctor may determine that it is medically necessary for Medical Leave or Military Caregiver Leave to be taken on an intermittent or reduced schedule basis (e.g., fewer hours worked per week). We will require specific certification of such medical need for intermittent leave, including periodic re-certifications for leave based on a serious health condition. When the need for leave is for planned medical treatment or is otherwise foreseeable, then we request that you to consult with us concerning the scheduling of leave and to make a reasonable effort to schedule your leave so that it does not unduly disrupt our operations. In addition, Qualifying Exigency Leave may be taken on an intermittent or reduced schedule basis. We generally do not grant family leave on an intermittent basis. During certain intermittent leave, for example, during leave due to planned medical treatments, we may find it necessary to transfer you voluntarily on a temporary basis to another position with equal pay and benefits in order to maintain continuity and consistency within the affected work area.

Pay: Leave under this policy is unpaid (except for Bereavement Leave, in which case regular employees receive up to 5 paid days off at their regular rate of pay). If you have accrued unused paid time (such as sick leave, vacation, or bereavement leave), you must use all such time while taking leave under this policy; once you exhaust your paid leave, the remaining time off will be unpaid.

Benefits: We continue your health care coverage under our group plan on the same terms as if you had continued to work, but you do not accrue fringe benefits (like vacation or sick leave) while on unpaid leave.

Coordination with Other Leaves: If you are diagnosed with a disability that is unrelated to pregnancy, but prevents you from performing the essential duties of your job, and if your doctor requires you to be on leave for more than 12 weeks, you may be eligible for a finite extended leave of absence. If you are on time loss for workers' compensation, you will be required to use your FMLA leave in conjunction with your time off. You will not be required to use your OFLA leave in conjunction with workers' compensation leave resulting from an accepted workers' compensation injury. Please also see our Parental Leave Policy (Section 9.9).

Return From Leave: If the leave was related to your own serious health condition, you will be required to provide us with a certification from your health care provider certifying your fitness to return to work and that you are able to perform the essential functions of your position. (Human Resources will supply a form for you to use.) In most circumstances, you can return from approved leave to your former position or in some cases, an equivalent position with equal pay and benefits. If you fail to return, unless it is related to medical or other reasons not within your control, we may seek reimbursement of insurance premiums we paid during your leave.

Special Rules for “Instructional Employees”: FMLA and OFLA have special rules that affect “instructional employees” who take intermittent leave or leave on a reduced schedule, or who take leave near the end of an academic term. Instructional employees are those employees whose principal function is to teach and instruct students in a class, a small group, or an individual setting – including faculty and athletic coaches, among others. Please contact Human Resources if you are an instructional employee who seeks to take leave under this policy, so we can explain these special rules to you.

Notice to Employees Who Work Less than Year-Round: Academic Year Based Staff and any Faculty who work 10 months out of the calendar year but who are paid on a 12-month basis should be aware that an unpaid leave taken during the school year may affect their monthly compensation.

Complaint Procedure: We are committed to ensuring that OES does not interfere with, restrain, or deny the exercise of any right provided under FMLA or OFLA. If you believe that this policy has been violated, then you are strongly encouraged to bring any concerns to your supervisor or to the Director of Human Resources. There will be no retaliation or discrimination against anyone who opposes any practice made unlawful by FMLA or OFLA, or for involvement in any proceeding under or related to FMLA or OFLA. While we hope that all employees will feel comfortable using our internal complaint procedures, you are also entitled to file a complaint with the U.S. Department of Labor or bring a private lawsuit if you believe we have violated your rights.

Employees who intend to request a leave under this policy or who have questions related to the policy are encouraged to contact Human Resources for guidance and assistance.

10.2 Leave for Spouses of Military Personnel

Eligibility: Employees who work an average of at least 20 hours per week and who are spouses of military personnel deployed or on leave from deployment during times of military conflict.

Eligible employees may take up to 14 days unpaid leave from work per spousal deployment, before deployment and/or during leave from deployment. To be eligible, the military personnel must be a member of the Armed Forces of the United States, the National Guard, or the Reserves and notified of either (a) an impending call or order to active duty, or (b) impending leave from deployment. The employee must provide us with notice of his or her intention within five (5) business days of receiving official notice of an impending call or order to active duty or of a leave from deployment. The employee may choose to substitute any accrued paid leave for any part of the leave. This leave counts as OFLA leave. See a supervisor or Human Resources for additional details regarding this unpaid leave.

10.3 Leave for Military Service or Training

Eligibility: All employees.

In accordance with applicable law, OES grants eligible employees an unpaid leave of absence as required for military service or training. All employees may use any available vacation time for military leave. If an exempt employee provides services to OES for only a portion of the workweek due to an absence for military service or training, he or she will be compensated for the full workweek, although any military pay received for any normal workdays can be offset against the salary due. Employees must provide written notice at least 30 days in advance of the anticipated start of such duty or training, or as soon as practicable. Employees who serve for more than 30 days will become responsible for the full cost of health benefits at the end of that month, and must indicate their intention to continue coverage. Employees who serve for 30 days or less will have continued medical and dental coverage as if they had never left. The accrual of other benefits, such as vacation time and sick leave, will be suspended while the employee is on leave and will resume upon return to active employment. Employees returning from active duty must apply for reemployment in accordance with applicable state and federal laws. If eligible for reinstatement, efforts will be made to return employees to their previous positions or to the positions they would have had, had they not taken time off for military service in accordance with applicable law. Returning employees will be treated as though they were continuously employed for the purpose of determining benefits based on length of service, such as vacation accrual.

10.4 Veteran's Day Leave

Eligibility: Employees who have served on active duty in the armed forces for at least six months and received an honorable discharge (this includes employees who served in a reserve or National Guard unit and were deployed or served on active duty for at least six months).

OES will provide unpaid time off for Veteran's Day if the employee is normally required to work on this day. The employee is required to provide at least three (3) weeks' notice that he or she intends to take time off for Veteran's Day and provides to Human Resources documents showing that he or she is a veteran as defined by this Oregon statute.

OES does retain the option to deny this requested time off if in OES's determination this leave would create a significant economic or operational disruption or undue hardship. If the employee does not take time off on Veteran's Day, he or she will be allowed to take another unpaid day off within one year of this holiday in order to honor the employee's military service.

10.5 Leave for Oregon Crime Victims

Eligibility: Employees who have worked an average of 25 hours or more per week in the 180 days immediately preceding the first day of the requested leave.

If an employee or a member of his or her immediate family is a victim of a crime, he or she may be eligible for an unpaid leave of absence to attend any related criminal proceedings. The employee must provide OES with reasonable advance notice of any such proceedings. If the employee's leave would create an undue hardship on OES, the leave may be limited and we will ask you to request that the court take the employee's work schedule into account when scheduling the proceedings. The employee may choose to substitute any accrued paid leave for any part of the leave.

10.6 Leave for Victims of Domestic Violence, Stalking, or Sexual Assault

Eligibility: All employees.

In accordance with the law, OES provides reasonable unpaid leave for eligible employees who are victims (or parents/guardians of minor/dependent victims) of domestic violence, sexual assault, or stalking. Unpaid leave under this policy may be requested for the following purposes: to seek law enforcement assistance or legal help; to obtain medical treatment or recovery; to attend counseling from a licensed mental health professional; to seek services from a victim service provider (for example, a domestic violence shelter or rape crisis center); or to relocate a residence or secure an existing home.

The employee may choose to substitute any accrued paid leave for any part of the leave.

Employees may be asked to provide certification of the need for leave, including police reports or documentation from a court, attorney or health care professional.

10.7 Other Leave Without Pay: Personal Leave

Eligibility: All employees.

At the discretion of the Head of School, OES may provide a finite personal leave of absence without pay to an employee when it is determined that the leave will benefit both the employee and OES. All accrued vacation, sick leave and paid personal days, if applicable, must be exhausted before a leave of absence without pay is granted. No benefits are accrued, earned or paid for by OES during such an unpaid leave of absence, except as required by law.

In accordance with applicable law and the terms of such plans, eligible employees may choose to prepay their group medical insurance coverage during approved unpaid leaves of absence. Faculty will not earn teaching experience credit during an unpaid personal leave of absence.

Depending on the length of the leave, OES will try to return you after a personal leave of absence to your pre-leave position, but we cannot guarantee it in all situations.

Employees who work 10 months out of the calendar year but who are paid on a 12-month basis should be aware that an unpaid leave taken during the school year may affect their monthly compensation.

11. REDUCTION IN HOURS AND TERMINATION OF EMPLOYMENT

11.1 *Effect of Declining Enrollment, Financial Difficulties, or Other Change*

From time to time, it may be necessary to reduce OES's work force based upon our changing needs. As a result of a decline in enrollment, financial difficulties or unexpected changes, the Head of School (after consultation with the Board and appropriate Administrators) may determine that it is necessary to reduce staff, faculty, salaries and/or work schedules or to take other cost-cutting steps to assure the short and long-term stability of OES. The School will try to provide advance notice of any such action to the affected employees, but advance notice may not always be possible or practical. In particular, school enrollment or enrollment in a particular program may not justify retention of all existing employees, including Faculty who received contracts or Staff who received wage adjustment letters the preceding spring. In this event, it may be necessary for OES to reduce or eliminate a position for that school year. In making the decision to reduce or terminate employment, the Head of School (in consultation with the appropriate Administrators) will consider the needs of the program, the suitability of Faculty, Administrators and Staff, and the seniority of the employees being considered for the reduction, but these may not be the sole criteria considered. The decision to reduce or eliminate a position will be made at the Head of School's sole discretion.

11.2 *Reduction in Work Hours*

In the event an employee's regular hours are reduced and the employee is no longer eligible for certain benefits due to a change in work schedule:

- OES will notify the employee of his or her rights to continue group health insurance under COBRA, if applicable;
- OES will cash out any accrued vacation (up to 30 days) on the next payday, if the employee no longer accrues vacation; and
- If the employee's FTE drops such that a child or children eligible for tuition remission will no longer be eligible, the remission will continue through that academic year. Any additional assistance for future academic years will be decided on a case-by-case basis by the Head of School.

11.3 *Voluntary Termination*

OES requests that the employee give at least two (2) weeks' notice if he or she decides to resign employment. An employee who terminates employment voluntarily with notice of at least 48 hours will be issued a final paycheck on the final day worked, unless the last day falls on a weekend or holiday. In that case, the final paycheck will be issued on the next business day. An employee who terminates employment voluntarily with less than 48 hours' notice, excluding weekends and holidays, will be issued a final paycheck within five days, excluding weekends and holidays, or on the next regular payday, whichever comes first.

Staff employees will be paid any accrued unused vacation (up to 30 days) upon termination.

Upon separation of employment, employees must immediately return all school property such as equipment, laptops, cell phones, keys, name badge, credit cards, etc.

11.4 Involuntary Termination and/or Nonrenewal of Contract

All employees at OES are employed at-will. At-will employees may be terminated from employment at any time, with or without notice, and with or without cause. This includes any employees who receive employment contracts.

Any employee who is terminated involuntarily will be issued a final paycheck on the final day of employment or by the end of the next business day.

Staff will be paid any accrued unused vacation (up to 30 days) upon termination.

Upon separation of employment, employees must immediately return all school property such as equipment, laptops, cell phones, keys, credit card, etc.

11.5 References

All requests for employment verification should be directed to the Human Resources Department. If contacted by a potential employer for a reference for a former employee, the School will ordinarily only disclose the employee's length of employment, position, and pay rate. Contact Human Resources if you wish the School to release any additional information, in which event you will be required to sign a release.