

Approved for Public Comment 9/24/2019

C.18 Right to Organize and Collectively Bargain

PAPA employees, as public employees, other than management employees and confidential employees, may form, join or assist a labor organization for the purpose of collective bargaining through representatives chosen by public employees without interference, restraint or coercion and shall have the right to refuse any such activities.

The provisions of the Public Employee Bargaining Act (NMSA 1978 10-7E-1 et. seq.) will be followed for collective bargaining.

C.12.1 -EXECUTIVE DIRECTOR'S EVALUATION

An effective working relationship between the Executive Director and the Council is essential to the successful operation of PAPA. The development and maintenance of such a relationship may be assisted by a periodic review of the Executive Director's diverse responsibilities accompanied by an appraisal of the Executive Director's performance.

Based on a process and criteria that is based on Public Education Department guidance, that are mutually agreeable to the Council and Executive Director, the Council will evaluate the Principal's Executive Director's effectiveness. The evaluation document and procedures to be used will be reviewed and approval annually by the Council and the Executive Director.

B.3 FISCAL INTEGRITY

In the event the Council and/or the Principal-Executive Director determines additional personnel, programs or initiatives are warranted, no such additions will be made without a corresponding identifiable source of funding. The distribution schedule of funding shall also be taken into consideration in incurring any obligation or commitment.

E.2.14 PAPA VIOLENCE PREVENTION PLAN

A. Violence Prevention and Security

1. Background Checks

As required by law, all parties who will have unsupervised access to students shall have a full background check. All parties include employees, a volunteer, or who works for the school as a contractor or a contractor's employee.

C.14 BACKGROUND INVESTIGATIONS

(Updated 11/29/2016)

~~Prior to employment, all persons shall be subject to a criminal background investigation at the applicant's cost.~~

An applicant who has been offered employment or a school volunteer, contractor or contractor's employee shall provide two fingerprint cards or the equivalent electronic fingerprints to the Executive Director to obtain the applicant's, school volunteer's, contractor's or contractor's employee's federal bureau of investigation record. The school shall pay for an applicant's background check. A school volunteer, contractor or contractor's employee is required to pay for the cost of obtaining a background check. (reference 2019 HB 431, Section 3. 22-10A-5, paragraph D)

Background investigations shall be repeated not to exceed every five years. The school will pay for these repeat background checks.

A.12 COUNCIL ORGANIZATIONAL MEETING

The Council will hold its annual organizational meeting during the first regular Council meeting in July, unless no incumbent officers remain on the Council at the time a new Council takes office. In this instance, the Council will hold its annual organizational meeting during the first regular Council meeting after the new Council assumes office. The offices of the Council to be elected include President, Vice-President, and Secretary. The new officers will take office at the meeting following the July organizational meeting.

D.14.1 Grant Funds

1. All grants proposed to be applied for on behalf of the school, school employees, or students; or grants that will impact the school, must be approved prior to submission by the Executive Director. This includes grants to be applied for using a 501c(3) organization. The school sponsor of the proposed grant will provide the grant application, the grant conditions, expenditure requirements, and other grant requirements as a part of the evaluation/approval process. Grants applications of \$40,000 or greater will be approved by the Governing Council prior to application.

a. "On behalf of the school" and "impact the school" is a grant which includes the uses of the school name, facilities, assets, employees, or students.

b. Grants for school employees only that are not on behalf of or will not impact the school do not require pre-approval.

c. Grants which require matching funds must also be approved by the Governing Council for budgeting purposes.

2. Grants received on behalf of the school, school employees, or students will be placed into a separate financial sub-account. A copy of the grant including grant conditions and requirements will be provided to the Business Office.

3. The Executive Director will approve all expenditures from the grants. The person wanting to utilize grant funds will provide the Executive Director with the proposed expenditure, how this

expenditure is related and/or authorized by the grant and any other documentation required by the Executive Director.

4. Records related to the grant will be maintained as required by the grant and for audit.

New material xxxx Immunizations

MEDICAL

Each student must provide an immunization/shot record showing current immunizations as required by Department of Health and Public Education Department at registration each year. An annual Public Education Department issued immunization exemption is acceptable for registration purposes. Students without a current immunization record or PED issued immunization exemption shall be disenrolled.

School administration does not have the authority to waive immunization requirements.

In the event of infectious disease outbreak, PAPA will notify the Infectious Disease Epidemiology Bureau at the New Mexico Department of Health and follow their recommendations. This may include students with vaccination exemptions being excluded from school and school activities for a period of time.