



ARKANSAS
VIRTUAL ACADEMYSM
...where every student can achieve.

2018/2019

Classified Personnel

Policies

Mission Statement

Arkansas Virtual Academy exists to build relationships, instruct with relevance and prepare students for the rigor of career and college success.

Vision Statement

ARVA will be the most well-known and respected virtual school of choice in Arkansas.

\s\Gary McHenry, Chairman of the Board
Approved June 26, 2018

Welcome to ARVA

We are happy to welcome you to school year 2018-19 at Arkansas Virtual Academy. It is our goal that ARVA staff and students are cultivated into a family of learning and success. As you move throughout the year, please know that you are surrounded by a team of fellow educators and administrators who value you and are willing to do whatever it takes in order to help you feel confident and be successful in this endeavor.

You have accepted the challenge of virtual education. While it is not an easy task, it is one of the most rewarding you will find in the education field. In the face of this challenge, be an advocate - not only for your students, but for yourself. Reach out with questions, push yourself to improve daily, and meet the challenges of each day with a positive attitude and a solutions mind-set.

We hope that you will find this year to be your best year yet, and we commit to working diligently to make this a reality for you and for your students.

Thanks for joining us on another adventurous year. We are excited about what is to come and look forward to your contributions.

Sincerely,
ARVA Administration

Dr. Scott Sides
Head of School
ssides@k12.com

Bethany Johnson
Operations Manager
bejohnson@k12.com

Gina Moore
Parental Involvement Coordinator
gmoore@arva.org

Amanda Sullivan
Special Programs Manager
amsullivan@arva.org

Amy Johnson
Academic Administrator
amyjohnson@k12.com

Mendy Felton
High School Principal
afelton@arva.org

Ashley Holder
Middle School Principal
aholder@arva.org

Kristin Allen
Elementary Principal
kallen@arva.org

Who We Are

Arkansas Virtual Academy



Belief

All students can achieve

Core Values

Academic Excellence
Relationship Focused
Value of the Individual
Applicable Learning Experiences

Our Mission

To build relationships, instruct with relevance and prepare students for the rigor of career and college success.

Our Vision

ARVA will be the most well-known and respected virtual school of choice in Arkansas.

We are this...

- Student-centered
- Resilient
- Adventurous
- Accountable
- Driven
- Team-Oriented
- Personalized
- Accommodating
- Diverse

So We do this...

- Focus all efforts on student success
- Accept challenges and work for solutions
- Throw away the box
- Accept responsibility and reflect for change
- Never give up
- Encourage, support, and work together for the good of the whole
- Recognize and meet a variety of student needs
- Build relationships with stakeholders to provide a positive experience
- Welcome and encourage all to grow

Arkansas Virtual Academy Codes:

Student-Centered -- Relationship Focused -- Excellence -- Legacy

Table of Contents

General Employment Information.....	5
Equal Opportunity Employer.....	5
Employment Agreement Renewal and Non-Renewal.....	5
Residency Requirements.....	5
Personnel Assignment	6
Reduction in Work Force	6
Background Check Policy.....	6
Suspension, Termination and/or Non-Renewal	6
Salary and Benefits.....	7
Communication with Families.....	7
Evaluation and Growth	7
Application of Social-Networking Technology	8
Employee Leave Policy.....	9
Annual Leave	9
Professional Development.....	10
Summer Vacation.....	11
Sick Leave.....	11
Maternity/Paternity/Adoption Leave	12
ARVA Adventure Day	12
K8 Celebration/Prom/Graduation	12
Leave Without Pay.....	13
Reimbursement Policy.....	13
In-State Travel	13
Lodging	13
Mileage.....	14
Home Office Expenses.....	14
ARVA Outing Expenses	15
ARVA Testing Expenses.....	15
Grievance Procedure.....	15
Harassment Policy	16
Whistleblower Protection Policy.....	18

General Employment Information

Equal Opportunity Employer

Arkansas Virtual Academy (ARVA) is an equal opportunity employer committed to a policy of equal employment opportunity for all applicants and employees.

It is the policy of the ARVA Board of Directors and ARVA administration to ensure that all employees comply with the spirit and intent of federal, state and local law, government regulations, executive orders regulating affirmative action and equal opportunity in employment. Arkansas Virtual Academy will hire, train, promote, compensate, and administer all employment practices and benefits without regard to race, sex, pregnancy, childbirth, religion, marital status, age, national origin, disability, veteran status, or any other category protected by federal, state, or local laws.

Arkansas Virtual Academy fully supports the Americans with Disabilities Act and will reasonably accommodate disabled employees and applicants who can perform the essential functions of a job for which they are qualified, with or without accommodation, unless undue hardship to ARVA exists.

Employment Agreement Renewal and Non-Renewal

Arkansas Virtual Academy is an open-enrollment charter school and was granted a waiver from teacher contracts and Teacher Fair Dismissal Act. The school utilizes at-will employment agreements. Employment agreements can be terminated at any time by either party.

Agreements are approved by the Board of Directors as needed based on student enrollment. All offers shall expire if not accepted in writing within two weeks from the date issued.

Residency Requirements

Beginning with the 2018-19 school year, Arkansas Virtual Academy employees, who are hired while living within the state of Arkansas, are required to reside within the state of Arkansas. A current employee moving outside of the state should understand that the move may result in non-renewal.

Additionally, all employees will maintain a physical address from which to work each day.

Personnel Assignment

All Arkansas Virtual Academy employees are subject to assignment at the direction of the Head of School. Assignments will be made with the consideration of student needs, area of expertise and the need for balance across employee caseloads. Reasonable efforts will be made to honor staff preferences in assignments.

Reduction in Work Force

The Arkansas Virtual Academy acknowledges its authority to reduce the workforce (employees) whenever such a reduction is deemed as necessary or desirable. The reduction in force may also apply to the number of hours worked by an employee.

Background Check Policy

Arkansas Virtual Academy complies with the [Rules Governing Background Checks](#) as set forth by the Arkansas Department of Education. The completion of the criminal background check and Child Maltreatment Central Registry check is a condition for initial employment or non-continuous reemployment of any applicant seeking a licensed, non-licensed, or recurring volunteer position. The background check must be completed and approved within 60 days of hire unless an extenuating circumstance is reported to the building-level principal, FAST manager, Academic Administrator, Business Financial Analyst, or Head of School. Any applicant who is found to have a true report in the Child Maltreatment Central Registry and/or pled guilty, pled nolo contendere to, or been found guilty of any offense that will or may result in license revocation will not be considered for employment unless the Arkansas State Board of Education has granted a waiver. In addition to the background check upon initial employment, Arkansas Virtual Academy will rely on periodic educator license renewal for an updated background check on certified employees and will maintain classified employees background checks for renewal every 5 years. For more information concerning background checks, please contact the Business Financial Analyst.

Suspension, Termination and/or Non-Renewal

All employees are engaged through an at-will employment agreement and can be terminated or non-renewed at-will. Following review with the appropriate administrative supervisor, the Head of School will provide the employee with a written notice of the suspension, termination, or non-renewal.

When employment is terminated with the Arkansas Virtual Academy, either by ARVA administration or by an employee, unused annual leave will be forfeited. Unused sick leave, in accordance with state law, can be rolled to the next employment position if it is with another Arkansas public school entity.

Salary and Benefits

The Arkansas Virtual Academy has a waiver from teacher salary schedule. However, ARVA's compensation package includes a complete benefits package. Benefits include the Arkansas State Public School Employee Insurance with a \$161.45 district match. The district also provides a dental package with Delta Dental which pays the employee cost of the dental plan.

The Arkansas Virtual Academy is proud to be an equal opportunity employer.

Communication with Families

Ongoing and consistent communication is required between the student, parent, and teacher(s) for many reasons, including school compliancy. A teacher or other staff member may need to address non-attendance, insufficient progress or other compliancy issues with a learning coach. To establish a record detailing the action plan made with a family, the use of the school's email account and the designated ARVA office phone should be the primary method to communicate official school concerns. Employees should use text only as a last resort to make contact when addressing concerns regarding student or school compliancy. After successful contact has been made, communication should resume through email and phone as previously described.

Texting a learning coach during the school day should only be done when an immediate need arises, for example, the learning coach is to meet the teacher or staff member for a face-to-face meeting or testing and has not arrived, the learning coach sends a text for directions to an outing, a teacher is waiting on a student to begin a class connect session, etc. While texting does engage parents, it should not be involved in any compliancy proceedings. Texting should be used for school business purposes only, not for casual exchange. In the event that texting is used, documentation of the exchange must be noted in the school's system. Providing timely reminders on a regular basis via the school's Facebook page, the learning management system and the ARVA website should help reduce the number of miscellaneous text messaging that may occur.

No employee of ARVA should communicate with students via text messaging. Should any wrongdoing occur or accidents happen while texting is in use, the school will be held harmless.

Evaluation and Growth

Arkansas Virtual Academy promotes the ARVA Opportunity Growth Model. This model allows and encourages growth of all employees with a focus on goal setting and continual improvement. The model, additionally, allows teachers to work toward and

improve to the level they desire through collaborative meetings and conversations with their administrator.

Application of Social-Networking Technology

Arkansas Virtual Academy teachers, administrators and staff will follow the policies set forth by the Arkansas Professional Licensure Standards Board (PLSB) described below.

Recommendations and Guidelines Regarding the Educational Applications of Social-Networking Technology Issued by the Arkansas Professional Licensure Standards Board

Increasingly, educators are utilizing social-networking technology tools for professional educational purposes. The Professional Licensure Standards Board, in concert with the Arkansas Education Association, the Arkansas Association of Educational Administrators, and the Arkansas Association for Supervision and Curriculum Development, offers the following cautionary guidelines to assist educators in assuring that their usage of these tools is consistent with the spirit and intent of the Code of Ethics for Arkansas Educators.

- 1) Prior to establishing professional social media accounts, a written explanation of the purpose of the account should be provided to district level administrators for approval. Professional use of social media should be approved by a district-level administrator, or his or her designee.
- 2) If Districts approve the use of professional social media accounts, parents/guardians should be notified of the purpose and provided an opportunity to “opt out.”
- 3) E-mail and/or social media tools and accounts should be kept separate. Professional accounts should be created and maintained separately for student and/or parent interaction and communications. An authorized administrator or his or her designee should regularly monitor professional accounts and have full rights to modify the accounts.
- 4) Personal accounts should be for personal use only and should not be used during the school day. School personnel should not add students and/or parents as “friends” or “associates” to personal accounts.
- 5) Use of social media during business/school hours should be on professional accounts and for professional or educational use only.

- 6) Digital correspondence between school personnel, students, or parents should be limited to professional and educational purposes only, and be conducted at appropriate times.
- 7) Images, audio, or videos of any school activities or students should not be digitally transmitted or streamed without prior written parental consent and/or must adhere to local district policies.
- 8) District policies should encourage personnel to report inappropriate use of digital and/or social media to appropriate district administrators. Possible ethics violations may be reported to the Professional Licensure Standards Board utilizing the “Code of Ethics for Arkansas Educators Allegation of Violation” form.
- 9) Districts should orient, educate, and/or provide guidance to students, parents, and staff regarding legal, safe, and ethical use of social media.

Employee Leave Policy

In an effort to achieve a cohesive working environment between ARVA employees, central office staff, ARVA Board of Directors and K¹² Inc., the following policy regarding leave has been established.

Annual Leave

Arkansas Virtual Academy full-time employees receive four (4) paid annual leave days per school year. Part-time employees receive two (2) paid annual leave days per school year. Annual leave time must be taken in half or full day increments. Annual leave will generally not be granted during periods of standardized testing or face-to-face professional development. Annual leave time does not include approved holidays such as:

Labor Day
Thanksgiving
Winter Break
New Year’s Day
Martin Luther King Day
President’s Day
Spring Break
Memorial Day

If an employee does not participate in scheduled meetings with administrators as expected, one half (1/2) day of leave must be taken. For leave related to professional development, please see the professional development leave policy.

If annual leave time is requested for more than two consecutive days, prior planning and approval must be obtained two weeks in advance in order to ensure that an extended gap in services to ARVA families does not occur. A “Request for Time Off” form must be submitted to the Academic Administrator or school-level principal, or Parental Involvement Coordinator, whichever is appropriate. All other annual leave requests must be received and approved in advance. Extenuating circumstances may not allow for prior notice, however, as much notice as possible should be given for each request. The Academic Administrator, FAST Administrator, or school-level principal will work with each ARVA employee in order to approve annual leave requests; however, adjustments may be necessary if multiple employees submit leave requests for the same time frame.

During the month of May, no consecutive annual leave days will be approved due to the importance of finishing the year in the strongest way possible.

Annual leave cannot be carried over from one year to the next. Employees will work with the Academic Administrator or school-level principal in scheduling annual leave to ensure that all ARVA students receive the best possible service during absence.

Once a leave request has been approved by the employee’s supervisor and submitted to Business/Operations Analyst that leave request will be entered and cannot be recalled by the employee or supervisor.

Professional Development

Professional Development is one of the most important and integral parts of the ARVA environment. These opportunities to meet face to face, grow, and problem solve together are vital and should be considered mandatory. Professional Development days are released long in advance and should be prioritized in scheduling. If annual leave must be taken, a two-week notice must be provided, or the leave will not be approved, and the day will be taken without pay. Only one annual leave day will be approved yearly for professional development.

If a sick day is requested, a doctor’s note is required. If a doctor’s note cannot be provided the day will be taken without pay. In the event of a sick day during professional development, a teacher may request to work with their building level administrator to make up the professional development time through the IDEAS website on non-contract time. If this option is elected, the professional development day will be considered regained and the sick day will not be processed. Make-up professional development should be completed prior to the following month’s professional development and the certificate of completion presented to the appropriate building level principal in order for the sick leave day to be regained.

Summer Vacation

Arkansas Virtual Academy full-time and part-time employees hired on or before the start date of the second semester will receive the following paid vacation during the summer:

- 1) Four days of vacation during the week celebrating the July 4th holiday. This is equivalent to thirty-two (32) hours for full-time employees and sixteen (16) hours for part-time employees.
- 2) Three weeks (15 days) either preceding or following the week celebrating the July 4th holiday. This is equivalent to one hundred twenty (120) hours for full-time employees and sixty (60) hours for part-time employees.

The Academic Administrator, school-level principal, or Parental Involvement Coordinator will place each qualifying ARVA employee in one of the vacation periods. ARVA staff will work with qualifying employees to the extent possible to meet the request of the employee. However, adjustments may be necessary in order to ensure that appropriate coverage is available to cover summer school sessions. ARVA employees will be required to complete all required tasks prior to taking summer vacation. If an employee has to work during their vacation period to complete required tasks those days will not be carried over.

Considering the above consecutive days/weeks of granted summer vacation, every effort should be made by ARVA employees to schedule vacations during the summer vacation time period. Requests for extended vacations throughout the year will be reviewed closely and rarely granted.

Sick Leave

Arkansas Virtual Academy full-time employees receive one (1) paid sick day for each month of the employment period. Part-time employees receive one half (1/2) paid sick day for each month of the employment period. In accordance with §6-17-1205 employees can accrue up to ninety (90) days of unused sick leave. Sick leave will be taken in half or full day increments. Upon departure or dismissal from ARVA, an employee's sick leave bank can be transferred to another public school entity upon the employee's written request. If daily expectations cannot be completed due to the illness of an ARVA employee, their child or immediate family member(s), sick leave should be taken.

A "Request for Time Off" form should be submitted within one business day of the illness or use of sick leave. Prior approval, when possible, should be obtained for use of sick leave for extended illness, surgery, etc., to allow for arrangements to be made

ensuring coverage of services to ARVA families. Documentation, including doctor's notes, may be required. Once a leave request has been approved by the employee's supervisor and submitted to Business/Operations Analyst that leave request will be entered and cannot be recalled by the employee or supervisor.

Maternity/Paternity/Adoption Leave

Arkansas Virtual Academy employees must utilize any unused sick leave when a leave of absence is for the purpose of maternity/paternity or adoption, prior to applying for unpaid leave under Family Medical Leave Act (if the employee qualifies for coverage). During such leave, the employee shall have the option to continue any/all benefits at the group rate, provided appropriate payment is made by the employee as indicated by selected insurance coverage.

Annual leave can be utilized for maternity/paternity or adoption leave, however, it is not required.

Arkansas Virtual Academy employees should provide a sixty (60) day notice, if possible, when a leave of absence is for the purpose of maternity/paternity or adoption to allow for arrangements to be made ensuring coverage of services to ARVA families.

ARVA Adventure Day

ARVA Adventure Days provide our employees and families the opportunity to interface and build relationships. Because of the isolated and rare nature of these opportunities, attendance is mandatory. Prior approval must be granted from your building level administrator or academic administrator if sick leave must be taken. Annual leave requests for ARVA Adventure Days will be closely reviewed and rarely granted.

K8 Celebration/Prom/Graduation

K-8 Staff

K8 Celebration set up and attendance and prom setup are required for all staff and FAST Team members. Annual leave may not be taken, and sick leave requests will be closely reviewed and further documentation may be requested.

HS Staff

Attendance is required for prom and graduation. Annual leave may not be taken, and sick leave requests will be closely reviewed, and further documentation may be requested.

Leave Without Pay

Guidelines provided under the federal Family Medical Leave Act (FMLA) will be adhered to by the Arkansas Virtual Academy regarding leave without pay (LWOP) for specific reasons. Contact the Business/Operations Analyst for additional information on FMLA. Request for leave without pay outside of FMLA guidelines will be considered on an individual basis with the decision made jointly by the Academic Administrator and the Head of School. All LWOP requests should be submitted four weeks prior to the requested leave period, when possible. The Head of School will provide in writing a decision regarding the request within ten (10) days of the request. Arkansas Virtual Academy employees on LWOP will not be reimbursed for home office expenses such as; internet connection, monthly phone bills, etc.

Reimbursement Policy

Reimbursable expenses should be filed within 30 days of incurred expense. Expenses provided 60 days after incurred expense shall not be reimbursed. ARVA employees are eligible for the following reimbursable expenses:

In-State Travel

Meals and Incidentals Associated with Overnight Travel

Employees traveling overnight may be paid an amount designed to cover the cost of meals and incidentals (i.e. taxi fare, subway, parking), based on the number of meals per day for which the employee is eligible. For overnight trips, travelers will receive up to \$39 per day for meals and incidentals.

Meals and Incidentals Associated with Non-Overnight Travel

During times when employees are required to work outside of their home office at events such as outings, test administration, parent trainings and professional development, the employee will be reimbursed for meals and incidentals (i.e. taxi fare, subway, parking). Meals and incidentals will be reimbursed up to \$20 per day.

Alcoholic beverages, tips, and personal entertainment are not allowable expenses.

Itemized receipts are required for all reimbursements.

Lodging

In-state lodging: The employee will be fully reimbursed up to \$95, plus tax, per night if travel is over 100 miles from the ARVA employee's home office, unless the responsibilities can be fully accomplished during the normal business day and no overnight stay is required by administration. Otherwise, overnight stay must be pre-approved by the Academic Administrator or Head of School.

Please make every effort possible to find the most economical lodging when traveling on ARVA business. **Receipts are required for all lodging reimbursements. The receipt must show a zero balance.**

An employee must first try to book a room with ARVA's contracted lodging when attending ARVA events, meetings, or conferences within the Little Rock/North Little Rock area. If a room is not available an employee must have approval from their Administrator before booking a room at another location to be reimbursed the rate stated above.

Out-of-State Travel

Meals and Incidentals Associated with Overnight Travel

Employees traveling overnight may be paid an amount designed to cover the cost of meals and incidentals (i.e. taxi fare, subway, parking), based on the number of meals per day for which the employee is eligible. For overnight trips, travelers will receive up to \$50 per day for meals and incidentals.

Alcoholic beverages and personal entertainment are not allowable expenses.

Itemized receipts are required for all reimbursements.

Lodging will be fully reimbursed at the rate incurred plus tax. Out-of-state travel and lodging must be pre-approved by the Academic Administrator or Head of School.

Please make every effort possible to find the most economical lodging when traveling on ARVA business. **Receipts are required for all lodging reimbursements. The receipt must show a zero balance.**

Mileage

Mileage to attend professional development training, field trips, or other ARVA related events or business are eligible for reimbursement. Mileage will be reimbursed at the rate of \$.55/mile. A map showing the distance from beginning location to end location is required.

Home Office Expenses

- **High-Speed Internet Access**
Monthly internet connection will be reimbursed at the rate charged, up to \$50. New employees will be reimbursed for the installation of high-speed internet for ARVA business. This fee will only be reimbursed once, therefore, if for some reason an employee wishes to have the line moved, service provider switched, etc., the cost will be incurred at the employee's expense, unless pre-approved by

the Business/Operations Analyst. Part-time employees will be reimbursed \$25 per month towards their Internet service plan. The monthly bill must be submitted in order to receive reimbursement

- Office Supplies/Expenses

Receipts for purchases must be submitted along with the reimbursement form. Reimbursable expenses may include: ink cartridges, paper, folders, pens, binders, copying, etc. Student gifts are not a reimbursable expense unless approved through the use of Booster Club funds. Each employee should buy what is needed. If an item is \$50 or greater, the employee must get approval from the building level principal, FAST Administrator, Academic Administrator, or Head of School.

ARVA Outing Expenses

Room rental, parking fees and employee admission fees are covered expenses for ARVA sponsored outings. Room rental fees that are over \$25 and other miscellaneous expenses should be pre-approved, when possible, by the FAST Administrator, Academic Administrator or Head of School, as applicable. Expenses for non-ARVA sponsored outings are not reimbursable.

ARVA Testing Expenses

Expenses incurred that are associated with travel for testing administration are reimbursable expenses. Due to the length of testing, hotel expenses can be direct billed to ARVA for employees who live further than 100 miles from their assigned testing site. Please contact the Business Financial Analyst for further information on how to complete the hotel reservation. Grocery receipts are not acceptable for meal reimbursement unless prior approval is received from the building level principal, FAST Administrator, Academic Administrator, or Head of School. The above policies concerning meals and travel apply to testing expenses.

Grievance Procedure

The grievance procedure is a process in which employees can bring workplace problems to supervisors. Before the grievance process begins, the employee needs to address the problem with their immediate supervisor. If the problem has not been resolved to the satisfaction of the complainant through informal discussion with their immediate supervisor, she/he has the right to file a grievance in accordance with the following procedure. A grievance should be filed within ninety days (90) of the incident(s) in the following manner:

1. Submit a letter to the Business/Operations Analyst to include the following:

- a. A summary of the complaint, including nature of the complaint, relevant dates and incidents, and information on any informal discussion that may have occurred with the person(s) directly
 - b. Identify the person alleged to be responsible
 - c. Resolution sought
2. If the Business/Operations Analyst is the person the complaint is against, submit the letter to the Head of School.

Within two weeks (10 working days) the Academic Administrator or Head of School (when appropriate) will attempt to resolve the situation by discussion, investigation, or formal meeting(s) between the parties. The Academic Administrator or Head of School (when appropriate) will meet with both parties and offer a resolution. Within ten working days the Academic Administrator, or Head of School (when appropriate) will submit findings and proposed resolution to both parties, with a copy going to the Head of School and the Chair of the ARVA Board. The grievant has five (5) working days to respond to the proposed resolution in writing, either accepting the resolution or rejecting and requesting to move forward with the process. The written response from the grievant should be directed to the Business/Operations Analyst.

If the grievant rejects the proposed resolution and desires to appeal the decision, he/she must submit a written appeal to the Business/Operations Analyst or Head of School to be provided to the ARVA Board for a hearing at the next regularly scheduled school board meeting unless both parties have agreed to a different date. The hearing will be open or closed at the discretion of the employee. The employee will have no more than ninety (90) minutes to present his/her concerns and testimony. The ARVA Board will provide a written response within ten (10) working days from the date of the hearing.

Harassment Policy

Policy and Definition

It is the policy of the Arkansas Virtual Academy that all decisions shall be made on the basis of merit and without unlawful discrimination because of race, sex, color, creed, age, national origin, sexual orientation, or disability status.

Sexual harassment is sex discrimination under Title IX and will not be tolerated. It is the policy of ARVA to maintain a learning and working environment that is free from sex discrimination, including sexual harassment.

Sexual Harassment – could include:

- Any behavior which patronizes, intimidates or offends
- Any behavior which causes an individual to feel viewed as a sexual object and/or which causes offence
- Provocative suggestions, propositioning an individual
- The display of pornographic, semi-pornographic or suggestive material, electronic or paper
- Deliberate, potentially objectionable physical contact to which the individual has not consented or had the opportunity to reject
- Threats of negative evaluation, demotion, or promises of success or other rewards in exchange for sexual favors
- Submission to such conduct is made, either explicitly or implicitly, a term or condition of the individual's job
- Submission to or rejection of such conduct by an individual is used as the basis for employment evaluation
- Such conduct which has the purpose or effect of substantially interfering with an individual's professional performance or creating an intimidating, hostile, or offensive work environment

Racial Harassment – could include:

- Any behavior which causes discomfort, intimidates or offends or which incites others to do so
- The display or circulation of offensive material, including through electronic mail
- Verbal abuse and threats of physical attack

Personal Harassment – could include:

- Behavior which makes direct or indirect reference to disability or impairment - and thus causes discomfort, patronizes, insults or offends people with a physical, sensory or mental disability
- Behavior which makes direct or indirect reference to religion or culture thereby causing discomfort or offence
- Repeated gibes in reference to personal traits, appearance or sexual orientation
- Pressure to become involved in anti-social or criminal behavior
- Messages to or about a person, including electronic mail, that are offensive, insulting or cause discomfort

Resolution by Informal Discussion

Violations of this policy should be reported to the Business/Operations Analyst immediately and appropriate action will be taken. If after a fact-finding process it is determined that behavior occurred that violates this policy, the employee in violation may be recommended to the ARVA Board for immediate termination.

The above referenced types of harassment are not intended to be a complete listing of all types/forms of harassment but to provide employees some general guidelines.

Whistleblower Protection Policy

Definition:

“Protected Disclosure” means an allegation, made in good faith, that the Arkansas Virtual Academy or one or more of its employees, contractors (acting in the course of its work for the Arkansas Virtual Academy) or members of the Board of Directors, has in the course of his, her or its duties to the Arkansas Virtual Academy acted unlawfully or in violation of published Board of Directors’ policies.

Preamble:

The Arkansas Virtual Academy has moral, ethical and legal responsibilities for the stewardship of its resources and the public and private support that enables it to pursue its mission. Although the Arkansas Virtual Academy internal controls and operating procedures are intended to deter, detect and prevent improper activities, as at any institution, intentional and unintentional violations of laws, regulations, and policies may occur. This policy is intended to result in the internal identification and remediation of such violations.

Policy:

Reporting Protected Disclosures:

Any person may make a Protected Disclosure. It is the responsibility of all employees and board members to report Protected Disclosures. Protected Disclosures should be made in writing so as to assure a clear understanding of the issues, but may be made orally. Reports should be factual and contain as much specific information as possible. Protected Disclosures shall be made

1) by employees to their immediate supervisor or other person upwards in the supervisory chain, and 2) by other persons to the Head of School. However, when there is a potential conflict of interest, such reports may be made to another person in management who you may reasonably expect to have either responsibility over the

affected area or the authority to review the alleged improper activity on behalf of the Arkansas Virtual Academy.

Protection from Retaliation:

The Arkansas Virtual Academy and its employees and board members are prohibited from 1) retaliating or attempting to retaliate against any person who has made a Protected Disclosure or who has refused to obey an order that is illegal or in violation of published Board of Directors policies, and from 2) directly or indirectly using or attempting to use the authority or influence of his or her position for the purpose of interfering with the right of the person to make a Protected Disclosure. Anyone who retaliates against or interferes with someone who has made a Protected Disclosure is subject to discipline which, for employees, could be up to and including termination.

Investigations:

Supervisors to whom a Protected Disclosure is made are required to report them to the Head of School. The Head of School will undertake or cause to be undertaken an investigation and resolution of the alleged violations. The Head of School will advise the board chair and/or board vice chair, of all Protected Disclosures regarding accounting practices, internal fiscal controls or auditing. All internal complaints will be investigated promptly and with discretion, and all information obtained will be handled on a “need to know” basis. At the conclusion of an investigation, as appropriate, remedial and/or disciplinary action will be taken where the allegations are verified and/or otherwise substantiated.