



ARKANSAS
VIRTUAL ACADEMYSM

2015/2016 Certified Personnel Policies

Mission Statement

The mission of the Arkansas Virtual Academy (ARVA) is to support, guide, and assist families and colleagues in a positive way through teamwork to promote academic growth that leads to high achievement for the entire ARVA community.

By embracing change through teamwork and good communication, we will keep sight of our mission to ensure family commitment to accomplish our purpose.

\s\John Riggs IV, Chairman of the Board
Approved July 21, 2015

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. 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.

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 KMail and the designated ARVA office phone should be the primary method to communicate official school concerns. Employees should use email or 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 Kmail 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. Providing timely reminders on a regular basis via the school’s Facebook page, the Online School announcement tool and the ARVA website would 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.

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.

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 one (1) paid annual leave day for each month of the employment period. Part-time employees receive one half (1/2) paid annual leave day for each month of the employment period. 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 weekly conference calls with administrators by Blackboard Collaborate and phone call each week as expected, one half (1/2) day of leave must be taken. Scheduled internal professional development days will be treated in the same manner. If an employee does not attend the full day(s), leave must be taken. Leave for missed weekly conference calls or internal professional development will be taken from annual or sick leave, whichever is applicable. If a professional development opportunity is missed but can be made up, it is the employee's responsibility to follow through and get approval from the Academic Administrator or school-level principal to do so. If this occurs, then no leave time will be charged.

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, whichever appropriate. If annual leave time is requested for two consecutive days or less, the request must be submitted two days prior to the requested date. Extenuating circumstances may not allow for prior notice, however, as much notice as possible should be given for each request. The Academic 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.

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.

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 there is a noticeable interruption of service to families due to illness of an ARVA employee, their child or immediate family member(s), sick leave time must be taken. As a general rule, sick leave should be requested if families, when asked, would indicate an interruption in service.

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.

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.

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 Operations Manager 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.

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.

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 Operations Manager 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 Operations Manager is the person the complaint is against, submit the letter to the Head of School.

Within two weeks (10 working days) the Operations Manager (or Head of School when appropriate) will attempt to resolve the situation by discussion, investigation, or formal meeting(s) between the parties. The Operations Manager will meet with both parties and offer a resolution. Within ten working days the Operations Manager 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 Operations Manager. The Operations Manager shall decide the matter and that decision will be final.

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 Operations Manager 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.

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 amount of hours worked by an employee.

Reimbursement Policy

Reimbursable expenses should be filed within 30 days of incurred expense. ARVA employees are eligible for the following reimbursable expenses:

Travel

- 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.
- Miscellaneous Expense
Expenses incurred for parking, taxi, subway, etc. will be reimbursed at the rate incurred. Receipts are required.
- Lodging
In-state lodging: If the current state rate is not available, the employee will be fully reimbursed up to \$98, plus tax, per night if travel is over 100 miles from the ARVA employee's home office, otherwise overnight stay must be pre-approved by the Operations Manager or Head of School.
Out-of-State lodging will be fully reimbursed at the rate incurred plus tax. Out-of-state travel and lodging must be pre-approved by the Operations Manager 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.**

- Meals
In-state expenses for meals will be reimbursed up to \$39 per day **only** when overnight stay is required, unless otherwise approved by the Academic Administrator.
- 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. Meals will be

reimbursed up to \$20 per day.

- **Out-of-State** expenses for meals will be reimbursed up to \$50 per day for pre-approved out-of-state travel. Expenses for meals that are provided by the conference will not be reimbursed.

Itemized receipts are required for all meal reimbursements. Alcoholic beverages, personal entertainment and tips are not reimbursable expenses.

Home Office Expenses

- High-Speed Internet Access

Monthly internet connection will be reimbursed at the rate charged, up to \$50 plus tax. If Internet service cannot be obtained for less than \$50 per month prior approval must be obtained before any installation or service contract is entered into. 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 Operations Manager. Part-time employees will be reimbursed \$25 per month towards their Internet service plan.

- 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. Each employee should buy what is needed. If an item is \$50 or greater, the employee must get approval from the Operations Manager.

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 Operations Manager. Expenses for non-ARVA sponsored outings are not reimbursable.

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. When the Head of School has cause for suspension or termination, the Head of School will provide the employee with a written notice of the suspension or termination.

Teacher/Administrator Tuition Reimbursement

The Arkansas Virtual Academy will make available to teachers and administrators a tuition reimbursement for the pursuit of advanced studies. The following criteria apply:

1. Only full-time teachers or administrators of the Arkansas Virtual Academy are eligible.
2. Graduate studies, college courses taken to gain additional certification, cost of taking Praxis for additional certification or vocational courses that have a practical classroom application are all reimbursable considerations.
3. Interested teachers or administrators must complete and submit a tuition reimbursement application form which includes educational plans, application of studies, projected cost, and location of the school or program.
4. Teachers or administrators that are approved for reimbursement must complete their coursework within thirteen months from the date the plan is agreed.
5. Any teacher or administrator that is awarded the tuition reimbursement opportunity must submit an official transcript or grade report within three months of the completion date to be reimbursed.
6. Accepting teacher or administrator must agree to remain an employee of ARVA for one academic year after the course is completed.
7. Applicants will be considered in order of application.

Decisions regarding tuition reimbursement recipients will rest solely with the Tuition Reimbursement Committee. The Committee Chair should be notified of any changes in educational plans outside of those outlined to the Committee on the application form. The Tuition Reimbursement Committee consists of three members selected as follows:

1. Academic Administrator – Committee Chair
2. Head of School
3. Operations Manager

The number of tuition reimbursements awarded each year will depend on funds allocated in the current year budgeted for that purpose. Reimbursements may not exceed \$2,500 per term. No funds will be available or provided for reimbursement when this fund has been spent in full. The amount awarded up to the maximum of \$2,500 per term is at the discretion of the Tuition Reimbursement Committee.

Teacher/Administrator Tuition Reimbursement Application

Teacher/Administrator Name: _____ Title: _____

Educational Plans: _____

Courses to be taken: _____

Professional goal for taking the courses: _____

Start and end date of course: _____

Praxis exam to be taken and date of exam: _____

Purpose: _____

Location of the school or program: _____

Projected Cost: _____

Note: The amount of the award cannot exceed \$2,500 per term. The number of awards is based on available funds and merit of the request. Applicants will be considered in order of application. Recipient agrees to remain an ARVA teacher one year after completion of funded educational opportunity. See policy guidelines for full details.

I understand that I must complete my coursework within thirteen months from the date my educational plan was approved.

I will submit an official transcript or grade/score report within three months of the completion date for the purpose of reimbursement.

Teacher/Administrator Signature: _____ Date: _____

Scholarship Committee Action: _____ Date: _____

Teacher Evaluation

Arkansas Virtual Academy follows the guidelines laid out in Ark. Code Ann. § 6-17-2801 et seq., as it relates to teacher and leader evaluations under the Teacher Excellence and Support System (TESS). All new employees incoming to the district from another district/state will be placed on a one-year probationary status as outlined under TESS. A first year teacher is both a novice and probationary teacher. ARVA may, by a majority vote of its directors, provide for one (1) additional year of probationary status. In addition to Ark. Code Ann. § 6-17-2801 et seq., ARVA administration reserve the right to use data from internal metrics for further evaluation of teacher performance.

Teacher Job Description

Arkansas Virtual Academy (ARVA) consists of highly qualified and motivated teachers who work in an innovative environment. Virtual academy teachers are part of a pioneering effort in public education.

Teachers are responsible for ensuring that students achieve mastery of learning objectives. Teachers provide guidance, instruction and support to manage the learning process and focus on students' individual needs. Teachers monitor student progress through K¹² interactive lessons, daily assessments and work actively with students and parents to advance each child's learning.

Teaching in a virtual academy requires a strong educational background and a firm understanding of how best practices from a regular classroom can be applied to this innovative model. Though the primary focus is on academics, all ARVA teachers must be comfortable using technology and supporting new users of technology. Teachers work primarily from their homes.

As part of their regular teaching responsibilities, teachers will:

Planning and Preparation

- know the K¹² curriculum in its entirety for assigned grade levels.
- be knowledgeable of the Arkansas Standards and Frameworks and how they align with the K¹² curriculum.
- participate in a weekly teacher conference call with the school-level principal. Non-attendance will result in the loss of an annual or sick leave day, whichever is applicable.
- participate in scheduled professional development. Non-attendance will result in the loss of an annual or sick leave day, whichever is applicable.

Instruction and Student Achievement

- support parents with student placement, curriculum and instructional issues.
- support parents with school set-up and logistics questions.

- support parents and students with basic computer set-up, navigation and troubleshooting.
- respond within 24-48 hours to parent inquiries via phone and/or e-mail during the regular work week.
- proactively track student academic progress and attendance and use the non-compliant process when necessary.
- track and verify that attendance hours are being logged and correlate with number of lessons completed.
- balance flexibility of the K¹² curriculum with state compliancy requirements.
- individualize instruction to help each student achieve.
- conduct scheduled conferences with parents/responsible adults to assess each student's progress, learning style, and any other academic, social or developmental issues.
- study student data and build a plan for each student's success. Create and monitor progress of an Academic Improvement Plan and/or Intensive Reading Inventory for any student scoring below proficient on state exams in NORMES.
- document all conferences and necessary information in TotalView School (TVS) by way of notes and template usage in a timely manner.
- use TVS exclusively to communicate with parents.
- complete quarterly attendance spreadsheets to be used for state attendance reporting.
- process student change in placement, as needed.
- comply with ARVA procedures to meet Arkansas History state frameworks.
- provide corrective feedback on student work samples.
- participate on IEP teams for students with special needs.
- work with the administration to prepare students for standardized tests, including the logistics of selecting testing sites.
- serve as test site coordinators or proctor for site-based state required tests.
- utilize and test new technologies prior to being implemented by families and students.
- fully engage the growth model developed for goal setting, performance, and evaluations.
- track the delivery, return of materials and computer equipment.
- assist with various projects throughout the year with colleagues and administration, as needed.
- travel to and assist with two school outings per semester.
- devote an average of 40 hours a week or whatever is necessary to provide the highest quality of service for families and students.
- travel to regularly scheduled meetings and participate in school activities, open houses, orientations, information sessions, etc.

Leadership, Team and Building School Community

- participate on three ACSIP committees on average.
- chair an ACSIP committee when needed.
- make contributions to the school newsletter.
- support school administrators with information sessions.

- lead parent orientations during late summer, early fall and for small groups, as needed.
- required to attend at least one parent information session before fall term begins.
- create, lead, and assist with student school club activities.

Requirements:

- Bachelor's degree
- current Arkansas Teaching License or appropriate state certification
- 3+ years of teaching experience
- shared view of the virtual academy's mission
- strong content and subject-matter knowledge
- ability to support and guide adults as well as students
- strong written and verbal communication skills
- organization and time-management skills
- proficiency in Microsoft Office applications, and experience using in a professional capacity

The ideal candidate will also have:

- experience working with the proposed age groups.
- experience in an innovative learning environment.
- special education training and experience (as enrollment dictates).
- experience using Internet search engines.
- experience using a student information system and/or other types of database.
- an ability to learn new technology tools quickly (e.g., database and web-based tools).
- an ability to support adults with basic computer set-up and navigation.

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 \$153.00 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.

Termination of Employment

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.

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.