

Alternate Work Arrangements

Purpose

The purpose of this policy is to establish the framework for development of procedures that provide for flexibility both in assigning a work place and in assigning a work schedule for employees of the Valley School District.

Scope

The scope of this policy is limited to employees of the Valley School District.

Policy

1. The Valley School District Board of Directors finds that there is a tremendous value in working at a worksite in proximity as a team. However, the Board also finds that with ever-increasing technological advancements, some of the work functions formerly performed in a traditional manner at the employee's work place may now be accomplished with equivalent efficiency and quality at a distance, on a non-traditional work schedule, or through job sharing. Such progress provides an opportunity to consider alternatives to traditional work arrangements.
2. The Valley School District is a leader with technological applications that promote quality and equitable delivery of service to families. The district also promotes the status of parents and guardians as the first and most important educators of their children with the primary right and duty to make educational decisions for their children. These principles apply as equally to employees as to the families they serve. Consequently, it is the policy of the Valley School District to provide for flexibility both in assigning a work place and in assigning a work schedule when such flexibility honors the principles of collegiality, quality, service delivery, the needs of families served by the district, and the needs of employees and their families. The "value in working at a worksite in proximity as a team" (see above) must be considered foremost before offering alternate work arrangements, and such arrangements will be the exception rather than the rule.
3. The Valley School District Superintendent shall implement this policy and develop necessary procedures to provide for alternate work arrangements in accordance with this policy.

Related Procedures

5235P1-Alternate Work Arrangements

Policy Cross References

5013–Employee Rights

5413–Compensated Leaves

5229–Work Week and Overtime-Compensatory Time, Meal Periods and Rest Periods for Classified Hourly Employees

Policy Legal References

RCW 28A.400.300 – Hiring and Discharging Employee

RCW 28A.405.070 – Job Sharing

Management Resources

N/A

Policy History

Action:	Date:
Approved by the Board	December 16, 2009
Revised	
Revised	
Revised	

Previous Policy Number: 9012