






**Module 1**

**Name:** \_\_\_\_\_

- 1) During the Critical Policies presentation, mark all "Duty to Report" items as identified:

<input type="checkbox"/> Boundary Violations / Grooming	<input type="checkbox"/> Child abuse
<input type="checkbox"/> Drug, alcohol, or tobacco use	<input type="checkbox"/> Suicidal Ideation
<input type="checkbox"/> Hazing and or Bullying	<input type="checkbox"/> Misuse of District technology
<input type="checkbox"/> Harassment	<input type="checkbox"/> Convictions or Diversion Agreements
- 2) T F: An employee may not solicit, encourage, or consummate an inappropriate relationship of a sexual nature, whether written, verbal, or physical, with a student or minor.
- 3) A boundary violation could be:
  - T F: Texting individual students.
  - T F: Talking to students about romantic involvement.
  - T F: A team text notifying students that practice is cancelled.
  - T F: Meeting alone with a student in a classroom or office with obstructed access or views.
- 4)  T F: In a non-emergency situation, it's fine for employees to use their own cars to take students home from school or an activity without notifying your supervisor.
- 5) It's appropriate for employees to have individual students in their homes to:
  - T F: Clean.
  - T F: Watch a movie.
  - T F: Hot tub.
  - T F: Smoke pot or consume alcohol.
- 6) "Staff members shall discipline students in a professional and objective manner, without undue \_\_\_\_\_ display."
- 7) T F: It's okay to allow a student to leave school or a school activity if an employee believes the student is intoxicated.
- 8) T F: It's okay for student hazing to occur as long as the employee is not involved.
- 9)  Harassment may include:
  - T F: Unequal treatment on the basis of gender.
  - T F: "Chippendale" calendar posted in the classroom or employee's office.
  - T F: Discussing a student concern with an administrator.
  - T F: Sharing religious or sexual jokes.
  - T F: Quid pro quo.
  - T F: Conversations about setting up a new computer.
- 10) Employees or students who feel they have been sexually harassed should report it to their supervisor as well as the District's \_\_\_\_\_ Coordinator.
- 11) T F: An educator can be at risk of losing his/her license by not reporting child abuse.
- 12)  T F: It is not the employee's duty to prove neglect or abuse before making a report to DCFS.
- 13) T F: An employee, while at home, can access pornography on a District owned computer without jeopardizing employment and or licensure.
- 14) T F: Email transmissions are private.
- 15) T F: Employees who test positive for illegal substances will have their employment terminated.
- 16) T F: An employee with a work-related injury, which requires medical attention, is required to be drug tested.
- 17) Violations of FERPA include:
  - T F: Posting grades and identifying information in public.
  - T F: Giving records to a school where a student is transferring.
  - T F: Publicly disclosing a student athlete's academic status.
  - T F: Accessing published student directory information.

- 18) T F: District employees may accept, but not solicit, an occasional nonpecuniary gift for a birthday, holiday, or teacher appreciation occasion, provided the value of the gift does not exceed \$50.
- 19) Identify two “aha’s” you discovered this year in Critical Policies?
- a.
  - b.

## **Module 2**

- 1) T F: Employees are not required to implement accommodations designated in a 504 plan for students.
- 2) T F: An individual who presents with any level of suicidal ideation requires urgent attention and should be immediately referred to the school’s administration or mental health professional.
- 3) T F: McKinney-Vento students must be immediately enrolled in school even without immunization records.
- 4) T F: An employee may give a student an Ibuprofen for a headache without a parent’s written request.
- 5) T F: Videos shown in the classroom must be used for instruction and not for reward or entertainment.
- 6) T F: “Coach Volunteers” must undergo an FBI criminal background check through Human Resources.
- 7) T F: “Supervised Volunteers” on day field trips must always remain two-deep.
- 8) T F: “Unsupervised Volunteers” (chaperones) for overnight travel must be fingerprinted in Human Resources.

## **Module 3**

- 1) T F: Employees may request a workplace accommodation by engaging the ADA Interactive Process by contacting CSD’s Legal Services Department.
- 2) Who should be notified of a workplace injury?
  - a.
  - b.
- 3) T F: The Salt Lake County Board of Health may require employees to produce immunization records in the event of an outbreak of a vaccine-preventable disease.
- 4) T F: The Employee Assistance Program (EAP) is available for all employees and their eligible dependents.
- 5) T F: Employees resigning or retiring may receive a financial penalty if they do not provide appropriate notification to the District.

## **Module 4**

- 1) T F: All contracted employees must enter their own time off requests into Frontline or SKYWARD.
- 2) T F: Employees receive three (3) alternative leave days per year.
- 3) T F: Employees may not use more than five (5) personal leave - paid days in any contract year.
- 4) T F: Employees must request and have approval through Human Resources to use personal leave non-paid days.
- 5) T F: Employees may convert up to five accrued Sick Leave days to Extended Family Sick Leave each school year to care for the health care needs of immediate family members.
- 6) T F: First year employees hired prior to September 1<sup>st</sup> are eligible for limited sick bank benefits provided they do not opt out of the Employee Funded Sick Leave Bank.
- 7) T F: Employees wishing to opt out of the Employee Funded Sick Leave Bank must do so no later than September 1<sup>st</sup>.
- 8) T F: First year employees are not eligible for FMLA protection.
- 9) T F: The no-absence incentive will be offered for the 2022-23 school year.